

KEY FOCUS AREAS FOR PSEA MEASURES IN 2023:



PRIORITY STATES: PROTECTION SECTOR HOTSPOTS:

- North Darfur
- West Darfur
- Central Darfur
- East Darfur
- South Darfur
- West Kordofan
- South Kordofan
- Blue Nile
- White Nile
- Gedaref



Desired outcomes	Targets/ Benchmarks	Key actions	Timeframe	Budget/ Funding Source	Lead agency/ies per activity
Part A: Priority prevention outcomes for PSEA					
Outcome 1. Prevention. All UN/INGO/NGO/Civil society staff and related personnel ¹ know the standards of conduct for protection from sexual exploitation and abuse and understand their personal and managerial/ command responsibilities to address sexual exploitation and abuse and other misconduct.					
Key Objectives:					
<p>a) All UNCT/HCT personnel, including those visiting the country, are provided with an induction briefing on conduct and discipline issues, and quality training on sexual exploitation and abuse.</p> <p>b) UN/INGO/NGO/Civil society staff and related personnel² know the standards on sexual exploitation and abuse (training, leadership dialogues, town-halls).</p> <p>c) All personnel are aware of the policy for protection against retaliation for reporting misconduct – to empower, encourage and protect staff who report cases of sexual exploitation and abuse (ST/SGB/2017/2/Rev.1).</p> <p>d) All personnel are provided with clear guidance on where and how to report allegations of misconduct involving SEA</p>					
Output 1.1 Personnel understand the United Nations standards of conduct on the protection from sexual exploitation and abuse.	<ul style="list-style-type: none"> 100% completion rate of mandatory PSEA training/courses by UN staff % of non-UN staff trained on PSEA and Safeguarding (through/by PSEA focal points) 	1.1.1: Incorporate an induction briefing on code and discipline issues including SEA in the Country briefing	Jan – Apr 2023	Nil	PSEA Network, Per agency/entity
		1.1.2: Sensitization, orientation, and capacity building of the PSEA Network members on Protection against Retaliation and Whistleblowing policies through town hall meetings/leadership dialogues	Bi-annually	Nil	Per agency/entity PSEA Network
		1.1.3: Quarterly reporting on the completion rate of mandatory PSEA training courses by all UN staff in Sudan	Annually	Per agency/entity	Per agency/entity PSEA Coordinator
		1.1.4: Wide scale roll out of the IASC ‘Say no to Sexual Misconduct’ training package across priority states in Sudan amongst UN/INGO/NGO/Civil society staff and related personnel especially at state level	Jan – Dec 2023	Pooled PSEA Funding \$50,000	PSEA Network – Capacity Building Task team

¹ United Nations staff and related personnel include United Nations staff members, consultants, individual consultants/contractors, interns, national officers, United Nations volunteers, experts on mission and contingent members.





		1.1.5: Quarterly reporting on # of agency staff trained on PSEA and Safeguarding amongst PSEA Network Members using the IASC ‘Say No to Sexual Misconduct’ Training package	Quarterly	Per agency/entity	Per agency/entity and the PSEA Coordinator
<ul style="list-style-type: none"> % of staff sensitized on Protection Against Retaliation for reporting misconduct 		1.1.6: Develop and disseminate a simplified brochure/pamphlet highlighting the key articles in <u>ST/SGB/2017/2/Rev.1</u> on Protection Against Retaliation for reporting SEA	Jan to Mar 2023	Pooled PSEA Funding \$10,000	PSEA Network – Capacity Building task team
		1.1.7: Orientation and capacity building of PSEA focal points on the Protection against Retaliation policy for roll out in respective organizations	Apr – Jun 2023	Nil	PSEA Network – Capacity Building task team
<ul style="list-style-type: none"> % of staff who demonstrate knowledge on how to report allegations of misconduct involving SEA 		1.1.8: Conduct a KAP survey to determine the extent to which staff demonstrate knowledge of how to report allegations of misconduct involving SEA	PSEA Survey	Nil	PSEA Network Per agency/entity
		1.1.9: Develop, update, and disseminate guidance on where and how to report SEA allegations – adapted for different locations (at state level)	Quarterly	Nil	PSEA Network in consultation with the GBV/CP sectors at state level Per agency/entity for internal reporting mechanisms

Part B: Priority Response outcomes for PSEA

Outcome 2. Safe and accessible reporting. Every child and adult recipient of humanitarian and development assistance has access to safe, gender, age/child-sensitive pathways to report sexual exploitation and abuse (including through community-based complaints mechanisms)³ that lead to support, are appropriate to the context and accessible to those in the most vulnerable situations).

Key Objectives:

³ A Community-based complaints mechanism (CBCM) is a complaints mechanism system blending both formal and informal community structures, built on engagement with the community where individuals are able and encouraged to safely report grievances – including sexual exploitation and abuse incidents – and those reports are referred to the appropriate entities for follow-up. See further information https://interagencystandingcommittee.org/system/files/best_practice_guide_inter_agency_community_based_complaint_mechanisms_1.pdf





- a) UNCT/HCT Inter-agency SOPs on community-based complaint mechanisms and/or networks (CBCM/CBCN⁴) on PSEA are established following inclusive consultations with all relevant stakeholders, including communities, disseminated, and rolled out, and appropriate staff trained.⁵
- b) A variety of reporting channels appropriate to the local context are in place to fill reporting gaps as identified by mapping.
- c) Number of adults and children (disaggregated by gender and age) reached through awareness activities and community mobilization interventions on PSEA, including how to report SEA-related complaints.

Output 2.1. Safe, accessible, gender/age/child-sensitive mechanisms are in place for reporting sexual exploitation and abuse ⁶ , particularly in high-risk areas.	<ul style="list-style-type: none"> • Interagency CBCM/CBCN Standard Operating Procedures (SOPs) are endorsed by all UNCT/HCT members and rolled out across the operation (including priority states) 	2.1.1: Participate in the design of a comprehensive and broader interagency CBCM (in consultation with communities) that serves the humanitarian and development actors and affected populations for two-way communication in Sudan	Jan – Dec 2023	Pooled PSEA Funding \$100,000	PSEA Network in partnership with UNOPS, WFP, CVAW unit, AAP Working Group
		2.1.2: Finalize Interagency CBCM SOPs for how to receive, process and refer SEA allegations (linkages between formal and information mechanisms and process flow for information sharing)	Jan – Mar 2023	Nil	PSEA Network – CBCM task team
		2.1.3: Endorsement of Interagency CBCM SOPs by the PSEA Network	Jun – Aug 2023	Nil	PSEA Network
		2.1.4: Roll out/Train PSEA Focal points and CBCM/CFM focal points on SOPs for how to receive, process and address/refer SEA allegations	Jun - Aug 2023	Pooled PSEA Funding \$30,000	PSEA Network – CBCM task team
		2.1.5: Adapt the Interagency CBCM SOPs to a simplified version and different languages to inform community members of reporting channels and referral pathways	Jun – Aug 2023	Pooled PSEA Funding \$15,000	PSEA Network – CBCM task team and GBV & CP subsectors

⁴ Community-Based Complaint Networks (CBCNs) support communications with complainants and victims while allegations are being investigated, facilitate the provision of assistance and support to victims and their reintegration into their communities. The UN has engaged with local and international organizations and representatives of communities to develop formal and informal structures and channels that are safe, confidential, and easily accessible to women, men, girls, and boys to report misconduct, specifically sexual exploitation and abuse, and follow up on the status of reported incidents and receive support.

⁵ UNCT/HCT SOPs can be adapted from the [global IASC SOPs](#). The SOPs provide the basis for inter-agency referral, sharing of information on and handling of sexual exploitation and abuse allegations, as an integral component of UNCT/HCT prevention and response to sexual exploitation and abuse. The SOPs require all signatories to have an established internal sexual exploitation and abuse complaint handling procedure in place.

⁶ Type of mechanism and targeted locations to be determined by each UNCT/HCT based on context and existing channels/mechanisms for reporting already functioning. These could include, for example, phone hotlines, SMS, PSEA focal points, service points, etc. This could involve broader complaint channels that are strengthened with the necessary safeguards for reporting sexual exploitation and abuse, or training of PSEA focal points within protection-related services to support reporting and referrals, and/or other systems, and/or a combination of the above, as appropriate per the country context.



<ul style="list-style-type: none"> Multiple confidential reporting channels are available which cater to the diversity of the population and differing levels of access (PLWD, Older Persons, children). 70% of the affected population (including children) have access to at least one (1) safe and accessible channel to report sexual exploitation and abuse 	<p>2.1.6: In collaboration with the AAP working group conduct state level CFM mapping, identify gaps, and conduct community sensitization on reporting mechanisms</p>	Ongoing	Pooled PSEA Funding \$10,000	PSEA Coordinator and AAP Working Group chairs
	<p>2.1.7: Joint advocacy with the AAP Working Group to the UNCT/HCT for prioritization and funding of AAP mechanisms in Sudan humanitarian and development assistance in the HRP and other cooperation frameworks</p>	Ongoing	Nil	AAP/CEA Working Group and PSEA Network
	<p>2.1.8: In collaboration with the AAP/CEA working group, develop guidelines or minimum requirements for safe and accessible CFMs in Sudan, equipped to handle SEA allegations by all segments of the population</p>	Mar – Jun 2023	Nil	PSEA Network – CBCM task team, AAP/CEA Working Group
	<p>2.1.9: Design and administer a household survey in communities (from priority states) to determine access to safe and accessible channels to report SEA</p>	2023	Pooled PSEA Funding \$30,000	PSEA Network and AAP/CEA Working Group
<p>Output 2.2. Community mobilization, consultation, and awareness-raising on PSEA in each community receiving and/or affected by United Nations assistance. Where there is an HC/HCT this would apply to all humanitarian partners.</p> <ul style="list-style-type: none"> Age and gender-sensitive materials on how to report SEA and how to access victim/survivor-centered assistance developed and disseminated. 100% of sites provided information on the prohibition of SEA, how to report and receive assistance. 30,000 adults and children reached through awareness and community mobilization activities 	<p>2.2.1: In consultation with community members, develop and translate/adopt into appropriate languages and formats key messages on prohibition of SEA and how to report SEA and seek assistance (flyers, posters, audio-visuals materials, etc.)</p>	Jan – Feb 2023	Pooled PSEA Funding \$50,000	PSEA Network – Communications and Advocacy task team
	<p>2.2.2: Conduct community sensitization programmes and activities in all sites on rights of beneficiaries and standards of conducts for staff using materials developed – messaging provided by the PSEA Network</p>	Mar – Dec 2023	Per agency/entity	PSEA Network Per agency/entity
	<p>2.2.3: Conduct SEA risk management to identify evolving risks of affected populations to SEA, and perception surveys to capture community views and preferences on risk mitigation/prevention actions and their effectiveness</p>	Jan – Dec 2023	Pooled PSEA Funding \$35,000	PSEA Coordinator
	<p>2.2.4: Joint Awareness raising materials are developed and activities conducted in collaboration with the GBV/CP AoRs on GBV prevention, risk mitigation and response</p>	Jan – Dec 2023	Pooled PSEA Funding \$25,000	PSEA, GBV and CP Coordinators



Outcome 3. Victims' right to assistance. Every child and adult victim/survivor/complainant is offered immediate, quality assistance (medical care, psychosocial support, legal assistance, reintegration support).⁷

Key Objectives:

- Mapping of the existing service providers (e.g., GBV and CP programming) and current gaps in SEA assistance coverage are identified and addressed.
- Percentage of the affected population, particularly women and children, that can access GBV assistance.⁸
- Tracking and data collection on victims and victim assistance (please indicate the system in place, what information is collected and frequency of maintenance).

<p>Output 3.1 Sexual exploitation and sexual abuse victim/ survivor assistance is provided through Gender-Based Violence (GBV) or Child Protection (CP) response system, adapted to the specific needs of victims/survivors.</p>	<ul style="list-style-type: none"> # of GBV/CP service providers trained on SEA, provision of survivor support (or victim assistance) and response principles % of locations with comprehensive services available for SEA victims (medical, PSS, Material, Safety/Security) 	<p>3.1.1: Strengthen linkages with the GBV and CP subsectors for regular information and updates on the mapping of existing service providers</p>	Jan – Dec 2023	Nil	PSEA Network – Survivor Support task team and GBV & CP subsectors
		<p>3.1.2: Train GBV/CP service providers on SEA, Sudan's Survivor Support Framework and their roles and responsibilities in supporting SEA victim/survivor considering their additional needs related to SEA incidents</p>	Mar – Oct 2023	Pooled PSEA Funding \$25,000	PSEA, GBV and CP Coordinators
		<p>3.1.3: Quarterly review of the survivor support protocols with integrated GBV/CP referral pathways as informed by GBV/CP service mapping</p>	Quarterly	Nil	PSEA Coordinator Survivor Support Task Team
	<ul style="list-style-type: none"> 100% of the affected population (esp. women and children) can access GBV services. 100% of victims/survivors of SEA are referred for assistance and received support within 48 hours. 	<p>3.1.4: Participate in joint advocacy efforts with the UNCT/HCT and GoS to address gaps in GBV/SEA service coverage in different states</p>	Ongoing	Nil	PSEA, GBV, CP Coordinators
		<p>3.1.5: Reserve an emergency case fund to be used to support or facilitate SEA victims and ensure they receive comprehensive GBV response services</p>	Ongoing	Pooled PSEA Funding \$15,000	Per Agency

⁷ Support to victims/survivors/complainants is unconnected with the investigation and should be pursued from the time of an allegation as indicated in the [UN Comprehensive Strategy on Assistance and Support to Victims of Sexual Exploitation and Abuse](#)

⁸ The tracking of access to services is a core function of the PSEA Network's role in strengthening response to sexual exploitation and abuse. Current gaps in SEA assistance coverage (as provided through GBV/ CP programmes) should be systematically addressed by UNCT/HCT members, as well as through CERF/CBPFs. There should be a tracking system maintained by the UNCT



	<ul style="list-style-type: none"> Number of people satisfied with assistance received following a complaint of sexual exploitation and abuse. 	<p>3.1.6: Apply for the additional funds to address gaps in SEA survivor support or victim assistance (through the HRP standard allocation, CERF, and/or Trust Fund in Support of Victims of SEA)</p> <p>3.1.7: Legal Review of the legal landscape around GBV/VAC laws, penal code for offenders, labor laws on termination of employments (perpetrators) and referral of perpetrators for criminal proceedings - with support from UNDP/GBV Subsector</p>	Ongoing	Nil	PSEA Coordinator in collaboration with the GBV/CP subsectors
			Jan – Jul 2023	Pooled PSEA Funding \$10,000	PSEA Network
Output 3.2 PSEA Networks have referral pathways for victim/survivor assistance in place, as part of an integrated approach with GBV services.	<ul style="list-style-type: none"> 100% of SEA victims/survivors who have received assistance (disaggregated by age and gender and type of assistance received). 	3.2.1: Develop and roll out a common Victim tracking tool against which PSEA Network members provide information on status of victim assistance for SEA survivors (monthly reporting)	Jan – Mar 2023	Nil	PSEA Network Per entity
<p>Outcome 4. Accountability and investigations. Every child and adult victim/survivor of sexual exploitation and abuse who is willing has their case investigated in a prompt, and safe way in accordance with a victims'/survivors' rights approach.</p>					
<p>Key Objectives:</p> <p>a) PSEA Network members and local partners have personnel trained on SEA guidelines and protocols for victim/survivor-centered investigations.</p> <p>b) Percentage of victims/survivors who are informed of the outcome of the investigations.</p> <p>c) The UNCT/HCT has policies on reference checking and vetting for former misconduct or supervision and performance appraisals related to UN Implementing Partner PSEA Capacity Assessment and they are shared with UNCT/HCT.</p> <p>d) UN Implementing Partner PSEA Capacity Assessment guidelines are implemented.</p>					
Output 4.1 PSEA Networks adopt, implement and track progress against uniformed protocols/guidelines for	<ul style="list-style-type: none"> # of PSEA focal points trained on SEA investigations handling (only targeting I/NGOs).⁹ 	4.1.1: Identify available training resources on investigation procedures to use for training focal points, especially organizations with limited investigation capacities (I/NGOs)	Ongoing	Nil	PSEA Coordinator

⁹ All UN agencies must follow their specific laid out procedures for reporting SEA allegations for investigations.



prompt, safe and victim/survivor-centered assistance during investigations at country-level.		4.1.2: Conduct Investigations training targeting PSEA focal points, HR staff and other relevant functions involved in investigations for I/NGO network members.	Jun – Jul 2023	Pooled PSEA Funding \$15,000	PSEA Network At individual entity level
Output 4.2 Sexual exploitation and sexual abuse victims/survivors informed of and/or supported in relation to investigations and accountability processes. ¹⁰	<ul style="list-style-type: none"> 100% victims/survivors of SEA are informed of the outcome of their investigations 	4.2.1: Regularly communicate relevant and appropriate information on ongoing investigations to victims/survivors of SEA	Ongoing	Per agency/entity Nil	Per agency/entity
Output 4.3 When working with implementing partners, adequate safeguards are in place and action is taken related to sexual exploitation and abuse – e.g., screening, cooperative arrangements, monitoring, and termination of arrangements.	<ul style="list-style-type: none"> % of UN implementing partners for whom PSEA capacity assessments are conducted 	4.3.1: Support implementation of the IASC PSEA Capacity Assessment tool by all UN agencies with all partners in Sudan	Ongoing	Per agency/entity Nil	All UN Agencies PSEA Network
		4.3.2: Follow-up on implementing partners that do not meet the minimum threshold with capacity improvement plans and appropriate resources to enhance capacities	Ongoing	Per agency/entity Nil	All UN Agencies PSEA Network
		4.3.3: Take actions in line with the UN protocols on SEA Allegations Involving Implementing Partners, for partners that do not meet the required standards – after the agreed upon time for capacity improvement	Ongoing	Per agency/entity Nil	All UN Agencies PSEA Network
		4.3.4: Develop templates for personnel screening checks related to history of misconduct/SEA issues before recruitment and cooperative arrangements that can be adopted by network members (INGOs/NGOs/Civil Societies/Grassroot organizations)	Jan – Mar 2023	Nil	PSEA Network

Part C: PSEA Country-Level Structure

¹⁰ This may include civil and criminal proceeding, as well as other redress measures.





Outcome 5. PSEA inter-agency country-level structure. The Resident/Humanitarian Coordinator and UNCT/HCT are supported at senior management and technical levels to lead, oversee, and deliver on the above four PSEA Outcomes.

Key Objectives:

- a) The DSRSG/RC/HC takes an active lead on PSEA
- b) Designation of agency chairs for the PSEA Steering Committee (principal level, UNCT/HCT) and the PSEA Network (technical level).
- c) Status of deployment of a full-time PSEA Network Coordinator (with clear ToRs).
- d) The PSEA Coordinator takes an active lead in supporting senior leadership in developing and implementing PSEA Network TORs and a PSEA Work Plan
- e) PSEA Network is in place
- f) Integration of PSEA in the Humanitarian Response Plan (or similar), where relevant.
- g) Development and implementation of the UNCT/HCT PSEA Action Plan, including clearly defined roles and responsibilities of each actor.
- h) Percentage of UNCT/HCT members that have appointed a dedicated PSEA technical focal point to the PSEA Network (with clear ToRs).

Output 5.1: The role of the DSRSG/RC/HC as PSEA lead is clear to all PSEA Stakeholders	<ul style="list-style-type: none"> • RC/HC supports implementation and monitoring on in-country PSEA Strategy, making explicit the leadership role of the RC/HC and UNCT/HCT. 	5.1.1: DSRSG/RC/HC to continue to lead in the implementation of special measures for PSEA in Sudan	Ongoing	RCO	RCO
Output 5.2 Members take on the PSEA role to support the Resident/Humanitarian Coordinator to deliver on PSEA at the UNCT/HCT level and the PSEA Network at the technical level.	<ul style="list-style-type: none"> • PSEA Network is established and reports regularly to DSRSG/RC/HC via the PSEA Coordinator. 	5.2.1: Review and update the PSEA Network terms of reference to the current context – including network meeting schedule.	Jan – Mar 2023	Nil	Steering Committee
	<ul style="list-style-type: none"> • Co-chairs for the PSEA Network appointed/nominated 	5.2.2: In consultation with the DSRSG/RC/HC and network members, nominate or appoint co-chairs for the PSEA Network, under the stewardship of the DSRSG/RC/HC	Jan – Mar 2023	Nil	DSRSG/RC/HC
	<ul style="list-style-type: none"> • PSEA Network ToRs updated 	5.2.3: Develop a costed PSEA Action plan and present it for endorsement by the UN/HCT	Jan 2023	Nil	PSEA Coordinator PSEA Network
	<ul style="list-style-type: none"> • PSEA Action Plan is endorsed by all UNCT/HCT members. 	5.2.4: Resource mobilization to ensure that the PSEA Action is fully funded and implemented through the HRP and/or agency contributions to the PSEA action plan	Jan – Jun 2023	RCO	DSRSG/RC/HC UNCT PSEA Coordinator
		5.2.5: Adopt appropriate strategies and approaches to roll out implementation of the PSEA action plan at state levels, in partnership with state level coordination mechanisms	Ongoing	\$15,000	PSEA Network





<p>Output 5.3 A full-time PSEA Coordinator (with medium to long-term secured funding) is in place, with a direct reporting line to the HC/RC, to provide day-to-day technical support and expertise to the inter-agency PSEA Network.</p>	<ul style="list-style-type: none"> P4 level full-time PSEA Coordinator is in place 	<p>5.3.1: Ongoing resource mobilization to maintain the position the full time PSEA Coordinator’s and National Officer positions. Increase the network’s communications and information management capacity (\$50,000)</p>	Ongoing	Pooled PSEA Funding \$300,000	DSRSG/RC/HC UNCT PSEA Network
		<p>5.3.2: Engage a standby partner/IUNV to support the Darfurs in rolling out the PSEA Action Plan and conducting capacity building activities (minimum 6 months).</p>		Pooled PSEA Funding \$50,000	DSRSG/RC/HC UNCT PSEA Network
	<ul style="list-style-type: none"> A FVRA or a focal point for victims’ rights has been appointed at the country and state level as necessary 	<p>5.3.3: The PSEA Network appoints victim’s rights advocate (FVRA) focal points to ensure that victims of SEA receive appropriate services through the GBV referral pathways and are kept abreast of ongoing investigations/agency procedures</p>	Jan – Mar 2023	Nil	PSEA Network
<p>Output 5.4: PSEA focal points from all UN/HCT and network members are in place and actively contribute to the PSEA Network’s delivery of PSEA outcomes</p>	<ul style="list-style-type: none"> % of PSEA Network members that have appointed a dedicated PSEA technical focal point to the PSEA Network (with clear ToRs) 100% PSEA focal points trained on PSEA and their ToRs 	<p>5.4.1: All PSEA Network members to appoint PSEA focal points with clear ToRs and access to management within respective organizations</p>	Ongoing	Nil	PSEA Network
		<p>5.4.2: Maintain, regularly update, and share the PSEA focal points directory with network members to facilitate timely information sharing when SEA cases are reported through CBCM/CBCNs</p>	Quarterly	Nil	PSEA Coordinator
		<p>1.1.6: Conduct ToT training for PSEA focal points on Standards of Conduct relating to PSEA/Safeguarding and their ToRs</p>	Jan to Mar 2023	Pooled PSEA Funding \$10,000	PSEA Network – Capacity Building task team
		<p>5.4.3: Actively engage PSEA technical focal points to design or disseminate awareness raising materials, facilitate events with community members, and carry out regular SEA risk assessments.</p>	Ongoing	Nil	PSEA Coordinator



Financial Requirements for the 2023 PSEA Action Plan

Total Budget	\$795,000
Current Available Budget - 1 position funded up September 2023	\$135,000
Funding Gaps	\$660,000

