



OFFICE OF UN DEPUTY SPECIAL REPRESENTATIVE OF THE SECRETARY-GENERAL/RESIDENT AND HUMANITARIAN COORDINATOR

UNCT-HCT South Sudan Country-Level Action Plan to Prevent and Respond to Sexual Exploitation and Abuse

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Overview

In 2024, the UNCT-HCT in South Sudan will utilize the outcome of 2023 PSEA deep dive review and 2024 Countrywide SEA risk assessment to develop a new systemwide PSEA strategy (2024 – 2026). The UNCT-HCT PSEA action plan 2024 will focus on five outcomes: (i) All UN staff and related personnel know the UN 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. (ii) Every child and adult recipient of UN assistance has access to a safe, gender and child-sensitive pathways to report sexual exploitation and abuse that lead to assistance, are appropriate to the context and accessible to those in the most vulnerable situations. (iii) Every child and adult victim/complainant who is willing is offered immediate, quality assistance services. (iv) Every child and adult victim/survivor of sexual exploitation and abuse, has their case investigated in a prompt, and safe way in accordance with a victims'/survivors' rights approach. (v) The DSRSG/RC/HC and UNCT/HCT are supported at senior management and technical levels to lead, oversee, and deliver on PSEA outcomes. The specific interventions will include development of the new systemwide PSEA strategy 2024 – 2026, country-wide SEA risk assessment and management, establishment of SEA referral system in identified priority locations, resource mobilization and capacity strengthening for collective accountability for addressing SEA at national and sub-national level through functional inter-agency SEA referral system and CBCM for awareness raising and engagement of affected population, reporting, assistance services and support to victims of SEA and enhanced capacity of NGOs on PSEA.

The challenges likely to impede the implementation of the 2024 UNCT PSEA Action plan include inadequate resources (human, technical and financial), economic and socio-cultural barriers that increase vulnerability, limits reporting and accountability to address SEA. When an allegation is reported without a trustworthy system for referring it for investigation, it causes further harm to victims, witnesses, service providers, and everyone involved in handling SEA reports. Under-resourcing of PSEA programming compounds the problem of under-reporting by victims and witnesses of SEA. This situation breeds mistrust in the humanitarian and development response, discourages reporting, and perpetuates impunity. Under-resourcing exacerbates the vulnerability to SEA, further disempowers victims and witnesses due to limited awareness raising, lack of information on SEA and reporting, coupled with limited availability of victims assistance services. It reinforces stigma, negative socio-cultural norms and values which promote a culture of silence and causes impunity to SEA to thrive. Inadequate capacity to provide victims assistance exacerbate harm to victims, erodes trust, discourages reporting, and fosters impunity. This creates a vicious cycle of under reporting of SEA allegations. Inadequate systemic ways of seeking feedback and engaging the affected population may create further harm from programme interventions.

Desired outcomes	Indicators	Targets / Benchmarks ¹ (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
Part A: Priority prevention outcomes for PSEA						
Outcome 1. Prevention. All United Nations staff and related personnel ² know the UN 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.						
Output 1.1 Personnel understand the United Nations standards of conduct on the protection from sexual exploitation and abuse.	a. All UNCT/HCT personnel, including those visiting the country, are provided with an induction briefing on conduct and discipline issues, including sexual exploitation and abuse.	Reminders are communicated to all staff, personnel and visitors to ensure on-going visibility/ awareness of and compliance to the entity's policies including zero tolerance to inaction on SEA.	Develop and disseminate induction package for orientation of new personnel and visitors on expected code of conduct and discipline issues including protection from SEA Ensure that staff and personnel sign code of conduct that includes protection from SEA.	Induction and on-boarding of new staff, personnel and visitors; and reminders during leadership dialogues and during retreats. January – December 2024	Budget within entity specific work plan	DSRSG/RC/ HC and Heads of Entities
	b. Prevention measures such as curfew/off-limits policies operate in peace operations and consideration is given to implementing such measures to other duty stations	All staff, personnel and visitors are aware and comply with curfew/ off-limits policy in South Sudan at national and sub-national level.	Disseminate curfew/off-limits policies to UN personnel and visitors to South Sudan	Induction and on-boarding of new staff, personnel and visitors; and reminders during	Budget within entity specific work plan	DSRSG/RC/ HC and Heads of Entities

¹ The targets provided in the model template are intended as illustrative examples. Actual targets would need to be determined at country-level.

² 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.

Desired outcomes	Indicators	Targets / Benchmarks ¹ (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
				leadership dialogues/ town halls		
	c. The UNCT/HCT personnel know the standards on sexual exploitation and abuse (training, leadership dialogues, town-halls).	Regular meetings and awareness discussions take place. PSEA awareness-raising materials (broadcast, pamphlet, posters, etc.), including “no excuse cards” are locally contextualized, produced and distributed.	Develop, review, update and disseminate standard operating procedure, induction packages, communication materials and guidance note on PSEA including curfews, adapting global policy guidelines to South Sudan context. Conduct leadership dialogues, meetings and awareness workshops and training on PSEA	Quarterly orientation on PSEA SOPs, distribution of PSEA communication materials and “No Excuse Cards” for all staff, personnel and visitors. Quarterly leadership dialogues/ town hall meetings on PSEA	Budget within entity specific work plan	DSRSG/RC/ HC and Heads of Entities
	d. All personnel are aware of the policy for protection against retaliation for reporting misconduct – to empower, encourage and protect staff who report cases	UNCT/HCT staff members are aware of their obligation to report sexual exploitation and abuse/ misconduct and the policy for	Establish and enforce a whistle blower mechanism to empower, encourage and protect personnel, victims, complainants, and	Throughout the year January – December 2024	Budget within entity specific work plan	Heads of Entities

Desired outcomes	Indicators	Targets / Benchmarks ¹ (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
	of sexual exploitation and abuse (ST/SGB/2017/2/Rev.1).	protection against retaliation.	whistle blowers who witness, experience and/ or report allegations of SEA; and protect subject of complaint/ alleged perpetrator			
	e. All personnel are provided with clear guidance on where and how to report allegations of misconduct.	Staff, personnel and visitors are informed of the established / existing agency specific and inter-agency complaint, feedback and reporting channel for allegations of SEA and misconducts; and PSEA SOPs for South Sudan.	Establish and disseminate reporting channels for allegations of misconduct to all personnel including in induction packages, communication materials and guidance note on PSEA	Throughout the year and in all offices and at project/ program sites. January – December 2024	Budget within entity specific work plan	Heads of Entities, PSEA Coordinator and PSEA Focal Points
Output 1.2 Leadership, managers and commanders know their personal and managerial/command responsibilities to address misconduct and are aware of the procedures, rules and actions required to respond to incidents of misconduct.	a. Managers monitor completion by all personnel in country of mandatory online and classroom training.	Monitoring mechanisms are in place and working.	Implement 7-Point Leadership Action Plan: Develop and implement internal PSEA work plans aligned to the 2024 UNCT-HCT PSEA Action Plan and MOS PSEA.	Throughout the year January – December 2024	Budget within entity specific work plan	Heads of Entities

UNCT/HCT South Sudan 2024 PSEA Action Plan

Desired outcomes	Indicators	Targets / Benchmarks ¹ (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
			Provide quarterly monitoring report on status of completion of mandatory online and refresher training on PSEA.	Quarterly: April, July, October 2024, and January 2025		
	b. Leadership communicates regularly and in varied formats in order to increase awareness and instil trust in the policies, including broadcasts on the duty to report misconduct.	Meetings with staff are convened to review implementation of country level sexual exploitation and abuse (townhall, leadership dialogue, etc.).	Conduct quarterly leadership dialogue on PSEA including Town halls, dedicated meeting on PSEA, retreats and staff meetings on PSEA.	Spread throughout the year accordingly Entity's meeting schedules January – December 2024	Budget within entity work plan	DSRSG/RC/ HC and Heads of Entities
	a. All UN staff and related personnel complete the mandatory in-year refresher training and/or awareness briefings to personnel are conducted. Substantiation is done for those not completing the training.	Induction training for all personnel is conducted at regular intervals.	Ensure all staff undertake mandatory training on PSEA , including bi-annual refresher trainings.	Mandatory training on PSEA as part of on-boarding of new staff/ personnel; and bi-annual refresher training from PSEA – Jan to Dec 2024	Budget within entity specific work plan	DSRSG/RC/ HC and Heads of Entities
Output 1.3 Quality training of personnel/awareness-raising on sexual exploitation and abuse policies is conducted regularly.						

Desired outcomes	Indicators	Targets / Benchmarks ¹ (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
	b. UNCT/HCT leaders certify that all allegations of sexual exploitation and abuse relating to areas within their responsibility have been accurately and fully reported.	100% response to the resident/humanitarian coordinator.	Provide timely report on allegations of SEA aligned to PSEA SOP and 2021 (revised 2023) guidelines on reporting allegations of SEA to the most senior authority in the UN. Submit annual management certification letter on PSEA	January – December 2024 January 2025	-	UNCT and HCT
Part B: Priority response outcomes for PSEA						
Outcome 2. Safe and accessible reporting. Every child and adult recipient of United Nations assistance has access to a safe, gender and child-sensitive pathways to report sexual exploitation and abuse (including through community-based complaints mechanisms)³ that lead to assistance, are appropriate to the context and accessible to those in the most vulnerable situations).						
Output 2.1. Safe, accessible, child-sensitive mechanisms are in place for reporting sexual exploitation and abuse ⁴ , particularly in high-risk areas.	a. UNCT/HCT Inter-agency SOPs on community-based complaint mechanisms and/or networks (CBCM/CBCN ⁵) on PSEA are established following	Interagency CBCM/CBCN Standard Operating Procedures (SOPs) are endorsed	Revise the existing Inter-Agency PSEA CBCM/ CBCN SOPs aligned to the contextual realities	Revision of PSEA CBCM/CBCN SOP to be done in the second quarter after		PSEA Taskforce

⁴ 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.

⁵ 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.

Desired outcomes	Indicators	Targets / Benchmarks ¹ (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
	inclusive consultations with all relevant stakeholders, including communities, disseminated and rolled out, and appropriate staff trained. ⁶	by all UNCT/HCT members.	and new PSEA Strategy. Strengthen coordination and capacity of existing CBCMs by deploying PSEA Specialists/ Coordinators/ JPOs (4 TA P3 @ 280,292.9 per annum) at priority locations (Unity, Upper Nile, and Jonglei State; and NGO Forum). The PSEA Specialists hosted by different AFPs (reporting directly to the PSEA Coordinator) will coordinate and provide technical support to PSEA Taskforces and	development of new PSEA Strategy. Timing and frequency to be aligned to mobilized resources.	US\$ 1,121,171. ⁶ Resources to be mobilized	National and Field Level PSEA Taskforce

⁶ 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.

Desired outcomes	Indicators	Targets / Benchmarks ¹ (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
			CBCMs at sub-national level.			
	b. A variety of reporting channels appropriate to the local context is in place to fill reporting gaps as identified by mapping.	Regularly updated mapping of existing complaint and feedback mechanisms in the response. Multiple confidential reporting channels are available which cater to the diversity of the population and differing levels of access (PLWD, Older Persons, children).	Conduct regular monitoring of existing complaint and feedback channels and link them through inter-agency community-based complaint and feedback mechanisms. Revise and update existing CBCMs ⁷ , adapted to emerging contextual realities informed by community input Establish new CBCM/ CBCNs in priority high risk location. Consult with affected population and relevant stakeholders	The monitoring to be conducted on quarterly basis supported by the PSEA Technical lead, spread throughout the year from January to December 2024. Timeframe to be confirmed after the Countrywide SEA risk assessment in first quarter of 2024	US\$ 20000 UNCT Cost shared Budget	National and Field level PSEA Taskforce

⁷ CBCMs at varied level of functionality were in 16 locations as of 15 November 2023: Aweil, Bor, Bentiu, Jamiyang, Juba, Kuajok, Maban, Malakal, Mingkaman, Pibor, Renk, Rumbek, Torit, Yambio, Yei and Wau.
UNCT/HCT South Sudan 2024 PSEA Action Plan

Desired outcomes	Indicators	Targets / Benchmarks ¹ (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
			on the establishment of CBCMs.			
	c. Percentage of children and adults which have access to a safe channel to report sexual exploitation and abuse. ^a	<i>E.g., 100% of the affected population have access to at least one (1) safe and accessible channel to report sexual exploitation and abuse.</i>	Conduct training of CBCM Focal Points on PSEA CBCM to be able to conduct awareness raising on PSEA, reporting allegations of SEA and referral of victims to assistance services	Training to be conducted based on identified capacity needs by PSEA Technical lead and Field Level PSEA Taskforces. Frequency and time frame tbc.	US\$ 50,000 Resources to be mobilized	National and Field level PSEA Taskforce
	d. Percentage of allegations reported to the PSEA Network/ Taskforce per month and responded to within seven days (Disaggregated by age, sex, and type of complaint (less than 18; 18 and above). ^a	Database for recording and tracking reported allegations of SEA is maintained in line with the inter-agency PSEA CBCM SOP for South Sudan.	Report allegations of SEA in line with endorsed inter-agency PSEA SOP. Develop a Database Manager and Information Management Specialist (TA P3) for	January – December 2024	US\$ 280,292.9	National and Field level PSEA Taskforce

^a Access would be defined within the country context taking account of the type of complaint channels in place. This could include, for example, report to individual directly, phone access, taking account of age, gender, literacy, disability, etc., and/or a combination of factors. Please also note that this indicator refers to the estimated coverage of the population by the CBCM.

⁹ This indicator is intended to allow HCs/HCTs to track and measure the use of SEA-related complaint channels by affected populations, including by those who are most vulnerable, as a core component of their overall effectiveness. This indicator is to be read together with related indicators to understand the overall accessibility, trust in, and effectiveness of SEA-sensitive complaint channels by and for affected communities. It is not intended to replace or duplicate the external reporting obligations that agencies hold, for example the UN reporting of sexual exploitation and abuse allegations to the UN Secretary-General on a quarterly basis.

Desired outcomes	Indicators	Targets / Benchmarks ¹ (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
			logging allegations of SEA, and to manage the centralized PSEA database for reporting and victims assistance tracking at national level.		Resources to be mobilized	
Output 2.2. Community mobilisation, 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.	a. Number of adults and children (disaggregated by gender and age) reached through consultation in the establishment of community-based complaint mechanisms, awareness activities and community mobilisation interventions on PSEA, including how to report SEA-related complaints. ¹⁰	E.g., Consultations with affected population inform the establishment of CBCMs. Evaluation of existing CBCMs for effectiveness and compliance with human rights principles.	Conduct monitoring visit on effectiveness and functionality of PSEA CBCM for improved PSEA programming	Quarterly monitoring of CBCMs spread between January and December 2024	US \$ 20,000 UNCT Cost shared budget	National and Field level PSEA Taskforce
	b. Percentage of sites reached by PSEA communications materials, how to report sexual exploitation and abuse and how to access victim/survivor-centred assistance. (disaggregated by type of PSEA communication materials)	100% of sites provide information on the prohibition of sexual exploitation and abuse, how to report and receive assistance.	Develop, update, translate in local languages and disseminate age and gender-sensitive communication and outreach materials on PSEA policies and	January – December 2024	US \$ 150,000 Resources to be mobilized	National and Field level PSEA Taskforce Heads of Entities

¹⁰ This should include the consultation of communities, particularly women and children, in the design of SEA-sensitive community-based complaint mechanisms.

Desired outcomes	Indicators	Targets / Benchmarks ¹ (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
	developed for each population group identified).	Age and gender-sensitive materials on how to report sexual exploitation and abuse and how to access victim/survivor-centred assistance developed and disseminated.	standards, accepted and prohibited behaviors, how and where to report allegations of SEA and how to access assistance services			
	c. Number of individuals within the affected population (disaggregated by age and gender) reached with key messages and awareness-raising material on PSEA.	PSEA communications outreaches and awareness raising messages disseminated to all programme participants	Conduct joint PSEA communication, outreaches, and awareness on PSEA, how and where to report allegations of SEA and how to access assistance services using variety of approaches and channels targeting relevant stakeholders at national, sub-national and community level.	Monthly January – December 2024	US\$ 75,000 Resources to be mobilized	National and Field level PSEA Taskforce Heads of Entities
	d. Community perceptions and communication preferences are captured on a	SEA risk assessment and risk management informs safe	In collaboration with IASC, pilot SEARO model/ regular risk	Jan – Dec 2024	USD 100,000	IASC/ OCHA/RCO

Desired outcomes	Indicators	Targets / Benchmarks ¹ (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
	regular basis (informally and formally through needs SEA risk assessments, surveys, focus group discussions, etc.), and used to improve services.	programming across all the stages from programme design, execution, monitoring and evaluation.	management at national and sub-national level in South Sudan Conduct regular monitoring of risks and update SEA risk registers at CBCM at sub-national level. Update and revised SEA risk register; develop and implement risk mitigation measures		To be mobilized Budget within PSEA Taskforce member's entity specific work plan	National and Field level PSEA Taskforce
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).¹¹						
Output 3.1 Sexual exploitation and sexual abuse victim/survivor assistance is provided through Gender-Based Violence (GBV) or Child Protection (CP) programming which is familiar with sexual exploitation and abuse and the specific needs of	a. Mapping of the existing service providers (e.g., GBV and CP programming) and current gaps in SEA assistance coverage are identified and addressed.	Up to date GBV and child protection service referral pathways at sub-national and national level revised and maintained	In collaboration with GBV and Child Protection sub-cluster actors, conduct mapping of the existing service providers, address gaps in assistance	Monthly January – December 2024	\$50000 Resources to be mobilized	UNFPA, UNICEF, GBV and CP Sub-clusters

Desired outcomes	Indicators	Targets / Benchmarks ¹ (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
victims/survivors. In humanitarian context, this may be resourced through the Humanitarian Response Plan (or other funding mechanisms). ¹² In other settings, UN entities should consider the creation of a contingency fund to facilitate victims' rights support and assistance, including through exploring opportunities for joint fundraising by United Nations Country Team members and project proposal submitted to the Trust Fund in Support of Victims of Sexual Exploitation and Abuse .			services, develop and maintain some up-to-date referral pathways to facilitate prompt referral of SEA survivors to assistance services. Roll out the UN Victims Assistance Protocol and Technical Note on Victims Assistance in South Sudan. This will involve training of the PSEA Taskforce members and relevant stakeholders.			UNICEF, SVRO, UNFPA, GBV and Child Protection Sub-clusters
	b. Number and percentage of victims/survivors/complainants who have been promptly referred to quality assistance, as part of ongoing GBV and CP programming.	100% of consenting victims/survivors are referred for assistance and received support within 48 hours. Data are disaggregated	Develop and maintain up-to-date referral pathways to facilitate prompt access to victims' assistance services	Monthly January – December 2023	\$50000 Resources to be mobilized	UNICEF, SVRO, UNFPA, GBV and Child Protection Sub-clusters

¹² This can and should include existing protection system which provides the basis for support to sexual exploitation and abuse victims/survivors.

Desired outcomes	Indicators	Targets / Benchmarks ¹ (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
		according to the affiliation of the offender (UN staff and related personnel and implementing partners).	Develop proposal and mobilize resource to for multi-sectoral survivor centered assistance services through GBV and Child Protection actors.			
	c. Number and percentage of SEA victims/survivors who have accessed to assistance (disaggregated by age and gender and type of assistance received).	100% of consenting victims/survivors are referred for assistance and received support within 48 hours. Data are disaggregated according to the affiliation of the offender (UN staff and related personnel and implementing partners).	Coordinate and support implementation of inter-agency cooperation on implementation of Victims Assistance Protocol	Monthly January – December 2024	Resources to be mobilized.	SNVRO, UNFPA, UNICEF, GBV Sub-cluster, Child Protection sub-cluster and PSEA Coordinator
	d. Percentage of the affected population, particularly women and children, that can access GBV assistance. ¹³	E.g., 100% of the affected population (esp. women and	Provide GBV response assistance services to affected	Monthly January – December 2024	Resources to be mobilized	GBV and Child Protection Sub-clusters

¹³ 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 UNCT/HCT South Sudan 2024 PSEA Action Plan

Desired outcomes	Indicators	Targets / Benchmarks ¹ (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
		children) can access GBV services. e.g., Number of people satisfied with assistance received following a complaint of sexual exploitation and abuse.	population including victims of SEA			
	e. Funding/resources for assistance to victims/survivors of sexual exploitation and abuse is available. (Please indicate if there are any funds of this nature).	UNMISS budgets and resources/assets used in the absence of a joint/ pooled contingency fund for victims' assistance. UNCT-HCT to establish a joint/contingency/ dedicated fund or pooled resources at country level.	Develop dedicated fund/ pooled resources for assistance services to victims of SEA	Tbc	Tbc	UNCT and HCT
Output 3.2 PSEA Networks have referral pathways for victim/survivor assistance in place, as part of an integrated approach with GBV services. See Technical Note on the Implementation of the UN Protocol on the Provision of Assistance to Victims of SEA	a. Status of implementation by PSEA Network of protocol for referral and provision of services for sexual exploitation and abuse victims/survivors (in	GBV referral pathway integrated within PSEA Network SOPs.	Integrated GBV referral pathways in the revision of PSEA SOP aligned to the new systemwide Strategy 2024 – 2026	July – December 2024		PSEA Taskforce Secretariat
			Provide training for all PSEA Task Force		\$70000	

Desired outcomes	Indicators	Targets / Benchmarks ¹ (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
	line with GBV referral pathways). ¹⁴		members on the UN Victims' Assistance Protocol, as basis for contextualization in South Sudan Monitor and track implementation of the integration of GBV referral pathways into PSEA Taskforce Protocol		Resources to be mobilized	SNVRO/ UNICEF/UNF PA
	b. Tracking and data collection on victims and victim assistance (please indicate the system in place, what information is collected and frequency of maintenance).	South Sudan piloted a comprehensive victims' assistance tracking aligned to VAT in 2022. This collated data from different data sources including but not limited to GBV/IMS, SG Trust Fund and CP information management system.	Roll-out the country-wide Victims Assistance Tracking System	Annually tbc	Budget within PSEA Taskforce member's entity action plan	PSEA Taskforce secretariat / SNVRO/UNF PA
						SVRO

¹⁴ See the [UN Protocol on the provision of assistance to victims of sexual exploitation and abuse](#) ("UN Victims' Assistance Protocol"), 12 Dec 2019. This could include, for example, the inclusion of reference and procedures for referrals and accessing services.

Desired outcomes	Indicators	Targets / Benchmarks ¹ (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
		The roll out of the VATS at inter-agency level is constrained by resources. This will be rolled out in 2024.				
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.						
Output 4.1 PSEA Networks adopt, implement and track progress against uniformed protocols/guidelines for prompt, safe and victim/survivor-centred assistance during investigations at country-level.	a. Percentage of UNCT/HCT members understand the standards under investigations are conducted.	100% UNCT/ HCT members understand the SEA investigations' standards	Conduct awareness raising and facilitate adoption, implementation, and tracking progress on the uniformed protocols/ guidelines for prompt, safe and victim centered assistance during investigations	Tbc	Budget within PSEA Taskforce member's entity action plan	Head of entities
	b. PSEA Network members and local partners have personnel trained on SEA guidelines and protocols for victim/survivor-centred investigations.	100% of PSEA Taskforce members trained on SEA guidelines and protocols for victim- centered investigations At least 50% of CSO implementing partners trained on	Train implementing partners' personnel on SEA guidelines and protocols for victim centered investigations Train PSEA Taskforce members on Victims Assistance Protocol and guidance note	Tbc	Budget within PSEA Taskforce member's entity action plan	UNICEF, UNHCR, WFP and SVRO

Desired outcomes	Indicators	Targets / Benchmarks ¹ (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
		SEA guidelines and protocols for victim centered investigations				
Output 4.2 Sexual exploitation and sexual abuse victims/survivors informed of and/or supported in relation to investigations and accountability processes. ¹⁵	a. Percentage of victims/survivors who are informed of the outcome of the investigations.	100% of victims of SEA are provided with feedback on outcome of investigations	Agencies of concern conduct investigations on allegations of SEA and provide feedback on the outcome of investigations to victims of SEA in line with SEA guidelines and protocols for victim/survivor-centered investigations. Report allegations of SEA in line with endorsed inter-agency PSEA SOP and 2021 guidelines on reporting allegations of SEA to the DSRSG/RC/HC (most	Investigations conducted within entities policies by Agencies of Concern Feedback provided to victims of SEA for completed investigations . Allegations of SEA reported in line with existing PSEA SOPs. DSRSG notified as soon as	Budget within PSEA Taskforce member's entity action plan	Heads of Entities

¹⁵ This may include civil and criminal proceeding, as well as other redress measures.

Desired outcomes	Indicators	Targets / Benchmarks ¹ (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
			senior UN Official in country).	allegations is received		
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 (United Nations Protocol on Allegations of Sexual Exploitation and Abuse Involving Implementing Partners; ST/SGB/2003/13).	a. 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.	Job applicants and contractor personnel are screened for history of misconduct/SEA issues before recruitment (The Clear Check and/or the Inter-Agency Misconduct Disclosure Scheme are consulted, self-certified declarations of previous offences, allegations and disciplinary history are required.	Entities develop and implement safe recruitment and contacting policies to avoid recruiting and contracting repeat offenders	Always January – December 2024	Budget within PSEA Taskforce member's entity specific work plan	Heads of UN Entities
	b. UN Implementing Partner PSEA Capacity Assessment guidelines are implemented.	Implementing partners assessment are centralized at country level and shared with other members of the UNCT/HCT.	Roll out the UN Implementing Partner PSEA Capacity Assessment in South Sudan Conduct joint Implementing Partner PSEA	Tbc January – December 2024	Budget within PSEA Taskforce member's agency specific work plan	Heads of UN Entities

Desired outcomes	Indicators	Targets / Benchmarks ¹ (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
			Capacity Assessment in South Sudan Support IPs to develop and implement capacity strengthening plans to address the identified gaps from IP PSEA Capacity Assessment Upload/conduct the assessments in the UNPP portal for all UN agencies to access and avoid duplication of efforts			
	c. Follow-up is established for the implementing partners that do not meet the minimum threshold.	Actions in line with the implementing partners protocol are taken against those implementing partners that do not meet the required standards.	Enforce accountability for UN Implementing Partner PSEA Capacity Assessment including supporting CSO IPs to develop and implement PSEA strengthening action plan.	Throughout the partnership January – December 2024	Budget within entity specific work plan	
Part C: PSEA Country-Level Structure						

Desired outcomes	Indicators	Targets / Benchmarks ¹ (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
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.						
Output 5.1 The role of the RC/HC as PSEA lead is clear to all PSEA stakeholders.	a. The RC/HC takes an active lead on PSEA and, where relevant, coordinates with the (D)SRSG.	RC/HC circulates code of conduct or the IASC Six Core Principles statement of purpose on PSEA. RC/HC supports implementation and monitoring on in-country PSEA Strategy, making explicit the leadership role of the RC/HC and UNCT/HCT.	DSRSG/RC/HC and UNCT convenes and hosts leadership dialogues and conference on PSEA (Town Hall meetings, PSEA Retreat, dedicated UNCT/ HCT meeting on PSEA, PSEA meeting with donors/ heads of cooperation) to galvanize collective accountability to zero tolerance to inaction on SEA	Quarterly January – December 2024	US\$ 10,000 DCO	DSRSG/RC/HC and PSEA Co-chairs
	b. Country Directors/ Representatives share appropriate information with the senior most UN Official ¹⁶ in-country immediately when they become aware of an SEA allegation involving UN staff and related personnel where	Country Directors/ Representatives share the information in line with the annex found in the <i>Guidance Note to UN Entity Field Operations on Sharing Incident Information</i>	Country Directors/ Representatives report allegations of SEA involving UN staff and related personnel in line with 2021 Guidance Note	Heads of Agencies notify DSRSG/RC/HC on receipt of allegations of SEA against their personnel	-	Heads of UN Entities

¹⁶ Senior most UN official in-country includes Resident and Humanitarian Coordinator (RC/HC), Special Representatives of the Secretary General (SRSG) and Heads of Mission (HOM).

Desired outcomes	Indicators	Targets / Benchmarks ¹ (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
	there is sufficient information to identify an act of SEA against an identifiable perpetrator or identifiable victim.	<i>on Sexual Exploitation and Abuse with the Senior Most UN Official in-Country</i>	to the UN Entity Filed Operations on Sharing Incident Information on Sexual Exploitation and Abuse with the Senior Most UN Official in-Country.	throughout the year. January – December 2024		
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.	a. Status of the designation of agency chairs for the PSEA Steering Committee (principal level, UNCT/HCT) and the PSEA Network (technical level).	PSEA Taskforce Co-chairs appointed and supported to play their roles	Review and appoint PSEA Taskforce Co-Chairs, as appropriate, to support development and delivery of a coherent system wide mechanisms for PSEA	Annually February to March 2024	-	DSRSG/RC/ HC and UNCT
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. In the absence of a Senior Victims Rights Officer (SVRO) or Field Victims' Rights Advocate (FVRA),	a. Status of deployment of a full-time PSEA Network Coordinator (with clear ToRs). See generic ToRs at Link	P4 level full-time PSEA Coordinator is in place, funded from UNCT Cost-shared budget. PSEA Coordinator reports directly to the RC/HC.	Deploy a dedicated PSEA Coordinator to support senior leadership and PSEA Taskforce to develop and implementing PSEA Taskforce Strategy and PSEA Work Plan, support Entities to strengthen their internal PSEA	Annually January – December 2024	US\$ 314,947.7 UNCT Cost shared budget	DSRSG/RC/ HC and UNCT

UNCT/HCT South Sudan 2024 PSEA Action Plan

Desired outcomes	Indicators	Targets / Benchmarks ¹ (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
consider the designation of a Victim's Rights Focal Point (VRFP) ¹⁷ at the country level by the PSEA Network in consultation with the most senior United Nations official in the country.			programs in line with good practice and standards Reinforce the PSEA Taskforce Secretariat by expanding PSEA Secretariat to include (a) a UNV and (b) technical assistance from members (PSEA Advisers/ Specialists and Coordinators) at 50% of their time	Annually January – December 2024	90,000 UNCT Cost-shared budget	DSRSG/RC/HC and UNCT
	b. The PSEA Coordinator takes an active lead in supporting senior leadership in developing and implementing PSEA Network TORs and a PSEA Work Plan, based upon the inter-agency PSEA Network risk assessment.	Develop new Systemwide PSEA action plan informed by the outcome of PSEA Deep dive review (2023) and SEA risk assessment (2024)	Support the PSEA Taskforce to develop and account for implementation of the 2024 PSEA Action Plan. Support PSEA Taskforce to conduct system wide SEA risk assessment at CBCM level across States	January – December 2024 January – June 2024	- -	PSEA Coordinator and PSEA Taskforce secretariat

¹⁷ Generic ToRs for a focal point for victims' rights is available from the Office of the Victims' Rights Advocate (ovra@un.org).

Desired outcomes	Indicators	Targets / Benchmarks ¹ (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
			and the administrative areas. Support pilot of SEARO in South Sudan	tbc	Resources to be mobilised	
	c. On request, the PSEA Coordinator provides expert guidance and technical support to Network members and other relevant entities operating in the context to strengthen their internal PSEA programs in line with good practice and standards.		Develop and implement PSEA capacity building plan Support NGO Forum to strengthen its capacity for collective accountability to enforce zero tolerance to in-action on SEA	Annually January – December 2024	Budget tbc	PSEA Coordinator and PSEA Taskforce Secretariat
	d. Creation of a SVRO position or designation of the FVRA or consider the designation of a VRFP in the office of the HC/RC with a system-wide mandate has been appointed to advise at the country level (please indicate date of appointment or a timeline if the	A SVRO/FVRA or a VRFP has been appointed at the country level in the Office of the HC/RC.	SRVO on board for system-wide support to victims' assistance for victims of SEA across the triple nexus: the Peacekeeping, development, and	Annually January – December 2024	SVRO position is funded by UN MISSS	DSRSG/RC/ HC

Desired outcomes	Indicators	Targets / Benchmarks ¹ (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
	appointment of a SVRO/FVRA/focal point with a system-wide mandate is in the process, grade level and source of funding if full-time SVRO). See generic ToRs on the Knowledge Gateway (Link) under the tab Victims' Rights		humanitarian programming contexts			
Output 5.4 An inter-agency PSEA Network is in place with the resources and expertise necessary to deliver on PSEA outcomes (above).	a. PSEA Network being established or in place.	PSEA Network is established and reports regularly to RC/HC via the PSEA Coordinator. PSEA Network includes all UNCT/HCT members, including representation from international and national NGOs.	PSEA Taskforce reviews its SOP aligned to the new PSEA strategy to be developed in 2024	July – December 2024	-	UNCT/ HCT
	b. All the PSEA Network members have received training from their entities on PSEA.	PSEA Taskforce members account for implementation of the 7-point leadership action plan in compliance to MQS-PSEA	Implement 7-Point Leadership Action Plan: Develop internal work plans; update on policies, procedures and code of conduct and develop these new in cases where they do	Annually January – December 2024	Budget within PSEA Taskforce member's agency specific work plan	Heads of Entities

Desired outcomes	Indicators	Targets / Benchmarks ¹ (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
			not exist; ensure mandatory training on PSEA is completed			
	c. Integration of PSEA in the Humanitarian Response Plan (or similar), where relevant.	PSEA Action Plan is costed and resourced through HRP.	Integrate PSEA into the HRP process and ensure it is resourced, monitored, and reported during resourcing and implementation	Annually January – December 2024	-	PSEA Taskforce Secretariat, OCHA and Heads of Entities
	d. All organisations (UNCT/HCT and PSEA networks) meet required minimum standards such as the Minimum Operation Standards (MoS) and Core Humanitarian Standards (CHS) PSEA Index to enable appropriate complaints receipt and handling.	All UN partners meet the requirements in the UN common assessment. Joint capacity development and training provided through the network to support entities to meet the PSEA requirements.	Roll out the UN Implementing Partner PSEA Capacity Assessment in South Sudan Entities develop and implement PSEA capacity development plan that support IPs to address the identified gaps from IP PSEA Capacity Assessment	January – December 2023	Budget within PSEA Taskforce member's entity's specific work plan	Heads of UN Entities
	e. Status of development and implementation of the UNCT/HCT PSEA Action Plan,	2024 UNCT/HCT PSEA Action Plan is	Develop, resource, implement and account for 2024	Annually	-	UNCT/HCT

UNCT/HCT South Sudan 2024 PSEA Action Plan

Desired outcomes	Indicators	Targets / Benchmarks ¹ (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
	including clearly defined roles and responsibilities of each actor.	endorsed by all UNCT/HCT members.	UNCT-HCT PSEA Action plan Develop systemwide PSEA strategy	December 2023 – December 2024 January – June 2024	USD 50,000 UNCT Cost shared budget	UNCT/HCT
Output 5.5 PSEA technical focal points from all UNCT/HCT members are in place and actively contribute to the PSEA Network's delivery of PSEA outcomes (as per the above).	a. Percentage of UNCT/HCT members that have appointed a dedicated PSEA technical focal point to the PSEA Network (with clear ToRs).	Heads of entities appoint PSEA Focal Points (at senior level) with clear TORs and deliverables	DSRSG/RC/HC advocates UNCT and HCT to formally designate/appoint PSEA focal points with clear TORs and performance deliverables PSEA Taskforce Co- Chairs hold bilateral engagement and advocacy with UNCT and HCT members	Annually January – December 2024	Budget within PSEA Taskforce member's entity's specific work plan	DSRSG/RC/ HC, and PSEA Taskforce Co-chairs
	b. The PSEA technical focal points are active in designing or disseminating awareness- raising tools and facilitate events for community members with emphasis on their rights	PSEA CBCMs capacitated to conduct awareness raising, facilitate reporting and referral of allegations of SEA and access to existing assistance services.	Revise PSEA communications plans and materials PSEA Taskforces consults communities to develop and adapt tailor-made PSEA	Monthly January – December 2024	Budget within PSEA Taskforce member's entity's specific work plan	National and Field level PSEA Focal Points
	UNCT/HCT South Sudan 2024 PSEA Action Plan					

Desired outcomes	Indicators	Targets / Benchmarks ¹ (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
Output 5.6 Country-level risk assessment in respect of sexual exploitation and abuse conducted on the basis of risk management tools			communication materials and conduct awareness raising targeting specific audiences at sub-national and community level			
	c. The PSEA technical focal points are actively working with the inter-agency PSEA Network to establish a CBCM/CBCN	PSEA CBCMs/ CBCNs and SEA referral systems established in priority risky locations at sub-national level.	Strengthen capacity of existing CBCMs, and establish new CBCMs (number and location tbc) in priority high risk locations	Monthly January – December 2024	USD 10,000 Cost shared budget	National PSEA Taskforce
	a. The inter-agency PSEA network carries out regular SEA risk assessments and shares the findings and recommendations with the UNCT/HCT.	SEA risk assessments conducted, and outcomes informs safe programming at sub-national and national level.	In collaboration with Protection, GBV and Child Protection actors, conduct joint country-wide SEA risk assessment, develop, and implement risk mitigation strategies.	October 2022 to March 2023	USD 120,000 (20,000 - UNCT cost- shared; and USD 100,000 to be mobilized	PSEA Taskforce Secretariat, Field Level PSEA Taskforces
	b. The inter-agency PSEA network provides technical	Field level PSEA Taskforces	Integrate risk mitigation measures	Annually	Budget within	PSEA Taskforce

UNCT/HCT South Sudan 2024 PSEA Action Plan

Desired outcomes	Indicators	Targets / Benchmarks ¹ (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
	support needed to mitigate risks of SEA, in collaboration with relevant stakeholders.	capacitated to develop and implement PSEA action plans at sub-national level	into location specific PSEA action plans	January – December 2024	PSEA Taskforce member's agency specific work plan	Secretariat, Field Level PSEA Taskforces
	c. The risk is regularly assessed and updated.	SEA risk registers updated to inform safe programming at national and sub-national level.	Conduct regular monitoring, safety, and protection risk assessment to inform revision of the location-specific risk register and risk mitigation measures	Quarterly January to December 2024	Budget within PSEA Taskforce member's agency specific work plan	PSEA Taskforce Secretariat, Field Level PSEA Taskforces

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Signature:  Date: 28 December 2023	Signature :  Date : 28 December 2023
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For additional information and resources:

- Management and accountability of the UN Development and Resident Coordinator System
- Knowledge Gateway
- Inter-Agency Standing Committee resources
 - a. IASC Six Core Principles Relating to SEA (Revised 2019)
 - b. IASC Minimum Operating Standards PSEA
 - c. Guideline – Inter-Agency Community-Based Complaint Mechanisms – Protection against Sexual Exploitation and Abuse
- Guideline – Inter-Agency Community-Based Complaint Mechanisms – Protection against Sexual Exploitation and Abuse
- UN System Policies and Protocols on PSEA
- UN System Tools on PSEA
- Office of the Victims' Rights Advocate