



Z E R O T O L E R A N C E FOR SEXUAL EXPLOITATION AND ABUSE BY HUMANITARIAN AND DEVELOPMENT ACTORS

PROTECTION FROM SEXUAL EXPLOITATION AND ABUSE

ETHIOPIA 2020 PSEA STRATEGY

ETHIOPIA 2020
PSEA STRATEGY

PSEA STRATEGY'S ENDORSEMENT

We the undersigned members of the humanitarian and development community in Ethiopia, hereby commit to implement and monitor in a coordinated and meaningful manner this Strategy on protection from sexual exploitation and abuse (PSEA).

This PSEA Strategy reflects **our people centered approach and our accountability to the affected populations** (AAP) we are committed to serve **with dignity and respect**.

This PSEA Strategy is endorsed in Ethiopia by:

- The PSEA Network on 17 August 2020
- The Inter-Agency Accountability Working Group (IAAWG) on 19 August 2020
- The Inter-Cluster Coordination Group (ICCG) on 19 August 2020
- The Humanitarian Country Team (HCT) on 17 September 2020.

UNHCR STATEMENT ON PSEA IN ETHIOPIA¹

The UN and its partners in Ethiopia have a zero-tolerance policy on all aspects of sexual exploitation and abuse (SEA). This strategy in place affirms the commitment of all UN, affiliated workforces and partners in Ethiopia to actively prevent and respond to incidents of SEA by staff and affiliated personnel.

It is not acceptable for any person in a position of power to abuse their authority under any circumstances and especially against persons with specific needs of concern to the humanitarian and development community, including refugees and internally displaced persons (IDPs). Acts of SEA undermine the credibility of the UN and its partners and breaches the principle of Do No Harm.

The UN and its partners recognize their leadership responsibility to strengthen the fight against SEA in Ethiopia, in order to achieve a true system of collective accountability.

SEA refers specifically to acts committed against members of the affected population by humanitarian and development actors, including international and national personnel of the UN, Government and

NGO partners. SEA represents a failure on the part of organizations to provide protection and care for communities, especially for the segments of the population with special needs.

The goal is to establish a robust and sustainable system among humanitarian and development actors to prevent, investigate and respond to incidents of SEA. Communities and individuals should be empowered to report incidents and should feel assured that their complaints will be treated confidentially and handled efficiently. Perpetrators should be held to account and disciplinary action taken to promote justice and accountability, to support survivors, as an example to others.

The overall vision is that the humanitarian and development communities treat the people we are here to serve with dignity and respect and send a strong message that there is no place for sexual exploitation and abuse in the delivery of humanitarian or development assistance.

KEY
HIGHLIGHTS

PSEA: Prevention of, protection from, and response to Sexual Exploitation and Abuse (SEA), with an emphasis on victim assistance.

(see Annex 1: Definitions)

PSEA is a form of **gender-based violence** (GBV) and a breach of **Accountability to Affected Populations** (AAP).

Leadership:

The humanitarian and development actors in Ethiopia will take a strong leadership role in requiring full compliance with PSEA policies amongst its own staff and implementing partner organisations.

Obligations and Accountabilities:

- ▶ We are all individually and collectively responsible to ensure PSEA.
- ▶ PSEA is a system-wide obligation, for which the RC/HC has the ultimate accountability in Ethiopia.

A collective action to achieve a people-centered approach.²

The approach of this strategy is to be inclusive of all interested counterparts in Ethiopia. It is therefore fostering a collective approach to all PSEA components within the Humanitarian-Development-Peace (HDP) Nexus. The focus of this strategy is on people affected and communities as the driver of actions.

Six IASC Core Principles relating to SEA define sexual misconduct by Humanitarian and Development Actors in Ethiopia and its implications.

(see Annex 2: IASC 6 Core Principles relating to SEA)

PSEA Strategy in Ethiopia – Revision and Timeframe

- This revised Strategy is set for the remaining of 2020.
- The next version of this strategy will cover a period of two years, i.e. 2021-2022.

A PSEA Network comprised of 40+ members:

International and National NGOS, Ethiopian Red Cross Society (ERCS), UN Agencies, Government of Ethiopia (GoE) technical Ministries, Inter-Agency Accountability Working Group (IAAWG), Safeguarding Resource and Support Hub, etc.

(see Annex 3: PSEA Network in Ethiopia Members)

Five PSEA Working Groups ensure division of labour amongst agencies and organisations to support the implementation of the Work Plan. They cover this Strategy's related tools' design, Staff capacity building/training, Community Based Complaints Mechanisms (CBCMs), Communication with Communities (CwC), and Innovations. The PSEA Working Group on CBCM is led jointly with the Inter-Agency Accountability Working Group (IAAWG).

(see Annex 4: Five PSEA Working Groups)

Inter-Agency Work Plan and Action Plan: Both an Inter-Agency Work Plan (HCT related) and an Action Plan (UNCT related) define the activities to be conducted by end of 2020 and support proper monitoring. These global planning tools are complementary. The Inter-Agency Work Plan serves here as the working reference.

Context: The current COVID-19 crisis and socio-political situation in Ethiopia require flexibility and innovation. This may lead to adjustments to the PSEA Inter-Agency Work Plan for the remaining of 2020.

GOAL
AND OUTCOMES

1

STRATEGY'S GOAL

The overarching goal of this PSEA Strategy in Ethiopia is to protect community members from SEA by humanitarian and development actors.

This entails ensuring that all humanitarian and development operations in Ethiopia implement and monitor a zero tolerance for SEA, including a zero impunity for any humanitarian or development actor found to have engaged in SEA. Protection from SEA embeds the prevention and response to SEA with a specific attention to victim assistance as per the IASC plan for accelerating PSEA.³

A.

PREVENTION OF SEA⁴

All actors have the responsibility to create and maintain a living and working environment that prevents SEA, recognizing that this is both an individual, organizational and collective responsibility. Awareness raising to communities on their rights to be protected from SEA and the available reporting channels in the event of an incident is a crucial component.

B.

RESPONSE TO SEA⁵

The environment in which humanitarian and development work is conducted should be one in which the communities, the affected populations, as well as the humanitarian and development staff, implementing partners, and anyone under a cooperation or partnership contractual agreement, are informed about and understand that SEA is illegal.

Any individual at risk of, or who has experienced SEA, should have clear information about reporting mechanisms and feel confident to use secure and confidential processes with appropriate responses to make a complaint through Community-Based Complaint Mechanisms (CBCM). Staff should also feel supported by their organisation to report any suspected case of SEA without fear of retaliation, negative consequences, including for their position or tenure.

C.

SEA VICTIM ASSISTANCE⁶

Overall, all actors are responsible to ensure that there is a mechanism for operational, effective and adapted provision of assistance and support to SEA victims, in line with the survivor-centred approach to ensure the survivor's rights, needs, and wishes which are prioritised when providing GBV response services.

2

STRATEGY'S OUTCOMES

This PSEA Strategy focuses on achieving four key outcomes on PSEA, as per the plan for accelerating PSEA in humanitarian response at country-level⁷ as well as in-country specificities, in the areas of:

- Safe and accessible reporting,**
- Quality assistance for the survivors of SEA,**
- Enhanced accountability, including investigations,**
- Overarching People-Centered Approach.**

These four outcomes are reflected in the PSEA Inter-Agency Work Plan and translated into outputs and key actions to be implemented by end 2020.

BACKGROUND AND CONTEXT

This PSEA Strategy builds on decisions and related guidance from the global level which culminated in 2018 with a Plan for accelerating PSEA in humanitarian response at country-level.⁸ (see *Annex 5: PSEA – Global Context*)

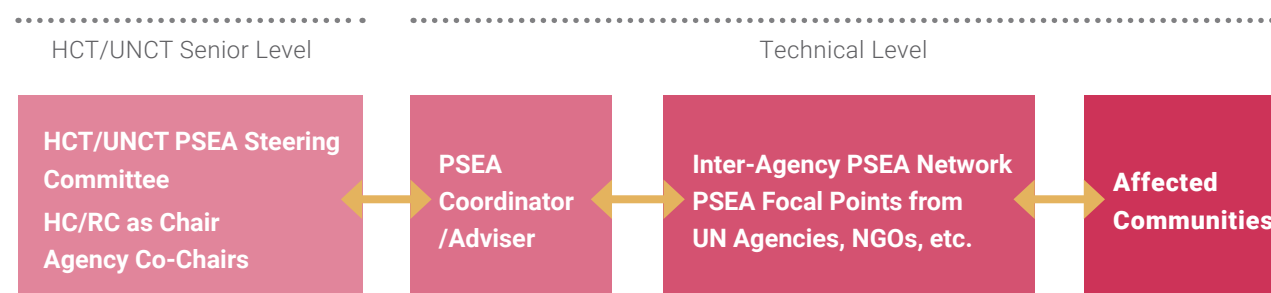
This PSEA Strategy is guided at its core by the principles enshrined in the key PSEA global Commitments. Those principles are indelibly linked with those that underscore the Accountability to Affected Populations (AAP) framework, as well as the centrality of protection in humanitarian action and gender equality. (see *Annex 6: PSEA Guiding Principles*)

OUR ACCOUNTABILITIES

PSEA is a system-wide obligation for which the Resident Coordinator and Humanitarian Coordinator (RC/HC) has accountability in country. **The HCT, the UNCT, as well as interagency coordination bodies** have specific accountabilities for PSEA.

An HCT/UNCT PSEA Steering Committee is formed as per the recommended structure in the IASC plan for accelerating PSEA in humanitarian response at country-level.⁹ This layer at senior level ensures connectedness with the technical level and strengthens senior-level leadership and accountability on PSEA.

PROPOSED SYSTEM-WIDE PSEA STRUCTURE AT COUNTRY LEVEL:



As SEA is a form of gender-based-violence (GBV), the GBV guiding principles of safety, respect, confidentiality, and non-discrimination that underpin all actions with individuals also apply.

In Ethiopia, an initial PSEA Strategy was drafted in 2016 and endorsed by the EHCT (see *Annex 7: PSEA – National Context - Ethiopia*). It provides the foundation for this revised PSEA Strategy. It comes along with a strong emphasis on AAP/PSEA in the 2020 HRP (see *Annex 8: HRP 2020 for Ethiopia – AAP/PSEA*) and the recruitment of a dedicated inter-agency PSEA Coordinator.

A full-time PSEA Coordinator is established in the HC's Office and dedicated to supporting a functioning inter-agency PSEA Network.¹⁰

Each IASC member/agency deploys **a dedicated PSEA Focal Point** as active member of **the PSEA Network** to provide the technical support necessary at field level to deliver on the four outcomes.¹¹

Specific roles and responsibilities define and describe further our accountabilities within the system-wide PSEA structure in Ethiopia. (see *Annex 9: The Collective PSEA Structure in Ethiopia*)

protection
from sexual
exploitation &
abuse

IMPLEMENTATION: WORKING PRINCIPLES

1 COOPERATION. The actors involved in implementing the PSEA Strategy in Ethiopia, as described earlier, commit to **work closely and in cooperation** with coordination bodies in Ethiopia such as:

- The Inter-Agency Accountability Working Group (IAAWG)
- The Inter-Cluster Coordination Group (ICCG), including the Protection Cluster, with the Child Protection-Gender Based Violence (CP-GBV) Area of Responsibility (AoR)
- The Government of Ethiopia (GoE) National Emergency Coordination Center (ECC).

2 INCLUSIVENESS. The PSEA Network promotes an **inclusive approach** through the active contribution of all actors involved in humanitarian and development assistance and protection in Ethiopia, such as:

- A meaningful representation and contribution from national NGOs, CBOs, and Networks
- The Safeguarding Resource and Support Hub in Ethiopia (RS Hub).¹²

3 LEARNING. The actors involved in implementing the PSEA Strategy commit to **review and use guidance** from global coordination bodies and Networks such as the *Core Humanitarian Standard Alliance (CHS Alliance)*, the *Inter-Agency Standing Committee Results Group 2 (IASC RG2)*, etc.

IMPLEMENTATION: INTER-AGENCY WORK PLAN AND ACTION PLAN

This PSEA Strategy in Ethiopia is associated to two key **inter-agency monitoring tools** to enable the follow up of its implementation at both strategic, policy and operational levels.

1. A PSEA INTER-AGENCY WORK PLAN

Associated to the PSEA Network is linked to the four outcomes of this Strategy¹³ with measurable indicators of progress. (see *Annex 10: Ethiopia PSEA Inter-Agency Work Plan 2020*)

OUTCOME 1	OUTCOME 2	OUTCOME 3	OUTCOME 4
Safe and accessible reporting	Quality assistance for the survivors of SEA	Enhanced accountability, incl. investigations	Overarching People Centered Approach
Complaints and Feedback Mechanisms (CFMs); Inter-Agency Community-Based Complaints Mechanisms (CBCMs); PSEA SoPs; Awareness raising.	Victim assistance and referral pathways; Linkages with Gender-Based Violence (GBV) and Child Protection (CP); Awareness raising; Communication with Communities.	Investigations; Sexual misconduct disclosure scheme; Capacity building of staff and partners.	National and regional PSEA Networks; PSEA monitoring; System-wide PSEA strategy and structure in-country; Collaboration with AAP and the centrality of Protection; Global learning.

2. AN ACTION PLAN ON PSEA

is developed by the UNCT under the leadership of the RC.¹⁴

ANNEXES

ANNEX 1: Definitions

1. **Sexual Exploitation** means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another.
2. **Sexual Abuse** is the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.
3. **Sexual Exploitation and Abuse (SEA)** is not synonymous with Sexual Harassment (SH) and Gender-Based Violence (GBV). SEA occurs against a beneficiary or vulnerable member of the community as compared with sexual harassment which occurs when power differentials between staff members are abused. GBV is violence that is perpetrated against someone because of his/her gender. SEA can be seen as a type of GBV, as victims of SEA are often abused because of their vulnerable status as women, girls, boys or even men [in some circumstances], however SEA should be considered as a separate, specific issue compared with the broader GBV work in humanitarian settings.
4. **Humanitarian and development actors** for the purpose of this PSEA Strategy are: 'All persons involved in providing protection and/or assistance to affected populations/communities and who have a **contractual relationship** with the participating agency/organization/partners. It refers to all staff of humanitarian agencies and organizations, including **UN agencies, NGOs, implementing partners, and relevant CBOs, including paid staff, volunteers, contractors, incentive workers from target communities, and anyone performing a task on behalf of any humanitarian or development agency or organization**, regardless of the type or duration of their contract.'
5. **UN personnel** means United Nations staff and related personnel such as UN Volunteers, employees of non-UN entities or individuals who have entered into a cooperative arrangement with the UN (including interns, international and local consultants as well as individual and corporate contractors), and experts on mission.
6. **A Victim or survivor** is commonly understood as a person who is, or has been, sexually exploited or abused.¹⁵
7. **A Community-based Complaints Mechanism (CBCM)** is a reporting mechanism which integrates the role of formal and informal community structures in revealing incidents of SEA faced by community members, in an inclusive and culturally appropriate manner. **A Complaints and Feedback Mechanism (CFM)** is a channel that provides individuals access to safe means of voicing feedback or complaints on areas relevant to and within the control of the agency.

ANNEX 2: IASC Six Core Principles relating to SEA

IASC SIX CORE PRINCIPLES RELATING TO SEXUAL EXPLOITATION AND ABUSE (SEA) BY DEVELOPMENT AND HUMANITARIAN ACTORS IN ETHIOPIA

Development and Humanitarian Aid Workers are...

'All persons involved in providing protection and/or assistance to affected populations and who have a **contractual relationship** with the participating organization/partners, including incentive workers from target communities.

It refers to all staff of humanitarian agencies and organizations, including **UN agencies, NGOs, implementing partners, and relevant CBOs**, including **paid staff, volunteers, contractors, incentive workers, and anyone performing a task on behalf of any humanitarian agency or organization**, regardless of the type or duration of their contract.'

- 1. Sexual exploitation and abuse by humanitarian workers** constitute acts of gross misconduct and are therefore grounds for termination of employment.
- 2. Sexual activity with children (persons under the age of 18) is prohibited** regardless of the age of majority or age of consent locally. Mistaken belief regarding the age of a child is not a defence.
- 3. Exchange** of money, employment, goods, or services for sex, including sexual favours or other forms of **humiliating, degrading or exploitative behaviour is prohibited**. This includes exchange of assistance that is due to beneficiaries.
- 4. Any sexual relationship between those providing humanitarian assistance and protection and a person benefitting from such humanitarian assistance and protection that involves improper use of rank or position is prohibited**. Such relationships undermine the credibility and integrity of humanitarian aid work.
- 5.** Where a humanitarian worker develops **concerns or suspicions regarding sexual abuse or exploitation by a fellow worker**, whether in the same agency or not, he or she **must report such concerns via established agency reporting mechanisms**.
- 6. Humanitarian workers are obliged to create and maintain an environment which prevents sexual exploitation and abuse** and promotes the implementation of their **code of conduct**. Managers at all levels have particular responsibilities to support and develop **systems** which maintain this environment.

ANNEX 3: PSEA Network in Ethiopia - Members

PSEA NETWORK in ETHIOPIA = 40 + members
TWO CO-CHAIRS: UN WOMEN and WFP + PSEA Coordinator

INGOS		NNGOS	UN AGENCIES
<ul style="list-style-type: none"> ACF ACTED CARE Child Fund International Concern CRS DCA DRC ECDD GOAL Humanity and Inclusion 	<ul style="list-style-type: none"> IMC International Relief IRC Islamic Relief Lutheran World Federation Mercy Corps OXFAM Plan International Ethiopia Save the Children WEEMA World Vision 	<ul style="list-style-type: none"> CCRDA <p>NETWORKS</p> <ul style="list-style-type: none"> IAAWG Safeguarding RS Hub <p>GoE</p> <ul style="list-style-type: none"> MOWCY NDRMC <p>RC/RC</p> <ul style="list-style-type: none"> ERCS 	<ul style="list-style-type: none"> FAO IFAD IOM OCHA OHCHR RCO UN Women UNESCO UNFPA UNHCR WFP WHO

ANNEX 4: Five PSEA Working Groups

- 1. PSEA Strategy (& HRP) | Focal Points | ToRs | Work Plan 2020**
Facilitator: PSEA Coordinator with PSEA Network co-chairs (UN Women and WFP)
Members: OCHA, UN Women, WFP, IAAWG (DCA/WFP), UNICEF, Protection Cluster, UNFPA, OHCHR
- 2. Awareness raising/Training/Capacity building to staff and partners**
Facilitator: UN Women with PSEA Network co-chairs (UN Women and WFP) and PSEA Coordinator
Members: WHO, IOM, UNFPA, UNICEF, WEEMA, IAAWG (DCA/WFP), Islamic Relief
- 3. Communication with Communities (CwC), IEC, RCCE**
Facilitators: Save the Children and UNICEF, with PSEA Network co-chairs (UN Women and WFP) and PSEA Coordinator
Members: CARE, CRS, OXFAM, IAAWG (DCA/WFP), UNHCR, OHCHR, Islamic Relief, NGOs/CBOs networks to be associated
- 4. Inter-Agency CBCM/CFM for joint AAP/PSEA**
Facilitator: WFP with PSEA Network co-chairs (UN Women and WFP) and PSEA Coordinator
Members: FAO, IOM, OXFAM, IAAWG (DCA/WFP), UNHCR, NGOs/CBOs networks to be associated
- 5. Innovations during COVID-19 and Learning**
Facilitator: PSEA Network co-chairs (UN Women and WFP) and PSEA Coordinator
Members: all and IAAWG (DCA/WFP), NGOs/CBOs networks to be associated

ANNEX 5: PSEA - Global Context

1. On 15 April 2003, the General Assembly of the United Nations adopted Resolution 57/306, in which it expressed serious concerns regarding SEA of refugees by aid workers in West Africa and requested the Secretary-General to take remedial and preventive measures to address the issue.
2. The previous year, in June 2002, the Inter-Agency Standing Committee (IASC) had set out six Core Principles relating to sexual exploitation and abuse. Those principles were revised in 2019, namely Principle 4, and endorsed by IASC principals.
3. On 9 October 2003, the United Nations Secretary-General's Bulletin on Special Measures for PSEA (2003/13) (hereinafter 'Secretary General's Bulletin') reiterated these core principles when he announced special measures to address SEA to apply to all staff of the United Nations, including staff of separately administered organs and programmes of the United Nations.
4. More than ten years later, on 11 December 2015, after additional cases of SEA by UN peacekeeping forces were exposed, the IASC Principals endorsed a statement of the IASC on PSEA which affirmed the commitment of the IASC Principals to actively prevent and respond to SEA by humanitarian workers. It also set out the role of Humanitarian Coordinators (HC), Humanitarian Country Teams (HCTs) and PSEA Focal Points to implement this commitment in all humanitarian response operations.
5. In 2017, the Terms of Reference for HCTs made PSEA a mandatory responsibility that requires a collective mechanism and approach.
6. In 2018, IASC Principals endorsed a Plan for accelerating PSEA in humanitarian response at country-level.¹⁶ The plan focuses on achieving three key outcomes on PSEA in the areas of:
 - **Safe and accessible reporting,**
 - **Quality assistance for the survivors of SEA,**
 - **Enhanced accountability, including investigations.**

ANNEX 6: PSEA Guiding Principles

This PSEA Strategy is guided at its core by the principles enshrined in the key PSEA global Commitments:

- The Secretary-General's Bulletin on Special Measures for Protection from Sexual Exploitation and Sexual Abuse,¹⁷
- The United Nations Protocol on the Provision of Assistance to Victims of Sexual Exploitation and Abuse (2019),¹⁸
- The UN Protocol on Allegations of Sexual Exploitation and Abuse involving Implementing Partners (2018),
- The IASC Revised Commitments on Accountability to Affected Populations and Protection from Sexual Exploitation and Abuse (2018),
- The IASC Policy on Gender Equality and the Empowerment of Women and Girls in Humanitarian Action (2017),
- The IASC Principals Statement on PSEA, including Minimum-Operating Standards on PSEA (2015), and
- The Statement of Commitment on Eliminating Sexual Exploitation and Abuse by UN and Non-UN Personnel (2006).

These principles are indelibly linked with those that underscore:

- The **Accountability to Affected Populations framework**, as well as
- The **centrality of protection in humanitarian action and gender equality.**

As SEA is a form of gender-based-violence (GBV), the GBV guiding principles, which underpin the survivor-centred approach to providing assistance to GBV survivors and represent survivor's rights, must be followed. These are:

- Ensuring the physical **safety** of the victim,
- Respecting **confidentiality** (within the boundaries of mandatory reporting),
- **Respect** for the wishes, rights and dignity of the victim, and
- **Non-discrimination.**¹⁹

The best interests of the child will be considered when the survivor is a child.

ANNEX 7: PSEA - National Context - Ethiopia

1. The 2017 Humanitarian Requirements Document (HRD)²⁰ for Ethiopia noted that depletion of household income and assets caused by drought could exacerbate certain protection risks for women and children – including gender-based violence - and that these groups also constituted the majority of internally displaced populations (IDPs) in Ethiopia. The issue of women and girls trading favours or sex for food and survival was raised in three regions during the government led meher Assessment in December 2016, although further details were not available.
2. In September 2016, the protection cluster was tasked to develop a draft PSEA Strategy. A small working group was formed²¹ and a survey of EHCT practices related to PSEA was conducted in December 2016. In developing the strategy, the working group referred to documentation available from the global PSEA Taskforce (WFP, UN Women, UNICEF, OCHA, RCO, WFP, UNHCR and NDRMC) and the PSEA tools developed by UNHCR and partners in Melkadida refugee camp, Ethiopia, during 2014-2015:
 - PSEA Network strategy
 - PSEA Network Workplan 2019
 - PSEA Action plan
 - PSEA Network ToR
 - PSEA Network CBCMs SOPs
 - PSEA Network members list
3. The initial PSEA Strategy was endorsed by the EHCT in April 2017.
4. The PSEA Network in Ethiopia was launched in March 2018 and co-chaired by the former RC. The documentation was reviewed and updated at the launch of the PSEA Network and re-endorsed by the EHCT in April 2018.
5. The Humanitarian Response Plan (HRP) 2020 for Ethiopia²² stated that Inter-Agency Accountability to Affected Populations (AAP) and Protection from Sexual Exploitation and Abuse (PSEA) would be an integral component of the 2020 HRP, mainstreamed throughout the Humanitarian Programme Cycle (HPC). The HRP also reaffirmed that the Government and the humanitarian community would actively promote and support efforts to fulfil Commitments on AAP and the Core Principles Relating to PSEA, as outlined by the IASC, as well as the Grand Bargain Participation revolution: include people receiving aid in making the decisions which affect their lives.
6. An update to the 2020 HRP issued in June provides revised needs and risks analysis and cluster plans based on the COVID-19 crisis. It implicitly refers to the initial HRP 2020 for the sections on AAP/PSEA and the centrality of protection. A revised targeted population including specific attention to IDPs, returnees/relocates, reflects impacts on the number of People In Need (PIN).
7. The Covid-19 crisis has direct impacts on SEA with higher risks due to overwhelmed health services, new actors involved in delivering humanitarian assistance, lack of access to populations, new groups at risk such as migrant returnees, etc. Community Based Complaints Mechanisms (CBCM) need specific attention. Their functionality is low, with weak GBV services on which PSEA referral pathways rely, including for victim assistance, and remote management mechanisms which require a search for innovation(s) at local levels.
8. A dedicated inter-agency PSEA Coordinator was contracted by UNICEF for one year starting from March 2020. The PSEA Coordinator is based at the Resident Coordinator Office (RCO).
9. The PSEA Network has two co-chairs. At the time of endorsement, it is being co-chaired by UN Women and WFP and has 40+ members (as of August 2020). Rotation of the co-chairs is envisioned to take place every one and half to two years (6 months apart) as per the PSEA Network Terms of Reference to be reviewed. This mechanism aims at minimising memory loss and sustaining cross-institutional learning.

ANNEX 8: Humanitarian Response Plan 2020 for Ethiopia – AAP/PSEA²³

Accountability to Affected Populations (AAP) and Protection from Sexual Exploitation and Abuse (PSEA) are an integral component of the 2020 HRP and will be mainstreamed throughout the Humanitarian Programme Cycle (HPC). In 2020 the Government and the humanitarian community will actively promote and support efforts to fulfill Commitments on AAP and the Core Principles Relating to PSEA, as outlined by the IASC, as well as the Grand Bargain Participation revolution: include people receiving aid in making the decisions which affect their lives. This will be achieved through joint application and verification of common commitments, standards and tools such as the Core Humanitarian Standard (CHS) and specific selections of indicators such as a PSEA Index, a Gender and Diversity Index and a Localisation Index.

AAP will be strongly and meaningfully connected with PSEA. SEA will be recognized as a form of GBV and a serious breach of accountability implying adequate investigation and victim assistance.

Coherence will be ensured with and reference made to the 2020 strategy and implementation plan from the IASC Results Group 2 on Accountability and Inclusion, and IASC Champion on Protection from Sexual Exploitation and Abuse and Sexual Harassment.

The Government and the humanitarian community will promote the collective use of relevant standards such as the Core Humanitarian Standard on Quality and Accountability – including a PSEA Index - and the Humanitarian Standards Partnership - with Sphere Standards -, to strengthen system-wide humanitarian action in Ethiopia.

An Inter-Agency Multi Sector AAP and PSEA Framework will be designed and endorsed. It will be the common reference for all Accountability and PSEA-related activities falling into a national inter-agency work plan for 2020.

The Government and the humanitarian community will support the use of standards and benchmarks for Quality and AAP, and PSEA, to measure and verify jointly achievements at national- level and/or response-level. The results will be shared locally and globally and will be used throughout the HPC.

The Inter-Agency Accountability Working Group (IAAWG) and the PSEA Network in Ethiopia will work jointly and ensure interconnections. They will contribute to the design of the Inter-Agency Multi Sector Accountability and PSEA Framework and of a work plan for 2020 in a participatory manner. They will create and host a Help Desk on AAP and PSEA and an appropriate platform to share resources on these topics.

The IAAWG will reinforce coordination with the Government, the EHCT and the ICCG and clusters. The EHCT will provide the IAAWG in Ethiopia with support and specific resources to be defined – i.e. advisory, coordination-oriented, capacity building, technical and/or financial.

Clusters will incorporate and mainstream AAP and PSEA within their sectoral plan and implementation. Earlier experiences and lessons learnt will be used. Preparation of indicators and allocation of specific resources for AAP/PSEA will be key. The clusters will name Focal Points and monitor jointly AAP/PSEA implementation as per the indicators identified.

A people-centered approach: Proposed priority areas on AAP and PSEA for 2020

The EHCT will adopt an advocacy strategy and co-design and disseminate collective messaging on humanitarian principles and people's rights through appropriate channels and styles.

Government and the EHCT will promote a people-centered approach throughout the HPC and the Clusters

by having strategies and tools relating to cross-cutting and transversal themes such as inclusion of most vulnerable people.

Human right based approach (HRBA) in humanitarian and protection response creating the fundamental legal relation between the right holders and duty bearers as per international human right standards is important in addressing the needs of affected populations in the affected areas in the country.

The EHCT will promote meaningful and appropriate communication with communities (CWC), community engagement (CE), information to, participation of and leadership of affected populations and communities across the HPC, in an inclusive manner and at both national-local level and response level.

Government and the EHCT will support the development of a reliable inter-agency feedback and complaints mechanism for affected populations and communities to assess and comment on humanitarian performance. This mechanism will allow to prevent, respond to and investigate incidents of SEA in a safe manner, with an integrated community-based complaint system that is linked to agency-specific mechanisms. This will build on best practices and consider relevant languages, format, cultural style and channels. Community Based Complaint Mechanism (CBCM) field agents are in the process of being appointed from within community, government and member agencies, whose role it is to collect and record complaints. Maintaining community trust in order to ensure that affected populations actively participate in and feel ownership of the Community Based Complaint Mechanism (CBCM) is essential. In this regard, a strong means of securing trust has been through ongoing consultations with the communities on the design and the maintenance of the CBCM. These consultations continue to be a crucial in 2020.

An official and standardized PSEA curriculum is in the process of being developed and the trainings will target network members, focal points, cluster/sector task forces and Government staff.

Humanitarian decision making will echo peoples' voices. Feedback and complaints' analysis will feed into the HPC and allow for adjustments to be made. This analysis will contribute to guiding the cluster approach and implementation.

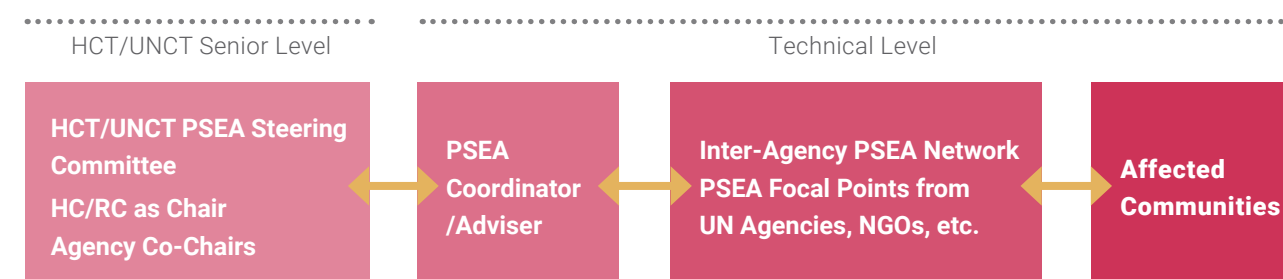
The EHCT will support a thorough inter-agency learning strategy and capacity building to enhance Quality and AAP as well as PSEA in collaboration with appropriate Government structures.

Last but not least, the EHCT will support a collective inter-agency measurement and verification process – self or externally-led - taking people and communities' perceptions into account and will share results locally and globally.

By strengthening their engagement with communities and promoting a joint and harmonized prevention and response system, humanitarian actors in Ethiopia will (re)affirm collectively their commitments towards Quality and AAP as well as PSEA.

ANNEX 9: The Collective PSEA Structure in Ethiopia

PROPOSED SYSTEM-WIDE PSEA STRUCTURE AT COUNTRY LEVEL:



ROLES AND RESPONSIBILITIES:

The following description of roles and responsibilities reflects the IASC Plan for accelerating PSEA in Humanitarian Response at country level.²⁴

- The RC/HC in Ethiopia** has system-wide responsibility for developing collective prevention of SEA strategies and ensuring that action plans are implemented, including assisting victims of SEA.²⁵
 - The RC/HC**, assisted by the Heads (Country Representatives) of all UN Agencies/Organisations and contracted partners present in Ethiopia, shall be responsible for creating and maintaining an environment that prevents and responds to SEA, and shall take appropriate measures, including the establishment and functionality of a PSEA Network, for this purpose.
- The Ethiopia HCT** has a mandatory responsibility to ensure that a collective mechanism and approach to prevention of, protection from, and response to SEA is in place.
 - The Inter-Cluster Coordination Group (ICCG), sub-national coordination bodies and other groups that are part of the inter-agency coordination architecture in-country** have the operational responsibility to mainstream PSEA in their strategies and work plans.²⁶
- Both HCT and UNCT** are present in Ethiopia, therefore the PSEA Network also engages with the UNCT in order to ensure the prevalence of PSEA commitments and affirm those commitments by development actors.
- An HCT/UNCT PSEA Steering Committee is formed** as per the recommended structure in the IASC plan for accelerating PSEA in humanitarian response at country-level. This layer at senior level ensures connectedness with the technical level by strengthening senior level leadership and accountability on PSEA. The composition, roles and responsibilities, as well as communication and reporting lines shall be defined through ToR which will be drafted by the PSEA Coordinator in consultation with the PSEA Working Group 1 (see Annex 4: Five PSEA Working groups) of the PSEA Network. This will then be shared with the PSEA Network for endorsement and HCT/UNCT for final approval.
- The PSEA Coordinator**²⁷, 'works in direct coordination with the OCHA at national and sub national level, PSEA Network (co) chairs in Ethiopia and provides the day-to-day oversight and technical guidance or support to the implementation of the PSEA Network strategy and in-country inter-agency PSEA acceleration workplan. S/he is responsible for advising RC/HC on PSEA; creating and/or strengthening the PSEA initiatives in Ethiopia; securing high-level buy-in (targeting UN agencies, IOs, NGOs, CBOs etc.); providing administrative and substantive management for the PSEA in-country network; and working with network members to establish field level PSEA coordination; supporting the establishment of joint community based complaint mechanisms (CBCM); and supporting network members to share good practices.'

6. **The PSEA Network in Ethiopia** carries out operational functions for PSEA. The PSEA Network functions under the auspices of the UN RC/HC and is co-chaired by two agencies/organisations being UN EHCT/UNCT members. Leadership and reporting lines should be defined specifically in the PSEA Network ToRs to be reviewed.
7. **Regional PSEA Networks in Ethiopia** - in Oromia, SNNPR and Somali regions - are activated with the specific aim of ensuring PSEA to Internally Displaced Persons (IDPs). Leadership and reporting lines should be defined specifically in the regional PSEA Network ToRs to be reviewed. Note: Other regions may be considered in the upcoming strategy for 2021-2022, in order to initiate new or support existing networks.
8. **The Heads of Agencies/Organisations** are responsible for ensuring a working environment free of SEA, nominating capacitated and dedicated PSEA Focal Points and providing them with appropriate resources to ensure PSEA mainstreaming, individually, and collectively.
9. **The Organisations/Agencies' PSEA Focal Points** are responsible for ensuring PSEA at both individual and collective levels. PSEA Focal Points are active members of the PSEA Network.

SPECIFIC ROLES AND RESPONSIBILITIES OF THE RC/HC:

1. The RC/HC should ensure that functional complaints mechanisms are in place:
 - Wherever agencies are providing humanitarian and development services, there should be complaint mechanisms for reporting SEA accessible to communities and staff,
 - Affected populations as well as humanitarian and development staff receive information about these mechanisms,
 - PSEA Focal Points are identified and capacitated for receiving complaints and understand how to escalate and/or refer cases.
 2. The RC/HC shall promptly inform the UN Office of Legal Affairs²⁸ of investigations into cases of SEA, and the actions that were taken as a result of such investigations. Agencies/Organisations may also have their own internal reporting processes with their respective headquarters. In this case they should keep the RC/HC and the PSEA Coordinator updated about the cases' developments.
- If, after proper investigation, there is evidence to support allegations of SEA, these cases involving national actors may, upon consultation with the Office of Legal Affairs, be referred to national authorities for criminal prosecution. Cases involving international staff may be referred to their country of origin. Referrals will be studied on a case-by-case basis, to ensure confidentiality and survivor-centred principles and will be guided by the Uniform policy on balancing the disclosure of information to national authorities.²⁹
3. The RC/HC shall verify that proper victim assistance for survivors of SEA is offered and provided by the agency/organisation if requested by the survivor. This should be guided by the UN protocol on victim assistance.³⁰
 4. The RC/HC promotes an Inter-Agency Sexual Misconduct Disclosure Scheme³¹, together with staff background reference checking and other measures should be in place in order to prevent re-employment of SEA perpetrators.

SPECIFIC ROLES AND RESPONSIBILITIES OF THE HEADS OF AGENCIES/ORGANISATIONS:

1. The Agencies/Organisations refer to both humanitarian and development actors, involving UN agencies, NGOs, etc., i.e. anyone involved in delivering assistance or protection to communities/people in need.
 - It also involves any actor holding a cooperation or partnership contractual agreement with the agency/organisation.
 - Therefore, this PSEA Strategy in Ethiopia involves and applies to all humanitarian and development actors that are part of the Ethiopia HCT.
2. The Heads of each Agency/Organisation shall inform their staff about this PSEA Strategy and ensure that each staff member receives a copy of the Strategy and the Secretary General's Bulletin and acknowledges that they have read and understood the strategy.
3. The Head of each Agency/Organisation will ensure that all staff sign a Code of Conduct/Rules and Regulations, which incorporates the 6 core principles set out by the IASC, and (for UN personnel) are binding as per the Secretary-General's Bulletin.
4. The Head of each Agency/Organisation should ensure that the six core principles on SEA are included in induction materials and training courses for their staff.
5. The Head of each Agency/Organisation shall be responsible for ensuring internal procedures are in place and taking appropriate action in accordance with established rules and procedures for dealing with cases of staff misconduct in relation to SEA.
6. Heads of Agency/Organisation are responsible for informing the RC/HC as per Standard Operating Procedures (SoPs) to be reviewed, which should include at a minimum:
 - The notification in an anonymised manner of cases where there is reason to suspect a case of SEA has occurred (a generic template that exclude personal identifying information will be developed for reporting purposes, as part of the SoPs), and
 - Reporting of cases as well as their management with anonymised data as per the required reporting format and timeframe.
7. The Head of each Agency/Organisation will be responsible for preventing the (re-) hiring or (re-) deploying perpetrators of sexual exploitation and abuse. This could include use of background, reference and inter-agency checks, as well as an inter-agency sexual misconduct disclosure scheme for: staff, implementing partners, contractors, service providers, etc. i.e., anyone under a cooperation or partnership contractual agreement with the agency/organisation.
8. The Head of each Agency shall appoint two staff members to serve as PSEA Focal Points for receiving and escalating reports on cases of SEA. PSEA Focal Points are:
 - Capacitated and dedicated staff at a sufficiently senior level with this role included into their job descriptions/terms of reference,
 - Two persons: one PSEA Focal Point and one alternate PSEA Focal Point, preferably the AAP Focal Point,
 - Preferably one female and one male if possible

Focal points receive training on PSEA, and all staff of the Agency/Organisation are properly informed of the existence and role of the PSEA Focal Points and of how to contact them.
9. Heads of agencies will support inter-agency cooperation through the PSEA Network involving active PSEA Focal Points from all humanitarian and development agencies/organisations.
10. Reports of SEA shall be handled in a confidential manner in order to protect the rights of all involved, including alleged victims, alleged perpetrators and reporting staff. However, such reports may be used, where necessary, for action taken. Personal identifying information of the victim/survivor and the alleged perpetrator will be removed for use of such reports.

ANNEX 10: Ethiopia PSEA Inter-Agency Work Plan 2020

IMPORTANT NOTE:

The ETHIOPIA Country-Level PSEA workplan outlines the priority results that PSEA Network members will work jointly to achieve in Humanitarian Action. It is important to note that this workplan does not capture all the activities by individual agencies and organizations that contribute to achieving the results below. The workplan only highlights basic activities for tracking progress and resource needs on PSEA across all IASC humanitarian countries.

ETHIOPIA PSEA INTER-AGENCY WORK PLAN 2020

Priority results	Sample indicators	Targets/ Benchmarks	Key actions	Timeframe	Budget Source	Lead Agency
OUTCOME 1. SAFE AND ACCESSIBLE REPORTING						
Every recipient of humanitarian assistance has access to a safe, gender and child-sensitive pathways to report SEA (through community-based complaints mechanisms) ⁱ that reach where humanitarian assistance reaches, are appropriate to the context and are accessible to the most vulnerable.						
Output 1.1. Safe, accessible, child-sensitive mechanisms are in place for reporting SEA particularly in high-risk areas.	An inter-agency SOPs on Community Based Complaint Mechanisms (CBCMs) on PSEA are established based on consultations with all relevant stakeholders, including disseminated and rolled-out with appropriate staff trained.	Update/map and further develop the 2019 inter-agency CBCM SOPs, to be endorsed by PSEA Network members, including all HCT and UNCT members	<p>Further develop inter-agency SOPs for PSEA CBCMs with the support from a surge capacity.</p> <p>Map existing CFMs/CBCMs and complement if and as appropriate with an inter-agency mechanism.</p> <p>Ensure that existing (and newly to be developed) GBV service mapping and referral pathways are linked to the CBCM SOPs (national level referral pathway and regional pathways where available).</p> <p>Present the SOPs for endorsement by the HCT and UNCT members.</p> <p>Raise awareness (training) among PSEA Network members and PSEA Focal Points on the endorsed SOPs.</p>	On-going	EHF 2019 Surge capacity not yet funded.	PSEA Coordinator in collaboration with the PSEA Working Group on CBCM, and UN Women. Support from surge capacity.

ⁱ A Community-based complaint 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 concerns of SEA.

Priority results	Sample indicators	Targets/ Benchmarks	Key actions	Timeframe	Budget Source	Lead Agency
Output 1.2. Community mobilization, consultation and awareness raising on PSEA in each community receiving and/or affected by humanitarian assistance.	Percentage of the affected population reached through consultation on CBCMs and awareness raising on CBCMs. including how to report SEA-related complaints.	CBCMs that are culturally accepted, accessible and safe for community members are identified and activated with community inputs.	Activate CBCMs with community inputs in selected locations, based on the risk assessments conducted in Somali, SNNP and Oromia regions, Jun-Aug 2019. Pilot and activate CBCMs in quarantine centers.	On-going	EHF 2019 Surge capacity not yet funded.	PSEA Coordinator in collaboration with the PSEA Working Group on CBCM, and UN Women. Support from surge capacity.
	Percentage of children and adults who have access to a PSEA reporting mechanism.	75% of affected population in selected locations have access to at least one or more safe and accessible channels ⁱⁱ to report SEA.	Raise awareness among community members in selected locations/ communities in Oromia, SNNP, and Somali regions on SEA and CBCMs, including how to report SEA-related complaints. Raise awareness in quarantine centers.	On-going, Dec. 2020	EHF 2019 Surge capacity not yet funded.	PSEA Coordinator in collaboration with the PSEA Working Group on CBCM, IOM and UN Women. Support from surge capacity.
	Number of complaints related to SEA that are reported to the PSEA Network/ PSEA Coordinator/ RC/HC referred /responded to within 7 days (disaggregated by age, sex and type of complaint (0-17, 18 and above).	All cases reported to the PSEA Network/ PSEA Coordinator/ RC/HC are acknowledged receipt within 7 days after being reported.	Development of SOPs for PSEA Management of SEA complaints. Development of reporting form. Document all cases received related to SEA. Acknowledge receipt and inform complainants if known within 7 days. Follow up regularly on the status of cases forwarded to concerned agencies.	On-going, Dec. 2020	EHF 2019	PSEA Coordinator in collaboration with the PSEA Working Group on CBCM, and UN Women. Support from surge capacity.

ii Reporting channel may include suggestion boxes, PSEA hotlines, face to face reporting through PSEA Focal Points, Women and Child Friendly Spaces and email as identified by community members during the consultation process.

Priority results	Sample indicators	Targets/ Benchmarks	Key actions	Timeframe	Budget Source	Lead Agency
	Percentage of sites reached with communications materials on PSEA, how to report on SEA and how to access survivor-centered assistance.	5% of sites receiving humanitarian assistance in the selected locations (UN Women EHF selected locations) provide information on how to report SEA and receive assistance. Context specific PSEA awareness materials, including information to communities on their rights to be protected from SEA, how to report SEA and how to access survivor-centered assistance.	Development of contextualized awareness materials on SEA (rights to be protected, reporting and assistance mechanisms). Dissemination of IEC materials on SEA and CBCMs in selected locations in SNNP, Oromia and Somali regions. Collaborate with GBV actors and programs to include PSEA materials and messages through GBV programs and awareness raising initiatives. Dissemination in quarantine centers.	On-going Dec. 2020	EHF 2019	PSEA Coordinator in collaboration with the PSEA Working Group on CwC and CBCM, and UN Women.

OUTCOME 2. QUALITY SURVIVOR ASSISTANCE

Every complainant/survivor is offered immediate quality assistance (medical care, psychosocial support, legal assistance, reintegration support).

Output 2.1. SEA survivor assistance is provided through Gender-Based Violence (GBV) or Child Protection programming, and resourced accordingly through the Humanitarian Response Plan (or other funding mechanisms) in humanitarian contexts where this framework applies. ⁱⁱⁱ	Percentage of SEA complainants/survivors who have a) been referred to survivor-centered assistance, as part of ongoing CP and GBV programming, and b) accessed survivor-centered assistance.	100% survivors with reported allegations are referred for assistance. 100% of those who seek assistance, receive support within 72 hours.	Follow up and support the mapping of available CP-GBV services for SEA survivors. Raise awareness on available services, and among service providers on CBCM and SEA case management. Facilitate referrals for survivors to receive appropriate services.	On-going Dec. 2020	EHF 2019 UN Women	PSEA Coordinator in collaboration with the PSEA Network and CP-GBV AoR, Protection Cluster. Link with the Safeguarding RS Hub.
	Percentage of the affected population, particularly women and children, that can access GBV assistance.	100% of the affected population can receive survivor-centred support through specialized CP-GBV services or through provision of psychological first aid and referrals to non-specialised services. Number of people satisfied with assistance received following a complaint of SEA.	Where GBV-CP service providers are not available, facilitate appropriate referrals for survivors to receive care, in line with tools and guidance such as the GBV Pocket Guide. Ensure translation of GBV resources into local languages.			

ⁱⁱⁱ This can and should also include f existing protection system which provides the basis for support to SEA survivors.

Priority results	Sample indicators	Targets/ Benchmarks	Key actions	Timeframe	Budget Source	Lead Agency
Output 2.2. PSEA Networks have in place referral pathways for survivor assistance, as part of an integrated approach with GBV services.	Status of implementation by PSEA Network of protocol for referral and provision of services for SEA survivors (in line with GBV referral pathways).	GBV referral pathway integrated within PSEA CBCM SOPs.	Integrate SEA case management in GBV response mechanism. Integrate GBV response including referral pathways in the CBCM SOPs.	On-going	EHF 2019 Surge capacity not yet funded.	PSEA Coordinator in collaboration with the PSEA Network and CP-GBV AoR, Protection Cluster.
OUTCOME 3. ACCOUNTABILITY AND INVESTIGATIONS						
Every survivor of SEA who is willing has their case investigated in a prompt, safe, and survivor-centered way.						
Output 3.1. PSEA Network members are knowledgeable of the principles of PSEA, including adult and child-sensitive investigations.	Percentage of PSEA Network members and local partner personnel trained on PSEA, including protocols for investigations, and survivor-centered principles.	100% PSEA Network members, including PSEA Focal Points, trained who will then train own personnel.	Develop contextualized PSEA focal point curricula, including ToT and half-day intro for PSEA Network members and implementing partners. Train PSEA Network members, including implementing partners, on principles of adult and child-sensitive investigations, adapted for both online and in-person.	Oct. 2020	UN Women	PSEA Coordinator, UN Women, PSEA Network, PSEA Working Group on Capacity Building.
Output 3.2. Child and adult survivors of SEA are supported to access justice/ redress, in accordance with their wishes.	Percentage of SEA survivors informed of and/ or supported to participate in relevant accountability processes, including investigation.	100% of cases seeking justice redress supported in accordance with their wishes.	Facilitate referral and support investigations. Map Network members with credible investigation processes and those that need support.	On-going	Not funded	HCT/UNCT and PSEA Coordinator. Link with the Safeguarding RS Hub.
Output 3.3. Perpetrators of sexual exploitation or abuse are not re employed by aid organisations and agencies.	Percentage of background and reference check handled through Human Resources' management. Systematic use of an inter-agency sexual misconduct disclosure scheme.	100% of cases are recorded in an inter-agency sexual misconduct disclosure scheme.	Set an inter-agency sexual misconduct disclosure scheme.	Sep. 2020	Not funded	HCT/UNCT and PSEA Coordinator. Link with the Safeguarding RS Hub.

Priority results	Sample indicators	Targets/ Benchmarks	Key actions	Timeframe	Budget Source	Lead Agency
OUTCOME 4. OVERARCHING PEOPLE - CENTERED APPROACH A collective and inclusive Inter-Agency PSEA approach at country-level - through the delivery of the above 3 PSEA Outcomes - contributes to an overarching people-centered approach, in collaboration with: Accountability to Affected Populations (AAP)/ Child Protection-Gender Based Violence (CP-GBV)/ The centrality of protection/ Localisation/ Inclusion/ Risk Communication and Community Engagement (RCCE)						
Output 4.1. PSEA Network members take on the PSEA Co-Chair role to support the Humanitarian Coordinator to deliver on PSEA at the HCT/ UNCT and local levels.	Status of inter-agency PSEA coordination in place at the national and regional levels as situation allows.	An inter-agency PSEA Network is co-chaired by PSEA Network members on a rotational basis at the national and local levels as situation allows.	Establish and maintain PSEA Network and structure at the national level. Establish and maintain PSEA Networks and structures at regional levels as situation allows.	On-going	Not funded	HCT/UNCT and PSEA Coordinator with PSEA Network.
Output 4.2. A full-time PSEA Coordinator is in place to support RC and PSEA Network.	Status of a full-time PSEA Coordinator in place.	A full-time PSEA Coordinator at P4 or above is in place and resources mobilized to support this role.	Hire and maintain a full-time dedicated PSEA Coordinator at the national level to support the country-wide activities.	Until 4 th March 2021	UNICEF	RCO
Output 4.3. An inter-agency PSEA workplan is in place with the resources and expertise necessary to deliver on PSEA outcomes (above).	Status of development, implementation and monitoring of inter-agency PSEA workplan in place	An inter-agency PSEA workplan developed, endorsed, implemented and monitored by all HCT, UNCT and PSEA Network. PSEA related Strategy, SoPs and ToRs are drafted.	Develop, endorse, implement and monitor the progress of inter-agency PSEA workplan. PSEA Strategy, Network SoPs and ToRs updated. Mobilize and allocate resources for the implementation of PSEA workplan related activities. Draft quarterly report on the progress of PSEA workplan. Document best practices and lessons learnt on the implementation and monitoring of PSEA workplan.	On-going	N/A	HCT/UNCT and PSEA Coordinator with PSEA Network.

Priority results	Sample indicators	Targets/ Benchmarks	Key actions	Timeframe	Budget Source	Lead Agency
Output 4.4. PSEA focal points from all HCT, UNCT and PSEA Network members are in place and actively contribute to the PSEA Network's delivery of PSEA outcomes (as per the above).	Number of HCT, UNCT and PSEA Network members that have appointed a dedicated PSEA technical focal point to the PSEA Network.	Technical PSEA Focal Points: at least two nominated by the PSEA Network to support coordination.	Appoint or nominate technical PSEA Focal Points (at least 2 per agency, with the possibility of having an AAP Focal Point as an alternate, or M&E) in the PSEA Network. Conduct annual mapping of PSEA focal points, available resources, needs and gaps.	Mid and end 2020	N/A	PSEA Coordinator, PSEA Network.
Output 4.5. PSEA together with AAP and the centrality of Protection is cross cutting all clusters.	PSEA is reflected within the HRP, cluster plans and activities. PSEA linkages with the GBV AoR are established through collaboration on the identified (above) workplan outcomes and outputs.	Global overarching AAP/PSEA Framework as per the HRP 2020. SoPs highlight that PSEA CBCMs rely on GBV referral pathways.	Global overarching AAP/PSEA Framework, advocacy and joint activities. Contribution to upcoming HNO and HRP. Contribution through and to global learning	End 2020	N/A	HCT/UNCT and PSEA Coordinator.

Endnotes

1. Statement issued on June 4, 2020. Note: UNHCR is the current IASC Champion on PSEA/SH: <https://interagencystandingcommittee.org/iasc-champion-on-protection-from-sexual-exploitation-and-abuse-and-sexual-harassment>
2. HRP 2020 for Ethiopia, page 42: <https://ethiopia.un.org/en/32688-2020-ethiopia-humanitarian-response-plan>
3. https://interagencystandingcommittee.org/system/files/iasc_plan_for_accelerating_psea_in_humanitarian_response.pdf
4. <https://www.un.org/preventing-sexual-exploitation-and-abuse/content/prevention>
5. <https://www.un.org/preventing-sexual-exploitation-and-abuse/content/response>
6. <https://www.un.org/preventing-sexual-exploitation-and-abuse/content/victim-assistance>
7. <https://interagencystandingcommittee.org/iasc-champion-protection-sexual-exploitation-and-abuse-and-sexual-harassment/iasc-plan-accelerating>
8. Ibid
9. IASC plan for accelerating PSEA in humanitarian response at country-level, endorsed by IASC Principals on 3 December 2018 (page 6): <https://interagencystandingcommittee.org/iasc-champion-protection-sexual-exploitation-and-abuse-and-sexual-harassment/iasc-plan-accelerating>
10. Ibid
11. Ibid
12. <https://safeguardingsupporthub.org/>
13. And therefore, the priority areas defined by IASC Plan for accelerating PSEA in humanitarian response at country-level.
14. The action plan is part of the Management and Accountability Framework (MAF) of the UN Development and Resident Coordinator System which states that 'Where the RC is the highest UN official, and in coherence with responsibilities of the Humanitarian Coordinator on PSEA, the RC has system-wide responsibility for developing collective PSEA strategies and ensuring that PSEA action plans are implemented, and assisting victims of sexual exploitation and abuse'.
15. https://hr.un.org/sites/hr.un.org/files/SEA%20Glossary%20%20%5BSecond%20Edition%20-%202017%5D%20-%20English_0.pdf
16. <https://interagencystandingcommittee.org/iasc-champion-protection-sexual-exploitation-and-abuse-and-sexual-harassment/iasc-plan-accelerating>
17. ST/SGB/2003/13
18. https://www.un.org/en/pdfs/UN%20Victim%20Assistance%20Protocol_English_Final.pdf
19. UNFPA, Minimum Standards for Prevention and Response to Gender-Based Violence in Emergencies.
20. <https://www.humanitarianresponse.info/en/programme-cycle/space/document/ethiopia-humanitarian-requirements-document-17-january-2017>
21. Committee comprising the Protection Cluster Coordinator (UNHCR), CP and GBV Sub Cluster Coordinators (UNICEF and UNFPA), ProCAP, focal points from UN Women and OCHA.
22. <https://ethiopia.un.org/en/32688-2020-ethiopia-humanitarian-response-plan>
23. Ibid.
24. Based on IASC Plan for accelerating PSEA in Humanitarian Response at Country level: <https://reliefweb.int/report/world/iasc-plan-accelerating-protection-sexual-exploitation-and-abuse-psea-humanitarian>
25. Management and Accountability Framework of the UN Development and Resident Coordinator System 18 March 2019 version, UN Sustainable Development Group.
26. Inter-Agency Standing Committee, Standard Terms of Reference for Humanitarian Country Teams, February 2017.
27. IASC Generic PSEA Coordinators ToRs: https://interagencystandingcommittee.org/system/files/generic_psea_coordinator_tors__2.pdf
 Abstract of PSEA Coordinator ToRs in Ethiopia: *'The PSEA Coordinator will work in direct coordination with the OCHA at national and sub national level, PSEA Network (co) chairs in Ethiopia and will provide the day-to-day oversight and technical guidance or support to the implementation of the PSEA Network strategy and in-country inter-agency PSEA acceleration workplan. S/he will be responsible for advising RC/HC on PSEA; creating and/or strengthening the PSEA initiatives in Ethiopia; securing high-level buy-in (targeting UN agencies, IOs, NGOs, CBOs etc.); providing administrative and substantive management for the PSEA in-country network; and working with network members to establish field level PSEA coordination; supporting the establishment of joint community based complaint mechanisms (CBCM); and supporting network members to share good practices. Key function, accountabilities and related duties/tasks:*
 - Coordinate the development, implementation, monitoring and reporting of in-country inter-agency work plan in line with the IASC acceleration plan on PSEA
 - Provide technical guidance and assistance to RC/HC, the PSEA Network co-chairs and members of the PSEA Network
 - Coordination and accountability on PSEA'
28. <https://legal.un.org/ola/>
29. This policy covers, inter alia, the UN's reception and referral of allegations of SEA to UN entity leads on investigations depending on the nature and actor involved in the allegation, and the disclosure of information about the allegations to national authorities in a manner that is in conformity with the principle of confidentiality and informed consent.
https://interagencystandingcommittee.org/system/files/un_protocol_on_sea_allegations_involving_implementing_partners_final.pdf
30. https://www.un.org/en/pdfs/UN%20Victim%20Assistance%20Protocol_English_Final.pdf
31. <https://www.schr.info/the-misconduct-disclosure-scheme>