

2020-2025 PSEA Country Action Plan for Uganda

The 2020-2025 PSEA Country Action Plan outlines the priority for PSEA results that UNCT members and partners will work jointly to achieve in all development and humanitarian contexts in Uganda for the next five years. The PSEA Country Action Plan provides the basis for tracking progress on, and resource needs for, PSEA interventions in Uganda.

The PSEA Country Action Plan is aligned to the 2021- 2025 UN Sustainable Development Cooperation Framework (UNSDCF), in particular Strategic Priority 1 on Transformative Governance and Strategic Priority 3: Human Well-being and Resilience.

The PSEA action plan is also linked to the Uganda Third National Development Plan (NDPIII) 2020/21 – 2024/25 (with a vision of “A Transformed Ugandan Society from a Peasant to a Modern and Prosperous Country within 30 years” and with a goal of: Increased household incomes and improved Quality of life) particularly on the NDPIII Programme Level Results Framework:12. Human Capital Development ;12.20 Reduce GBV prevalence , and 14 Community Mobilization and Mindset Change; 14.3 Improve percentage of vulnerable and marginalized persons.

The 2020-2025 PSEA Country Action Plan also takes into account the required UNCT PSEA minimum standards and contributes to the UN Secretary General’s Special Measures Report priority areas namely: putting victims first; ending impunity; engaging civil society and external partners; and improving strategic communications for education and transparency around PSEA.

Priority results	Sample indicators	Targets/ Benchmarks ⁱ	Key actions	Timeframe	Budget/ Funding Source	Lead agency/ies per activity
Part A: Priority Results for PSEA						
Outcome 1. Safe and accessible reporting: Every affected child and adult recipient of development and humanitarian assistance has access to safe, gender and child-sensitive pathways to report SEA (through community-based complaints mechanisms) ¹ that reach where development and humanitarian assistance reaches, are appropriate to the context and are accessible to the most vulnerable).						

¹ A Community-based complaints mechanism (CBCM) is a Complaints Mechanism system blending both formal and informal community structures, built on engagement with the community where individuals are able and encouraged to safely report grievances – including SEA incidents – and those reports are referred to the appropriate entities for follow-up. See further information https://interagencystandingcommittee.org/system/files/best_practice_guide_inter_agency_community_based_complaint_mechanisms_1.pdf

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Output 1.1. Safe, accessible, gender and child-sensitive mechanisms are in place for reporting SEA particularly in high-risk areas.	UNCT Inter-agency SOPs on Community Based Complaint Mechanisms (CBCMs) on PSEA are operational and effective.	CBCM SOPs are abided by all UN agencies and partners.	Provide continuous awareness raising of the availability of SEA complaint mechanisms for communities. Particular emphasis will be placed on identifying and training key persons including women leaders, councilors concerned with children and persons with disabilities, along with men as role models on PSEA principles, reporting and referral channels.	2021 to 2025	250000	All UN agencies and partners
		Survivors of SEA are able to report and receive assistance.				

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		Multiple confidential reporting channels are made available to cater for the diversity of the population and differing levels of access (PLWD, Older Persons, children).	Provide continuous capacity building for service providers (NGOs providing GBV/CP services), part of the CBCMs, on the SOPs for recording, referring and processing SEA allegations.			
	# and % of children and adults, particularly women in refugee hosting districts that have access to a safe and accessible channel to report sexual exploitation and abuse.	100% of beneficiaries can access at least 1 safe and accessible channel to report SEA.	Engage communities (women, girls, men and boys) in raising awareness about SEA reporting mechanisms (CBCMs) including	2021 to 2025	150000	All agencies

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			how to access them.			
	Number of complaints related to SEA that are reported to agencies/the PSEA Network and responded to within 7 days (Disaggregated by age, sex and type of complaint (0-17; 18 and above).	100% of reported SEA complaints are timely responded and reported to the agencies/PSEA network.	Ensure full compliance by all actors of SOPs for receiving and processing complaints and the victim assistance protocol.	2021 to 2025	-	Individual UN agencies All UN agencies and partners
	Number of projects with SEA risk assessment done on them.	SEA risk assessments done for projects or interventions in different	Conduct SEA risk assessment for projects or interventions at all locations where			

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	Number of high risks locations where reporting mechanisms are established to enhance safe and accessible reporting.	locations and SEA reporting mechanisms established particularly in high risk areas.	humanitarian and development assistance are provided and ensure and ensure SEA reporting mechanisms are in place/established.			
Output 1.2. Community mobilization, consultation and awareness raising on PSEA in each community receiving development and	Percentage of beneficiaries (disaggregated by sex and age) reached (through consultation/ community mobilization) in the	100% of beneficiaries in both development and humanitarian settings involved in the establishment,	Continuous consultations with communities to inform the establishment and /or strengthening of CBCMs.	2021 to 2025	100000	All agencies and partners

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humanitarian assistance.	establishment of CBCMs.	strengthening and evaluation of CBMs.	Continuous engagement with communities in the evaluation of existing CBCMs for effectiveness and compliance with human rights principles.			
	Percentage of locations reached with communications materials on PSEA, how to report on SEA and how to access survivor-centered assistance (disaggregated by type of PSEA communication materials developed for each population group identified).	SEA Materials developed, translated to local languages and disseminated in all areas	Ensure PSEA posters, “no excuse”-cards are translated into relevant languages and made available in accessible formats (appropriate for illiterate persons, children and people with	2021 to 2025	75000	All agencies and partners

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			disabilities), and subsequently distributed in all locations where humanitarian and development assistance is provided.			
			Ensure that the PSEA ICT material are accompanied with SEA community age- and gender sensitive awareness raising on SEA in all locations.	2021- 2025	-	All agencies and partners

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	% of people reached with PSEA awareness materials with clear understanding of the PSEA messaging	SEA Materials are designed and disseminated in line with community priorities/realities and needs.	Evaluate the relevance, effectiveness and impact of the PSEA IEC awareness materials on a regular basis.	2021 to 2025	100000	All agencies
Outcome 2. Quality survivor assistance: Every child and adult 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 (CP) programming and resourced accordingly through Uganda UN Sustainable	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 and received support within 48 hours as per the SOPs for receiving and processing SEA complaints.	Ensure SEA victims are referred and receive victim assistance through the GBV and Child Protection programmes within 48 hours upon receipt of the complaint.	2021 to 2025	-	All agencies and partners

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Development Cooperation framework funding mechanisms.	(disaggregated by age and sex and type of assistance received).					
	Percentage of the beneficiaries, particularly women and children, that can <u>access</u> GBV assistance (this may include MHPSS, case management, medical services, and access to justice/legal services).	100% of beneficiaries who report SEA (esp. women and children) accessing GBV services.	Coordinate and advocate with GBV and Child Protection actors, including the Government of Uganda, on where and how victim assistance services need to be strengthened (this may include MHPSS, case management, medical services, and access to justice/legal services).	2021 to 2025	-	All agencies and partners
	Number of people satisfied with assistance received following a complaint of SEA.	100% of beneficiaries satisfied with assistance provided via GBV/CP programs.				

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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 victim assistance (in line with GBV/CP referral pathways).	GBV referral pathway integrated within PSEA Network SOPs.	Ensure GBV/Child Protection referral pathways are updated regularly in collaboration with all actors.	2021 to 2025	-	All agencies and partners
		Protocol for victim assistance fully operational.	Ensure victim assistance protocol is understood and operationalized by all agency's signatory to this Action Plan and service providers.			All agencies and partners RC/ UNCT

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			Designate a focal point for victims' assistance/rights within the UNCT, capitalizing on specific agencies' mandates and resources in the country.			
Outcome 3. Accountability and investigations: Every child and adult survivor of SEA who is willing has their case investigated in a prompt, safe, and survivor-centered way.						
Output 3. 1. PSEA Networks adopt, implement and track progress against uniformed protocols/guidelines for prompt, safe and survivor-centered	Status of development and implementation of SOPs for receiving and processing SEA complaints for prompt, safe and survivor-centered investigations.	SOPs for recording and processing SEA allegations fully operational.	Provide continuous capacity building for UN and partners on SOPs for recording and processing SEA allegations.	2021 to 2025	50000	All agencies and partners

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investigations at country-level.			Support the implementation of SOPs for recording and processing SEA complaints.			
	Percentage of PSEA Network members and local partner personnel including civil society and external partners trained on SEA guidelines, code of conducts and protocols for investigations, including survivor-centered principles.	100% of PSEA network members and local partner personnel including civil society and external partners trained on SEA guidelines, code of conduct and protocols for investigations including survivor centered principles.	Provide continuous capacity building trainings for all PSEA network members, local partners, civil society, UN missions and specialized entities based in Uganda covering the region, private sector and other external partners on SEA guidelines including those contained in UN conventions, code of conduct and protocols for	2021 to 2025	50000	All agencies and partners

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			investigation including survivor centered principles.			
	Percentage of SEA survivors informed of and/or supported to participate in relevant accountability processes, including investigation.	All SEA survivors informed and supported to participate in relevant accountability processes such as investigations	Ensure all SEA survivors are informed and supported to participate in the accountability processes such as investigations	2021 to 2025	-	All agencies and partners

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Part B: PSEA Country-Level Structure						
Outcome 4: PSEA inter-agency structure at country-level: The Resident Coordinator and United Nations Country Team are supported at senior management and technical-levels to lead, oversee and deliver on the above 3 PSEA Outcomes.						
Output 4.1 Respective UN agencies (in line with IASC global championship and recommended country level structure) take on the PSEA Co-Chair role to support the Resident Coordinator to deliver on PSEA at the UNCT level, and co-chair the PSEA Network at technical level.	Status of designation of agency co-chairs for the new generation UNCT PSEA taskforce and the PSEA Network (technical level).	New generation UNCT establishes a UNCT PSEA taskforce co - chaired by selected UN agencies particularly in line with the global IASC championship.	UNCT PSEA task force co-chaired by selected UN agencies and RC (with PSEA coordinator as secretariat) established and functional.	2021 to 2025	-	RC/UNCT
	Status of development and implementation of the PSEA work Plan, including clearly defined roles and responsibilities of each actors.	PSEA work Plan is endorsed by all UNCT members.	Annual work plan developed and implemented for the national and local PSEA networks.	2021	TBD -	All agencies/partners RC

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		All staff have completed mandatory training on PSEA.	Regularly UNCT are updated on the completion rate of UN mandatory trainings on PSEA	2021 to 2025		
	UNCT and staff oriented on their obligation to comply with the standards of conduct and reiterating the zero tolerance acts of PSEA, the mandatory reporting and whistle blower	All UNCT and staff addressed on their obligation to comply with the standards of conduct and zero tolerance acts of PSEA, mandatory reporting and	The UNCT ensures effective compliance of standards of conduct, zero tolerance of SEA and the mandatory reporting by all their staff.			

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	policies to create a speak-up culture.	whistle blower policies to create a speak-up culture.	UNCT actively promotes the application of the UN whistle blower policy and encourages a speak-up culture.			
Output 4.2 A full-time PSEA Coordinator (with medium to long-term secured funding) is in place, with a direct reporting line to the RC, that provides day-to-day technical	Percentage of funds mobilized to support the position of a full-time PSEA Network Coordinator.	P4 level full-time PSEA Coordinator position supported.	The UNCT mobilize resources to fund the position of the full time PSEA Coordinator.	2021 to 2025	\$1,000,000(\$200,000 yearly)	UN agencies/ Donors

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support and expertise for the inter-agency PSEA Network, and in the absence of a Field Victim Rights Advocate acts as focal point for victims' rights and assistance.						
Output 4.3. An inter-agency PSEA Network is in place with the resources and expertise necessary to deliver on PSEA outcomes (above).	Status of functionality of a PSEA Network.	PSEA Network is functional and reports regularly to RC/UNCT PSEA taskforce via the PSEA Coordinator.	PSEA networks with representation of focal points from all UN agencies and partners are fully functional at national and local level.	2021 to 2025	-	All UN agencies
	Integration and alignment of PSEA with UN Sustainable Development Cooperation	PSEA Action Plan is costed and resourced through UNSDCF.	The PSEA Action Plan is resourced through the UNSDCF funding mechanisms.	2021 to 2025	-	All UN agencies

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	Framework (UNSDCF) for Uganda.					
	All partners (UNCT and PSEA networks) meet required minimum standards such as the PSEA MoS ² and CHS PSEA Index ³ to enable appropriate complaints receipt and handling.	All PSEA network and UNCT oriented on the PSEA MOS and PSEA CHs Index and supported to meet set standards.	Ensure the PSEA national and local networks and UNCT are oriented and supported to meet the minimum PSEA and CHS PSEA index standards.	2021 to 2025	-	All UN agencies

² PSEA Minimum Operating Standards

³ <https://www.chsalliance.org/about/our-data/psea-index/>

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Output 4.4. PSEA technical focal points from all UNCT members are in place and actively contribute to the PSEA Network's delivery of PSEA outcomes (as per the above).	Number of UNCT members that have appointed a dedicated PSEA technical focal point (an alternate) to the PSEA Network.	All UN agencies and partners have appointed a designated PSEA technical focal point (and where possible an alternate).	All UN agencies and partners appoints a dedicated PSEA technical focal point (and an alternate where possible) with specific PSEA responsibilities in their ToRs.	2021 to 2025	-	All UN agencies
		The PSEA technical focal points have responsibilities of PSEA in their performance appraisals forms.				

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					\$1,775,000	
