

COMPILATION OF PSEA INDICATORS

As of 01.04.2020

TO MEASURE ORGANIZATIONAL PROGRESS		TO MEASURE ORGANIZATIONAL PROGRESS		TO MEASURE COLLECTIVE COUNTRY-LEVEL PROGRESS	TO MEASURE COLLECTIVE COUNTRY-LEVEL PROGRESS
DRAFT MOPAN Proposed Indicators (n=27)		MOS - PSEA Key Indicators (n=27)		DRAFT IASC COUNTRY LEVEL FRAMEWORK (n=22)	DRAFT IASC RG2 RESULTS TRACKER
Draft micro elements	Draft elements				
Policy, management, and leadership enhance prevention and response of SEA and SH	Dedicated policy statements and/or codes of conduct that address SEA and SH available, aligned to international standards	A policy stating standards of conduct, including acts of SEA, exists and a work plan to implement the policy is in place.	MOS1		
	Policies or code of conduct is applicable to all personnel (including contractors and short term staff) explicitly rules out SEA and SH	The organisation makes sure that all candidates are required to sign the code of conduct before being offered a contract.	MOS6		
		The policy/standards of conduct have been conveyed to current staff and senior management (at HQ and field level) on repeated occasions (such as inductions and refresher trainings).	MOS1		
	Mechanisms are in place to communicate and track implementation of the policy at HQ and field levels	Supervision and performance appraisals include adherence to participation in Code of Conduct trainings (or similar) that includes PSEA.	MOS6		
	There is evidence that these policies are systematically implemented by the organization, supported by an implementation or action plan	[repeat] A policy stating standards of conduct, including acts of SEA, exists and a work plan to implement the policy is in place.	[repeat] MOS1		
	The policies clearly define the roles of management and staff in implementing/complying with the guidelines, identifying specific personnel to support implementation of policies	The responsible department/focal point is required to regularly report to senior management on its progress on PSEA through the Senior Focal Point on PSEA.	MOS3		
		Staff members dealing with PSEA have formalised responsibility for PSEA in their job description, performance appraisal or similar.	MOS3		
		Performance appraisals for Senior Management include the adherence to create and maintain an environment which prevents sexual exploitation and abuse and promotes the implementation of the ST/SGB/2003/13 or code of conduct	MOS6		
	The policy/guidelines clearly define the roles of management and staff in implementing/complying with the guidelines setting out obligation to respond	Staff members are informed on a regular basis of how to file a complaint/report and the procedures for handling these.	MOS8		

	Dedicated, resourced structures (e.g. dedicated unit or focal person) in place to support implementation of SH and SEA policy	A dedicated department/focal point have the overall responsibility for the development and implementation of PSEA policy and activities.	MOS3	4.4.1 Number of HCT members that have appointed a dedicated PSEA technical focal point to the PSEA Network
Measures for prevention of SH and SEA are implemented	Staff training/awareness- raising is conducted periodically in relation to the SH and SEA policies	Staff receives annual refresher training on the standards of conduct, learn about the mechanism to file complaints and reports of misconduct and the implications of breaching these standards.	MOS7	
	Training on SH is mandatory for all personnel	Training on misconduct (specifically mentioning SEA) forms part of the induction process.	MOS7	
	Training is appropriately delineated for management			
	Training on SEA is provided for as appropriate for personnel engaging with communities/ affected populations	The PSEA FP have received systematised training on PSEA and the time committed to PSEA is commensurate with the scale of implementation required under the current situation of the organisation.	MOS3	[proposed] Percentage of Focal Points trained on PSEA, including how to report allegations in a safe and confidential manner.
	Communications on SEA provided to community members and affected populations, and on SH to personnel.	The HQ has communicated in detail the expectations regarding beneficiary awareness raising efforts on PSEA (including information on the organisation's standards of conduct and reporting mechanism).	MOS4	
The HQ has distributed examples of awareness raising tools and materials to be used for beneficiary awareness raising activities.		MOS4	1.2.2 Percentage of sites 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)	
Agreements with all partners require compliance with codes of conduct and monitoring of misconduct, harassment, sexual harassment	Implementing partners are systematically screened for track record and performance on SEAH (due diligence)			
	Written agreements with implementing partners contain a standard mandatory clause on sexual exploitation and abuse	SG's Bulletin (ST/SGB/2003/13) or respective codes of conduct are included in general contract conditions.	MOS 2	
Procedures are in place to receive written agreement from entities or individuals entering into cooperative arrangements with the agency that they are aware of and will abide by the standards of the PSEA policy.		MOS2		
Contextual analysis and/or risk management strategies include	Enterprise Risk Management Framework refers to misconduct and sexual misconduct			[proposed] A joint SEA risk assessment has taken place
	Intervention designs include detailed analysis of and mitigation strategies for SEA risk			

Complaint and investigation mechanisms are functional and SH SEA victims/ survivors are supported	Organisation has formal, professional investigations channels in place, with evidence of use, for reporting SEA and SH	Standard investigation operating procedures or equivalent issued and used to guide investigation practice	MOS8	3.1.1. Status of development and implementation of SOPs (or similar) within the PSEA Network for prompt, safe and survivor-centered investigations		
		Investigations are undertaken by experienced and qualified professionals	MOS8	3.1.2. Percentage of PSEA Network members and local partner personnel trained		
		Investigations are commenced within 3 months and information about outcome is shared with the complainant.	MOS8	3.1.3. Percentage of SEA survivors informed of and/or supported to participate in relevant accountability processes, including investigation. [proposed] Percentage of SEA cases where an investigation has commenced within 3 months		
		Substantiated complaints have resulted in either disciplinary action or contractual consequences and, if not, the entity is able to justify why no	MOS8			
		Informal and anonymous reporting channels are available for reporting of SH				
Whistle-blower protection policy, and/or anti-retaliation policy that references SEAH in place with evidence of implementation	Staff members are aware of their obligation to report SEA/misconduct and are aware that there is a policy for Protection from retaliation in place	MOS7				
Interagency partnership efforts to prevent, investigate, and report on SEA	Clear statement on expectations for how the organisation will contribute to interagency SEAH efforts	The HQ urges its field offices to participate in community based complaint mechanisms that are jointly developed and implemented by the aid community adapted to the specific locations.	MOS5	1.1.1 HCT Inter-agency SOPs on Community Based Complaint Mechanisms (CBCMs) on PSEA are established based on consultations with all relevant stakeholders, including communities, disseminated and rolled out with appropriate staff trained.		
	Clear procedures for how organisation to participate in joint screening initiatives	There is guidance provided to the field on how to design the CBCM to ensure it is adapted to the cultural context with focus on community participation	MOS5	1.2.1 Percentage of the affected population (disaggregated by sex 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.		
				2.2.1 Status of implementation by PSEA Network of protocol for referral and provision of services for SEA survivors (in line with GBV referral pathways).		
				4.1.1. Status of designation of agency co-chairs for the PSEA Steering Committee (principal level, HCT/UNCT) and the PSEA Network (technical level)	HCT has an HCT compact including commitment to 4 non-negotiables (AAP, PSEA, Protection and GBV)	CHS 6: The Humanitarian response is coordinated and complementary.
	Evidence of participation in country level prevention and reporting initiatives (e.g. PSEA Network and PSEA Task Team)			4.1.2. Status of development and implementation of the HCT PSEA Action Plan, including clearly defined roles and responsibilities 4.2.1. Status of deployment of a full-time PSEA Network Coordinator	Formal bodies established / strengthened to deliver a collective PSEA Program in-country, including but not limited to: A PSEA Network; A dedicated, full-time PSEA Coordinator; Clear PSEA roles & responsibilities of the HC and HCT	CHS3: The Humanitarian response

Participation in ir				4.3.1 Status of establishment of a PSEA Network	There is a collective plan for implementing and monitoring PSEA in-country, including priority actions under the 2018 IASC Acceleration plan: Safe and Accessible Reporting Channels; Survivor Assistance; Accountability	Humanitarian response strengthens local capacities and avoids negative effects
				4.3.2 Integration of PSEA in the Humanitarian Response Plan (or similar), where relevant	The HNOs & HRP include PSEA and/or other feedback mechanisms	
Responses to SH and SEA complaints are timely and actions are accounted for transparently	There is evidence of policy/policies implementation e.g. through regular monitoring and reporting to the Governing Body	There is a mechanism for monitoring and review of the complaint mechanism	MOS5			
	Annual reporting on all allegations of SH, including actions taken, and timeliness of response, ensures that they are made public					
	Annual reporting on all SEA cases including actions taken are reported			1.1.3 Number of complaints related to SEA that are reported to the PSEA Network and responded to within 7 days (Disaggregated by age, sex and type of complaint (0-17; 18 and above).		
Survivors/ victims of SH and SEA are supported and responded to in all cases	Provision and utilisation of accessible and appropriate services to protect and respond to survivors/victims of SH and SEA	The organisation has written guidance on the provision of victim assistance	MOS5	2.1.1. 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. (disaggregated by age and sex and type of assistance received		
				2.1.2. Percentage of the affected population, particularly women and children, that can access GBV assistance.		
	Confidential reporting mechanism in place for victims/survivors of SEA	Written procedures on complaints/reports handling from staff members or beneficiaries are in place.	MOS8	[proposed] Percentage of those who report SEA who are satisfied with the response	Percentage of children and adults who have access to a PSEA reporting mechanism.	HNOs and HRPs are reviewed to determine whether there are complaints mechanisms (including PSEA) planned or in place within operations
		Each organisation commits to improving its system of reference checking and vetting for former misconduct.	MOS6			
				4.3.3 All partners (HCT and PSEA networks) meet required minimum standards such as the MoS and CHS PSEA Index to enable appropriate complaints receipt and handling.		