

## UNFPA 2023 Action Plan on Protection from Sexual Exploitation and Abuse and Sexual Harassment

**Outcome: UNFPA organizational culture nurtures a safe, trusted, respectful and inclusive environment, where the rights and dignity of UNFPA personnel and the people and communities we serve are recognized, promoted, and protected, and all feel empowered to speak up for themselves and others and take appropriate action to prevent and respond to any and all sexual misconduct.**

Output		Indicator	Baseline	Target
<b>1. Safeguarding Framework: Effective policy-, accountability- and organizational structures</b>	1.1	PSEAH Policies and procedures developed, maintained, and updated	Policies and procedures in place and up to date	<ul style="list-style-type: none"> <li>▪ Policy framework continuously reviewed and updated as required</li> <li>▪ UNFPA handbook for PSEA focal points and practitioners developed</li> </ul>
	1.2	A dedicated PSEAH Focal Point with overall responsibility for PSEAH activities	Senior PSEAH Focal Point supported by a full-time P5 Coordinator (vacant) and a temporary P4 Specialist	<ul style="list-style-type: none"> <li>▪ Appropriate human resource capacity maintained, and vacancies filled as required</li> <li>▪ Full-time P5 Coordinator recruited</li> </ul>
	1.3	Management accountability compliance of leaders at all levels with ST/SGB/2003/13	Managerial certification programme: 100% Compliance 2021	<ul style="list-style-type: none"> <li>▪ 100% compliance in 2023 compliance cycle</li> </ul>
	1.4	Management accountability: monitor progress and compliance with PSEAH obligations	PSEAH indicator in IRRF and BU results planning	<ul style="list-style-type: none"> <li>▪ PSEAH indicator included in 2023 SIS reporting</li> <li>▪ Milestones continuously monitored</li> </ul>
	1.5	PSEA clauses in cooperative arrangements with third parties	PSEA clauses in place in all agreements; 81% IPs assessed	<ul style="list-style-type: none"> <li>▪ 95% of UNFPA NGO implementing partners with a workplan in 2023 assessed with IP assessment tool</li> <li>▪ Continuous quality contributions to the UN inter-agency working group</li> </ul>
	1.6	Effective PSEA in-country structures in place	Global Network of designated PSEA focal points in all offices	<ul style="list-style-type: none"> <li>▪ Dedicated induction/refresher training provided to all Focal Points (FPs)</li> <li>▪ At least quarterly meetings with all FPs</li> <li>▪ Training of Trainers for PSEA FPs delivered</li> <li>▪ Technical support delivered as required</li> <li>▪ Regional Offices PSEA action plan developed</li> </ul>

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	1.7	PSEAH responsibilities formalized in job descriptions and performance appraisals	PSEAH responsibilities reflected in performance appraisal and Terms of Reference as applicable	<ul style="list-style-type: none"> <li>▪ Country and regional PSEA FPs updated to clarify roles and responsibilities and profile expected</li> <li>▪ Formal nomination process established</li> </ul>
	1.8	Interagency Cooperation to strengthen system-wide coherence	Collaboration with OSCSEA, IASC, CEB, OECD/DAC and other relevant fora at HQ, regional and country levels	<ul style="list-style-type: none"> <li>▪ Continuous quality contributions/lead of activities</li> <li>▪ IASC PSEA expert panel on SEAH investigation coordinated</li> <li>▪ PSEA coordinator roster maintained, in liaison with new PSEAcap modality</li> </ul>
	1.9	PSEA risks assessed and reflected in programme design, execution and monitoring.	PSEA risk factors in new ERM	<ul style="list-style-type: none"> <li>▪ PSEA risk factors included in new SIS</li> <li>▪ Implementation guidance provided and Office PSEA risk registers developed</li> </ul>
	1.10	Regular progress reports to relevant stakeholders	Quality reports to all stakeholders	<ul style="list-style-type: none"> <li>▪ Quality reports provided to EB, EC, OAC and SG within set time frames</li> </ul>
<b>2. Prevention: Effective mechanisms to prevent SEAH through screening, training and awareness raising</b>	2.1	Screening of personnel	“Clear check” and additional screening for prior misconduct in place and performed for all new recruits	<ul style="list-style-type: none"> <li>▪ “Clear check” and additional screening continuously performed for all candidates</li> <li>▪ Subjects entered as required</li> <li>▪ Misconduct Disclosure Scheme pilot launched</li> </ul>
	2.2	PSEAH training for personnel	Mandatory PSEA and SH training in place and provided	<ul style="list-style-type: none"> <li>▪ SEA and SH mandatory online course completed by all new personnel</li> <li>▪ One PSEAH dedicated regional session delivered</li> <li>▪ Conflict resolution training provided to all UNFPA managers</li> <li>▪ New training programme on prohibited conduct for bystanders developed</li> </ul>
	2.3	Internal and external communication to raise awareness of staff, victims and affected populations	Communications strategy and materials in place and implemented	<ul style="list-style-type: none"> <li>▪ New Integrity Group internal Portal launched</li> <li>▪ New PSEHA internal Portal launched</li> <li>▪ At least bi-annual sessions for all personnel delivered jointly with integrity group</li> <li>▪ Continuous awareness raising by PSEA focal points in Offices</li> </ul>
<b>3. Investigations: Ensure timely-</b>	3.1	Investigations undertaken by experienced and qualified professionals	All investigations, conducted by professional investigators,	<ul style="list-style-type: none"> <li>▪ Appropriate human resource capacity maintained, and vacancies filled as required</li> </ul>

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<b>victim centered investigations and actions are taken on SEAH</b>			trained and experienced in handling investigations of SEAH	
	3.2	Investigations undertaken in line with standard victim-centered guidelines and procedures.	Standard policies and procedures in place	<ul style="list-style-type: none"> <li>▪ Interagency guidelines for SEA and SH investigations implemented as required</li> </ul>
	3.3	Allegations and outcome of investigations reported in line with existing reporting allegations	iReport SEA tracker, through OAIS reports and funding agreements.	<ul style="list-style-type: none"> <li>▪ Allegations reported in the SEA tracker as soon as possible, normally within 24 hours.</li> <li>▪ Reports to donors delivered in accordance with donor agreements.</li> <li>▪ Information on allegations shared with in country UN senior most official as per UN guidance</li> </ul>
<b>4. Support and assistance to victims of SEA and SH</b>	4.1	Mechanisms in place to refer victims to medical care, psychosocial support, material assistance, legal and other services.	Support through existing GBV referral systems in place	<ul style="list-style-type: none"> <li>▪ Mechanisms mapped and updated in all BUs</li> <li>▪ Quality assistance provided as required, in line with UN Protocol on Victim Assistance</li> <li>▪ Trust Fund projects completed in DRC and South Sudan</li> </ul>
	4.2	Implementation of the UN Protocol on Victim Assistance	Protocol implemented	<ul style="list-style-type: none"> <li>▪ Guidance and refresher training provided to all PSEA focal points</li> </ul>