

PSEA workplan-  
Inter Agency  
Strategy

UNCT's Briefing

By the PSEA Task Team  
(IOM, UNFPA, OHCHR)

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# Secretary-General's office commitment on preventing sexual exploitation and abuse

Prevention of and response to sexual exploitation and abuse has been a priority for the UN for years

The UN's new strategy acknowledge this issue for the first time as a system-wide one, which requires a common approach.

The Secretary-General's strategy is a long-term collective effort and highlight the need to harmonize the UN approaches across the system.

UN agencies, funds and programmes have been asked to adopt new measures and strengthen existing ones to better prevent, detect, report and take action against personnel, who commit these inexcusable and abhorrent acts.

In 2020, UN appointed Regional Prevention of Sexual Exploitation and Abuse focal points. Responsible to establish a culture of prevention in Resident Coordinators' offices and facilitate communications among field, regional office and headquarters.

# Shift in culture across the UN System:

Conscious effort to bring about a shift in culture across the UN system to put emphasis on prevention measures through guidance, training and communication at senior levels and in the field.

- Accountability alone is not enough. A respectful workplace is critical to eliminating SEA.
- The UN has increased its efforts to change its culture to ensure the effects of power and inequality are understood.
- A communications package was also developed to support leaders to conduct dialogues with their staff.
- Emphasis was also placed in communicating on this topic: training, videos, and other communications materials were developed for senior leaders and UN staff in general to enhance their ability to communicate internally and externally on SEA.

# UN adopted a Victim-Centred Approach

Prioritizing the rights and dignity of victims as well as accountability measures across the UN system

- Supporting victims is the UN's priority and seek to ensure that they receive appropriate and quality assistance.
- UN continued to conduct outreach activities to inform communities of the policies relating to sexual exploitation and abuse and how to report allegations.

Our goal:  
to develop an  
Inter- Agency  
PSEA work plan  
for KSA

- Internal Inter-Agency PSEA work plan-2021
- External Inter-Agency PSEA work plan-2022

Internal deadline: end of May 2021

Next step: 8<sup>th</sup> of April PSEA's mapping will be sent to the GTF for inputs – INTERNAL mapping

-- PSEA Task Team established (UNRC; IOM; UNFPA and OHCHR)

- First meeting held on the 31<sup>st</sup> of March

# Key Potential Actions for the UNCT on PSEA

Map gaps in internal capacities to assist victims of sexual exploitation and abuse and map potential external partners.

Establish and maintain a clear, safe referral network for victims' assistance and that feedback is regularly gathered from victims

Establish a UNCT strategy to ensure that risks of sexual exploitation and abuse, where present, are managed and mitigated

Establish (or strengthen) a mechanism for reporting allegations (including publicly available and accessible hotline)

Ensure that mandatory, continuing training against sexual exploitation and abuse is followed

Develop and safeguard country-level mechanisms to empower, encourage and protect staff who report cases of exploitation

Conduct a risk assessment in respect to sexual exploitation and abuse

# UNFPA Role & Best practices in developing PSEA policies and APs

- ❑ UNFPA has zero tolerance for all forms of sexual wrongdoing.
- ❑ UNFPA has rolled out a harmonized PSEA organizational structure to ensure an effective response across the Organization.
- ❑ In January 2021, the Executive Director, Dr. Natalia Kanem assumed the [Inter-Agency Standing Committee \(IASC\) Championship on PSEAH](#).

UNFPA is leading the development of the PSEA policies and APs in several countries within the UNCTs, and through this process, PSEA policy and related action plan have to:

- ❑ Cultivate an organizational culture of care that nurtures a safe, trusted, respectful and inclusive environment.
- ❑ Be guided by a coherent regulatory framework of policy documents and complementary resources, in light of the IMS indicators, and minimum standards for PSEA, e.g. [Secretary-General Bulletin on sexual exploitation and abuse, applicable to all UN staff \(ST/SGB/2003/13\)](#).
- ❑ Be established on accurate mapping of the policies of the UN entities on standards of conduct and identify and implement mechanisms to enforce the policy to encourage, empower and protect staff who report any incidence.
- ❑ Adopt a prevention and communication mechanism.
- ❑ Set priorities.
- ❑ Consider specific indicators and timeframe

# Major IOM Milestones on PSEA

## MAJOR IOM MILESTONES ON PSEAH

2002

IOM staff **Standards of Conduct** includes important references to sexual exploitation and abuse and sexual harassment for the first time

2009

IOM endorses the **UN inter-agency Statement of Commitment on Eliminating SEA**

2011

IASC begins to prioritize PSEA, with the IOM **Director General** named as the **first IASC PSEA Champion (2011 – 2018)**

IOM develops its first **training on PSEA** for staff; in 2012 it is rolled out to all country missions and staff globally

2012

IOM publishes **Measures Taken by the IOM DG in Cases of Misconduct**, which is issued on an annual basis and highlights the administrative actions taken by IOM on misconduct including sexual exploitation and abuse and sexual harassment

2013

IOM launches a project to strengthen the **collective interagency response toward PSEA** within humanitarian contexts

2015

IOM develops an internal **PSEA HQ Task Force** to develop the first IOM PSEA policy

2016

**IOM PSEA policy** created and endorsed, strengthening its approach toward the prevention and response to sexual exploitation and abuse

2017

Launch of new online ECO training, **"The Values We Share"** which includes training on the prevention of SEA

IOM rolled out the **IASC PSEA toolkit** to provide trainings for PSEA Networks and support to HCTs/HCs to strengthen collective response to SEA

2018

Launch of IOM **global induction handbook, "Welcome to IOM"**, which includes elements of PSEA and distributed to all new staff globally

2019

IOM launched the **"We Are All In" Platform**, to enable IOM personnel and the public to report all types of misconduct, including SEA and SH

IOM launches two new mandatory in-person **PSEA training packages** for IOM personnel and its Implementing Partners/Contractors in Arabic, English, French, and Spanish

2020

IOM PSEA training curriculum is recognized more widely and adapted into IASC training tool called **"Saying No to Sexual Misconduct"**

**Deployment package for PSEA Coordinators**, led by IOM, developed and rolled out on behalf of the IASC

IOM reports all cases of sexual exploitation and abuse through the **UN "I-Report"** and incorporates **"Clear Check"** in its recruitment systems

IOM appoints a **Senior Coordinator** to coordinate IOM's global response to Sexual Exploitation and Abuse and Sexual Harassment





# 2020 Action Plan Template :

## Five main areas:

1. MANAGEMENT AND COORDINATION
2. ENGAGEMENT WITH AND SUPPORT OF LOCAL COMMUNITIES
3. PREVENTION
4. RESPONSE
5. OTHER

- IASC PSEA MOS (Inter Agency Standing Committee Minimum Operating Standards for PSEA)
- Key Indicators

**PSEA Inter Agency Workplan: Tentative process and timeline**  
**Lead by the PSEA Task Team (UNRCO; IOM, UNFPA and OHCHR)**

Task	Responsible Org.	Timeline	Note/Next steps
First coordination meeting PSEA Task Team on the inter-agency PSEA process	UNRCO Consultant	31 <sup>st</sup> of March	✓
Brief UNCT on the PSEA overall process (2021/2022)	UNRCO UN leading agencies Consultant	6 <sup>th</sup> of April	✓
Mapping exercise: Map out who is doing what on PSEA to identify existing work and resources, gaps and good practice by individual agency	PSEA Task Team Consultant Gender Task Force	- By 8 <sup>th</sup> of April send to GTF  - By 15 <sup>th</sup> April- receive GTF inputs	INTERNAL MAPPING to the UNCT-KSA  Mapping template to be shared with the GTF for inputs.
Formulate 1 <sup>st</sup> Draft of the inter-agency PSEA workplan and submit to the GTF for inputs	PSEA Task Team Consultant	By 29 <sup>th</sup> of April send 1 <sup>st</sup> draft to GTF to review	Based on good practice, samples received, and work already done by UNCT agencies
Finalize the PSEA workplan based on the inputs received	PSEA Task Team Consultant	6 <sup>th</sup> -13 <sup>th</sup> of May incorporate inputs	
Present the PSEA workplan to the UNCT for final endorsement	UNRCO PSEA Task Team Consultant	End May 2021	