

2024 UNCT PSEA Action Plan for TÜRKİYE to Prevent and Respond to Sexual Exploitation and Abuse

UNCT endorsed a revised Terms of Reference for the Interagency PSEA Network and the recruitment for the senior-level national interagency PSEA Coordinator (FTA) is underway.

Contact Details for Interagency PSEA Coordinator: For any related questions, please contact the Head of the RCO, Mr. Tom Delrue (delrue@un.org)

OUTCOME AREA 1 - PREVENTION						
Outcome statement 1. All United Nations staff and related personnel ¹ know the UN standards of conduct for PSEA and understand their responsibilities to address sexual exploitation and abuse and other misconduct.						
Output statements	Indicators	Targets / Benchmarks	Key actions	Timeframe	Budget / Funding Source	Lead agency(ies) per activity
Output statement 1.1 All personnel understand the United Nations standards of conduct on the protection from sexual exploitation and abuse.	a. # of UN personnel and its partners personnel, have been provided with an induction briefing -which includes sexual exploitation and abuse (PSEA) welcome package	100% of all UN personnel have received an induction briefing including SEA.	<ul style="list-style-type: none"> Induction for all new staff, including volunteers, consultants, interns (typically by HR) to include mandatory PSEA training (mandatory online training + briefing). Materials (basic info, checklist, focal point contacts and complaint mechanism information, policies against retaliation, no excuse card) to be provided. HR to track/record training and provision of materials. 	Quarterly	N/A	-UNDSS and all UN Agencies (certificates or participations in trainings monitored/tracked by Human Resources) -Network tracks the delivery of standardized mandatory trainings provided by Network organizations

	<p>b. # of in-country personnel who have received training on the UN's definition and prohibition of SEA , the requirements for prompt reporting of SEA allegations to respective agency and interagency PSEA SOPs on information sharing</p>	<p>100% of all UN personnel has received one training session on SEA and or taken an e-learning training., signed a code of conduct/PSEA (IASC) commitments</p>	<ul style="list-style-type: none"> • Mandatory training opportunities provided (online/hybrid or in person) for all UN related personnel and partners (based on the IASC, Agora etc.). • 100% of facilities of UN offices and field offices have visible PSEA awareness raising material (posters, leaflets, stickers, etc). • Network regularly engages with various coordination mechanisms such as 3RP, UNSDCF (Result Groups) and Area-based Coordination (ABC) through participation in meetings, providing updates, information-sharing and communicating about activities, trends and needs. 	<p>Quarterly</p> <p>All year</p>	<p>Internal resources</p>	<p>Each UN agency (HR to track participation list or certificates of online trainings, conduct referrals/vetting and make sure that PSEA awareness material is visible)</p> <p>PSEA Network and Task Team</p>
			<ul style="list-style-type: none"> • A translation of Code of Conduct, PSEA Policy, Policy for Protection against Retaliation and interagency PSEA SOPs on referrals are available. 	<p>Q2</p>	<p>PSEA Network</p>	<p>PSEA Network</p>
<p>Output statement 1.2 Leadership Managers know their personal and managerial</p>	<p>a. All UN agencies conduct senior leadership dialogues and advocate to implement the zero tolerance policy to SEA</p>	<p>100% of UN agencies conduct PSEA sessions or senior leadership dialogues and</p>	<ul style="list-style-type: none"> • Leadership ensures that PSEA thematic sessions or PSEA items included in staff meetings/retreats, 	<p>All year</p>	<p>N/A</p>	<p>Each UN Agency, PSEA Network</p>

<p>responsibilities to address misconduct and are aware of the procedures, rules and actions required to respond to incidents of misconduct.</p>		<p>regularly meet PSEA Focal Points</p>	<p>orientation and refreshers are provided.</p> <ul style="list-style-type: none"> • Network develops and implements a engagement and outreach strategy to work with government authorities on PSEA in a coordinated manner. 	<p>All year</p>	<p>N/A</p>	<p>organizations and UNCT</p> <p>PSEA Network and/or UNCT</p>
	<p>b. Contextualized guidance notes and SOPs as appropriate on referral mechanisms are in place (English and Turkish) and disseminated, rolled out and training provided.</p>	<p>100% of UNCT members sign interagency referrals SOPs to share SEA allegations with the RC and circulate them in English and Turkish among all personnel</p>	<ul style="list-style-type: none"> • All UNCT members have a designated PSEA Focal Point (Principal and alternate) who is trained on the handling of SEA allegations and report to the Country Rep and informing the RC pursuant to USG Christian Saunders guidance memo. 	<p>All year</p>	<p>N/A</p>	<p>Heads of UN Agencies and Interagency PSEA Coordinator</p>
<p>Output statement 1.3 Risk assessment All partnerships agreements contain a PSEA and are concluded or renewed after conducting the PSEA capacity assessment</p>	<p>a. All UN agencies have trained its partners (NGOs, CSO) operating under a partnership agreement on PSEA and/or guided to complete the capacity assessment.</p>	<p>100% of UN agencies have PSEA Focal points trained with ToTs that are supporting UN partners with trainings and/or capacity assessments</p> <p>100% of facilities of partners/UN offices and sub-offices have</p>	<ul style="list-style-type: none"> • PSEA trainings/ToTs and/or PSEA FPs are trained on PSEA Minimum Standards and Network develops standardized PSEA training materials and ToT • Mapping of PSEA capacity assessments and trainings (English, Turkish) and 	<p>All year</p> <p>Q3</p>	<p>N/A</p> <p>N/A</p>	<p>Each UN Agency and/or jointly coordinated through PSEA Network Secretariat</p> <p>Each UN Agency and PSEA Network</p>

	<p>b. All UN agencies have PSEA visual awareness raising material in their offices and partners' offices</p> <p>c. All UN agencies conduct capacity assessments to partners before signing or renewing agreements to ensure full/compliance PSEA capacity (2019 IP Protocol)</p> <p>d. UN partnership agreements have a PSEA clause in partnership or contractors agreements (i.e. referring to the results of "IP capacity assessments" to renew</p>	<p>visible PSEA awareness raising material and identified complaints mechanisms (i.e. boxes, hotlines)</p> <p>100% of UN entities have signed contracts with partners with high or medium capacity, and follow up within 6 months to ensure full PSEA capacity</p> <p>100% of UN partnerships agreements have been signed or renewed after capacity assessments/6 months development plans and/or with legal safeguards(IP clause)</p>	<p>awareness sessions by region, partner, target population</p> <ul style="list-style-type: none"> • PSEA awareness- raising materials (broadcast, pamphlet, posters, etc.), including "no excuse cards" are locally contextualized, translated, produced and distributed and available on Network Google Drive repository • UN Agencies participating in the IP Protocol have conducted IP capacity assessments before the end of the 2023; other Agencies have utilized other assessment tools. • UN entities share status of capacity assessments with PSEA Network/IMO (or under the UNPP portal, when applicable) • All UN agencies operating under the UNPP portal upload relevant data regarding "IP capacity assessments" to support the 	<p>All year</p> <p>All year</p> <p>All year</p>	<p>internal resources</p> <p>N/A</p> <p>N/A</p>	<p></p> <p>UN Agencies</p> <p>All UN agencies</p>
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	partnerships and/or as a reason to early contractual termination if the handling of SEA cases or minimum operational standards are not in place)		<p>PSEA inter-agency mapping of partners assessments</p> <ul style="list-style-type: none"> • Capacity building on minimum standards on PSEA and PSEA assessments on UNPP (in the form of a workshop and/or other mechanisms are provided) • Network develops a scheme for ensuring that subcontractors' contract include SEA provisions • Network ensures that the 2024 PSEA Awareness Survey link is disseminated by the PSEA Focal Points to ensure broad participation. 	Q1, Q2	N/A	Each UN agency and PSEA Network
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OUTCOME AREA 2 - SAFE AND ACCESSIBLE REPORTING

Outcome statement 2. Every child and adult recipient of United Nations assistance has access to safe, gender and child-sensitive pathways to report sexual exploitation and abuse (including through community-based complaints mechanisms)² that provides access to assistance, are appropriate to the context and accessible to those in the most vulnerable situations.

Output statements	Indicators	Targets / Benchmarks	Key actions	Timeframe	Budget / Funding Source	Lead agency(ies) per activity
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<p>Output statement 2.1 Affected populations have access to multiple, confidential and accessible reporting channels.</p>	<p>a. Percentage of persons among the affected populations who know where to report cases of SEA.</p>	<p>50% of a sample of the affected population indicate that they are aware of a hotline, helpdesk etc.</p>	<ul style="list-style-type: none"> • Focus group discussions, surveys, analysis of feedback mechanisms (Complaints Feedback/M&E Focal points). • Consultation with affected populations on Complaints Feedback Mechanisms to increase awareness raising and reporting • Development of question bank for incorporation into partners focus group discussions, surveys, other data collection modalities and basic guidance on discussing sensitive issues 	<p>Q3, Q4</p>	<p>N/A</p>	<p>Each UN Agency, PSEA Network</p>
<p>Output statement 2.2. Communities and people affected by crisis are aware of the expected behavior (ACCEPTABLE and NOT ACCEPTABLE) of UN personnel working with end beneficiaries</p>	<p>a. Number of adults and children reached through awareness activities and community mobilization interventions on PSEA.</p>	<p>By Q3, each agency should organize/take part in at least one awareness raising campaign.</p>	<ul style="list-style-type: none"> • Gender, age and disability (to the extent possible) disaggregated data gathered of persons reached and analyzed using various mechanisms including Network and 3RP Activity Info reporting (taking into account the existence of a dedicated indicator to which all appealing partners across sectors report on the number of community members reached with SEA risk mitigation, prevention and response information dissemination/awareness raising initiatives). 	<p>All year</p>	<p>internal resources</p>	<p>Each UN Agency, jointly through the PSEA Network and 3RP Information Management Team (for the 3RP Activity Info part)</p>

	b. Percentage of sites reached by PSEA communications materials, on prohibition of SEA, how to report and how to access victim/survivor-centered assistance.	100% of UN facilities provide information on the prohibition of sexual exploitation and abuse, how to report and access assistance.	<ul style="list-style-type: none"> • Age and gender- sensitive materials on how to report sexual exploitation and abuse and how to access victim/survivor- centered assistance developed and disseminated in coordination with GBV and CP sub- sectors. • Audio-visual campaign 	All year	internal resources	UNHCR, Joint through PSEA Network.
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OUTCOME AREA 3 - VICTIM'S RIGHTS TO ASSISTANCE

Outcome statement 3. Every victim/survivor/complainant is offered immediate, quality assistance (medical care, psychosocial support, legal assistance, physical protection reintegration support).

Output statements	Indicators	Targets / Benchmarks	Key actions	Timeframe	Budget / Funding Source	Lead agency(ies) per activity
Output statement 3.1 Victims/ survivors of SEA have access to existing GBV multi-sectoral response services and response.	a. UNCT meet required Minimum Operations Standards (MoS) to enable appropriate complaints receipt and handling, with investigation and reporting procedures in place, (b) implementation of the UN victim assistance protocol/strategy	100% of victims/survivors are referred within 72 hours and/or accompanied to relevant services until the case is closed.	<ul style="list-style-type: none"> • Operationalization of the Victims' Centered Approach Protocol with the support of OVRA (online training with scenarios) (Vulgarization and dissemination of the victims' assistance protocol for victims' centered approach handling of allegations, investigations, referrals) and training to PSEA FPs, case managers. 	All year	N/A	Each UN Agency and PSEA Network
			<ul style="list-style-type: none"> • Operationalization of the 3RP GBV SOP as a country-level resource (that includes practical information on multi-sectoral response for GBV survivors) in collaboration with the GBV sub-Working Group and GBV sub-sector. 	All year	N/A	PSEA Network

OUTCOME AREA 4 - ACCOUNTABILITY AND INVESTIGATIONS

Outcome statement 4. Every SEA victim, who gives their consent will have their case investigated in a prompt and safe way taking into account their rights and interests in accordance with due process principles

Output statements	Indicators	Targets / Benchmarks	Key actions	Timeframe	Budget / Funding Source	Lead agency(ies) per activity
<p>Output statement 4.1 When working with UN funded partners (NGOs, contractors), adequate safeguards are in place and action is taken related to sexual exploitation and abuse – e.g., screening, cooperative arrangements, monitoring, and termination of arrangements</p>	<p>a. # of partner assessments conducted in accordance with UN Harmonized PSEA Tool for Assessment.</p>	<p>All partners' capacity assessments in Türkiye completed for existing and new partners.</p>	<p>All UN agencies have completed capacity assessments of partners and followed up on partners with full capacity by January 2025</p>	<p>All year</p>	<p>internal resources</p>	<p>Each UN Agency, PSEA Network</p>
	<p>b. # of capacity-building events conducted to support partners</p>		<p>Network translates UNHCR investigations training on Disaster Ready platform and makes available to all Network members</p> <p>Facilitate dedicated investigations training (UNHCR investigations team) and explore other venues for development</p> <p>All UN partners have investigations capacity and a 6 months development plan and/or will participate in the CHS investigations training (6 weeks online part-time training conducted by CHS for identified partners with low capacity)</p>	<p>Q3, Q4</p>	<p>internal resources (*400/ per participant)-small NGO subsidized</p>	<p>Each UN agency</p>

OUTCOME AREA 5 - PSEA INTER-AGENCY COUNTRY-LEVEL STRUCTURE

Outcome statement 5. An inclusive and efficient political and technical PSEA inter-agency country-level structure is in place

Output statements	Indicators	Targets / Benchmarks	Key actions	Timeframe	Budget / Funding Source	Lead agency(ies) per activity
<p>Output statement 5.1 The RC is ultimately responsible for ensuring a PSEA country structure , action plan to operationalise PSEA related Management Accountability Framework obligations</p>	<p>a. The RC takes an active lead on PSEA and provides strategic guidance (Yes/No).</p>	<p>Task Team supporting the PSEA Network</p>	<ul style="list-style-type: none"> • Task Team briefs the RC, meeting on a quarterly basis and will update the UNCT. • UNCT includes quarterly sessions on PSEA and/or to endorse UNCT PSEA related policy. 	<p>All year</p>	<p>N/A</p>	<p>RCO and Interagency PSEA Coordinator</p>
	<p>b. UNCT PSEA Action Plan has been developed, consulted and adopted by the UNCT</p>	<p>A UNCT PSEA Inter-Agency Action Plan for the UN entities developed, revised and endorsed by the UNCT</p>	<ul style="list-style-type: none"> • A UNCT PSEA Inter-Agency Action Plan for the UN entities developed, revised and endorsed by the UNCT 	<p>Q1, Q3</p>	<p>NA</p>	<p>RCO, Interagency PSEA Coordinator and Task Team</p>
	<p>d. Interagency SOPs on information sharing of SEA allegations with the Resident Coordinator</p>	<p>Interagency PSEA SOPs and information-sharing protocol for interagency referrals drafted ,endorsed and signed by all UN agencies</p>	<ul style="list-style-type: none"> • Contextualized guidance note and SOPs as appropriate are developed and revised by the PSEA Network, endorsed by the UNCT and circulated among UN personnel 	<p>Q3</p>	<p>N/A</p>	<p>PSEA Network and Task Team</p>
	<p>e. All UN agencies meet required minimum standards such as the Minimum Operation Standards (MoS) and Core Humanitarian Standards (CHS) PSEA Index to enable appropriate complaints receipt and handling of</p>	<p>100% of the UNCT meets the standards.</p>	<ul style="list-style-type: none"> • A survey developed and distributed to obtain a baseline to enable follow up and prioritization and to report monthly progress, innovations and PSEA activities among member organizations 	<p>Q1</p>	<p>N/A</p>	<p>RCO, Interagency PSEA Coordinator</p>

	allegations of SEA ((yes/no/partially).					
Output statement 5.2 A full-time Snr. PSEA advisor and interagency Coordinator is in place, directly reporting to the RC	a. A full-time Snr. PSEA advisor/interagency Coordinator is deployed to support the RC/HC and coordinate the PSEA Network with a PSEA IM Coordinator	Hiring process and deployment completed	<ul style="list-style-type: none"> Recruitment of senior-level national interagency PSEA Coordinator (FTA) on the basis of shared funding 	Q1	Contract to be made by the IOM and seconded to the RCO	IOM and RCO
Output statement 5.3 An inter- agency PSEA Network is in place with the resources and expertise necessary to deliver on PSEA outcomes, including to support the implementation of the Management Accountability Framework PSEA related obligations (technical level).	a. An inclusive PSEA Network is set up including all UNCT members, representation in the PSEA Network, UNCT or PSEA Steering Committee	New TORs for a broadened PSEA Network are developed.	<ul style="list-style-type: none"> The UNCT endorsed TORs for an expanded PSEA Network are distributed and actualized. A focal point mapping mechanism is updated and distributed and strategies are developed to ensure robust participation. A tiered Network membership mechanism is designed and implemented based on the minimum organizational requirements in the TORs. 	Q1 All year All year	N/A N/A N/A	RCO, Interagency PSEA Coordinator Secretariat and UNHCR IM Team PSEA Task Team
	b. An annual PSEA Strategy guiding the PSEA Network is adopted outlining a common vision, objectives and priorities	The Network develops a strategy document.	<ul style="list-style-type: none"> A PSEA Strategy adopted is informing PSEA structures and in country work. 	Q1,Q2	N/A	RCO, Interagency PSEA Coordinator
	c. A UNCT PSEA Action Plan implementing the MAF PSEA related obligations and Minimum Operational Standards is developed by each organization (will be complemented by the wide-system PSEA action plan	The 2023 UNCT PSEA action plan is developed based on the PSEA Interagency PSEA action plan, MAF and MOS and endorsed by the UNCT	<ul style="list-style-type: none"> PSEA Focal Points of UN agencies develop and monitor progress of the implementation of their individual/ organizational action plans PSEA FPs support HoA to share progress/inputs for the 	Q3	N/A	PSEA FP of UN agencies (support from Interagency PSEA Coordinator)

	to include multi stakeholders/ partners)		Annual SG Management Letter			
Output statement 5.5 PSEA technical focal have been designated by all UNCT Members and shared with the RC/HC.	a. Percentage of UN Agencies who have appointed a dedicated PSEA technical focal point to the PSEA Network (principal and alternate) at mid-senior level	All UN Agencies and Network members have appointed PSEA Focal point/s (principal and alternate ideally international and national, at mid-senior level)	<ul style="list-style-type: none"> Updated list or mapping of focal points disseminated among PSEA FPs and various coordination mechanisms. 	All year	N/A	PSEA Secretariat, UN Agencies
Output 5.6 Country-level risk assessments in respect of sexual exploitation and abuse are conducted on a regular basis.	a. A joint inter-agency risk assessment has been undertaken	A joint assessment has been undertaken and the risks inform the planning of agencies.	<ul style="list-style-type: none"> The PSEA Network participates in SEA risk assessments in collaboration with protection/GBV and CP sectors and shares the findings and recommendations with the UNCT. 	Q1, Q2	N/A	Joint through PSEA Network/ Interagency PSEA Coordinator
	b. Comprehensive or sectoral risk assessments undertaken in collaboration with the ABC and sectors by individual agencies in high-risk sectors for service delivery	UN agencies are supporting risk and mainstreaming PSEA to monitor risks	<ul style="list-style-type: none"> PSEA Network explores the use of WHO comprehensive risk assessments. Prioritize PSEA questions/elements in the regular sectoral/multi-sectoral assessments conducted on regular basis by agencies under various coordination structures. 	All year	N/A	PSEA Network in collaboration with the Protection sector and Area-based Coordination (ABC)
	c. The extent to which identified risks are incorporated in the planning and programme management.	UN agencies are supporting to integrate the PSEA risk prevention and mitigation measures in their programme and operational work	<ul style="list-style-type: none"> Sensitize M&E personnel about the PSEA indicators to integrate PSEA lens in safety audits or other assessments The Network establishes a strong liaison with sectors, 	All year	N/A	UN agencies and PSEA Network

			<p>asks for sector PSEA focal points to be appointed; provides sectors with sector-specific planning and training materials.</p> <ul style="list-style-type: none"> • The Network participates in regular meetings of the Area-based Coordination (ABC) to maximize contacts and capacity building opportunities with sectors, sector partners and officials. • Mainstreaming of different age and disability community groups in PSEA Network initiatives through structured engagement with the Ageing and Disability Inclusion Task Team (ADITT). • The Network implements a government strategy to ensure outreach and collaboration with key governmental entities. 			
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