

Key Humanitarian Indicators: Methodology and Definitions

Indicator: Number of PSEA network members and partner personnel trained on SEA risk mitigation, prevention and response

Purpose of Methodology Note

This methodology note aligns key humanitarian indicators across corporate planning and reporting processes at all agencies and organizations engaged in the implementation, monitoring and reporting of the Refugee Response Plan (RRP). Results should be interpreted, recorded and reported in the same way across the different planning and reporting platforms to ensure:

- Standard and comparable definitions of key humanitarian indicators at country, regional and global levels.
- External reporting of country, regional and global results is harmonized.

This methodology note provides guidance on the tracking and aggregation of data reported by all operations for the indicator on the number of Protection from of Sexual Exploitation and Abuse (PSEA) network members and partner personnel trained on Sexual Exploitation and Abuse (SEA) risk mitigation, prevention and response through RRP-supported programmes.

SEA represent grave breaches of the right to safety, security and dignity of persons of concern, and can negatively affect the trust of the community and the ability of UN agencies and other humanitarian workers to conduct its work.

NB: The unit of measurement of the RRP indicator is a *number*. The indicator is *quantitative*.

What the Indicator Tracks

This indicator tracks the number of all individuals trained on SEA risk mitigation, prevention and response through activities and programmes under the Refugee Response Plan (RRP) during the reporting period. This indicator is intended to provide the agencies and organizations implementing the RRP with insight into the strength and reach of PSEA capacity building measures. These measures include introductory and refresher sessions, and trainings where PSEA is integrated into a wider range of training subjects. Operations should be able to collect the different type of participants and gender disaggregate the data.

Participants who received training on PSEA may include staff and associated personnel of national, regional and/or local authorities, and staff and associates of international, national and local non-governmental organizations (NGOs), of United Nations (UN) agencies, as well as community-based and refugee-led organisations, among others.

“United Nations staff and related personnel include United Nations staff members, consultants, individual consultants/contractors, interns, national officers, United Nations volunteers, experts on mission and contingent members”. ([2022 IASC PSEA Core Indicators – Guidance Note](#))

Training on PSEA is mandatory for all UN staff and related personnel and for all staff and related personnel of partner organizations and is thus an integral component of all RRP-supported programming independent of sector (including child protection, health, early childhood education, social protection,

education, WASH, justice, among others). Consequently, participants trained on PSEA *in all sectors* should be counted under this indicator.

Inter-agency PSEA training where staff and associates from different agencies and organizations can learn from each other's experiences, receive updates on the latest practices and develop a collective approach to PSEA should be prioritized. The IASC learning package is available here: [IASC Learning Package on Protection from Sexual Misconduct for UN partner organizations](#) The national PSEA Networks/ Task Forces play a vital role promoting, organizing and facilitating such inter-agency trainings.

The Inter-agency PSEA training can also be used for internal trainings in organizations that do not have their own training materials.

According to the **2022 IASC PSEA Core Indicators Guidance Note**:

“Mandatory training on PSEA¹ includes both first-time training and a refresher such as:

1. Induction briefing on conduct and discipline issues. It can be provided as a stand-alone briefing session or as part of the induction security briefing.
2. Mandatory training (online or in person) on PSEA that includes information about what SEA is, different forms of SEA, and UN/organization's policies and regulations.
3. Refresher training on misconduct and SEA; policies and reporting mechanisms.

It's important that the training includes clear Guidance on where and how to report allegations of misconduct: all personnel should further be aware of the policy for protection against retaliation for reporting misconduct² – to empower, encourage and protect staff and associates who report cases of sexual exploitation and abuse while performing their duties in the operating country. Guidance on where and how to report should always be included in one of the three types of trainings described above (or alternatively presented separately to the personnel).

A Note on Quality Training on PSEA. Training courses are recommended to apply the following quality elements:

- Training content covers what SEA is, different forms of SEA, UN/organisations' policy and regulations, local mechanisms for community reporting, victim assistance and support, and prevention and response roles and responsibilities.
- PSEA training includes practical guidance on how to reach the designated complaint mechanisms for reports/ referrals.
- Trainers are PSEA/GBV specialists providing complete information to trainees.

¹ It is not the responsibility of the in-country PSEA Network to ensure the PSEA training of the staff since it is an individual organizational responsibility. According to [the in-country PSEA Network Terms of Reference \(2021\)](#), the PSEA network shall “Encourage network members to carry out induction and refresher trainings on SEA for all personnel and support such trainings with jointly developed contextualized materials.” and “Supplement network members' internal initiatives to strengthen SEA prevention through joint activities and sharing good practice”.

² See Secretary General's Bulletin ([ST/SGB/2017/2/Rev.1](#)) on Protection against retaliation for reporting misconduct and for cooperating with duly authorized audits or investigations.

- Training language and training materials/methods are adapted to the specificities of each agency/organization and participants' profiles and needs.
- The one-day [Inter-Agency Standing Committee \(IASC\) 'Saying No to Sexual Misconduct'](#) course is recommended.

Some commonly reported activities:

- # (and %) of staff and associated personnel provided with in-country training (UN agencies, international non-governmental organizations, local organizations and volunteers) on PSEA
- # (and %) of UN personnel who have completed the mandatory UN PSEA e-learning
- # of government representatives trained on PSEA.

Operations may also wish to capture:

- # of Refugee Coordination Forum members having a dedicated PSEA focal point (this indicator can be captured at country level if required).

NB: Does not include awareness raising and information campaigns on PSEA provided to affected communities.

PSEA policy briefings and updates to staff are not considered as trainings and therefore not included.

Useful PSEA materials can be found here:

- PSEA Inter-Agency Standing Committee: [Protection from Sexual Exploitation and Abuse | IASC / PSEA \(interagencystandingcommittee.org\)](#).
- Training materials and reports as well as staff survey tools and examples can be found on the IASC-PSEA resources portal: [Resources | IASC / PSEA \(interagencystandingcommittee.org\)](#)
- Minimum Operating Standards: [Microsoft Word - 181101_iasc_champions_sea_sh_strategy_final-converted \(interagencystandingcommittee.org\)](#)
- PSEA evidence review: [Action to End Child Sexual Abuse and Exploitation: A Review of the Evidence 2020 | UNICEF](#).

Key Definitions

- **'PSEA Network members'**: members of a technical-level inter-agency PSEA network (or task force) created by in-country senior leadership. (2021 In-country PSEA Network, Generic Terms of Reference)
- **'Personnel'**: the organization's personnel, regardless of their deployment time or type of contract (full-time, part-time, consultants, volunteers), will receive induction briefings, PSEA specific training and refresher. (2022 IASC PSEA Core Indicators Guidance Note)

- **'Associates'**: include volunteers, cultural mediators, incentive workers, contractors, consultants, partners and anyone else associated with or representing an organization.
- **'Capacity strengthening'**: The strengthening of knowledge, ability, skills and resources to help individuals, communities or organizations to achieve agreed goals.
- **'Prevention'**: Effective and comprehensive mechanisms to ensure awareness-raising on SEA amongst personnel; effective recruitment and performance management. (2012 PSEA Minimum Operating Standards)
- **'Response'**: Internal complaints and investigation procedures are in place. (2012 PSEA Minimum Operating Standards)

Method of Calculation

Number: Count and aggregate the total number of personnel/staff and associates trained/participated in RRP-supported PSEA training/refresher during the reporting period.

NB: "Members may not collect data on training for short-term staff and/or visitors. Include qualitative information on reports about the estimated number of visitors/short-term staff and their participation in any kind of training". (2022 IASC PSEA Core Indicators Guidance Note)

Data sources: The data sources at the country level include PSEA Network members' reports, agencies' humanitarian performance monitoring, data from records and reports of training partners, etc.

Complementary data: Qualitative information on the type of training, the frequency and profile of staff attending the training courses may complement the figures provided by this indicator. (2022 IASC PSEA Core Indicators Guidance Note)

Data disaggregation: It is recommended to disaggregate the indicator by agency/organization and by gender of participants at country level.