

## Country-Level Action Plan to Prevent and Respond to Sexual Exploitation and Abuse and Sexual harassment\* in Moldova - 2024

The PSEA Network and Task Force in Moldova are delegated by the UNCT and the RCF, to complete the activities outlined in the PSEA Inter-Agency Action Plan for 2024. Since 2022, the PSEA Network has received full support and a fully funded plan to achieve its objectives. With the scale down of the humanitarian response, this action plan aims at strengthening the sustainability of established prevention and response systems for PSEA. The stabilisation of the situation in Moldova demands for the transition to coordination of PSEA activities in development settings by a national PSEA Coordinator to support the UNCT, and who coordinates with UNHCR - responsible for overall leadership and oversight of PSEA in the refugee response - system-wide PSEA strategies in Moldova. The PSEA Action Plan outlines the priorities agreed by UNCT and RCF members to achieve jointly the priorities agreed between humanitarian<sup>1</sup>, development and peace operations.

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*\*Since 2021, the PSEA TF in Moldova includes also actions to prevent sexual harassment*

Desired outcomes	Indicators	Targets / Benchmarks <sup>2</sup> (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
<b>Part A: Priority prevention outcomes for PSEA</b>						
<b>Outcome 1. Prevention.</b> All United Nations staff and related personnel <sup>3</sup> know the UN standards of conduct for protection from sexual exploitation and abuse and understand their personal and managerial/ command responsibilities to address sexual exploitation and abuse and other misconduct.						
<b>Output 1.1</b> Personnel understand the United Nations standards of conduct on the protection from sexual exploitation and abuse.	a. All UNCT personnel, including those visiting the country, are provided with an induction briefing on conduct and discipline issues, including sexual exploitation and abuse.	Reminders are communicated to all staff to ensure on-going visibility/awareness of the entity's policies.	A PSEA Module is included in UNDSS Security briefing for all visitors  HR focal points from the agencies are provided	<b>Regular</b>	No costs associated with this activity	PSEA and HR focal points

<sup>1</sup> This applies to refugee and humanitarian context which could be sub-national or regional in nature.

<sup>2</sup> The targets provided in the model template are intended as illustrative examples. Actual targets would need to be determined at country-level.

<sup>3</sup> 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.

Desired outcomes	Indicators	Targets / Benchmarks <sup>2</sup> (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
		<p>SOPs address out-of-bound areas.</p> <p>All visitors are informed on country policies and SOP.</p>	<p>with an PSEA introduction package (SOP, etc) for newcomers</p> <p>HR focal points to ensure all new personnel complete PSEA mandatory training before deployment.</p>			
	<p>b. The UNCT personnel know the standards on sexual exploitation and abuse (training, leadership dialogues, town-halls).</p>	<p>Regular meetings and awareness discussions take place.</p> <p>PSEA awareness-raising materials (broadcast, pamphlet, posters, etc.), including “no excuse cards” are locally contextualized, produced and distributed.</p>	<p>All staff undertake mandatory training on PSEA, including refresher Trainings.</p> <p>Annual survey for UN Staff (anonymous results), by UNCT to understand where are the biggest concerns for people to report.</p> <p>Animation for aid workers on SEA standards and reporting mechanisms is disseminated.</p>	<p>Ongoing</p>	<p><b>Budget:</b> <b>10,000USD</b></p> <p><b>Funding source:</b></p> <p>UNHCR: 3,500 USD</p> <p>UNICEF 3,000 USD</p> <p>IOM 1,000 USD</p>	<p>PSEA Network / Task Force, UNHCR, UNICEF, IOM, UN Women</p>

Desired outcomes	Indicators	Targets / Benchmarks <sup>2</sup> (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
	c. All personnel are aware of the policy for protection against retaliation for reporting misconduct – to empower, encourage and protect staff who report cases of sexual exploitation and abuse ( <a href="#">ST/SGB/2017/2/Rev.1</a> ).	UNCT staff members are aware of their obligation to report sexual exploitation and abuse/ misconduct and the policy for protection against retaliation.	PSEA is a standing item in UNCT and Refugees Coordination Forum meetings	<b>Regular</b>	No costs associated with this activity	RC Office and RCF
	d. All personnel are provided with clear guidance on where and how to report allegations of misconduct.	UNCT staff members are aware where and how to report	All staff undertake mandatory training on PSEA, including refresher Trainings.  Email from the RC to be forwarded by HoAs to all staff on reporting responsibility. The same to be done by the Refugee Coordinator to HoAs of INGOs and NNGOs participating on the refugee response.	<b>Regular</b>	No costs associated with this activity	PSEA Coordinator  PSEA FP of all agencies responsible to ensure the module is integrated to their internal briefings and trainings.
<b>Output 1.2</b> Leadership, managers know their personal and managerial responsibilities to address misconduct and are aware of the procedures, rules	a. Managers monitor completion by all personnel in country of mandatory online and in-person training.	Monitoring mechanisms are in place and working.	HR are monthly monitoring completion of mandatory trainings on PSEA and PSEA Focal Points share results			RC Office to request information from all UN Agencies

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and actions required to respond to incidents of misconduct.			during PSEA Network meetings.			(check list to HoAs).  UNHCR to request information from all RRP partners (non-UN)
	b. Leadership communicates regularly and in varied formats in order to increase awareness and instil trust in the policies, including broadcasts on the duty to report misconduct.	Meetings with staff are convened to review implementation of country level sexual exploitation and abuse (townhall, leadership dialogue, etc.).		2 staff dialogues on Sexual Misconduct in 2024		PSEA Network/ Taskforce
<b>Output 1.3</b> Quality training of personnel/awareness-raising on sexual exploitation and abuse policies is conducted regularly.	a. All UN staff and related personnel complete the mandatory in-year refresher training and/or awareness briefings to personnel are conducted. Substantiation is done for those not completing the training.	Induction training for all personnel is conducted at regular intervals.	PSEA basic trainings are organized regularly (10 Inter-Agency Trainings during 2024)  2 ToT on PSEA (At least 15 participants)	Monthly	<b>Budget:</b> 11,000USD  <b>Funding source:</b>  UN Women 5,000 USD  UNFPA	PSEA Coordinator, UN women, UNICEF, IOM, UNHCR

Desired outcomes	Indicators	Targets / Benchmarks <sup>2</sup> (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
					5000USD  UNICEF 3,000 USD  IOM 3,000 USD  UNHCR 2,000 USD	
	b. UNCT/RCF leaders certify that all allegations of sexual exploitation and abuse relating to areas within their responsibility have been accurately and fully reported.	100% response to the resident coordinator (UNCT).  100% response to Refugee Coordinator UNHCR Representative (RCF INGOs and NNGOs)	HoA inform the RC of any existing allegation within 24 hours of receipt	Regular	No costs associated with this activity	UNCT, RCF
<b>Part B: Priority response outcomes for PSEA</b>						
<b>Outcome 2. Safe and accessible reporting.</b> Every child and adult recipient of United Nations assistance has access to a safe, gender and child-sensitive pathways to report sexual exploitation and abuse (including through community-based complaints mechanisms) <sup>4</sup> that lead to assistance, are appropriate to the context and accessible to those in the most vulnerable situations).						
<b>Output 2.1.</b> Safe, accessible, child-sensitive mechanisms are in place for reporting sexual	a. UNCT Inter-agency SOPs on community-based complaint mechanisms and/or networks	Interagency PSEA Standard Operating Procedures (SOPs) are	Inter-agency SOPs developed in 2022 are integrated with	Q2 2024	No costs associated	PSEA Task Force/PSEA

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Desired outcomes	Indicators	Targets / Benchmarks <sup>2</sup> (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
exploitation and abuse <sup>5</sup> , particularly in high-risk areas.	(CBCM/CBCN <sup>6</sup> ) on PSEA are operational	rolled out by UNCT members	operationalization of Investigators pool		with this activity	Network, World Vision (All agencies are responsible to ensure SOPs are internally rolled out)
	b. A variety of reporting channels appropriate to the local context is in place to fill reporting gaps as identified by mapping.	Regularly updated mapping of existing complaint and feedback mechanisms in the response.  Multiple confidential reporting channels are available which cater to the diversity of the population and differing levels of access (PLWD, Older Persons, children).	Monitoring and quarterly reporting of use of the Greenline and the Inter-Agency Reporting Form for reporting PSEA allegations to UNCT and RCF  Adaptation of reporting mechanism to child and adolescent	Quarterly	<b>Budget:</b> <b>10,000 USD</b>  <b>Funding source:</b>  UNICEF 10,000 USD	AAP and PSEA Coordinators and Network/Tas kforce

<sup>5</sup> Type of mechanism and targeted locations to be determined by each UNCT/HCT based on context and existing channels/mechanisms for reporting already functioning. These could include, for example, phone hotlines, SMS, PSEA focal points, service points, etc. This could involve broader complaint channels that are strengthened with the necessary safeguards for reporting sexual exploitation and abuse, or training of PSEA focal points within protection-related services to support reporting and referrals, and/or other systems, and/or a combination of the above, as appropriate per the country context.

<sup>6</sup> Community-Based Complaint Networks (CBCNs) support communications with complainants and victims while allegations are being investigated, facilitate the provision of assistance and support to victims and their reintegration into their communities. The UN has engaged with local and international organizations and representatives of communities to develop formal and informal structures and channels that are safe, confidential, and easily accessible to women, men, girls and boys to report misconduct, specifically sexual exploitation and abuse, and follow up on the status of reported incidents and receive support.

Desired outcomes	Indicators	Targets / Benchmarks <sup>2</sup> (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
	c. Percentage of children and adults which have access to a safe channel to report sexual exploitation and abuse. <sup>7</sup>	100% of the affected population have access to at least one (1) safe and accessible channel to report sexual exploitation and abuse.	Training to greenline operators, including La Strada phone line and Refugee Greenline, on PSEA principles and reporting	Q2	<b>Budget:</b> 1,000 USD  <b>Funding source:</b> WHO 1,000 USD	PSEA coordinator, WHO
	d. Percentage of allegations reported to the PSEA Network per month and responded to within seven days (Disaggregated by age, sex, and type of complaint (less than 18; 18 and above). <sup>8</sup>	100% of allegations are responded to within seven days	Monitoring and quarterly reporting by coordinator to UNCT and RCF of the timeframe for response to PSEA allegations	Quarterly	No costs associated with this activity	PSEA Coordinator
<b>Output 2.2.</b> Community mobilisation, consultation and awareness-raising on PSEA in each community receiving and/or affected by United Nations assistance.	a. Number of adults and children (disaggregated by gender and age) reached through consultation in the establishment of community-based complaint mechanisms, awareness activities and community mobilisation	Consultations with affected population inform the establishment of CBCMs. Evaluation of existing CBCMs for effectiveness and	Findings from inter-agency risk assessment presented to communities participating in the data-collection through an open online presentation and Q&A in Romanian,	Q1 2024	<b>Budget:</b> 1,000 USD  <b>Funding source:</b>  UNHCR: 1,000 USD	PSEA Coordinator

<sup>7</sup> Access would be defined within the country context taking account of the type of complaint channels in place. This could include, for example, report to individual directly, phone access, taking account of age, gender, literacy, disability, etc., and/or a combination of factors. Please also note that this indicator refers to the estimated coverage of the population by the CBCM.

<sup>8</sup> This indicator is intended to allow HCs/HCTs to track and measure the use of SEA-related complaint channels by affected populations, including by those who are most vulnerable, as a core component of their overall effectiveness. This indicator is to be read together with related indicators to understand the overall accessibility, trust in, and effectiveness of SEA-sensitive complaint channels by and for affected communities. It is not intended to replace or duplicate the external reporting obligations that agencies hold, for example the UN reporting of sexual exploitation and abuse allegations to the UN Secretary-General on a quarterly basis.

Desired outcomes	Indicators	Targets / Benchmarks <sup>2</sup> (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
	interventions on PSEA, including how to report SEA-related complaints. <sup>9</sup>	compliance with human rights principles.	Russian, Gagauz and Romany			
	b. Percentage of sites reached by PSEA communications materials, how to report sexual exploitation and abuse and how to access victim/survivor-centred assistance. (disaggregated by type of PSEA communication materials developed for each population group identified).	100% of sites provide information on the prohibition of sexual exploitation and abuse, how to report and receive assistance.  Age and gender-sensitive materials on how to report sexual exploitation and abuse and how to access victim/survivor-centred assistance are disseminated.	Posters and cards in Ukrainian, Russian and Romanian are distributed in formal and informal refugees' settings and host population structures. Easy to read materials will also be developed	Q1 2024	<b>Budget:</b> 10,000USD  <b>Funding source:</b>  WFP 6,000 USD  UNHCR 3,000 USD  UNICEF 1,000 USD  World Vision 300 USD	PSEA Coordinator and Network and Task Force. WFP, UNHCR, UNICEF, World Vision
	c. Number of individuals within the affected population (disaggregated by age and gender) reached with key	100% of individuals within the affected population reached with key messages	Contextualized awareness-raising activities on PSEA, including GBV available	Quarterly	<b>Budget:</b> 20,000USD  <b>Funding source:</b>	PSEA Coordinator and PSEA Network and Taskforce,

<sup>9</sup> This should include the consultation of communities, particularly women and children, in the design of SEA-sensitive community-based complaint mechanisms.



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	messages and awareness-raising material on PSEA.	and awareness raising material on PSEA.	services, in the different communities.		UNICEF 10,000 USD  UNHCR 5,000 USD  IOM 2,000 USD	UNICEF, UNHCR. IOM
	d. Community perceptions and communication preferences are captured on a regular basis (informally and formally through needs SEA risk assessments, surveys, focus group discussions, etc.), and used to improve services.	Relevant indicators on community perceptions and community preferences are included on relevant assessments, including MSNA, Protection Monitoring and Profiling, CBI PDM, UNHCR Participatory Assessments, and Information and Communication Assessment	Relevant indicators included into MSNA, Post Distribution Monitoring Exercises, GBV Safety Audits and other sectoral assessments  2 enumerators trainings on PSEA Fundamentals, safe data collection and PSEA reporting (World Vision)	Q3 2024 MSNA  Ongoing	No costs associated with this activity	PSEA Coordinator, Network and Task Force, World Vision, UN women (All agencies to support mainstreaming within relevant assessments)
<b>Outcome 3. Victims' right to assistance.</b> Every child and adult victim/survivor/complainant is offered immediate, quality assistance (medical care, psychosocial support, legal assistance, reintegration support). <sup>10</sup>						

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<p><b>Output 3.1</b> Sexual exploitation and sexual abuse victim/survivor assistance is provided through Gender-Based Violence (GBV) or Child Protection (CP) programming which is familiar with sexual exploitation and abuse and the specific needs of victims/survivors. In humanitarian context, this may be resourced through the Humanitarian Response Plan (or other funding mechanisms).<sup>11</sup> In other settings, UN entities should consider the creation of a contingency fund to facilitate victims' rights support and assistance, including through exploring opportunities for joint fundraising by United Nations Country Team members and project proposal submitted to the <a href="#">Trust Fund in Support of Victims of Sexual Exploitation and Abuse</a>.</p>	a. Mapping of the existing service providers (e.g., GBV and CP programming) and current gaps in SEA assistance coverage are identified and addressed.	<p>Inter-Agency GBV Referral Pathways are in place and operational.</p> <p>Inter-Agency CP Referral Pathways are in place and operational.</p>	PSEA reporting is integrated into the GBV and CP Referral pathways	Q1 2024	No costs associated with this activity	PSEA Coordinator, GBV and CP coordinators, WHO
	b. Number and percentage of SEA victims/survivors/complainants who have been promptly referred to quality assistance, as part of ongoing GBV and CP programming.	<p>100% of victims/survivors are referred for assistance and received support within 24 hours.</p> <p>Data are disaggregated according to the affiliation of the offender (UN staff and related personnel and implementing partners).</p>	<p>2 trainings for PSEA Focal Points and relevant actors on the Victim's assistance protocol in coordination with the GBV and CP SWG</p> <p>Development of a tip-sheet on PSEA reporting in line with survivor-centered approach</p>	Q1 2024 and Q3 2024	<p><b>Budget:</b> 3,000 USD</p> <p><b>Funding source:</b> WHO 1,500 USD IOM 1,500 USD</p>	PSEA Network and Task force with GBVWG and CP WG, WHO, IOM and UNICEF
	c. Number and percentage of SEA victims/survivors who have accessed to assistance	100% of victims/survivors are referred for assistance	1 Training to law enforcement personnel	Q1 2024	<b>Budget:</b> 5,000USD	IOM and UNHCR

<sup>11</sup> This can and should include existing protection system which provides the basis for support to sexual exploitation and abuse victims/survivors.

Desired outcomes	Indicators	Targets / Benchmarks <sup>2</sup> (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
	(disaggregated by age and gender and type of assistance received).	and received support within 48 hours.  Data are disaggregated according to the affiliation of the offender (UN staff and related personnel and implementing partners).			<b>Funding source:</b>  UNHCR: 2,500 USD  IOM 2,500 USD	
	d. Percentage of the affected population, particularly women and children, that can access GBV assistance. <sup>12</sup>	100% of the affected population (esp. women and children) can access GBV services.	Advocacy and technical support for a change of legislation constituting a barrier to access to services, particularly Mandatory Reporting of GBV survivors by Healthcare workers	Q2 2024	<b>Budget:</b> 5,000USD  <b>Funding source:</b>  WHO 5,000 USD	PSEA Coordinator, WHO
	e. Funding/resources for assistance to victims/survivors of sexual exploitation and abuse is available. (Please indicate if there are any funds of this nature)	There is a joint/contingency/ dedicated fund or pooled resources at country level.	SOPs are integrated with system for funding assistance to victims/survivors	Q2 2024	No budget associated to this activity	PSEA Coordinator
<b>Output 3.2</b> PSEA Networks have referral pathways for	a. Status of implementation by PSEA Network of protocol	Link to GBV referral pathway integrated	SOPs are updated and integrated with GBV	Q2 2024	No budget associated	PSEA coordinator

<sup>12</sup> The tracking of access to services is a core function of the PSEA Network's role in strengthening response to sexual exploitation and abuse. Current gaps in SEA assistance coverage (as provided through GBV/CP programmes) should be systematically addressed by UNCT/HCT members, as well as through CERF/CBPFs. There should be a tracking system maintained by the UNCT

Desired outcomes	Indicators	Targets / Benchmarks <sup>2</sup> (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
victim/survivor assistance in place, as part of an integrated approach with GBV services. See <a href="#">Technical Note on the Implementation of the UN Protocol on the Provision of Assistance to Victims of SEA</a>	for referral and provision of services for sexual exploitation and abuse victims/survivors (in line with GBV referral pathways). <sup>13</sup>	within PSEA Network SOPs.	Referral Pathways (currently only CP Referral pathways available within PSEA SOPs)		to this activity	
	b. Tracking and data collection on victims and victim assistance (please indicate the system in place, what information is collected and frequency of maintenance).	Please indicate if Gender-Based Violence Information Management System (GBVIMS) is being used to maintain data on sexual exploitation and abuse or indicate if there is a dedicated tracking system in place/under development.	PSEA Data Tracking Matrix is maintained by the PSEA Coordinator and aggregated information about number of SEA cases and profile of victims and perpetrators shared quarterly with PSEA Network and UNCT	Quarterly	No budget associated with this activity	PSEA coordinator
<b>Outcome 4. Accountability and investigations.</b> Every child and adult victim/survivor of sexual exploitation and abuse who is willing has their case investigated in a prompt, and safe way in accordance with a victims'/survivors' rights approach.						
<b>Output 4.1</b> PSEA Networks adopt, implement and track progress against uniformed protocols/guidelines for prompt, safe and victim/survivor-centred	a. Percentage of UNCT/ RCF members understand the standards under investigations are conducted.	A pool of local Investigators (at least 10) are trained to support local partners to conduct SEA investigation.	A Pool of Independent Investigators is created, trained at Tier 3 level, and coached.	Q3	<b>Budget</b> 50,000 USD  <b>Funding Source:</b>	PSEA Coordinator with support by WHO, UNHCR, IOM

<sup>13</sup> See the [UN Protocol on the provision of assistance to victims of sexual exploitation and abuse](#) ("UN Victims' Assistance Protocol"), 12 Dec 2019. This could include, for example, the inclusion of reference and procedures for referrals and accessing services.

Desired outcomes	Indicators	Targets / Benchmarks <sup>2</sup> (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
assistance during investigations at country-level.					WHO 17,500 USD  UNHCR 17,500 USD  IOM 10,000 USD	
	b. PSEA Network members and local partners have personnel trained on SEA guidelines and protocols for victim/survivor-centred investigations.	A pool of local Investigators (at least 10) are trained on the victim's assistance protocol, GBV and CP referral pathways	Pool of Independent investigators are trained on the Victims' assistance protocol	Q2	<b>Included under 3.1</b>	PSEA Coordinator, GBV and CP WG
<b>Output 4.2</b> Sexual exploitation and sexual abuse victims/survivors informed of and/or supported in relation to investigations and accountability processes. <sup>14</sup>	a. Percentage of victims/survivors who are informed of the outcome of the investigations.	100% of victims/survivors are informed of the outcomes of their investigations	Advocate with HQs and HoA at country level to communicate with victims/survivors on the outcome of investigations	Regular	No costs associated with this activity	PSEA coordinator, PSEA Network and Task Force
<b>Output 4.3</b> When working with implementing partners, adequate safeguards are in place and action is taken related to sexual exploitation and abuse –	a. The UNCT has policies on reference checking and vetting for former misconduct or supervision and performance appraisals related to <a href="#">UN</a>	Job applicants and contractor personnel are screened for history of misconduct/SEA	1 training for HR staff on screening of personnel, Safer recruitment checklist, ClearCheck,	Q2 2024	<b>Budget:</b> 3,000 USD  <b>Funding Source:</b>	PSEA Task Force

<sup>14</sup> This may include civil and criminal proceeding, as well as other redress measures.

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<p>e.g., screening, cooperative arrangements, monitoring, and termination of arrangements (<a href="#">United Nations Protocol on Allegations of Sexual Exploitation and Abuse Involving Implementing Partners; ST/SGB/2003/13</a>).</p>	<p><a href="#">Implementing Partner PSEA Capacity Assessment</a> and they are shared with UNCT.</p>	<p>issues before recruitment (The <a href="#">Clear Check</a> and/or <a href="#">the Inter-Agency Misconduct Disclosure Scheme</a> are consulted, self-certified declarations of previous offences, allegations and disciplinary history are required.</p>	<p>Misconduct Disclosure Scheme (MDS)</p>		<p>WHO 1,000 USD</p> <p>UNHCR 1,000 USD</p>	
	<p>b. <a href="#">UN Implementing Partner PSEA Capacity Assessment</a> guidelines are implemented.</p>	<p>Implementing partners assessment are centralized at country level and shared with other members of the UNCT.</p>	<p>2 workshops for PSEA FPs on Partners' capacity assessment tool and methodology</p> <p>Development of a toolkit for national CSOs on minimum operational standards (MOS), such as codes of conduct, reference checks</p>	<p>Q2 2024</p>	<p><b>Budget:</b> 18,000 USD</p> <p><b>Funding Source:</b></p> <p>UNHCR 12,000</p> <p>WHO 3,000 USD</p> <p>IOM 3,000 USD</p>	<p>PSEA Coordinator with PSEA Network, UNHCR, WHO, IOM</p>

Desired outcomes	Indicators	Targets / Benchmarks <sup>2</sup> (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
	c. Follow-up is established for the implementing partners that do not meet the minimum threshold.	Actions in line with the implementing partners protocol are taken against those implementing partners that do not meet the required standards.	Actions in line with the implementing partners protocol are taken for those implementing partners that do not meet the required standards.	UN Agencies coordinate joint capacity build plans of common partners by referring to the <a href="#">IA IP PSEA Capacity Assessment Mapping Tool</a> .	Recurring	PSEA focal points from Task Force

**Part C: PSEA Country-Level Structure**

**Outcome 5. PSEA inter-agency country-level structure.** The Resident Coordinator and UNCT are supported at senior management and technical-levels to lead, oversee, and deliver on the above four PSEA Outcomes.

<b>Output 5.1</b> The role of the RC/HC as PSEA lead is clear to all PSEA stakeholders.	a. The RC takes an active lead on PSEA and, where relevant, coordinates with the (D)SRSG.	RC circulates code of conduct or the IASC Six Core Principles statement of purpose on PSEA.  RC supports implementation and monitoring on in-country PSEA Strategy, making	PSEA is a standing agenda item in UNCT and RCF (bi-monthly)	Ongoing	RC office UNHCR	RC office UNHCR
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		explicit the leadership role of the RC and UNCT.				
	b. Country Directors/ Representatives share appropriate information with the senior most UN Official <sup>15</sup> in-country immediately when they become aware of an SEA allegation involving UN staff and related personnel where there is sufficient information to identify an act of SEA against an identifiable perpetrator or identifiable victim.	Country Directors/ Representatives share the information in line with the annex found in the <i>Guidance Note to UN Entity Field Operations on Sharing Incident Information on Sexual Exploitation and Abuse with the Senior Most UN Official in-Country</i>	Quarterly communication sent by RC and Refugee Coordinator to HoA on responsibilities of each agency and mechanisms for sharing information	Quarterly	No costs associated with this activity	UN RC Office and RCF/UNHCR
<b>Output 5.2</b> Members take on the PSEA role to support the Resident Coordinator to deliver on PSEA at the UNCT level and the PSEA Network at the technical level.	a. Status of the designation of agency chairs for the PSEA Task Force (UNCT, humanitarian and development) and the PSEA Network (humanitarian, NGOs).	PSEA Network and Task force established and meeting regularly		Regular	No costs associated with this activity	PSEA coordinator
<b>Output 5.3</b> A full-time PSEA Coordinator (with medium to long-term secured funding) is in place, with a direct reporting line to the HC/RC, to provide	a. Status of deployment of a full-time PSEA Network Coordinator (with clear ToRs). <b>See generic ToRs at <a href="#">Link</a></b>	PSEA Coordinator in place to coordinate PSEA activities in refugee response,	UNCT co-financing of National coordinator position 50% dedicated to PSEA coordination in development operations	Ongoing	<b>Budget</b>  50,000 USD	

<sup>15</sup> Senior most UN official in-country includes Resident and Humanitarian Coordinator (RC/HC), Special Representatives of the Secretary General (SRS) and Heads of Mission (HOM).



Desired outcomes	Indicators	Targets / Benchmarks <sup>2</sup> (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
day-to-day technical support and expertise to the inter-agency PSEA Network. In the absence of a Senior Victims Rights Officer (SVRO) or Field Victims' Rights Advocate (FVRA), consider the designation of a Victim's Rights Focal Point (VRFP) <sup>16</sup> at the country level by the PSEA Network in consultation with the most senior United Nations official in the country.		reporting to RC and Refugee coordinator  National PSEA coordinator in place with 50% ToRs to coordinate activities in development response, reporting to RC and Refugee coordinator	P3 level 50% PSEA Coordinator is in place		<b>Funding Source:</b>  UNHCR 25,000 USD  WHO 12,500 USD	
	b. The PSEA Coordinator takes an active lead in supporting senior leadership in developing and implementing PSEA Network TORs and a PSEA Work Plan, based upon the inter-agency PSEA Network risk assessment.	Quarterly updates against workplan provided to UNCT	Annual workplan is developed by the PSEA Network and Task Force, quarterly updates against workplan provided to UNCT and RCF	Quarterly	No costs associated with this activity	PSEA coordinator
	c. On request, the PSEA Coordinator provides expert guidance and technical support to Network members and other relevant entities operating in the context to strengthen their internal PSEA		PSEA coordinator in collaboration with PSEA Focal Points of UN and partner agencies provides technical support to organizations to strengthen their internal PSEA programs	Regular	No costs associated with this activity	PSEA coordinator, PSEA Focal Points, World Vision

<sup>16</sup> Generic ToRs for a focal point for victims' rights is available from the Office of the Victims' Rights Advocate ([ovra@un.org](mailto:ovra@un.org)).

Desired outcomes	Indicators	Targets / Benchmarks <sup>2</sup> (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
	programs in line with good practice and standards.		in line with good practices and standards.			
	d. Creation of a SVRO position or designation of the FVRA or consider the designation of a VRFP in the office of the HC/RC with a system-wide mandate has been appointed to advise at the country level (please indicate date of appointment or a timeline if the appointment of a SVRO/FVRA/focal point with a system-wide mandate is in the process, grade level and source of funding if full-time SVRO). See generic ToRs on the Knowledge Gateway (Link) under the tab Victims' Rights	In absence of FVRA/SVRO focal points, appoint PSEA PSEA Coordinator is victims' rights advocate at country level	PSEA Coordinator acts as victims' rights advocate at country level	Regular	No costs associated with this activity	PSEA Coordinator
<b>Output 5.4</b> An inter-agency PSEA Network is in place with the resources and expertise necessary to deliver on PSEA outcomes (above).	a. PSEA Network being established or in place.	PSEA Network and PSEA Task Force are operational and report quarterly to RC via the PSEA Coordinator.  PSEA Network includes all UNCT members, including representation from	In Moldova, 2 PSEA Coordination Mechanisms coexists: the UNCT PSEASH Task Force and the RCF PSEA Network. The two structures are integrated according to the ToRs, and have a double reporting line to the RC and the Refugee	Regular	No costs associated with this activity	RCF and UNCT

Desired outcomes	Indicators	Targets / Benchmarks <sup>2</sup> (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
		international and national NGOs.	Coordinator.			
	b. All the PSEA Network members have received training from their entities on PSEA.	100% of PSEA Focal Points trained on Fundamentals	Conduct capacity building activities	Ongoing	See outcome 1	
	c. Integration of PSEA in the Refugee Response Plan (if a RRP is developed in 2024)	PSEA Action Plan is costed and resourced through RRP	Indicators on PSEA integrated and mainstreamed across sectors in the RRP	Q3 2024	No costs associated to this activity	UNHCR
	d. All organisations (UNCT and PSEA networks) 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.	All UN partners meet the requirements in the UN common assessment.  Joint capacity development and training provided through the network to support entities to meet the PSEA requirements.	Actions in line with the implementing partners protocol are taken for those implementing partners that do not meet the required standards.  UN Agencies coordinate joint capacity build plans of common partners by referring to the IA IP PSEA Capacity Assessment Mapping Tool.	Q2 2024	No costs associated to this activity	PSEA focal points from Task Force

Desired outcomes	Indicators	Targets / Benchmarks <sup>2</sup> (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
	e. Status of development and implementation of the UNCT PSEA Action Plan, including clearly defined roles and responsibilities of each actor.	PSEA Action Plan is endorsed by all UNCT members.	Action Plan endorsed by UNCT and UNHCR by the 31 <sup>st</sup> January 2024		No costs associated with this activity.	
<b>Output 5.5</b> PSEA technical focal points from all UNCT members are in place and actively contribute to the PSEA Network's delivery of PSEA outcomes (as per the above).	a. Percentage of UNCT members that have appointed a dedicated PSEA technical focal point to the PSEA Network (with clear ToRs).	100% of UNCT and RCF members have appointed 2 PSEA Focal Points where possible (principal and alternate) through appointment form counter-signed by head of the organization	Nomination of a FP and an alternate by CD/CR.  Ensure PSEA FP have clear ToRs that are integrated to job descriptions, performance appraisal or equivalent system.	Q1 2024	No costs associated with this activity	RC Office (UNCT) UNHCR (RCF)  HoA/CD/CR responsible to timely nominate PSEA FP and ensure formalization of responsibilities.
<b>Output 5.6</b> Country-level risk assessment in respect of sexual exploitation and abuse conducted on the basis of risk management tools	a. The inter-agency PSEA network carries out regular SEA risk assessments and shares the findings and recommendations with the UNCT.	Findings and recommendations from the inter-agency risk assessment presented to UNCT	Presentation of 2024 workplan based on risk mitigation measures from risk assessment presented to UNCT	Q1 2024	No costs associated with this activity	PSEA coordinator
	b. The inter-agency PSEA network provides technical support needed to mitigate	Findings from the inter-agency risk assessment presented	In coordination with RCF Sector Leads, develops sector specific risk	Q1-Q2	No costs associated	PSEA coordinator with all

Desired outcomes	Indicators	Targets / Benchmarks <sup>2</sup> (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
	risks of SEA, in collaboration with relevant stakeholders.	to coordination structures, and risk mitigation measures included in sectoral plans	mitigation plans based on PSEA Risk Assessment Findings.		with this activity	agencies chairing Sectors and Task Forces (UNHCR, WHO, UNFPA, UNICEF, WFP, UNDP, UN Women, Plan)
	c. The risk is regularly assessed and updated.		Regularly assess SEA Risks by ensuring PSEA is mainstreamed in relevant assessments, including MSNA, ABA, GBV Safety Audits and other Sectoral Assessments	Regular	No costs associated with this activity	PSEA Coordinator, World Vision
<b>Outcome 6. Sexual Harassment (ONLY RELEVANT FOR PSEA TASK FORCE MEMBERS).</b> The Resident Coordinator and UNCT are supported at senior management and technical-levels to lead, oversee, and deliver on the prevention and response to sexual harassment						
<b>Output 6.1:</b> Prevention and support of victims of Sexual harassment	The PSEAH Task Force network carries out regular SEA risk assessments and shares the findings and recommendations with the UNCT.	Findings of perception survey presented to UNCT	Perception survey with UN agencies on key risks pertaining to sexual harassment	Q2	No costs associated with this activity	
	Development of contextualized messages and communication material	Messages developed and disseminated in Romanian, Russian	Messages developed based on the results of the perception survey and	Q3	<b>Budget:</b> 3,000 USD	PSEA Task Force chair with UNCG

Desired outcomes	Indicators	Targets / Benchmarks <sup>2</sup> (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
			consultation with staff of UN agencies		<b>Funding Source:</b>  WHO 1,000 USD  UNHCR: 1,000 USD  IOM 500 USD  UNFPA 500 USD	
	Development of safer recruitment checklist and guidance for country-level HR personnel	Checklist developed in consultation with UN HR focal points	Develop checklist for HR personnel for safer recruitment and management of human resources	Q1	No costs associated with this activity	PSEA Task Force chair with HR sub-group

<p><u>Action Plan – Drafter</u></p> <p>Name :</p>  <p>Contact Details:</p>  <p>Position:</p>	<p><u>Action Plan – Approval Authority (Senior most Individual)</u></p> <p>Name :</p>  <p>Contact Details:</p>  <p>Position:</p>
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<p><i>Signature:</i></p>       <p><i>Date:</i></p>	<p><i>Signature:</i></p>       <p><i>Date:</i></p>
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*For additional information and resources:*

- [Management and accountability of the UN Development and Resident Coordinator System](#)
- [Knowledge Gateway](#)
- [Inter-Agency Standing Committee resources](#)
  - a. [IASC Six Core Principles Relating to SEA \(Revised 2019\)](#)
  - b. [IASC Minimum Operating Standards PSEA](#)
  - c. [Guideline – Inter-Agency Community-Based Complaint Mechanisms – Protection against Sexual Exploitation and Abuse](#)
- [Guideline – Inter-Agency Community-Based Complaint Mechanisms – Protection against Sexual Exploitation and Abuse](#)
- [UN System Policies and Protocols on PSEA](#)
- [UN System Tools on PSEA](#)
- [Office of the Victims' Rights Advocate](#)