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Protection from Sexual Exploitation and Abuse – System-Wide Initiatives

S. No.	Initiatives and Proposals	Status			Lead (entity/ organization)	Brief Description of Impact Achieved (Or foreseen, if the initiative is on-going or recently initiated)
		Initiated on (M/Y)	Current Status (On-going / Complete)	Expected Date of Completion (M/Y)		
I. Prioritizing the Rights and Dignity of Victims						
1	Country Office Safeguarding Toolkit Develop Safeguarding toolkit for country offices	January 2024	ongoing	June 2024	UNDP	Ensuring country offices know how to support victims and what to put in place, ideally this is developed together with other UN agencies (UNICEF, OVRA?)
2	UNHCR Policy Implementation Organizing 2020 Policy on a victim-centered approach in response to sexual misconduct, integrating key principles into relevant trainings, learning packages, awareness-raising activities, standard operating procedures, and field guidance.		Ongoing		UNHCR	The Policy confirms the Organization’s commitment to apply a victim-centered approach and guides the operationalization of a VCA in all aspects of its work to tackle sexual misconduct.
3	WHO Victim Survivor Support Officer Recruitment WHO is recruiting a dedicated Victim Survivor Support Officer to enhance access to and quality of services and protection for victims/survivors of Sexual Exploitation and Abuse (SEA).	Nov. 2023	Ongoing	Q1 2024	WHO	
4	Survivor Assistance Fund		Ongoing		WHO	WHO partnered with UNFPA and local civil society organizations in the Democratic republic of Congo to provide comprehensive survivor assistance (medical, psychosocial,

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	<p>WHO has established an easily accessible USD 2 million Survivor Assistance Fund dedicated to providing fast and direct support to victims and survivors of Sexual SEA and SH.</p> <p>Collaborative Partnerships for Strategic Victim Services</p> <p>Engaged in discussions with key partners such as the United Nations Population Fund, the Office of the Victims’ Rights Advocate, and Member States to explore more strategic approaches to addressing victim services, particularly in the 15 priority countries identified as having the highest risk of sexual misconduct.</p>					<p>legal, income generation) to 115 SEA survivors identified, related to the 10th Ebola outbreak, 80% of which were associated with perpetrators working for other UN agencies and NGOs.</p> <p>As part of the comprehensive support package provided to victims of SEA, WHO has also made available legal support to pursue legal action in local tribunals. A second phase of comprehensive support to survivors is being planned with local organizations in DRC.</p>
5	<p>Efficient Investigation Benchmark</p> <p>WHO has set a benchmark of 120 days for completing SEA investigations to ensure survivors and victims are not subject to long delays.</p> <p>Victim Information and Support</p> <p>In addition, there is a minimum of three contacts with victims/survivors during investigations to meet their right to information. Support services are offered to all those who report regardless of the status of investigation.</p>	2022	Ongoing		WHO	<p>Increased reporting of SEA and SH to the WHO investigations team, indicating an improve speak up culture, more trust in the WHO system by victims/survivors and bystanders. WHO is meeting the benchmark (of 120 days for completing SEA investigations) on 79% of cases</p>
6	<p>Online Training Module</p> <p>Online training module on a victim-centred approach to sexual exploitation, abuse and harassment designed to provide all United Nations staff and related personnel,</p>	Aug. 2021	Launched in January 2023	Roll-out ongoing	OVRA (in coordination with the Secretariat of the CEB Task Force IOM and OHCHR)	<p>In January 2023, the Office of the Victims’ Rights Advocate, the Secretariat of the Chief Executives Board (CEB) Task Force on Addressing Sexual Harassment, the International Organization for Migration (IOM) and the Office of the United</p>

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	including third-party contractors and implementing partners with a clear and practical understanding of the rights of victims and what a victim-centred approach to sexual misconduct means.					<p>Nations High Commissioner for Human Rights (OHCHR) launched a 2.5-hour training module for all United Nations staff and related personnel directed to providing them with a clear understanding of the rights of victims of sexual harassment and sexual exploitation and abuse, and what a victim-centred approach means in practice.</p> <p>The module outlines the responsibilities of each person working for the United Nations so that they know how to respond in accordance with the victim-centred approach as soon as they become aware of an allegation of sexual misconduct, irrespective of whether they are providing direct assistance to complainants and victims. The full module is available in English, and translations of all materials into UN official languages will be complete by the end of Q1 2024.</p> <p>In 2023, presentations on the training module were delivered to 528 individuals and the training was delivered to 350 participants both virtually and in person. Thirty-eight colleagues took part in the ‘training-of-trainers’ module which equips them to deliver the training to their organizations. Delivery of the module and the training-of- trainers sessions are ongoing.</p>
7	<p>Statement on Victim Rights</p> <p>Developed a comprehensive statement on the rights of victims of sexual exploitation and abuse involving United Nations staff and related personnel. This statement serves as a unified reference point for victims and all personnel working under the United Nations flag, ensuring clarity and consistency in addressing victim rights.</p>	May 2019	Endorsed in May 2023, Launched in September 2023	Roll-out Ongoing	OVRA, High-level Steering Group	<p>In May 2023, the Secretary-General’s High-level Steering Group on preventing sexual exploitation and abuse endorsed the United Nations Victims’ Rights Statement outlining the rights of victims of sexual exploitation and abuse by United Nations staff and related personnel. The Statement brings together, in one document, well-established rights of victims set out in international human rights instruments and United Nations strategies, policies, and commitments on protection from sexual exploitation and abuse. The Statement is designed</p>

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						<p>to inform victims of their rights and serve as a guidance for anyone working for, or with, the United Nations or related personnel.</p> <p>The Statement is available in all United Nations official languages and is being translated into national and local languages by UN colleagues and partners around the world. Translated versions will be uploaded at https://www.un.org/en/victims-rights-first as they become available.</p>
8	<p>Support Mechanisms for Victims</p> <p>Dedicated Senior Victims’ Rights Officers provide support and assistance to victims, including by accompanying them in accountability processes maintained in four countries with the highest number of reported allegations (Central African Republic, Democratic Republic of the Congo, Haiti and South Sudan).</p> <p>Victims’ Rights Focal Points</p> <p>Victims’ Rights Focal Points additionally nominated from within United Nations Country Teams in Botswana, Cuba, Guatemala, Liberia, Palestine, Uruguay.</p>		Ongoing	Ongoing	OVRA	<p>Senior Victims’ Rights Officers (SVROs) are the main contact for victims of sexual exploitation and abuse by all United Nations and related personnel. They have generated trust given they are dedicated to integrating and strengthening a victim-centred, gender- and child-sensitive and non-discriminatory approach into all activities to support and assist victims in those countries.</p> <p>United Nations Resident Coordinators in Botswana, Cuba, Guatemala, Liberia, Palestine, Uruguay have appointed Victims’ Rights Focal Points to be a primary contact for victims and facilitate support in addition to their primary functions. The Victims’ Rights Advocate continues to encourage Resident Coordinators to designate other focal points where they are needed.</p>
9	<p>Community of Practice and Advocacy</p> <p>The Victims’ Rights Advocate continued to organize and participate in events and webinars to foster a community</p>	2020	Ongoing		OVRA	<p>The events encourage the exchange of good practices and peer-to-peer support and thus enhance assistance and support for victims.</p>

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	of practice among Senior Victims' Rights Officers, and Victims' Rights Focal Points and coordinators on protection from sexual exploitation and abuse.					
10	<p>Strengthening Victim-Centered Approach</p> <p>The Victims' Rights Advocate is strengthening engagement with the United Nations internal justice system on the victims' rights-based approach through briefings to judges of the United Nations internal justice system.</p>	2022	Ongoing	Ongoing	OVRA	<p>In June 2023, the Victims' Rights Advocate briefed new United Nations Dispute Tribunal (UNDT) and United Nations Appeals Tribunal (UNAT) judges on the victims' rights approach and the work of the Office during their administrative induction programme. In October 2023 the Victims' Rights Advocate and the UNHCR Senior Victim Care Officer, a clinical psychologist working with victims of trauma, discussed ways to uphold victims' rights in adjudicating cases involving allegations of sexual exploitation and abuse or sexual harassment and engendering the trust of victims in United Nations internal justice processes with the judges of the UNDT.</p>
11	<p>Direct Engagement and Advocacy</p> <p>The Victims' Rights Advocate visits countries with UN presences to meet with victims and hear about their individual needs, accompany them during accountability processes as needed, and gain first-hand understanding of how sexual exploitation and abuse are addressed, and advocate for victim-centred prevention and response measures.</p>	2017	Ongoing	Ongoing	OVRA	<p>In 2023 the Victim's Rights Advocate visited peacekeeping settings in Mali and the Democratic Republic of the Congo to meet with victims and understand what support and assistance were available to them.</p> <p>On April 2023, the Victims' Rights Advocate, accompanied by the Senior Victims' Rights Advocate in the Democratic Republic of the Congo and a staff member of the Conduct and Discipline Service of the Department of Management Strategy, Policy and Compliance visited the Republic of South Africa to encourage high-level official to use their good offices in the resolution of paternity/child maintenance cases related to their personnel who had served in the Democratic Republic of the Congo. In July/August 2023, she supported victims of sexual exploitation and abuse and their children in the Democratic Republic of the Congo during the visit of the</p>

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					<p>Republic of South Africa’s Paternity Maintenance Support Team to provide the results of DNA paternity testing to women with children they alleged to have resulted from sexual exploitation or abuse by former South African peacekeepers and as further DNA samples were collected for use in procedures to establish paternity.</p> <p>In August 2023 the Victims’ Rights Advocate travelled to Liberia to meet with victims of sexual exploitation and abuse of personnel formerly deployed by Nigeria to the UN peacekeeping operation and their children, meet with relevant ministries and United Nations entities with roles and responsibilities in supporting the resolution of the claims.</p> <p>In September 2023 the Victims’ Rights Advocate deployed a staff member from her Office to the Democratic Republic of the Congo to strengthen the capacity of the Senior Victims’ Rights Officer in supporting victims of SEA during court martial hearings convened by South Africa in Beni (Kivu). OVRA staff ensured that legal assistance was facilitated, victims were informed of the conduct of proceedings and they received psychological support.</p> <p>In October/November 2023, the Victims’ Rights Advocate visited Bangkok, Thailand; Phnom Pehn, Cambodia and Jakarta, Indonesia to discuss implementation of the victims’ rights approach to sexual exploitation, abuse and harassment with United Nations staff, related personnel, State officials and civil society, including national human rights institutions. In Jakarta, with the Resident Coordinator, she supported in-person delivery training module to heads of members of the United Nations Country Team.</p>
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12	Enhancing Measurement of Progress Inclusion of dedicated indicators that measure progress achieved in the operationalization of the victim/survivor-centered approach in UN Women's PSEA and SH indicators and metrics framework	Feb. 2023	Ongoing		UN Women	Specific and measurable indicators ensure that UN Women's initiatives aimed at supporting victims and survivors are monitored and evaluated effectively.
13	Incorporation of Detailed Exploration Incorporation of a detailed exploration of how a victim/survivor-centered approach can be operationalized at country level in UN Women's in-country PSEA focal points capacity building brown bag series	Oct. 2022	Ongoing		UN Women	UN Women's in-country PSEA focal points are better equipped with the understanding of practical application of the victim/survivor-centred approach for a more effective, empathetic and sustainable response to SEA.
14	Strengthening Organizational Policy FAO is finalizing the update of its Organizational PSEA Policy to reinforce a whole-of-organization approach to protection from sexual exploitation and abuse (PSEA), with a focus on strengthening a victim/survivor-centered approach and the application of the UN Implementing Partner Protocol.		Ongoing	Q1 2024	FAO	
II. Transparency, Accountability and Ending Impunity						
15	Global Capacity Building for Survivor-Centered SEAH Investigations Strengthening the global capacity for conducting survivor-centered sexual exploitation, abuse and harassment (SEAH) investigations	2020	Ongoing	Ongoing	CHS Alliance	Full details of the 3 tiers training: https://www.chsalliance.org/get-support/training/investigator-qualification-training-scheme/ PSEAH Investigators' Toolkit https://www.chsalliance.org/investigators-toolkit/

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						SEAH Investigation Guide: https://www.chsalliance.org/get-support/resource/sexual-exploitation-abuse-and-harassment-seah-investigation-guide/
16	SEAH Incident Reporting Scheme Development Development of a harmonized collection and reporting Scheme for SEAH incidents	2021	Ongoing	Ongoing	CHS Alliance SCHR	https://www.chsalliance.org/protection-from-sexual-exploitation-abuse-and-sexual-harassment/harmonised-seah/ Final annual trends report available here: https://www.chsalliance.org/get-support/resource/harmonised-reporting-scheme-on-sexual-exploitation-abuse-and-harassment-findings-from-a-year-of-piloting/
17	Strengthening the global capacity for conducting survivor-centered sexual exploitation, abuse and harassment (SEAH) investigations	2021	Ongoing			Strengthened mechanisms to prevent perpetrators of sexual misconduct moving between NGOs and UN entities.
18	Monthly Publication of Misconduct Data Data on reports of all forms of misconduct (including sexual misconduct) is published monthly, publicly, https://www.who.int/initiatives/preventing-and-responding-to-sexual-exploitation-abuse-and-harassment/seah-dashboard , SEAH Related Dismissals and Disciplinary Measures WHO also discloses data concerning SEAH-related dismissals and other disciplinary measures. This additional layer of transparency provides insight into the organization's commitment to addressing misconduct effectively. For more details visit https://www.who.int/initiatives/preventing-and-responding-to-sexual-exploitation-abuse-and-harassment/disciplinary-actions	Q2 2022	Ongoing		WHO	The end-to-end sexual misconduct incident management system includes a benchmark of 200 days - 120 days for the investigation phase and 80 days for the post investigation phase, has been communicated to all workforce, and monitored weekly by HWO senior management.

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19	<p>PRS Accountability Framework</p> <ul style="list-style-type: none"> • WHO has established a Prevention and Response to Sexual Misconduct (PRS) accountability framework, delineating clear expectations and actions for personnel at various levels within the organization • This framework encompasses personnel, supervisors, emergency and high-risk program managers, Heads of WHO country offices, PRS personnel, Accountability Directors, regional directors, and the Director-General, as well as implementing partners and WHO collaborating centers. • Key areas of accountability include adherence to organizational policies, strategies, risk management protocols, emergency response frameworks, and the sexual misconduct incident management system, emphasizing both prevention and response. • Accountability holders are expected to fulfill their obligations as outlined in the framework and to raise any remaining concerns officially and proactively to their supervisors when unable to meet these obligations. 	July 2023	Ongoing		WHO (in consultation with 194 member states)	Roll-out of the accountability framework is synchronized with the three-year strategy and will be reviewed in 2025.
20	<p>Enforcement of Mandatory Certification for PRS Accountability</p> <p>Mandatory certification of related accountability for PRS enforced for all categories of staff includes:</p>	Q1 2024	Ongoing		WHO	

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	1. Annual letters of representation for all Country Representatives, Directors 2. Annual compact for executive management 3. Recording completion of accountability via WHO's performance management system for all categories of staff					
21	Global Oversight and Accountability Mechanisms Annual report by the Director-General to the WHO Executive Board; and examination of progress by three EB sub-committees and scrutiny by all 194 WHO member states annually at the World Health Assembly	2021	Ongoing		WHO	
22	Enhancing Public Reporting of Paternity Claims Working Group on Paternity Claims Involving UN Peace Operation Personnel working to enhance public reporting of paternity claims via Conduct and Discipline website		Ongoing	Q1/Q2 2024	CDS	
III. Engaging Member States, Civil Society, External Experts, and Organizations						
23	Global Quarterly Progress Updates on PRSEAH Work Quarterly progress update meetings on PRSEAH work to all 194 Member States.	Q1 2021	Ongoing		WHO	
24		30 th Nov – 1 st Dec. 2023			WHO	The conference focuses on strengthening partnerships and approaches for ensuring zero tolerance within WHO, and

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	<p>Global Accountability Conference on Addressing SEAH</p> <p>Annual global review conference at the Organization's HQ in Geneva, that brings together a range of stakeholders – UN, humanitarian actors, civil society, Member States, donors, academics, and experts – to examine current best practices and identify concrete actions, to effectively address sexual exploitation, abuse, and harassment (SEAH) by development and humanitarian workers.</p>					contribute to system-wide improvements, through transparency, learning, and co-creation.
25	<p>Member States Engagement Round Tables Launched</p> <p>Launch of Member States round tables to discuss engagement with government entities in countries where WHO has presence and operations.</p>	Q4 2023	Ongoing		WHO	First round table facilitated by UK Government (FCDO)
26	<p>Strategic Engagement</p> <p>Development of Briefing notes for WHO Country Directors (HWCOs) to engage in focused discussions with Ministry of Health counterparts in countries.</p>	Q4 2023	Ongoing		WHO	Launched following a high-level mission to Jordan and agreement of the Minister of Health for tools and technical support to better collaborate on standards of conduct of government personnel in joint operations with WHO, especially in disease outbreaks.
27	<p>Advocate's Diplomatic Efforts for Paternity Claims Resolution</p> <p>The Victims' Rights Advocate continued visits to national capitals to meet with government officials in Member States whose personnel have fathered children born of sexual exploitation and abuse, in order to seek</p>	2022	Ongoing	Ongoing	OVRA	Accompanied by staff from the Office of Legal Affairs and the Department of Management Strategy, Policy and Compliance, since 2022 the Victims' Rights Advocate has visited three member states whose contributed personnel have fathered children in peacekeeping contexts in order to advocate for the amicable resolution of paternity claims and a whole-of-

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	their good offices in the amicable resolution of paternity and/or child support claims.					government approach to establishing paternity, providing child maintenance and securing ancillary rights, such as citizenship, for children born of sexual exploitation and abuse. Further visits are envisaged in 2024.
28	<p>Advocating for Victims' Rights in Member State Processes</p> <p>The Victims' Rights Advocate continues to contribute expertise on the rights of victims of sexual exploitation, abuse or harassment and a victims' rights approach to member state-driven processes.</p>	2019	Ongoing	Ongoing	OVRA	<p>The Victims' Rights Advocate continued to participate in peer-learning sessions of the Organisation for Economic Cooperation and Development (OECD) Development Assistance Committee (DAC) Reference Group on Ending Sexual Exploitation, Abuse and Harassment. In March 2023, she participated in an in-person meeting of the OECD/DAC in Paris and reflected on the overarching environment relating to support to victims in prevention and response to sexual exploitation, abuse and harassment internationally, in particular since the adoption of the 2019 DAC Recommendation on Ending Sexual Exploitation, Abuse and Harassment.</p> <p>The Victims' Rights Advocate served on the advisory board which supported the United Kingdom Foreign, Commonwealth and Development Office's (FDCO) development of a Common Approach on Protection from Sexual Exploitation, Abuse and Harassment (CAPSEAH) at a conference in Wilton Park, England in June 2023 and throughout 2003 focused crafting a new global framework on protection from sexual exploitation, abuse, and harassment.</p>
IV. Transparency, Accountability and Ending Impunity						
29	Development and Refinement of PSEA Communication Tools Underway	2023	Ongoing	To be completed by end of 2024	WFP, IOM	

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	Strategic approach toward the development of PSEA communication tools for affected populations being developed (pilot), tested, and fine-tuned (Phase II of the Together We Say No communication campaign)					
30	<p>UNHCR and ICVA Partnership Advances PSEA Community Outreach</p> <p>Since 2020, UNHCR in partnership with the International Council of Voluntary Agencies (ICVA) has been supporting local NGOs in PSEA community outreach and awareness-raising through the PSEA Community Outreach and Communications Fund. In 2023, a report on best practices and learnings on the Fund was issued, based on evidence-based research undertaken in 2022.</p>	2020	Ongoing		UNHCR and ICVA	Over 60 projects implemented by local NGOs across all regions have been supported since the Fund's launch, to raise community awareness on PSEA and ensure that victims know where and how to safely report incidents. Materials have been developed in some 40 languages, tailored to reach over 20 different ages, gender and diversity (AGD) profiles through more than 45 types of materials, including print, video, audio, workshops, trainings and community discussion guides, amongst others.
31	<p>WHO Launches #NoExcuse Podcast Series & Newsletters on Sexual Misconduct</p> <p>WHO launched #NoExcuse podcast series on sexual misconduct with internal and external officials, and experts. https://www.who.int/podcasts/series/noexcuse and monthly newsletters https://worldhealthorganizationcreatesend.com/campaigns/reports/viewCampaign.aspx?d=d&c=7071FA49F09DB7CD&ID=9381A119EB9FEE742540EF23F30FED&temp=False&tx=0</p>	Q4 2023	Ongoing		WHO	
32	WHO's #NoExcuse Webinars: Engaging & Educating Workforce	Q2 2021	Ongoing		WHO	Nearly 10,000 members of WHO's workforce have attended the four webinars run by the Director for the Prevention of and Response to Sexual Misconduct during 2023.

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	WHO launches regular live #NoExcuse webinars for workforce engagement and education, that also available to external audiences via OpenWHO.org platform					
33	<p>Empowerment through Education: WHO's PRSEAH Learning Hub</p> <p>WHO provides free open-source learning on PRSEAH and related topics in 4 languages to internal and external audiences on its PRSEAH channel of www.OpenWHO.org. Courses include:</p> <ol style="list-style-type: none"> 1. Introduction to the clinical management of rape and intimate partner violence in humanitarian settings 2. Mental health and psychosocial support Clinical management of rape and intimate partner violence in humanitarian settings 3. The new UN mandatory training on the prevention of sexual exploitation and abuse 4. New Policy and Strategy on Preventing and Addressing Sexual Misconduct 5. Clinical management of rape 6. Management of intimate partner violence in humanitarian settings 7. First line support Clinical management of rape and intimate partner violence in humanitarian settings 8. WHO introduction on the prevention of and response to sexual exploitation abuse and harassment (pilot phase) 9. WHO SM Risk Management 		Ongoing		WHO	To date 55,300 course registrants (WHO, UN partners, NGOs, Government officials, civil society, students) have accessed these courses.

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34	WHO's 'Open Door' Sessions: Addressing Sexual Misconduct WHO launched 'Open Door' sessions on sexual misconduct for the Organization's workforce with all Directors of related accountability functions, in which regular pulse surveys are also administered.	Q2 2023	Ongoing		WHO	Approximately 800 live participants per session
35	Victim Rights Advocate Empowers Through Social Media Engagement The Office of the Victims' Rights Advocate continued to actively promote messaging on victims' rights through engaging on social media engagement on X (Twitter).	April 2020	Ongoing	ongoing	OVRA	Social media engagement raised awareness of the Victims' Rights Advocate's mandate, victims' rights, reporting avenues and activities undertaken in the field. As part of the global roll-out and in commemoration of the 16 Days of Activism against gender-based violence from 25 November to 10 December 2023, OVRA launched a social media campaign on X (Twitter) to highlight each of the ten rights set out in the Victims' Rights Statement and feature how SVROs operationalise them in field settings.
36	Confronting Sexual Exploitation: A Panel Discussion with Playwright Suzie Miller The Victims' Rights Advocate's panel discussion on sexual exploitation, abuse and harassment featuring playwright Suzie Miller	June 2023	Ongoing	January 2023	OVRA	The Victims' Rights Advocate commenced preparations for an interactive panel discussion on sexual exploitation, abuse and harassment, featuring Suzie Miller, playwright and author of Prima Facie. The event, scheduled to take place on 29 January 2024, will consist of Ms Suzie Miller, Ms. Catherine Pollard, Under-Secretary-General of Management Strategy, Policy, and Compliance, and Ms. Sima Bahous, Executive Director of UN Women). Using scenes from a film recording of Prima Facie, the panel will discuss the importance of a victims' rights-based

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						approach. The audience will be made up of UN staff, delegates and permanent missions, to raise awareness and deepen understanding of the challenges faced by victims.
37	Working Group Communication Plan Working Group on Paternity Claims Involving UN Peace Operations Personnel has devised a strategic communications plan to raise awareness of the matter and advocate for the resolution of claims among Member States		Ongoing	2024	SCS/DPO and CDS/DMSPC	
38	Multilingual Information Package by WFP and IOM WFP and IOM are now developing a multilingual, multimedia package of accessible information on PSEA for beneficiaries		Ongoing		WFP, IOM	
39	Capacity Building for UN Women Facilitation of a capacity building brownbag series for UN Women in-country PSEA focal points tailored to the specific needs of the different regions.	Sep. 2022	Ongoing		UN Women	Development of practical skills that help focal points to operationalize PSEA framework within their specific country contexts.
40	UN Women's Community of Practice: Cultivating Best Practices Repository Development of repository of best practice resources in UN Women's Community of Practice	March 2023	Ongoing		UN Women	Equipment of UN Women in-country PSEA focal points with practical tools to effectively carry out their roles.

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41	Senior Managers' Learning Journey: Emphasizing Accountable Conduct Development of a learning journey for senior managers, which further incorporates a module on accountable conduct.	2022	Rollout; Ongoing		UN Women	Promotion of leadership that cultivates collective care and co-creates systems change across UN Women.
42	FAO's Zero Tolerance Policy Webpage FAO will launch a public webpage to reflect and further promote externally the Organization's 'zero tolerance' policy for sexual exploitation and abuse.		Ongoing	Q3 2024	FAO	The external webpage will complement information and resources on PSEA available on the PSEA section of the FAO Intranet.
V. Additional Initiatives by Agencies, Funds, and Programs						
43	UNIDO Launches Mandatory PSEA E-Training for Staff Launch of a self-paced e-training on PSEA, mandatory for all UNIDO personnel, along with awareness-raising sessions		Ongoing	Q2 2024	UNIDO	
44	UNIDO Enhances Ethical Code with SEA Principles Review of UNIDO Code of Ethical Conduct to include Core Principles on Sexual Exploitation and Abuse (SEA). The revised Code will align with the most recent standards of conduct to be issued in 2024		Ongoing	End 2024	UNIDO	
45	UNIDO Unveils Collaborative Action Plan UNIDO Collaborative Action Plan developed		Ongoing	2024	UNIDO	

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46	Certified End-of-Year M L Released Certified end-of-year Management Letter					
47	UNOPS Launches PSEAH E-learning for Contractors Launch of E learning course on PSEAH with private contractors implementing the UNOPS PSEAH Tool Kit		Ongoing	By Q2 2024	UNOPS	This course transforms an existing mandatory tool kit for private contractors, primarily in the infrastructure sector to screen for PSEAH risks and adopt prevention and response activities based on risk level.
48	Project GRM Guidance Development and Rollout Development and roll out of guidance on project-based GRM (grievance redress mechanisms)		Ongoing	End of 2024	UNOPS	
49	UNOPS Gender Strategy 2022-2025 Launch Launch of UNOPS Gender Diversity and Inclusion Strategy 2022-2025		Ongoing	End of 2025	UNOPS	UNOPS is committed to strengthening its culture, leadership and behaviours, organization’s policies and processes as well as taking necessary actions to become a truly inclusive organization with a diverse workforce, in which everyone feels like they belong.
50	Review of Speak up Culture and System	Q1 2023		End 2024	UNOPS	UNOPS is undergoing a comprehensive assessment and redesign of the Speak up system and culture to understand the underlying barriers to reporting. This will include a redesign of the case management process to be more victim centered and responsive to identified barriers
51	ILO Launches Review and Update of SEA Policy ILO initiated the review and update of its policy on Prevention and Response to Sexual Exploitation and Abuse.		Ongoing	Q2 2024	ILO	The ILO policy was issued in July 2020. With this update, we aim at clarifying the roles and responsibilities of staff and managers in preventing and responding to SEA, formalizing the PSEA focal points network, and stating ILO’s adoption of a victim/survivor-centered approach.

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52	ILO's Expanded PSEA Focal Points: Training Initiative ILO is in the process of formalizing and expanding its PSEA focal points network across all its regional and country offices. Trainings will be delivered to staff to enable them to perform their role as focal points, strengthen ILO's awareness-raising efforts with staff and beneficiaries, and provide an access point for SEA complainants.		Ongoing	Q2 2024	ILO	
53	ILO Expands and Formalizes PSEA Focal Points Network As part of ILO's work on environmental and social sustainability standards, the ILO developed tools and knowledge-sharing material to mainstream and integrate PSEA in development cooperation projects. Project design tools will be updated in 2024 to further include PSEA considerations, particularly in projects' ownership approach and accountability mechanisms. In 2024, the ILO will continue to assess challenges, practices and procedures with Implementing Partners.	2022	Ongoing	2024	ILO	
54	UNHCR Implements Internal PSEA/SH Learning Package for Personnel UNHCR launched an internal PSEA/SH learning package for UNHCR personnel in 2021, using participatory and experiential learning methodologies. The learning package on PSEA continues to be rolled out by operations.		Ongoing		UNHCR	The learning package is an interactive and innovative programme that aims to develop the skills, knowledge and behavior of all members of UNHCR personnel to detect, prevent and respond to sexual misconduct. It exists in English, French, Spanish, Arabic, and Russian, and continues to be rolled out by operations across different regions.
55	WHO Implements SEAH Risk Assessment and Mitigation Tool Globally	Q1 2023	Ongoing		WHO	This is now an annual risk management exercise and is mandatory for all WHO country offices. It is also part of the

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	WHO developed and tested an SEAH risk assessment and mitigation tool. All heads of WHO country offices are required to complete the SEAH risk assessment and develop and implement corresponding SEAH risk mitigation plans in all countries.					country compliance checklist for which heads of WHO country offices are accountable.
56	Integrating PRSEAH in Emergency Response Framework WHO incorporated PRSEAH in the poliomyelitis outbreak response guideline and the Emergency Response Framework (ERF) has been updated by incorporating PRSEAH in emergency responses to facilitate mainstreaming and safe programming in field operations to reduce risks, prevent incidents and ensure that victim- and survivor-centered reporting and response mechanisms are in place.	Q1 2022	Ongoing		WHO	The ERF sets key performance indicators and defines the areas of accountability of emergency response leaders, heads of WHO country offices, personnel, and partners. The ERF additionally outlines minimum sets of interventions to be implemented in all graded health emergencies, while ensuring alignment with the Inter-Agency Standing Committee framework for protecting affected populations from sexual exploitation and abuse, and expected outcome measures.
57	Institutionalizing Zero Tolerance: WHO's Three-Year Strategy (2023-2025) WHO developed a three-year strategy (2023-2025) for the prevention and response to sexual Misconduct (https://www.who.int/publications/i/item/9789240069039). The three-year strategy is the Organization's framework for institutionalizing zero tolerance for all forms of	Q1 2023	Ongoing		WHO	WHO's three-year strategy aims to achieve four main results: (1) taking a victim- and survivor-centered approach throughout the safeguarding cycle. (2) applying policies, procedures and practices that are supportive and promote safeguarding against all forms of sexual misconduct. (3) being accountable for safeguarding measures against sexual misconduct in programmes and operations delivered by WHO staff and implementing partners. (4) supporting and demonstrating a culture of ethical, gender-equal behavior in the workforce that protects everyone's right to a safe and equal workplace and prevents sexual misconduct.

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	sexual misconduct. Annual implementation plans are transparently shared with member states and tracked.					Year 1 implementation (2023) of 50 action areas was 82% completed, 15% in progress and only 3% at risk.
58	<p>Integrating PRSEAH Core Budget Across Levels</p> <p>WHO integrated the core budget for PRSEAH work at HQ, regional and country levels in its programme budget for 2024-2025 to cover core staffing, risk assessment and management and preventive and mitigation activities globally</p>	Q4 2023	Ongoing		WHO	This allows for institutionalization of the work and embeds it as core leadership and accountability function across WHO.
59	<p>Comprehensive Policy Framework for PRSEAH</p> <p>Completed a comprehensive policy framework for PRSEAH:</p> <ol style="list-style-type: none"> 1. Policy on Preventing and Addressing Sexual Misconduct. 2. Policy on Preventing and Addressing Abusive Conduct. 3. Policy on Preventing and Addressing Retaliation. 4. A new Code of Ethics in which PRSEAH is highlighted. 	Q3 2023	Ongoing		WHO	Monitoring of policy implementation to be formalized in 2024
60	<p>Integration of PRSEAH Goals and Mandatory Training into Performance Plans</p> <p>It is mandatory to include at least one team goal on PRSEAH in the performance plans of all personnel, and all staff are required to certify that they have completed mandatory training before performance appraisals can be completed.</p>	Q1 2022	Ongoing		WHO	

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61	<p>Organization-Wide PRSEAH Integration: Job Descriptions and Contracts Updated</p> <p>Updated all job descriptions to include a requirement related to sexual exploitation and abuse and sexual harassment, and inserted similar clauses into all procurement contracts, all agreements with collaborating centers, expert and advisory groups and entities in official relations with eth organization.</p>	Q1 2022	Ongoing		WHO	
62	<p>UNPP Integration: Pilot of PSEA Module in High-Risk Priority Countries</p> <p>Joined the United Nations Partner Portal (UNPP), piloting the UNPP module on PSEA in high-risk priority countries.</p>	Q2 2023	Ongoing		WHO	The UNPP PSEA module has been rolled out in the Democratic Republic of Congo (DRC), Nigeria, Central African Republic (CAR), South Sudan, Yemen, Afghanistan, Ethiopia, Nepal, Sudan, Ukraine, Türkiye, Syria, Armenia, Pakistan, Mali, Uganda, and Chad. Two PSEA assessments were completed, and a capacity strengthening implementation plan is under review.
63	<p>WHO's Initiative: Examining Evidence for PRSEAH in Humanitarian Settings</p> <p>WHO launches examination of existing evidence for PRSEAH in development and humanitarian settings to better inform practical guidance to field operations.</p>	Q3 2023	Ongoing		WHO	A group of researchers are being consulted and a first panel discussion on the need for evidence-based practice, evidence gaps and other related issues was held.
64	<p>Reforming Support for SEAH Victims: High-Level Talks with UN OSCEA and WHO Director-General</p>	Q4 2023	Ongoing		OSCSEA, OVRA, WHO	WHO committed to convening a technical meeting led by OVRA and OSCEA to explore how victim support can be strengthened.

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	High level discussions with UN OSCEA, OVRA and Director-General WHO on reforming the support provided to SEAH victims/survivors.					
65	UN Women Launches Comprehensive Monitoring Framework for PSEA and SH Indicators Launch of UN Women’s comprehensive PSEA and SH indicators and metrics monitoring framework.	Feb. 2023	Rollout; Ongoing	December 2025	UN Women	Institution of a comprehensive PSEA and SH indicators framework that effectively measures UN Women’s progress in tackling SEA (and SH), which informs the corresponding UN-Women strategies, policies, and procedures.
66	Enhanced PSEA Training Workshops by UN Women Enhancement of UN Women's scenario-based PSEA training workshops through the addition of micro-learning modules on power dynamics, intersectionality, and positive masculinities.	Jan. 2023	Ongoing		UN Women	Expansion of understanding of UN Women personnel on how to tackle the root causes of SEA (and SH) and fostering organizational culture change.
67	UN Women's Inclusive Strategy Targets Root Causes of SEA Development of UN Women’s inclusive workplace strategy to promote a culture change that tackles the intersectional root causes of SEA, including race, age, disability, sexual orientation and gender.	May 2021	Ongoing		UN Women	As an internal UN Women tool, the inclusive workplace strategy aims at strengthening leadership, focusing on people’s management, and promoting diversity, inclusion, and standards of conduct, through which a culture change that tackles the root causes of SEA is advanced.
68	Harmonized Reporting Template Developed by UN Women for Executive Boards' Progress Updates Development of a harmonized PSEA and SH reporting template present progress updates to the Executive	September 2023	Ongoing	Expected by end of Q1 2024	UNDP, UNFPA, UNOPS, UNICEF, and UN Women	Creation of a harmonized reporting template that provides a concrete update on the progress achieved for PSEA (and SH) for UNDP, UNFPA, UNOPS, UNICEF and UN Women against shared target outcomes.

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	Boards of UNDP/UNPFA/UNOPS, UNICEF, and UN Women					
69	<p>FAO Initiates Cross-Sectoral Policy Review for Whole-of-Agency Approach to PSEA</p> <p>FAO initiated a cross-sectoral policy and process review to support the development of a whole-of-agency approach to protection from sexual exploitation and abuse</p>	May 2022	Ongoing		FAO	The review has informed the development of FAO’s new PSEA Policy (to be issued in Q1 2024), with ongoing efforts to review processes and measures to strengthen PSEA measures in line with a whole-of-Organization approach.
70	<p>Comprehensive Capacity Development Program by FAO to Strengthen Victim-Centered Approach in PSEA</p> <p>FAO will roll out a comprehensive capacity development and PSEA awareness programme in 2024, targeting technical capacity development of PSEA Focal Points, to ensure a strong victim/survivor-centered approach. A community of practice for PSEA Focal Points will provide technical support and a forum for collaboration across country offices on PSEA. Refresher trainings and awareness sessions with all personnel and engagement with Senior Managers on PSEA will also be prioritized in 2024.</p>		Ongoing	Q2-Q4	FAO	

VI. Inter-Agency Standing Committee (Initiatives)¹

¹ [The Inter-Agency Standing Committee is the primary coordination mechanism for facilitating coherent and timely international responses to emergencies and formulating policy for strengthened humanitarian action. Established in 1991 by General Assembly resolution 46/182, the Standing Committee includes United Nations agencies the International Committee of the Red Cross, the International Federation of Red Cross and Red Crescent Societies, nongovernmental organizations and the World Bank.]

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71	WFP Executive Director: IASC PSEA Champion World Food Programme Executive Director appointed Inter Agency Standing Committee Champion on Protection from Sexual Exploitation and Abuse and Sexual Harassment.	January 2024	Ongoing	December 2024	WFP	Building on the external review on protection from sexual exploitation and abuse and sexual harassment for 2021 (link) and the work of previous Champions, WFP's priorities will focus on operationalizing a victim/survivor centered approach; promote culture change and support PSEA capacity.
72	PSEA Capacity project	Oct. 2023	Ongoing	Ongoing	OCHA and NORCAP	Building on the existing PSEA Coordinator roster created during the UNFPA-led Championship, the Standing Committee developed an administrative mechanism for the deployment of inter-agency coordinators on protection from sexual exploitation and abuse in countries with the highest risk of sexual exploitation and abuse. The new mechanism is jointly administered by the Office for the Coordination of Humanitarian Affairs and the Norwegian Refugee Council. Five inter-agency PSEA Coordinators have already been deployed through the project.. (link)
73	Expert Panel on Sexual Exploitation and Abuse and Sexual Harassment Investigations Standards	June 2023	Ongoing	Q4 2024	IASC	The 2022-2026 IASC Vision and Strategy includes a commitment to "Enhance accountability, including through trauma-informed investigations" (link). A senior Expert Panel has been mandated with assessing whether the current investigative standards align with the principles underlying the recently endorsed IASC Victim/Survivor-Centered Approach (link). The Expert Panel is coordinated with support from UNFPA, comprises representatives from investigatory services of UN agencies, the World Bank, IFRC and the Norwegian Refugee Council (NRC) and is supported by an Advisory Group.
74	Inter-Agency Sexual Exploitation and Abuse Referral Procedures			September 2023	IASC	The Standing Committee developed a guidance note on inter-agency SEA referral procedures to ensure that when an SEA complaint is received, it is referred to the concerned entity for appropriate support to victim/survivors, follow up and investigation. link .

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75	IASC Mapping exercise		Ongoing	Annual	IASC	The Standing Committee developed and launched common indicators on protection from sexual exploitation and abuse to measure country-level collective progress. Link The indicators will be revised for the 2024 reporting period. All humanitarian coordinators are to report against the indicators. The results will be published on the global dashboard in 2024: Results from 2022 are available here link .
76	SEA Risk Overview and use at country level		Ongoing		IASC	The Standing Committee launched the sexual exploitation and abuse risk overview (SEARO) composite index, in which it brings together different factors that can influence the risk of sexual exploitation and abuse. The index categorizes countries with humanitarian response operations according to their level of risk, enabling comparisons between countries and assessments on how those risks change over time: link . The IASC is launching a pilot to adapt the SEA RO to country-level.
77	IASC PSEA website		Ongoing	Ongoing	IASC	The Standing Committee website on protection from sexual exploitation and abuse provides resources and features a global dashboard to track progress against agreed action plans and to provide country-level information: link .
78	Community Outreach and Communications Fund		Ongoing		UNHCR and ICVA	UNHCR partnered with the International Council of Voluntary Agencies to launch a community outreach and communications fund on protection from sexual exploitation and abuse to support smaller NGOs in all regions. Over 60 projects funded since the launch, tailored to reach diverse age, gender and diversity profiles. In 2023, a report on best practices and learnings on the Fund was issued, based on evidence-based research undertaken in 2022.

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79	<p>Seventh Iteration of IOM-led Global Coordinator Training on Protection from SEA</p> <p>The IOM-led Inter-agency Global Coordinator training on protection from Sexual Exploitation and Abuse, to build a pool of capacitated individuals and provide guidance, is rolled out for its seventh iteration with an updated training package.</p>	2019	Ongoing	Mid 2024	IOM	<p>187 inter-agency potential and deployed PSEA Coordinators have been trained through six iterations of the course until 2023.</p> <p>With the seventh iteration IOM will provide training to at least 30 inter-agency potential and deployed PSEA Coordinators.</p> <p>The training package for PSEA Coordinators has been updated.</p>
80	<p>Revival of IASC Asia Pacific Regional Directors' Platform for AAP/PSEA Working Group</p> <p>IASC Asia Pacific Regional Directors' platform inter-agency AAP/PSEA Working Group revived in 2023</p>	Through out 2023			DCO/OCHA Asia Pacific	<p>Held 4 quarterly meetings and 16 brown bags in 2023, over 450 people attended. Regional website on Reliefweb.com received over 2,000 page visits in 2023. Best practices shared and replicated within the region.</p>
81	<p>WHO Developing Checklist for PSEA in IASC Humanitarian Protocols for Infectious Diseases</p> <p>WHO is developing a checklist and guidance note for PSEA in the IASC humanitarian system-wide scale-up protocols for infectious diseases.</p>	Oct. 2023	Ongoing	March 2024	WHO (in collaboration with the IASC)	
82	<p>UN Women Joins IASC Technical Advisory Group on PSEAH</p> <p>UN Women joined the IASC Technical Advisory Group on PSEAH.</p>	March 2023	Ongoing		UN Women	<p>Systematic application of UN Women's gender expertise to safeguard affected populations from SEA in all humanitarian responses.</p>
83	<p>Update and Digitalization of Deployment Package for Inter-Agency PSEA Coordinators</p>	2023	Ongoing	Mid 2024	IOM	<p>Updated version of the Deployment Package is released</p>

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	The Deployment Package for Inter-agency PSEA Coordinators previously developed by IOM is updated to reflect developments and feedback from the field					
84	Development of Inter-Agency SEA Referral Procedures Guidance The Deployment Package for Inter-Agency PSEA Coordinators previously developed by IOM is digitalized through its adaptation to a user-friendly website for easy navigation of all resources.	2023	Ongoing	2024	IOM, UNICEF	Digitalized version of the Deployment Package (dedicated website) is launched
85	IASC Endorses Inter-Agency SEA Referral Procedure Guidance Following 2021 Review Recommendations Guidance on Inter-Agency SEA Referral Procedures (IASEARP) was developed and endorsed as part of the Revision of the IASC Inter-Agency Community-Based Complaint Mechanism approach, initiated to implement the recommendations of the 2021 IASC External Review of PSEAH.	2023	Ongoing	2024	IOM	The IASEARP Guidance has been released and informs a new inter-agency approach to complaint handling and referral procedures (ongoing).
VII. Improving Strategic Communications for Education and Transparency						
86	Multilingual PSEA Tools Launch PSEA communication tools for frontline workers covering 27 languages launched				WFP, IOM	PSEA at the Frontline – Together We Say No IASC / PSEA (interagencystandingcommittee.org)
87	Launch of Victim-Centered PSEA Micromodules in Multiple Languages Six (6) online, self-paced PSEA micromodules in				IOM	Messaging on PSEA which aims to fight against the “forgetting curve”, enabling staff to be reminded of key PSEA messages throughout the year.

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	English, French and Spanish with an emphasis on a victim-centered approach covering the following areas: Micro-module 1: Demystifying Power Relations Micro-module 2: Defining Sexual Misconduct Micro-module 3: Leading by Example Micro-module 4: Victim's Perspective Micro-module 5: Duty of Care Micro-module 6: Your Duty [to Report]					
88	Pilot and Refinement of PSEA Communication Tools for Affected Populations Strategic approach toward the development of PSEA communication tools for affected populations being developed (pilot), tested, and fine-tuned (Phase II)				WFP, IOM	
89	UN Women's Regional PSEA Capacity Building Series Facilitation of a capacity building brownbag series for UN Women in-country PSEA focal points tailored to the specific needs of the different regions.	Sep. 2022	Ongoing		UN Women	Development of practical skills that help focal points to operationalize PSEA framework within their specific country contexts.
90	UN Women's Best Practice Repository Development Development of repository of best practice resources in UN Women's Community of Practice	March 2023	Ongoing		UN Women	Equipment of UN Women in-country PSEA focal points with practical tools to effectively carry out their roles.
91	Senior Manager Learning Journey: Accountability Module Development of a learning journey for senior managers, which further incorporates a module on accountable conduct.	2022	Rollout; Ongoing		UN Women	Promotion of leadership that cultivates collective care and co-creates systems change across UN Women.
92	Interactive Training for Country Reps and HQ Management Interactive scenario-based training for all Reps at country level and HQ senior management	2024	Ongoing		UNDP	Ensure continued commitment and active learning at senior management level

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Summary of Completed Initiatives and Proposals						
S. No.	Initiatives and Proposals	Status			Lead (entity/ organization)	Brief Description of Impact Achieved (Or foreseen, if the initiative is on-going or recently initiated)
		Initiated on (M/Y)	Current Status (On-going / Complete)	Expected Date of Completion (M/Y)		
I. Prioritizing the Rights and Dignity of Victims						
1	PSEA Training Module Launch Launched a comprehensive PSEA (Preventing Sexual Exploitation and Abuse) training module aimed at equipping all United Nations staff, related personnel, third-party contractors, and implementing partners with a clear understanding of victim rights and a victim-centered approach to sexual misconduct.	2020	Completed		OVRA, (in coordination with IOM and OHCHR)	The training outlines the responsibilities of each person working under the United Nations flag so that they will know what steps to take to operationalize a victim-centered approach as soon as they become aware of an allegation of sexual misconduct, irrespective of whether or not they are providing direct assistance to complainants and victims.
2	IASC GBV Survivor Support Module SEA Survivor Support Module for the IASC GBV Case Management Guidelines		Completed and endorsed by GBVIMS Steering Committee	January 2024	UNFPA	During its tenure as PSEA Champion, UNFPA developed an SEA Survivor Support module to be integrated into the existing IASC GBV Case Management capacity building initiatives, ensuring survivors of SEA are able to access targeted and appropriate support through GBV case management services. Piloted in Pakistan, the Philippines, the Syrian Arab Republic and the Bolivarian Republic of Venezuela, the module was completed in December of 2023, and endorsed by the GBVIMS Steering Committee in January of 2024.
3	Integration of Victim and Survivor Centered Approach in WHO Policy		Completed	Q1 2023	WHO (in consultation with	The policy has been communicated widely to the WHO workforce. Benchmarks, milestones, and tools have been

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	Integrated a victim and survivor-centered approach into the new Policy for Preventing and Addressing Sexual Misconduct by WHO, emphasizing a holistic response to sexual exploitation and harassment. https://cdn.who.int/media/docs/default-source/campaigns-and-initiatives/prseah/who-policy-on-preventing-and-addressing-sexual-misconduct.pdf?sfvrsn=7bb1dd5b_28&download=true				the OVRA and 194 member states)	developed to provide the victim or survivor with access to improved services throughout the process.
II. Transparency, Accountability and Ending Impunity						
4	Launch of "We Are All In" Platform Available publicly, IOM launches its "We Are All In" misconduct reporting platform.	2019	Completed but system is ongoing		IOM	https://weareallin.iom.int/ The launch of the misconduct reporting platform significantly increases the number of SEA reports received.
5	UNDP Regional Directors' PSEAH Certification Annual PSEAH management certification UNDP regional directors and country representatives	2020	DONE FOR 2023		UNDP	Management letters done
6	Enhanced Training Initiative WFP updated mandatory e-learning on the prevention of sexual exploitation and abuse for all employees, regardless of contract type	Jan. 2023	Completed	September 2023	WFP	
7	Innovative Enhancements to PSEA Focal Points E-Learning WFP updated its e-learning for PSEA Focal Points by introducing participatory or scenario-based design elements	2022	Completed	September 2023	WFP	
8	Enhancing PSEA Training for Senior Leaders		Completed	January 2023	WFP	

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	WFP launched a senior leader training package for country office senior managers, which focuses on key areas of PSEA risk and responsibility.					
9	<p>Collaborative Development of Protection Module in UN Partner Portal</p> <p>UNFPA, UNHCR, UNICEF, WFP and WHO built a module for protection from sexual exploitation and abuse in the UN Partner Portal to enable mutual recognition of assessment, capacity plans and monitoring of partners</p>		Completed	May 2023	UNFPA, UNHCR, UNICEF WFP WHO	
10	<p>Revised Policy Framework and Multilingual Awareness Campaign</p> <p>WFP updated its administrative issuance that serves as a policy framework on PSEA and launched it through WFP-wide multilingual awareness raising campaign. The administrative issuance removes the exception included in the exception to this principle, contained in the Secretary General Bulletin (ST/SGB/2003/13), paragraph 4.4.</p>	2022	Completed	May 2023	WFP	
11	<p>Annual PSEA Management Certification for UN Women Leadership</p> <p>Administration of annual PSEA management certification for all UN Women regional directors and country representatives.</p>	May 2023	Completed	May 2023	UN Women	Esurance of UN-Women-wide compliance with the leadership obligations detailed in ST/SGB/2003/13, complementing the annual management letter submitted to the SG.

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12	Enhancing Risk Management for SEA Undertaking of systematic assessment of SEA risks and establishment of response plans as part of UN Women's 2023 risk review exercise.	Jan. 2023	Completed	June 2023	UN Women	Inclusion of SEA by all 80 UN Women risk units.
13	UN Women's Enhanced Partner Management Policy Promulgation of UN Women's new Programme Partner Management Policy, which includes the PSEA-specific obligations for partners.	Aug. 2023	Completed	August 2023	UN Women	The establishment of a comprehensive, principle-based framework for UN Women that is cohesive and uniform in its approach towards managing programme partners, with PSEA-specific obligations for partners incorporated therein.
14	Preventing Sexual Misconduct Video on preventing Sexual Misconduct	March 2023	Completed		IFAD	President launched a video to reinforce IFAD's no-tolerance towards acts of SH/SEA and to encourage personnel to speak up and report.
15	Anonymous Reporting System Implementation of an anonymous reporting system	Oct. 2023	Completed		IFAD	To further enhance transparency and accountability within IFAD, an anonymous reporting system was implemented in English, French and Spanish.
III. Engaging Member States, Civil Society, External Experts, and Organizations						
16	Recommendations to WHO's Executive Board Recommendation made by WHO's Director-General to the 154 th session of WHO's Executive Board (EB) for WHO Member States to 1. Outline roles, responsibilities and accountabilities of Member states in PRSEAH during joint operations.	Q1 2024	Completed		WHO	Awaiting outcome of EB deliberations

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	2. Explore how PRSEAH work can be funded more reliably in health emergencies					
17	<p>PSEAH Forum Theatre: Collaborative Event</p> <p>The Victims’ Rights Advocate co-sponsored the interactive Forum Theatre event, ‘Fit for PSEAH?’ with the Permanent Mission of Switzerland to the United Nations New York, UN-Women and UNICEF.</p>	2023	Completed		OVRA, UNICEF, UN-Women, Permanent Mission of Switzerland	<p>‘Fit for PSEAH?’, a production of the Swiss Agency for Development and Cooperation and Zürich-based professional theatre group ‘Kuckuck’, took place on 9 October 2023 at UNICEF headquarters before an audience of International Gender Champions, Member States’ permanent representatives and delegates, and senior UN officials. A second performance for expert-level delegates and UN staff occurred on 11 October 2023.</p> <p>The interactive theatre, based on real-life situations seeks to reshape mindsets by inviting the audience to critically consider the type of conduct that may amount to sexual exploitation and abuse and sexual harassment, and how this conduct impacts victims, and is a format being considered for future events.</p>
18	<p>Advocate Conference: DNA Use in Paternity Cases</p> <p>The Office of the Victims’ Rights Advocate participated in a conference of expert practitioners to communicate good practices in the use and collection of DNA samples for the resolution of paternity and child support claims.</p>	June 2023	Completed		OVRA	<p>In June 2023 an Office of the Victims’ Rights Advocate staff member facilitated a session on the victim-centred approach in the use of DNA testing/triangulation on paternity and child support claims at a workshop convened by the United Nations Office on Drugs and Crime (UNODC) in Cape Town, South Africa. Participants included experts from the International Criminal Police Organization (INTERPOL), and the International Committee of the Red Cross (ICRC), scholars, forensic experts working in national capacities, magistrates, judges and lawyers from South Africa and countries of the region.</p>
19	<p>UN Women and Switzerland Host PSEA Workshop with Interactive Theater</p> <p>Co-organization of practical workshop for UN technical experts on PSEA (and SH) between UN Women and Switzerland on awareness-raising methodologies to</p>	May 2023	Completed	October 2023	UN Women, Switzerland	<p>Expert-level exchange on good practices on behavior change methodologies for PSEA.</p>

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	foster behavior change using PSEAH interactive theater developed by Switzerland as a good practice.					
20	Switzerland Presents PSEAH Interactive Theater in New York Co-sponsorship of New York-based event presenting Switzerland’s PSEAH interactive theater.	Aug. 2023	Completed	October 2023	OVRA, UNICEF, UN Women with Switzerland	Presentation of the forum theater as an innovative awareness-raising methodology for PSEAH
21	Ethics Office Charter Charter of the Ethics Office	Sep. 2023	Completed	December 2023	IFAD	The Charter of the Ethics office provides IFAD Audit Committee and Executive Board and oversight role over the functions of the Ethics Office and the Chief of Ethics.
IV. Transparency, Accountability and Ending Impunity						
22	Multilingual Launch of 'PSEA at the Frontline PSEA communication tools for frontline workers covering 22 languages launched PSEA at the Frontline – Together We Say No under the IASC umbrella	2020	Completed		WFP, IOM	PSEA at the Frontline – Together We Say No IASC / PSEA (interagencystandingcommittee.org) In October 2022, the communication package (PSEA at the Frontline: "Together We Say No"), consisting of audios, animations, and print materials in 22 languages, was shared with the Inter-Agency Standing Committee (IASC) and the Office of the Special Coordinator on improving the UN Response to Sexual Exploitation and Abuse (OSCSEA) for public usage.
23	Interactive PSEA Micromodules: Empowering with Victim-Centered Approach Six (6) online, self-paced PSEA micromodules in English, French and Spanish with an emphasis on a victim-centred approach covering the following areas: Micro-module 1: Demystifying Power Relations Micro-module 2: Defining Sexual Misconduct Micro-module 3: Leading by Example Micro-module 4: Victim's Perspective	2020	Completed		IOM	Mandatory IOM interactive self-paced E-Course to reinforce key messages (in addition to facilitated mandatory PSEA trainings (in-person and webinars). In 2022 it was presented to the SEA Working Group and through the PSEA Brown Bag. Since then, IOM has been working with various entities who are adapting it for their own use. The micro-modules are available in English, French, Spanish, Arabic, Ukrainian, Russian, Polish, and Romanian.

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	Micro-module 5: Duty of Care Micro-module 6: Your Duty [to Report]					
V. Additional Initiatives by Agencies, Funds, and Programs						
24	Collaborative Development of Protection Module in UN Partner Portal UNFPA, UNHCR, UNICEF, WFP and WHO built a module for protection from sexual exploitation and abuse in the UN Partner Portal to enable mutual recognition of assessment, capacity plans and monitoring of partners		Completed	May 2022	UNFPA, UNHCR, UNICEF WFP WHO	
25	UNIDO's New Policy on Protection from Sexual Exploitation and Abuse Promulgation of UNIDO's Policy on the Protection from Sexual Exploitation and Abuse (PSEA)		Completed	Promulgated on 14.09.2023	UNIDO	The Policy was promulgated and is under operationalization
26	UNHCR Releases Strategy to Combat SH UNHCR issued its Strategy and Action Plan for Tackling Sexual Misconduct 2023-2025.		Completed	May 2023	UNHCR	The updated Strategy and Action Plan sets out five strategic objectives, focusing on: 1- ensuring a victim-centered approach; 2- equipping and empowering UNHCR personnel to tackle sexual misconduct; 3- engagement with affected communities, NGO partners, and Governments; 4- strengthening organizational and operational accountability mechanisms; and 5- inter-agency engagement. Implementation is ongoing.

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27	<p>Integration of Protection from SEA and SH in UNHCR's Emergency Preparedness Policy</p> <p>Protection from SEA and SH was integrated as one of the key principles in UNHCR's revised Policy on Emergency Preparedness and Response issued in February 2023.</p>		Completed	February 2023	UNHCR	The revised Policy requires systematic integration of PSEA/SH into emergency preparedness and throughout all stages of the response. Operationalization is ongoing.
28	<p>Victims' Rights Advocate at WHO's PRS Stakeholder Review Conference 2023</p> <p>The Victims' Rights Advocate participated in the World Health Organization (WHO) Prevention of and Response to Sexual Misconduct (PRS) Stakeholder Review Conference 2023</p>	Nov. 2023	Completed	November 2023	OVRA, WHO	The Victims' Rights Advocate briefed United Nations staff, Member States, civil society representatives, at the World Health Organization (WHO) Prevention of and Response to Sexual Misconduct (PRS) Stakeholder Review Conference 2023 on progress in relation to the zero-tolerance approach and how to strengthen the survivor-centered approach.
29	<p>Full Implementation of Recommendations from UN Women's Independent Review on SEA and SH</p> <p>Complete implementation of all recommendations of the external, independent and victim-centred review of UN Women's policies and procedures on tackling SEA and SH</p> <ul style="list-style-type: none"> - The independent review can be found at: www.unwomen.org/en/executive-board/documents/2019/annual-session-2019. - The final update on the implementation of the recommendations can be found at: https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/Executive%20Board/2021/2%20-%20AS%20Annual%20Session/Documentation/EB%202021%20Annual%20Session%20Background.pdf 	April 2019	Completed	June 2021	UN Women	Establishment of a robust protection from SEA (and SH) framework for UN Women, in line with UN system requirements.

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30	IOM launched its PSEAH Toolkit and Checklist A highly operational tool to support IOM staff and related personnel throughout the world, at all levels, with practical actions and guidance to strengthen PSEAH efforts within IOM offices, programmes and projects, as well as amongst external partners, communities, and affected individuals	2022	Completed		IOM	
VI. Inter-Agency Standing Committee (Initiatives)²						
31	Launch of 'Saying No to Sexual Misconduct' Training Package by Inter-Agency Standing Committee "Saying No to Sexual Misconduct" training package launched as an Inter-Agency Standing Committee training package on protection from sexual exploitation and abuse and sexual harassment for partners	2019	2020	Completed	IOM, OCHA, UNHCR, UNICEF, WFP in coordination with the International Council of Voluntary Agencies, the Norwegian Refugee Council and the Core Humanitarian Standard Alliance	IOM's PSEA training package for partners, adapted for interagency usage. Saying No to Sexual Misconduct is available in multiple languages, including English, French, Spanish, Arabic, Portuguese, Ukrainian, Russian, and Polish.
32	World Vision CEO as IASC Champion on PSEA 2022-2023 Chair of the Steering Committee for Humanitarian Response (President and Chief Executive Officer of World Vision International) Inter Agency Standing Committee Champion on Protection from Sexual	January 2022	Completed	December 2023	SCHR	The Champion led the efforts towards the IASC endorsement of a victim- and survivor-centered approach to protection from sexual exploitation and abuse and sexual harassment (link). Under their Championship, the IASC endorsed PSEA Cap, an IASC project administered by OCHA, aimed to provide predictable expertise by deploying dedicated Inter-Agency PSEA Coordinators to support country capacity in the highest-

² [The Inter-Agency Standing Committee is the primary coordination mechanism for facilitating coherent and timely international responses to emergencies and formulating policy for strengthened humanitarian action. Established in 1991 by General Assembly resolution 46/182, the Standing Committee includes United Nations agencies the International Committee of the Red Cross, the International Federation of Red Cross and Red Crescent Societies, nongovernmental organizations and the World Bank.]

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	Exploitation and Abuse and Sexual Harassment from 2022 to 2023					risk contexts. SCHR commissioned a review of organizational culture change to identify common concerns and recommended actions to address the root cause of sexual misconduct. (link)
33	Definition and Principles of a Victim/Survivor Centered Approach endorsed	June 2023	Completed	June 2023	SCHR and UNHCR	A victim/survivor-centered approach places the rights, wishes, needs, safety, dignity and well-being of the victim/survivor at the center of all prevention and response measures. Application of this approach at country level is ongoing. (link).
34	Inter-Agency PSEA Coordinators Terms of Reference		Completed		IASC	The Standing Committee endorsed generic terms of reference for coordinators (updated 2019), networks and agency focal points on protection from sexual exploitation and abuse, to harmonize and systematize the role of these actors: link .
35	UNFPA Championship (2021-2022)		Completed		UNFPA	UNFPA, as then-Champion, led the establishment of a roster of trained and vetted inter-agency PSEA coordinators for rapid deployment; an advocacy campaign in 35 Standing Committee priority countries, reaching more than 1.3 million people with information on their rights, on reporting channels and on assistance available; and commissioned an external review to provide an independent assessment of the Standing Committee’s collective progress over the past decade External review on protection from sexual exploitation and abuse and sexual harassment, 2021: link . This roster was the foundation for the current PSEACap, which absorbed PSEA coordinators from the UNFPA-led roster.
36	UNHCR Championship (2019-2020)		Completed		UNHCR	UNHCR, as then-Champion, had the following overarching priorities: (a) bolstering prevention; (b) expanding safe spaces to speak out and report sexual misconduct; and (c) promoting the respectful use of authority. Details are provided in the report of the High Commissioner: link . UNHCR led a reflection session for the Standing Committee Principals on values, attitudes and organizational culture as it relates to

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						sexual misconduct, with similar sessions held for humanitarian coordinators/resident coordinators. A facilitator’s guide was also developed to support leaders in starting important discussions within their organizations by holding similar sessions: link .
37	Participation of Victims’ Rights Advocates in IASC Technical Workshop on PSEA Participation by the Victims’ Rights Advocate, her Office, Senior Victims’ Rights Officers and Focal Points for Victims’ Rights in the IASC Technical Workshop on Protection from Sexual Exploitation and Abuse and Sexual Harassment	Jan. 2023	January 2023	Completed	OVRA	The Victims’ Rights Advocate provided a briefing on her mandate and the importance of a victims’ rights-based approach at the Inter-Agency Standing Committee Technical Workshop on Protection from Sexual Exploitation and Abuse and Sexual Harassment in Nairobi in January 2023.
38	Survey Uncovers Reporting Barriers for SH and SEA Survey on barriers to reporting SH and SEA	Oct. 2023	Completed		IFAD	IFAD personnel completed a survey to help IFAD understand and address the barriers to reporting sexual misconduct. It was analysed by an external non-profit NGO with the application of behavioural science. The results will be used to create an app to anonymously report act of sexual misconduct.
39	Inter-Agency Sexual Exploitation and Abuse Referral Procedures		Completed		IASC	The Standing Committee endorsed generic terms of reference for coordinators (updated 2019), networks and agency focal points on protection from sexual exploitation and abuse, to harmonize and systematize the role of these actors: link .
40	A selection of promising practices on organizational culture change		Completed		UNHCR	UNHCR published a new report, entitled “A selection of promising practices on organizational culture change”, in which the High Commissioner showcased the innovative work done by different humanitarian and development organizations to curb the power imbalances in the workplace that give rise to sexual misconduct and other forms of abuse: link .
41	Communication package for leaders		Completed		UNHCR	UNHCR released a communications package for leaders, intended to guide Standing Committee principals in facilitating meaningful dialogue with staff on sexual

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						exploitation and abuse and sexual harassment and promote a “speak up” culture: link
42	<p>Launch of 'Saying No to Sexual Misconduct' Training Package by Inter-Agency Standing Committee</p> <p>“Saying No to Sexual Misconduct” training package launched as an Inter-Agency Standing Committee training package on protection from sexual exploitation and abuse and sexual harassment for partners</p>	2019	2020	Completed	<p>IOM, OCHA, UNHCR, UNICEF, WFP in coordination with the International Council of Voluntary Agencies, the Norwegian Refugee Council and the Core Humanitarian Standard Alliance</p>	<p>IOM’s PSEA training package for partners, adapted for interagency usage. Saying No to Sexual Misconduct is available in multiple languages, including English, French, Spanish, Arabic, Portuguese, Ukrainian, Russian, and Polish.</p>
43	<p>“Saying No to Sexual Misconduct” training package</p>			Completed	IASC	<p>Inter-Agency Standing Committee training package on protection from sexual exploitation and abuse and sexual harassment for United Nations partners, a collaborative project by IOM, the Office for the Coordination of Humanitarian Affairs, UNHCR, UNICEF, WFP and involving the International Council of Voluntary Agencies, the Norwegian Refugee Council and the Core Humanitarian Standard Alliance, entitled “Saying no to sexual misconduct”:</p> <p>link.</p>
44	<p>IASC Six Core Principles</p>			Completed	IASC	<p>Six core principles relating to sexual exploitation and abuse for humanitarian workers strengthened, with the language of principle 4 updated to note that sexual relationships between humanitarians and beneficiaries that involve improper use of rank or position are prohibited: link.</p>