

UNFPA 2024 Action Plan on Protection from Sexual Exploitation and Abuse and Sexual Harassment

Outcome: An inclusive and safe organizational culture built upon prevention, response, and accountability that ensures effective protection from sexual exploitation, abuse, and sexual harassment, using a victim/survivor-centred approach, and respects the rights and dignity of personnel and populations we serve.

Strategic Objective		Key Action Area	2024 Targets
1. Development and application of clear systems and operations that support the realization of the Agency's PSEAH mandate and vision	1.1	PSEAH is adequately staffed and resourced to ensure UNFPA can realize its PSEAH obligations	FTA P4 recruited PSEAH Accountability protocol developed Donor engagement plan developed
	1.2	UNFPA builds PSEAH-focused systems to enable monitoring, reporting and analysis activities to track results and impact of its strategy and inform technical guidance, standards and priorities, and personnel's understanding of conduct obligations	PSEAH M&E Framework developed Findings in MOPAN and JIU assessments analysed and recommendations implemented; 1 PSEAH session for Executive Committee organized
	1.3	UNFPA Policies are assessed and updated to enhance PSEAH standards of practice and conduct	Roll-out of new PSEAH Strategy UNFPA-specific Code of Conduct developed PSEAH integrated in Emergency Procedures UNFPA policies updated policies
	1.4	Systems are established for personnel communication on trends, patterns and impact of Organizational efforts on PSEAH	PSEAH trends mechanism/Dashboard in place Updated SEAH reporting template Bi-annual SEAH reports
	1.5	Clear PSEAH technical standards and practices are developed,, systematized, and institutionalized	PSEAH Learning Package developed Updated PSEAH Portal PSEAH integrated in TFGBV strategy SH SOPs developed
	1.6	PSEAH engagement is expanded with senior leadership, HQ business units, regional and country offices, and the PSEA Focal Point network, strengthening collaboration and increasing PSEAH equities across UNFPA policies, programs and operations	PSEAH Unit regional portfolios developed PSEA FP learning exchange in place PSEAH advocacy plan created

2. Protection of beneficiaries and affected populations from sexual exploitation and abuse is meaningfully integrated into all UNFPA's policies, programs, operations, and systems	2.1	UNFPA, IASC, and UN Systems-wide evidence-based practice and technical standards are embedded in all CO, RO, and IP PSEA efforts	Use of IASC tech standards; increased PSEA funding at RO/COs
	2.2	Analysis of safeguarding and SEA trends and patterns is conducted and used it to inform technical guidance and priorities	Selection of PSEA priority contexts; guidance based on analysis developed
	2.3	UNFPA HQ, COs, ROs, and other BUs operationalize and integrate PSEAH Unit-endorsed technical guidance and standards across systems, programs and operations	PSEA Community of Practice established PSEA Learning Package utilized Ideation Challenge organized, and selected Challenge implemented across other ROs
	2.4	SEA risk analysis and mitigation, prevention, survivor-centered reporting, investigation and response efforts, and accountability are implemented based on learning from trend and pattern analysis	SEA risk analysis approach applied; UNFPA SEA risk tool developed; enhanced OAIS/PSEAH collaboration
	2.5	PSEAH Unit provides technical support and guidance, in collaboration with PSD, on the development and implementation of the Protocol on Allegations of SEA Involving Implementing Partners ("IP Protocol")	Field consultations on IPP; application of field-learning into IP Working Group resources
	2.6	UNFPA increases presence of dedicated PSEA staff at CO and RO level, per global guidance and good practice	PSEA staffing plan developed; PSEA funding plan developed; PSEA specialist roster established
3. UNFPA strengthens efforts to promote a safe, trusted, protective and survivor-centered environment to better address and eradicate sexual harassment / misconduct against personnel	3.1	UNFPA, IASC, and UN Systems-wide evidence-based practice and technical guidance and standards on addressing sexual harassment are embedded in all HQ, regional and country offices efforts to prevent and address sexual harassment	SH trends used to inform practice; UNFPA's SH systems updated, per learning
	3.2	Integrity Group (IG) works to improve Organization-wide accountability and speak-up culture and realizes priorities related to sexual harassment against personnel	1 IG-focused action completed "Not Only Me" piloted as possible reporting and staff/survivor support model Bystander Program sessions in 3 priority settings
	3.3	PSEAH Unit is recognized as leading UNFPA efforts to support survivors of SH, and to promote transparency and survivor-centered principles in response to reports of misconduct	Sexual Misconduct Survivor Focal Point tracking system developed; updated support services across UNFPA portals; SH Dashboard established

	3.4	Efforts to address and eradicate sexual misconduct against personnel are led and driven by the “voices” and experiences of survivors in a manner that is empowering and respectful and which doesn’t contribute to secondary harm	Staff Advisory Group (AG) on wellbeing and accountability established Feedback from Resource Groups and AG inform UNFPA SH policies Survivor Points Of View informs policy/practice
4. UNFPA is recognized as a global thought leader on PSEAH	4.1	UNFPA establishes and maintains internal and external strategic initiatives and partnerships on PSEAH	Misconduct Disclosure Scheme pilot initiated 1-2 strategic concepts submitted 1 strategic initiative resourced
	4.2	UNFPA engages in priority actions to enhance PSEAH efforts and affect positive change across the larger UN systems, promoting survivor-centered and accountability approaches	1 UN Executive Group on SH and 1 IASC PSEAH workstream initiated 2 EmpoweredAid consultations
	4.3	PSEAH efforts utilize internal GBV expertise and mandate to build and operationalize evidence-based, survivor-centered and technically sound SEAH prevention, response and accountability guidelines and standards for the global PSEAH community of practice	GBV Case Management Responses to PSEA Module rolled out 'SEA survivor support for non GBV specialists' concept initiated 3-4 SEA prevention/social norms actions piloted
	4.4	UNFPA will support efforts to build PSEAH capacity across government partners and national institutions, as appropriate	UN/IASC working group on PSEA Government Cooperative Framework develops assessment tool UN/IASC PSEA Government Cooperation Framework socialized across UNFPA