

Bangladesh 2024 Action Plan to Prevent and Respond to Sexual Exploitation and Abuse

Contact details of the PSEA Coordinator: Bora Ozbek, ISCG, Cox's Bazar PSEA Coordinator, bora@iscgxcb.org

Halima Neyamat, RCO, Development Coordination Officer, Dhaka PSEA Coordinator (OIC), halima.neyamat@un.org

Overview

In Bangladesh, under the leadership of the United Nations Resident Coordinator, two inter-agency mechanisms are in place at national level and field level in the collective pursuit of the UN and its partners to prevent and respond to Sexual Exploitation and Abuse (SEA).

The national level PSEA Network in Dhaka was established in 2020 and it is composed of PSEA Focal Persons from UN Agencies who jointly works for the prevention and response to SEA at the national level. At Cox's Bazar level, the Protection from Sexual Exploitation and Abuse (PSEA) network was established in October 2017 following the largest scale influx of Rohingya refugees in August 2017. The UN Resident Coordinator's responsibility on PSEA in Cox's Bazar is operationalized daily through the ISCG Principal Coordinator, and the PSEA Network Coordinator who is leading the efforts to eradicate SEA in the humanitarian response. Today, the PSEA Network consists of 204 members composed of UN Agencies, International NGOs, and National and Local NGOs.

Social, cultural, and language barriers, and power inequalities and gender-related dynamics are key challenges in the PSEA response in Bangladesh. In particular, the humanitarian community recognizes that vulnerable Rohingya and Bangladeshi community members are hesitant to report SEA cases due to fear of retaliation. These challenges are compounded by the particular vulnerabilities of the Rohingya as stateless refugees in Bangladesh, living in an environment of low trust. Limited internal investigation capacities of the organizations, prolonged duration of investigations and high turnover rate of staff within the country are among other challenges faced within 2023. Specific key actions have been incorporated into the Bangladesh 2024 PSEA Network Action Plan in order to close the gaps identified throughout the previous years.

Under the Bangladesh 2024 PSEA Network Action Plan, the PSEA Networks in Cox's Bazar (Rohingya Refugee Response) and in Dhaka (Country-wide response), mindful of their respective areas of responsibility and ensuring policy coherence and complementarity, will collaboratively work towards achieving 5 outcomes: **a) Prevention b) Safe and Accessible Reporting c) Victims' Right to Assistance d) Accountability and Investigations and e) Country-Level Structure** through 62 key actions mentioned below.

Desired outcomes	Indicators	Targets / Benchmarks (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
Part A: Priority prevention outcomes for PSEA						
Outcome 1. Prevention. All United Nations staff and related personnel ¹ 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.						
Output 1.1 Personnel understand the United Nations standards of conduct on the protection from sexual exploitation and abuse.	a. All UN staff and related personnel, including those visiting the country, are provided with an induction briefing on conduct and discipline issues, including sexual exploitation and abuse.	All UN staff and related personnel are provided with an induction briefing on conduct and discipline issues, including SEA as a part of their onboarding process.	Collaborate with UN Organizations and I/NGOs to ensure mandatory PSEA trainings are provided to all staff through online/in-person trainings as a part of their onboarding process.	On-going for Dhaka and Cox's Bazar	N/A	PSEA Coordinators ² and all UN Agencies and I/NGOs
			Collaborate with UNDSS on including PSEA induction briefings during the security briefing for newly recruited / arriving UN personnel.	On-going for Dhaka and Cox's Bazar	N/A	PSEA Coordinators and UNDSS
		All visitors are informed on country policies and SOPs on PSEA.	Finalize and disseminate the pre-arrival document on PSEA briefing with the UN and I/NGOs and ensure those visiting Bangladesh on mission receive their	On-going for Cox's Bazar February 2024 for Dhaka	N/A	PSEA Coordinators and UN Agencies and I/NGOs

¹ 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.

² The term PSEA Coordinators used to indicate both coordinators in Dhaka and Cox's Bazar.

Desired outcomes	Indicators	Targets / Benchmarks (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
			briefing in a timely manner.			
	b. All UN staff and related personnel know the standards on sexual exploitation and abuse	Regular meetings take place.	Conduct regular PSEA Network meetings and ad-hoc meetings as needed.	Monthly meetings in Dhaka and Cox's Bazar	6000 USD	PSEA Coordinators
		PSEA awareness-raising materials including "no excuse cards" and "together we say no" and are locally contextualized, produced in language that are easy to understand, and distributed.	Disseminate context specific "No Excuse Cards" and "Together We Say No" with relevant information and contact details for in-person reporting in different forms including posters, stickers, calendars including the operational partners.	January-December 2024	3000 USD	PSEA Coordinators
		100% of PSEA Focal Points receive PSEA Training of Trainers and extend the training to all staff in their respective organizations.	Conduct training of trainers on the IASC's "Saying No to Sexual Misconduct" and PSEA SOP including the operational partners.	Quarterly	4000 USD	PSEA Coordinators
		100% of Sector/Cluster Focal Points trained on PSEA Mainstreaming and SOPs.	Conduct quarterly trainings on PSEA Mainstreaming and PSEA SOPs.	Quarterly	4000 USD	PSEA Coordinators

Desired outcomes	Indicators	Targets / Benchmarks (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
			Develop sector/cluster tip sheets on PSEA.	April 2024	N/A	PSEA Coordinators
		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.	Quarterly	N/A	PSEA FPs and all Human Resource Managers of UN Agencies and I/NGOs
	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 (ST/SGB/2017/2/Rev.1).	100% of staff and related personnel are aware of their obligation to report sexual exploitation and abuse/ misconduct and the policy for protection against retaliation.	PSEA FPs conduct trainings/refresher trainings to the staff and related personnel of their respective organizations including on protection against retaliation for reporting misconduct in line with their organizations internal policies.	Quarterly	N/A	PSEA Focal Points
	Conduct regular internal PSEA discussions led by the senior management.	Quarterly	N/A	PSEA Coordinators PSEA FPs and Senior		

Desired outcomes	Indicators	Targets / Benchmarks (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
						Management ³ .
	d. All personnel are provided with clear guidance on where and how to report allegations of misconduct.	100% of staff and related personnel trained on PSEA by the PSEA Focal Points.	PSEA FPs conduct trainings/refresher trainings to the staff and related personnel of their respective organizations including how to report allegations in line with their organizations internal policies and PSEA SOPs on complaint feedback mechanisms.	Quarterly	N/A	PSEA Coordinators PSEA FPs
Output 1.2 Leadership and managers know their personal and managerial responsibilities to address misconduct and are aware of the procedures, rules and actions required to respond to incidents of misconduct.	a. Managers monitor completion by all personnel in country of mandatory online and in-person trainings.	Monitoring mechanisms are in place and working.	Programme and Human Resources Managers keep track of the staff regarding the compliance with mandatory online /in-person training and report to the Head of Agency.	Monthly	N/A	Programme and Human Resources Managers
	b. Leadership communicates regularly and in varied formats to increase	Meetings with staff are convened to review implementation of country	Senior management host dialogues on UN and, as applicable,	Quarterly	N/A	Senior Management including UN

³ Senior Management including Heads of UN Agencies, UN Heads of Sub-Offices (HOSOs), and Heads of I/NGOs.

Desired outcomes	Indicators	Targets / Benchmarks (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
	awareness and instil trust in the policies, including broadcasts on the duty to report misconduct.	level sexual exploitation and abuse.	NGO and INGO's organisational policies and standards of conduct relating to SEA, and on creating a speak-up culture.			Heads of Sub-Offices (HOSOs), Heads of UN Agencies and Heads of I/NGOs.
	c. UNCT 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.	Bilateral meetings between UN RC and the Heads of UN Agencies.	On-going	N/A	UN RC, Heads of UN Agencies
Part B: Priority response outcomes for PSEA						
Outcome 2. Safe and accessible reporting. Every child and adult, including individuals with disabilities and gender diverse individuals, recipient of United Nations assistance have access to a safe, gender and child-sensitive pathways to report sexual exploitation and abuse (including through community-based complaints mechanisms) that lead to assistance, are appropriate to the context and accessible to those in the most vulnerable situations).						
Output 2.1. Safe, accessible, child-sensitive mechanisms are in place for reporting sexual exploitation and abuse ⁴ .	a. Inter-agency SOPs on community-based complaint mechanisms on PSEA are established following inclusive consultations with all relevant stakeholders, including communities, disseminated,	100% of the organizations implement the Standard Operating Procedures (SOPs) on SEA Complaint Referral Mechanisms in Bangladesh.	Quarterly trainings on SOPs to ensure all staff of the organizations are aware of their roles and responsibilities in line with the SOPs.	Quarterly	N/A	PSEA Coordinators and Focal Points.
		Enhanced coordination with all relevant state actors including the Office of	Quarterly meetings with RRRC, CiCs and relevant government	Quarterly	N/A	PSEA Coordinator

⁴ Type of mechanism and targeted locations to be determined by each UNCT 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.

Desired outcomes	Indicators	Targets / Benchmarks (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
	and rolled out, and appropriate staff trained. ⁵	Refugee Relief and Repatriation Commission (RRRC), Camp in-Charges (CiCs), and other law enforcement agencies regarding their role and responsibilities.	authorities to better understand the security situation in the camps and their contribution to the prevention and response to SEA incidents in the camps.			in Cox's Bazar.
	b. A variety of reporting channels appropriate to the local context is in place to fill reporting gaps as identified by mapping.	Mapping / strengthening / monitoring of the existing complaint and feedback mechanisms in Bangladesh to ensure they are effective, safe, culturally appropriate, and accessible.	Quarterly review of the feedback mechanisms through mapping study, outreach, and consultations.	Quarterly	N/A	PSEA Coordinators PSEA Focal Points.
		At least 3 different confidential reporting channels are available which cater to the diversity of the population and differing levels of access (Individuals with disabilities, older persons, children).	Quarterly mapping of the feedback mechanisms ensuring they cater to the diversity of the population.	Quarterly	N/A	PSEA Coordinators NPM, Protection, GBV and CP SS /Clusters, AAP Working Group.
			Safe and accessible, mechanisms are	Quarterly	12000 USD	PSEA Coordinators PSEA FPs and

⁵ UNCT/HCT SOPs can be adapted from the [global IASC SOPs](#). The SOPs provide the basis for inter-agency referral, sharing of information on and handling of sexual exploitation and abuse allegations, as an integral component of UNCT/HCT prevention and response to sexual exploitation and abuse. The SOPs require all signatories to have an established internal sexual exploitation and abuse complaint handling procedure in place.

Desired outcomes	Indicators	Targets / Benchmarks (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
			established and/or strengthened.			Senior Management
	c. Percentage of children and adults which have access to a safe channel to report sexual exploitation and abuse. ⁶	100% of the affected population have access to at least one safe and accessible channel to report sexual exploitation and abuse.	Working with the communities and relevant sector/clusters to develop, pilot-test and distribute Information, Education and Communication (IEC) materials on Complaint Mechanisms, including child friendly PSEA.	January-December 2024	N/A	PSEA Coordinators PSEA FPs and Senior Management
Output 2.2. 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, age, and disability) reached through consultation in the establishment of community-based complaint mechanisms, awareness activities and community mobilisation interventions on PSEA, including how to report SEA-related complaints. ⁷	Evaluation of existing CBCMs for effectiveness and compliance with human rights principles.	Evaluation of existing CFMs for effectiveness and compliance with human rights principles through reaching 500 individuals from affected population bi-yearly.	January-December 2024	4000 USD	PSEA Coordinators

⁶ 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.

⁷ This should include the consultation of communities, particularly women and children, in the design of SEA-sensitive community-based complaint mechanisms.

Desired outcomes	Indicators	Targets / Benchmarks (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
	b. Percentage of sites reached by PSEA communications materials, how to report sexual exploitation and abuse and how to access victim/survivor-centred assistance.	100% of the affected communities provided with age and gender-sensitive IEC materials on how to report sexual exploitation and abuse and how to access survivor-centred assistance information on the prohibition of sexual exploitation and abuse, how to report and receive assistance.	Development and Dissemination of IEC materials to increase awareness of the affected communities on PSEA and how to report SEA incidents.	January-December 2024	6,000 USD	PSEA Coordinators and Networks, Protection WG, GBV, CP SS/clusters and AAP Working Groups
	c. Percentage of individuals within the affected population (disaggregated by gender, age, and disability) reached with key messages and awareness-raising material on PSEA.	100% of the affected population reached with awareness-raising materials on PSEA tailored to the needs of most vulnerable individuals, including children.	Dissemination of accessible IEC materials to increase awareness of the beneficiaries on PSEA.	January-December 2024	N/A	PSEA Coordinators and Networks, Protection WG, GBV, CP SS/clusters and AAP Working Groups
	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.	Communities reached to better understand their perception to improve the services.	Reaching out to affected population with surveys, risk assessments and FGDs on community perceptions and communication preference.	April and October 2024	N/A	PSEA Network members in Dhaka and Cox's Bazar

Desired outcomes	Indicators	Targets / Benchmarks (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
Outcome 3. Victims' right to assistance. Every child and adult victim/survivor/complainant are offered immediate, quality assistance (medical care, psychosocial support, legal assistance, reintegration support).						
Output 3.1 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.	a. Mapping of the existing service providers (e.g., GBV and CP programming) and current gaps in SEA assistance coverage are identified and addressed.	All sites have regularly updated GBV and CP referral pathways and provide quality services to SEA survivors.	Coordinate with GBV and CP Sub-Sectors / Clusters to ensure the GBV referral pathways exist for Bangladesh and provide quality services to SEA survivors.	January-December 2024	N/A	PSEA Coordinators and PSEA FPs GBV and CP Sub-Sectors / Clusters, UNICEF and UNFPA
	b. Number and percentage of SEA survivors/complainants who have been promptly referred to quality assistance, as part of ongoing GBV and CP programming.	100% of SEA survivors are referred for assistance within 48 hours.	Monthly meetings with Protection, GBV and CP Sub-Sector/Cluster Coordinators.	January-December 2024	N/A	PSEA Coordinators and PSEA FPs GBV and CP Sub-Sectors / Clusters
		100% of GBV and CP service provides trained on the specificities of survivors of SEA and their needs.	Conduct trainings including “The rights and dignity of victims of SEA” training to GBV and CP Case Managers on referral of SEA survivors to services that are tailored to the needs of SEA survivors.	March 2024	1000 USD	PSEA Coordinators and PSEA FPs GBV and CP Sub-Sectors / Clusters and IOM
	c. Number and percentage of SEA victims/survivors who have accessed to assistance.	100% of survivors have accessed to assistance within 72 hours.	Coordinate with GBV and CP Sub-sector/cluster to ensure the GBV and CP referral pathways	January-December 2024	N/A	PSEA Coordinators and PSEA FPs GBV and CP

Desired outcomes	Indicators	Targets / Benchmarks (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
			are known and accessible for all.			Sub-Sectors / Clusters
	d. Percentage of the affected population, particularly women and children, that can access GBV assistance. ⁸	100% of the affected population (esp. women and children) can access GBV services.	Coordinate with GBV and CP Sub-sector/cluster coordinator and GBVIMS officer to ensure the GBV and CP referral pathways are known and accessible for all.	January-December 2024	N/A	PSEA Coordinators and PSEA FPs GBV and CP Sub-Sectors / Clusters
Output 3.2 PSEA Networks have referral pathways for victim/survivor assistance in place, as part of an integrated approach with GBV services. See Technical Note on the Implementation of the UN Protocol on the Provision of Assistance to Victims of SEA	a. Status of implementation by PSEA Network of protocol for referral and provision of services for sexual exploitation and abuse victims/survivors (in line with GBV referral pathways). ⁹	GBV referral pathway integrated within PSEA Network SOPs.	Endorsement of the PSEA Network SOPs with GBV referral pathways by the UNCT.	March 2024	N/A	PSEA Network Dhaka
	b. Tracking and data collection on victims and victim assistance	Gender-Based Violence Information Management System (GBVIMS) is being used to maintain data on sexual exploitation and abuse.	Coordinate with GBVIMS team through regular meetings to ensure the relevant data is shared with the PSEA Coordinators.	January-December 2024	N/A	PSEA Coordinators and UNFPA

⁸ 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

⁹ 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 (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
Outcome 4. Accountability and investigations. Every child and adult victim/survivor of sexual exploitation and abuse who is willing has their case investigated in a prompt, confidential and safe way in accordance with a victims'/survivors' rights approach.						
Output 4.1 PSEA Networks adopt, implement and track progress against uniformed protocols/guidelines for prompt, safe and victim/survivor-centred assistance during investigations at country-level.	a. Percentage of UNCT members understand the standards under investigations are conducted.	100% of UN Agencies and I/NGOs adopt, implement, and track progress against global guidelines for prompt, safe, survivor-centred assistance during investigations in Bangladesh.	Review of the global standards on SEA investigations and identify gaps and share good practices.	January-December 2024	N/A	PSEA Coordinators
	b. PSEA Network members and local partners have personnel trained on SEA guidelines and protocols for victim/survivor-centred investigations.	Capacities of all I/NGOs increased on internal investigation and provide services during investigations.	Organize trainings on the SEA guidelines and protocols for survivor-centred investigations.	April-May 2024	20,000 USD	PSEA Coordinators
Output 4.2 Sexual exploitation and sexual abuse victims/survivors informed of and/or supported in relation to investigations and accountability processes. ¹⁰	a. Percentage of victims/survivors who are informed of the outcome of the investigations.	100% of the victims/survivors are supported and informed of the outcome of the investigations within a reasonable amount of time.	Follow-up with the investigation teams to ensure victims/survivors were supported throughout the victims/survivors were informed about the outcome of the investigation.	January-December 2024	N/A	PSEA Coordinators
Output 4.3 When working with implementing partners, adequate safeguards are in place and action is taken	a. The UNCT has policies on reference checking and vetting for any former misconduct or supervision and	Job applicants and contractor personnel are screened for history of	Bilateral meetings are held with the UN Agencies and their respective UN IPs on	February-March 2024	N/A	PSEA Coordinators and UN

¹⁰ This may include civil and criminal proceeding, as well as other redress measures.

Desired outcomes	Indicators	Targets / Benchmarks (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
related to sexual exploitation and abuse – e.g., screening, cooperative arrangements, monitoring, and termination of arrangements (United Nations Protocol on Allegations of Sexual Exploitation and Abuse Involving Implementing Partners ; ST/SGB/2003/13).	performance appraisals related to UN Implementing Partner PSEA Capacity Assessment and they are shared with UNCT.	misconduct/SEA issues before recruitment. (The Clear Check and/or the Inter-Agency Misconduct Disclosure Scheme are consulted, self-certified declarations of previous offences, allegations and disciplinary history are required.	improving safe recruitment process.			Agencies and the I/NGOs
			Follow-up and take necessary actions with Interpol SOTERIA programme on Safe Recruitment to identify known perpetrators and prevent them from being rehired.	January-June 2024	N/A	PSEA Coordinators and Interpol SOTERIA
	b. UN Implementing Partner PSEA Capacity Assessment guidelines are implemented.	Implementing partners assessment are centralized at country level and shared with other members of the UNCT.	Coordinate the use of and sharing the outcome of the UN IP Assessments	January-June 2024	N/A	PSEA Coordinators and PSEA FPs and UN Agencies
	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.	PSEA Network supports the capacity building activities of the IPs with the UN Agencies.	January-June 2024	N/A	PSEA Coordinators and UN Agencies.
			Termination of the IP agreements with those not meeting the required standards and inform SEG Co-chairs.	January-June 2024	N/A	UN Agencies
	Part C: PSEA Country-Level Structure					

Desired outcomes	Indicators	Targets / Benchmarks (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
Outcome 5. PSEA inter-agency country-level structure. The Resident/Humanitarian Coordinator and UNCT/HCT are supported at senior management and technical-levels to lead, oversee, and deliver on the above four PSEA Outcomes.						
Output 5.1 The role of the RC as PSEA lead is clear to all PSEA stakeholders.	a. The RC takes an active lead on PSEA.	RC circulates the IASC Six Core Principles statement of purpose on PSEA.	Circulation of the IASC Six Core principles and provide the contact details of the coordinators for any future queries.	January 2024	N/A	UN Resident Coordinator and PSEA Coordinators
		RC supports implementation and monitoring on in-country PSEA Strategy, making explicit the leadership role of the RC and UNCT.	PSEA Coordinators provide technical support to UN Resident Coordinator in their leadership.	January-December 2024	N/A	UN Resident Coordinator and PSEA Coordinators
	b. Country Directors/ Representatives share appropriate information with the senior most UN Official ¹¹ 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 Guidance Note to UN Entity Field Operations on Sharing Incident Information on Sexual Exploitation and Abuse with the Senior Most UN Official in-Country in order to analyse the situation in the country and identify the trends for improved / better tailored prevention and response activities.	Dissemination of the Guidance Note at the UNCT and UN HOSOG meetings.	January 2024	N/A	UN Resident Coordinator, Country Directors, UN HOSOs and PSEA Coordinators

¹¹ Senior most UN official in-country includes Resident and Humanitarian Coordinator (RC/HC), Special Representatives of the Secretary General (SMSG) and Heads of Mission (HOM).

Desired outcomes	Indicators	Targets / Benchmarks (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
Output 5.2 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 Steering Committee (principal level, UNCT/HCT) and the PSEA Network (technical level).	PSEA Network in Cox's Bazar has two co-chairs to support the Resident Coordinator to deliver on PSEA at UNCT level and PSEA Network at technical level.	UNICEF is one of the co-chairs of the PSEA Network and another co-chair role (rotational) will be elected by the PSEA Network Member every 6 months.	On-going	N/A	PSEA Network Coordinator in Cox's Bazar and UNICEF
		PSEA Network in Dhaka has one co-chair to support the Resident Coordinator to deliver on PSEA at UNCT level and PSEA Network at technical level.	Designation of one of the UN Agencies as the co-chair of the PSEA Network in Dhaka.	February 2024	N/A	PSEA Network Coordinators
Output 5.3 A full-time PSEA Coordinator (with medium to long-term secured funding) is in place, with a direct reporting line to the RC, to provide day-to-day technical support and expertise to the inter-agency PSEA Network.	a. Status of deployment of a full-time PSEA Network Coordinator (with clear ToRs). See generic ToRs at Link	P4 level full-time PSEA Coordinator in Dhaka is in place and reports directly to the UN Resident Coordinator.	Full-time PSEA Coordinator will be in place and reports directly to the UNRC.	February 2024	Comp.	UN Resident Coordinator and UN Agencies
		P3 level full-time PSEA Coordinator in CXB is in place and reports directly to the Principal Coordinator at ISCG.	Full-time PSEA Coordinator is in place and reports to Principal Coordinator at ISCG.	On-going	Comp.	ISCG and IOM
	b. The PSEA Coordinators take active lead in supporting senior leadership in developing and implementing PSEA Network TORs and a PSEA Work Plan, based upon	PSEA Coordinators support the senior leadership through quarterly senior-level meetings, including Sector/WG/Cluster Coordinators, Heads of	Develop and Implement PSEA Work Plan, update on the progress on PSEA programming and provide any support requested.	January-December 2024	N/A	PSEA Coordinators

Desired outcomes	Indicators	Targets / Benchmarks (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
	the inter-agency PSEA Network risk assessment.	Offices, SEG Co-Chairs and UN Resident Coordinator.				
	c. On request, the PSEA Coordinator provides expert guidance and technical support to Network members and other relevant entities operating in the Bangladesh	PSEA Coordinator are available to provide expert guidance and technical support to 100% of the PSEA network members and other relevant entities operating in the context to strengthen their internal PSEA programs in line with good practice and standards.	PSEA Coordinators provide capacity development to support UN Agencies and organizations to meet the PSEA requirements including effective internal PSEA policies.	January-December 2024	N/A	PSEA Coordinators
	d. Designation of a Victim's Rights Focal Point (VRFP) in the office of the RC with a system-wide mandate has been appointed to advise in Bangladesh.	VRFP is in place in Dhaka with a system-wide mandate responsible for advising the Resident Coordinator and PSEA Coordinator on a victim-centred, gender-and child-sensitive and non-discriminatory approach to UN support to victims of SEA in consultation with the Victims' Rights Advocate.	Appointment of one VRFP with a system-wide mandate responsible for advising the Resident Coordinator and PSEA Coordinator on UN support to victims of SEA.	February 2024	N/A	UN Resident Coordinator and UN Agencies
Output 5.4 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 in Cox's Bazar is in place.	PSEA Network in Cox's Bazar is established with 203 PSEA Network members and reports regularly to RC via the PSEA	On-going	N/A	PSEA Coordinators and the Network members in Cox's Bazar

Desired outcomes	Indicators	Targets / Benchmarks (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
			Coordinator in Cox's Bazar.			
		PSEA Network in Dhaka is in place.	PSEA Network in Dhaka is established with UN Focal Points representing their respective agencies and reports regularly to RC via the PSEA Coordinator in Dhaka	On-going	N/A	PSEA Coordinators and the Network members in Dhaka
	b. All the PSEA Network members have received training from their entities on PSEA.	100% of the PSEA Network members receive the Training of Trainers on "Saying no to sexual misconduct" and extend the training in their respective organizations.	Conduct ToTs on "Saying no to sexual misconduct" to PSEA Focal Points in Cox's Bazar and Dhaka.	Quarterly	4000 USD	PSEA Coordinators and PSEA Focal Points
	c. Integration of PSEA in the Humanitarian Response Plan (or similar), where relevant.	PSEA Action Plan is costed and resourced.	PSEA activities are included in the JRP budget and Inter-sector Level PSEA Indicators are included in the Monitoring framework.	Yearly	N/A	PSEA Coordinator in Cox's Bazar.
	d. All organisations (UNCT/HCT and PSEA networks) meet required minimum standards such as the Minimum Operation	All UN partners meet the requirements in the UN common assessment.	PSEA Networks coordinate with the UN Agencies to ensure all UN IPs are assessed using the UN common	On-going	N/A	PSEA Coordinators

Desired outcomes	Indicators	Targets / Benchmarks (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
	Standards (MoS) and Core Humanitarian Standards (CHS) PSEA Index to enable appropriate complaints receipt and handling.		PSEA capacity assessment tool.			
		Joint capacity development and training provided through the network to support entities to meet the PSEA requirements.	PSEA Network coordinators provide capacity building activities to UN IPs in line with the gaps identified at the PSEA capacity assessment.	January-December 2024	N/A	PSEA Coordinators
	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.	PSEA Action Plan presented at the UNCT meeting and endorsed by the members.	January 2024	N/A	PSEA Coordinators and UNCT members
Output 5.5 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 the PSEA Network members in Dhaka and CXB appoint one, preferably two PSEA Focal Points.	Ensure the list of PSEA FPs are updated monthly and available at the website.	January-December 2024	N/A	PSEA Coordinators
	b. The PSEA technical focal points are active in designing or disseminating awareness-raising tools and facilitate events for community members with emphasis on their rights.	100% of the PSEA Network members actively participate in designing and dissemination of tools and events.	Implementation of PSEA activities within their organization and participation in PSEA Network activities and provide inputs to the Quarterly Factsheet.	January-December 2024	N/A	PSEA Coordinators and PSEA Network Focal Points
	c. The PSEA technical focal points are actively working with the inter-agency PSEA Network to establish a	100% of the PSEA Network members actively participate to establish a CBCM that is accessible,	Establishment of CBCMs through the active support	January-December 2024	N/A	PSEA Coordinators and PSEA

Desired outcomes	Indicators	Targets / Benchmarks (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
	Community Based Complaint Mechanisms.	safe, effective, and culturally meaningful.	provided by the PSEA Focal Points.			Network Focal Points
Output 5.6 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/HCT.	SEA specific risk assessments conducted in Dhaka and CXB and updated regularly.	SEA risk assessments conducted, and findings shared with the UNRC and UNCT.	Bi-yearly	5000 USD	PSEA Coordinators
	b. The inter-agency PSEA network provides technical support needed to mitigate risks of SEA, in collaboration with relevant stakeholders.	PSEA Coordinators support the senior leadership through quarterly senior-level meetings, including Sector/WG Coordinators, Heads of Offices, SEG Co-Chairs and UN Resident Coordinator.	PSEA Coordinators collaborate with relevant stakeholders including Protection, GBV and CP subsectors/cluster and state actors, and provides technical support.	Quarterly	N/A	PSEA Coordinators