UNICEF corporate PSEA work at a glance

1. Global Leadership
2. Organisation-wide approach
3. Country-level implementation
4. Child Rights & Community Engagement
5. Culture change

Independent Panel Review of the UNICEF Response to PSEA
UNICEF corporate PSEA work at a glance

UN System wide work for 2020 (under IASC RG2):

- Convene an interagency PSEA technical team to support country level implementation of PSEA
- Curated PSEA portal to provide multilingual updated policy, guidance, access to training and good practice documents; linked to Global Platform
- Common IASC interagency tool to implement UN Protocol on SEA Allegations involving Implementing Partners (with UNHCR, WFP & UNFPA)
Key features of the Procedure for PSEA Assessment

- Required for all CSO partners
- Valid for five years
- Takes 1-2 hours to complete
- INGO’s will be assessed at HQ level

- Assessment completed by UNICEF staff or contractor, together with partner
- Partner requested to provide documents to support responses
- PSEA Toolkit training package available
- Toolkit training is prerequisite for conducting PSEA Assessment
Key features of the Procedure for PSEA Assessment

- **High risk assumed until Assessment is completed**
- **Low risk assumed rating when there is no risk of SEA**
- **Maximum 12 months at High risk or High risk assumed**
- **SEA high risk assumed or high risk triggers additional programmatic visits**
- **Additional program visits focus on beneficiary level monitoring with SEA questions**
- **Medium or low SEA risk rating: future PSEA Assessments done with Microassessment**
- **Risk ratings for PSEA Assessment and Microassessment remain separate**
Flow of the Procedure for PSEA Assessment

PSEA Assessment completed

Low or Moderate SEA risk rating:
- IP optionally develops Action Plan to address organisational capacity gaps & uses PSEA Toolkit to implement Action Plan

High Risk SEA rating:
- IP develops Action Plan to address organisational capacity gaps
- UNICEF programme assurance activities for High risk IP
- IP uses Toolkit to develop SEA prevention measures
- UNICEF reviews & revises SEA risk rating after IP improves prevention measures
- If IP still High SEA risk rated after 12 months, partnership is terminated

Overall improvement in SEA prevention measures and reduction of SEA
PSEA Assessment – 6 Areas of Assessment

CS 1 Organisation Policy

CS2 Organisation Management & HR Services

CS3 Mandatory Training

6 areas aligned across UN agencies

10/30/19
PSEA Assessment – 6 Areas of Assessment

CS4 Reporting
CS5 Assistance & Referral
CS6 Investigations

6 areas aligned across UN agencies
## Standards and Criteria

### Core Standard 3: Mandatory Training

The organization holds mandatory trainings for personnel on the organization’s SEA policy and procedures (see: PSEA Toolkit Section 4.3.1. Training). (Note this training can be delivered online or in-person.)

**Criteria 1:** The organization has a plan for training all personnel on PSEA.

**Criteria 2:** The training includes 1) a definition of SEA (that is aligned with the UN’s definition); 2) a prohibition of SEA; and 3) actions that personnel are required to take (i.e. prompt reporting of allegations and referral of survivors).

**Criteria 3:** The organization requires all personnel to participate in its PSEA training and retains an internal record of attendance (i.e. name of trainees, date of training, type of training, training provider).

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Proof of evidence</td>
<td>□</td>
<td>□</td>
<td>□</td>
</tr>
</tbody>
</table>

**Comments:**

- □ Annual training plan
- □ Training agenda
- □ Attendance sheets
- □ Other (please specify):
  
  ____________
PSEA Assessment – How it works

1 – Absent: The organization is not working towards this standard.
Give this score if the organization meets none of the criteria

2 – Progressing: The organization has made some progress towards applying this standard, but certain aspects need to be improved.
Give this score if the organization meets one or two of the three criteria

3 – Adequate: The organization fully meets this standard.
Give this score if the organization meets all of the three criteria.

After reviewing and scoring the organization’s compliance with these standards, add up the totals for each standard to obtain a total score. This total score indicates the organization’s current capacities on PSEA and its related risk rating.

<table>
<thead>
<tr>
<th>Total score</th>
<th>PSEA organizational capacities</th>
<th>SEA Risk Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>8 or less</td>
<td>Low</td>
<td>High</td>
</tr>
<tr>
<td>9 – 14</td>
<td>Needs improvement</td>
<td>Moderate</td>
</tr>
<tr>
<td>15 – 18</td>
<td>Adequate</td>
<td>Low</td>
</tr>
</tbody>
</table>

10/30/19
PSEA Assessment – How it works

Available SEA risk ratings

<table>
<thead>
<tr>
<th>SEA Risk rating</th>
<th>Based on:</th>
</tr>
</thead>
<tbody>
<tr>
<td>High</td>
<td>PSEA Assessment of organizational capacities as Low</td>
</tr>
<tr>
<td>Medium</td>
<td>PSEA Assessment of organizational capacities as Needs improvement</td>
</tr>
<tr>
<td>Low</td>
<td>PSEA Assessment of organizational capacities as Adequate</td>
</tr>
<tr>
<td>High Risk Assumed</td>
<td>PSEA Assessment not yet carried out</td>
</tr>
<tr>
<td>Low Risk Assumed</td>
<td>Representative decision that IP is low risk and PSEA Assessment is not required</td>
</tr>
</tbody>
</table>
## PSEA Assessment – How it works

### Schedule of minimum required programmatic visits

<table>
<thead>
<tr>
<th>Cash transfer amount in the year</th>
<th>Risk rating</th>
<th>Minimum programmatic visits in the year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Up to $2,500</td>
<td>All risk levels</td>
<td>Not required*</td>
</tr>
<tr>
<td>$2,501 - $100,000</td>
<td>All risk levels</td>
<td>1</td>
</tr>
<tr>
<td>$100,001 - $500,000</td>
<td>Low</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Medium</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>Significant or High</td>
<td>3</td>
</tr>
<tr>
<td>More than $500,001</td>
<td>Low</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>Medium</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>Significant or High</td>
<td>4</td>
</tr>
</tbody>
</table>

*For simplification reasons programmatic visit for CSO IP receiving up to $2,500 is not included in minimum required. However, Representative may decide, to plan and undertake programmatic visit/s for CSO IP with High risk rating from PSEA Assessment, where SEA risks are present due to the nature of programmatic activities, e.g., if there is direct contact with beneficiaries.
Toolkit is starting point for action plan to:

• Apply core humanitarian principles on PSEA
• Establish and/or strengthen organizational systems for PSEA
• Improve coordination and communication

Intended outcome: sustained, more widespread PSEA response
Structure of PSEA Toolkit

1. FOUNDATIONS
   - Definition and Global Policy

2. PREVENTION
   - Policies and procedures on PSEA
   - Training and awareness-raising of staff
   - Designing and implementing safe programs

3. REPORTING
   - Internal reporting structures
   - Engaging affected populations
   - Reporting allegations to UNICEF

4. ASSISTANCE
   - Types of services
   - Referral procedures

5. INVESTIGATIONS
   - Investigation procedures
   - Involvement of UNICEF in investigations
<p>| 1. Template for PSEA Action Plan |
| 2. Sample Roles and Responsibilities on PSEA |
| 3. Sample ToR on PSEA Focal Point |
| 4. Checklist for HR Management |
| 5. Sample PSEA Training Agenda |
| 6. Sample Risk Assessment and Management for Safe Programs |</p>
<table>
<thead>
<tr>
<th><strong>TOOLS AVAILABLE</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>7. Sample Programmatic Actions by Sector for Minimizing PSEA Risks</td>
</tr>
<tr>
<td>8. Sample Incident Report Form for SEA Allegations</td>
</tr>
<tr>
<td>9. Sample Referral Form</td>
</tr>
<tr>
<td>10. Sample ToR for Investigator of SEA Allegations</td>
</tr>
<tr>
<td>11. Sample Confidentiality Reminder for Investigations</td>
</tr>
<tr>
<td>12. Template for Risk Assessment and Management during Investigations</td>
</tr>
</tbody>
</table>
PSEA Assessment & PSEA Toolkit – Efficiency and rollout support measures

- HQ-level Microassessment and HQ-level PSEA Assessment of INGO partners
- Toolkit Action Plan and other Tools support partner to improve PSEA organisational capacity
- Ongoing work to develop a harmonised format of the PSEA Assessment tool to be adopted by all UN Agencies
- UN SEA Working Group have agreed to avoid duplication of PSEA Assessments by multiple UN agencies on shared partners

PSEA Toolkit and training package will raise understanding and capacity of staff and partners and on PSEA
Questions?

Comments?

Suggestions?
Thank you