

UN WOMEN 2025 ACTION PLAN ON PROTECTION FROM SEXUAL EXPLOITATION AND ABUSE (PSEA)

Outcome: UN Women's organizational culture advances a safe, respectful, inclusive, and enabling working environment that is free from sexual exploitation and abuse (SEA), which recognizes, protects, and promotes the inherent dignity and rights of all UN Women personnel and those whom UN Women serves, thus empowering them to actively contribute to the effective prevention of any acts of SEA and equipping them with the necessary knowledge and tools to respond when made aware of any allegation of SEA.

Output		Indicator	Baseline	2025 Actions
1. Strong policy and governance frameworks guide the functional tackling of SEA	1.1	Relevant and effective PSEA policies and procedures are in place, maintained and regularly updated.	All required PSEA policies and procedures are in place and regularly updated.	<ul style="list-style-type: none"> • Review and update of relevant policies with 2025 review dates. • Submission of UN Women PSEA Action Plan to OSCSEA to support implementation of the policies.
	1.2	A dedicated PSEA focal point is tasked with the overall responsibility for PSEA activities.	The HR Workplace Relations Advisor and PSEA Specialist are responsible for the overall coordination of all PSEA activities, with formalized responsibilities in their job descriptions, work plans, and performance appraisals.	<ul style="list-style-type: none"> • Maintenance of appropriate human resource capacity and adaptation if evolution of portfolio requires.
	1.3	Effective organizational and in-country PSEA structures are in place.	UN Women's global network of PSEA focal points, with clearly defined ToRs, covers all country presences. Technical PSEA focal points are appointed for all involved areas of work.	<ul style="list-style-type: none"> • Facilitation of quarterly regional capacity building workshops and briefings for all FPs. • Provision of technical support as required. • Administration of PSEA Community of Practice.
	1.4	PSEA-related rights and obligations are communicated to all personnel members	All new hires are provided with key PSEA information and links to all policies as part of the induction process.	<ul style="list-style-type: none"> • Finalization of updating of conditions of service for all contract types to specify the responsibilities of UN Women personnel members with regards to PSEA.
	1.5	PSEA clauses form part of all contractual arrangements/agreements with third parties.	All new UN Women contractual arrangements/agreements with partners use UN Women's Partner Agreement Template, which includes all requirements of the UN Protocol on PSEA with Implementing Partners (IPs).	<ul style="list-style-type: none"> • Continued usage of UN Women's Partner Agreement Template for all contractual arrangements with IPs.
	1.6	IPs are screened for adequate PSEA safeguards, in line with the UN Implementing Partner PSEA Capacity Assessment.	UN Women's Procedure for Selecting Programme Partners incorporates the PSEA safeguarding screening requirements of the UN Protocol on Allegations of SEA Involving IPs and respects the guidelines of the UN IP PSEA Capacity Assessment.	<ul style="list-style-type: none"> • Modification of Selection of Programme Partners Procedure to use the common UN PSEA Assessment Tool.
	1.7	All potential candidates are vetted for former misconduct and their references are checked.	All potential UN Women job candidates, including contractor personnel, are checked and vetted for prior history of misconduct and/or SEA issues, using the 'Clear -Check' database and reference checks, before hired/contracted.	<ul style="list-style-type: none"> • Continuous performance of Clear Check Vetting and reference checks for all candidates.

	1.8	SEA risks are assessed, and mitigating measures are developed and monitored.	The annual Enterprise Risk Management exercise, to be completed by all country and regional offices, includes SEA as risk factor. UN Women guidance note explains how to undertake a PSEA risk assessment.	<ul style="list-style-type: none"> • Development of guidance note and facilitation of webinars. • Submission of UN Women update on SEA related risk challenges and positive changes through its contribution to the annual SG report on PSEA.
	1.9	Monitoring mechanisms measure the implementation and progress of the PSEA framework at all levels, which is regularly communicated via established reporting mechanisms.	Monitoring of PSEA progress through UN Women's comprehensive metrics and indicators framework. Submission of data for the dedicated PSEA and SH key performance indicator as part of UN Women's integrated results and resources framework reporting process.	<ul style="list-style-type: none"> • Continued IRRF and QCPR reporting. • Continued progress monitoring through UN Women's comprehensive indicators and metrics framework. • Continued provision of quality reports to Executive Board and the Secretary General
	1.10	Interagency cooperation to strengthen system-wide coherence is prioritized.	UN Women is a constant participant in the SEA Working Group, the Executive Group on Addressing SH and the IASC PSEA Technical Advisory Group, as well as all relevant fora at regional and country levels.	<ul style="list-style-type: none"> • Continuous provision of quality technical inputs of all inter-agency key deliverables. Proactive exchange of best practices.
2. Quality training, awareness raising and management accountability mechanisms ensure the effective prevention of SEA	2.1	All personnel receive mandatory PSEA training.	Online PSEA training forms a mandatory requirement for all personnel. Scenario-based PSEA training, complementing the mandatory online training, is facilitated across the organization. UN Women tracks completion of mandatory training.	<ul style="list-style-type: none"> • Continued provision of all mandatory training for all new hires. • Continued facilitation of scenario-based training. Development of training guide for facilitators of scenario-based training in all official UN Women languages. • Provision of training of trainers for PSEA Focal Points.
	2.2	Management accountability mechanisms are in place to ensure that senior managers comply with their PSEA obligations and promote a work environment safe from SEA.	All supervisors are required to certify that they themselves as well as the personnel they supervise have completed the mandatory PSEA online training as part of their performance management process. All regional directors, country representatives and heads of offices provide an annual certification to the Executive Director that they have fulfilled all their PSEA obligations and promoted a work environment safe from SEA.	<ul style="list-style-type: none"> • Continued administration of annual managerial, regional and country office PSEA compliance certification exercises.
	2.3	PSEA awareness raising efforts are conducted within UN Women and affected populations.	Guidance on effective awareness raising on SEA for affected populations is provided to regional and country PSEA focal points.	<ul style="list-style-type: none"> • Development of guidance on effective SEA awareness raising. • Facilitation of regional brown bag capacity building sessions on effective awareness raising for in-country focal points. • Inclusion of up-to-date PSEA information and materials in Community of Practice Teams. • Provision of peer learning space on awareness raising in Community of Practice Team.

3. Prompt, victim/survivor centered actions are taken in response to SEA allegations	3.1	Formalized Standard Operating Procedures on how to report allegations of SEA and the procedures for handling them are in place.	Procedures on how to file a complaint/report are safe and accessible for personnel and beneficiaries on UN Women’s accountability webpage and in its Investigation and Disciplinary Process Policy.	<ul style="list-style-type: none"> Maintenance and updating of reporting procedures as required.
	3.2	Investigations are undertaken by experienced and qualified professionals, who have received training on SEA case handling.	The Office of Internal Oversight Services (OIOS) has been entrusted with the responsibility of providing investigation services to UN Women and has a specialized team focusing on sensitive investigations such as allegations of SEA.	Under the responsibility of OIOS.
	3.3	Investigations are undertaken in line with standard investigation procedures and a victim/survivor-centred approach.	All investigations follow OIOS standard procedures and confidentiality requirements and use a victim/survivor-centred approach.	Under the responsibility of OIOS.
	3.4	Substantiated complaints have resulted in appropriate disciplinary actions and/or contractual consequences.	UN Women’s annual disciplinary measures report discloses information on disciplinary decisions taken in the course of the preceding year and cases of misconduct (without the individuals’ names), including SEA, that have resulted in the imposition of disciplinary measures. The information on substantiated SEA complaints and the resulting disciplinary action is made available to all UN Women personnel, the Executive Board and the public.	<ul style="list-style-type: none"> Publication of 2024 Annual Audit and Investigation Activities Report and Disciplinary Measures Report in May 2025.
	3.5	The status of investigations and their outcomes are reported according to established reporting and information sharing protocols.	Information is made available via the iReport SEA tracker, UN Women’s Annual Audit and Investigation Report and through donor funding agreements. Information is shared with in-country most senior UN official in-country.	<ul style="list-style-type: none"> Continued prompt and transparent reporting of case status in iReport SEA tracker and sharing of information with in-country UN senior most officials. Publication of Report on internal audit and investigation activities for the period from 1 January to 31 December 2024 in May 2025.
4. Support and assistance is provided to victims/survivors of SEA in a timely victim/survivor centred manner	4.1	The UN Protocol on Victim Assistance of SEA is integrated and operationalized across UN Women.	The UN Protocol on the Provision of Assistance to Victims of SEA is implemented across UN Women.	<ul style="list-style-type: none"> Provision of support for the implementation of the Protocol to PSEA regional and country-level focal points.
	4.2	Mechanisms are in place to refer victims/survivors to medical care, psychosocial support, material assistance, legal and other services.	A reliable victim-assistance service provider mechanism exists for all UN Women regional and country offices.	<ul style="list-style-type: none"> Continuous update of victim assistance service provider repository. Provision of prompt victim referral when necessary. Development of practical guidance on victim assistance for in-country focal points.