



Protection from sexual exploitation and abuse, and sexual harassment: metrics and indicators

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Item 7: Update on metrics and indicators used to measure progress on tackling sexual exploitation and abuse and sexual harassment and inform strategies, policies and procedures

Reference document: [E/ICEF/2023/5](#)

Key Takeaways

- PSEA: Metrics exist to track and drive global, regional and country progress
- UNICEF uses country-level data more systematically for PSEA
- SH: Various metrics exist and are monitored. Can further improve data collection, analysis and use.
- UNICEF is largely aligned and coordinated with UN PSEA and SH metrics



Accountability – Indicators

Objective	Indicator/Metric	UN Aligned?
UNICEF Leadership, Planned Action and Oversight	HQ Action Plan Elements	✓
Head of Office Leadership and Coordinated Action	Availability of Country Action Plans	✓
Psychological safety and trust of individual staff	Percentage of offices that meet organizational benchmarks on psychological safety and trust	Partly

Prevention – Indicators

Objective	Indicator/Metric	UN aligned?
Risks recognized, managed	Registration of safeguarding risks (ERM)	✓
Gender equality protective against sexual misconduct	Percentage of female staff at each level	✓
Organizational culture of zero tolerance reinforced through training and communication	Percentage of offices of offices that roll out initiatives and campaigns to further align staff behaviours with UNICEF core values	Partly
	Percentage of offices that meet organizational benchmarks on psychological safety and trust	Partly

Response and Engaging Partners – Indicators

Objective	Indicator/Metric	UN aligned?
Quality, survivor-centred response	Country offices' implementation of procedures in accordance with UN Victim Assistance Protocol	✓
Partners engaged in fight against SEA	% of civil society partners assessed as able to protect against SEA	Partly

Reporting, Investigations, Sanctions – Indicators

Objective	Indicator/Metric	UN aligned?
Safe, accessible SH internal reporting	Percentage of offices that meet organizational benchmarks on psychological safety and trust	Partly
Safe, accessible SEA community reporting	Persons served per country by SEA reporting channels	✓
Safe, accessible SEA organizational reporting	SEA internal and partner reporting mechanisms at country-level available and communicated	✓
Timely investigations and sanctions	Case prioritization, disciplinary time targets	✓
Credible sanctions	Reasoned, recorded outcomes	✓



Thank you