

PROTECTION FROM SEXUAL EXPLOITATION AND ABUSE (PSEA) NETWORK, MYANMAR

TERMS OF REFERENCE 2026 - 2027

A. Background

Sexual Exploitation and Abuse (SEA) remain a serious concern in humanitarian and development settings. Conflict, displacement, economic hardship, food insecurity, and limited access to basic social services heighten the vulnerability of affected populations. These conditions exacerbate existing inequalities and increase exposure to gender-based violence (GBV), of which SEA is a grave and distinct form. In contexts where humanitarian assistance is essential for survival, unequal power dynamics between aid providers and recipients may create risks of SEA. Safeguarding the dignity, safety, and rights of crisis-affected communities is therefore fundamental to principled humanitarian action.

The Interagency PSEA Network (the Network) in Myanmar was established in 2018 and is tasked to implement and guide the design and delivery of interventions directed at mitigating risks, preventing and responding to SEA in Myanmar. The Network activities are guided by the overarching PSEA Strategy (under review) and the [2026 Action Plan](#), which provides a framework for coordinated implementation, monitoring, and reporting. The Network Terms of Reference (ToR) are in line with the [IASC Generic Terms of Reference \(ToR\) for the Network](#). The Network's work responds to the challenges of SEA in Myanmar informed by and aligned with [the Secretary General's Bulletin on Special Measures for Protection from SEA \(ST/SGB/2003/13\)](#) and on [Special Measures for PSEA contained in his February 2017 Report \(A/71/818\)](#).

B. Network Responsibilities

Under the auspices of the RC/HC a.i. and overseen by the RC/HC a.i. and the HCT/UNCT, the PSEA Network is the primary body for technical-level coordination and oversight of PSEA activities in line with the annual PSEA Action Plan and high-level Strategy in Myanmar (under review). The Network informs both HCT and UNCT on the PSEA programme progress and the implementation of the Action Plan. The Network at the national level is co-chaired by WFP (until December 2026), Health & Hope Myanmar (until December 2026), World Vision International (May to October 2026), Plan International (November 2026 to April 2027), and CARE International (May to October 2027) and in coordination with two Interagency PSEA Coordinators at the national level.

Sub-national Networks exist in Kachin, Shan, Southeast, Northwest, and Rakhine. These networks are co-chaired by UNFPA, international NGOs, and national organisations, and have adopted the [IASC Generic ToR for PSEA Networks](#), adjusted to reflect local priorities and operational contexts.

The presence of the Network does **not** lessen the responsibility of individual Network members to develop, implement, and strengthen internal PSEA programmes at the country level. Senior management within each member organisation is accountable for PSEA within their organisations

as per [the Secretary General's Bulletin on Special Measures for Protection from SEA \(ST/SGB/2003/13\)](#).

The Network is responsible for implementing coordinated interagency activities between members to minimize the risk of SEA by aid workers, ensure effective response when incidents do arise, and raise awareness of PSEA in Myanmar. The Network activities follow a survivor/victim-centred approach and will respect the principles of safety, confidentiality, respect, and non-discrimination.

The Network is **not** responsible for investigating or adjudicating complaints. These functions rest exclusively with the entity that employs the individual against whom a complaint has been alleged, in line with internal policy and procedure. However, the Network will work along with local organisations to ensure swift investigation through the support of the pool of administrative investigators when appropriate and necessary.

C. Network Roles

As per [the IASC Generic ToR](#), the PSEA Coordinator supports and represents the Network in coordination with the co-chairs in the fulfillment of its responsibilities under these TORs and the annual Action Plan. The PSEA Coordinator is responsible for reporting on a quarterly basis on the Network activities, progress against annual Action Plan and indicators, and anonymised SEA trends to the RC/HC a.i. and HCT/UNCT. The PSEA Coordinator represents the Network in relevant coordination bodies and advises actors in country on good practice to support effective PSEA implementation.

In line with the proposed IASC structure for PSEA Networks at the country level, the co-chairs are responsible for providing strategic leadership and direction for the in-country PSEA programme. The co-chair representatives will take an active role at the Network level in convening and managing Network meetings and events and help coordinate and oversee the PSEA Network Action Plan. At the senior level, the co-chair representatives will ensure that PSEA is addressed as needed at the UNCT/HCT meetings as well as any other key interagency senior management meetings.

The co-chairs will promote PSEA linkages with other relevant coordination forums, particularly the Gender in Humanitarian Action, Accountability to Affected Populations (AAP) and the Protection cluster, including the GBV and CP AoRs, and champion PSEA in other national platforms as appropriate. The co-chairs will also provide necessary support to the role and functions of the PSEA Coordinator, as best as possible and in view of available resources. If a co-chair is no longer able to carry out the role, they are required to give at least one-month advance notice before stepping down, to ensure a new co-chair can be identified. The endorsed ToR for the PSEA co-chairs in Myanmar is available [here](#)

Each member organisation will be represented in the Network by one PSEA Focal Point. As per the [IASC Generic ToRs](#), Focal Points will actively participate in information sharing on internal PSEA initiatives and coordination of activities under the Action Plan and are responsible for technical

support and coordination on PSEA within their organisation under the leadership of their senior management.

The Network in Myanmar has formed Task Forces to carry out specific deliverables related to capacity building activities, technical review or drafting of documents and guidance notes, and risk mitigation (SEA reporting mechanisms, PSEA and gender norms, and domestic law and policies).

D. Membership

Network membership is open to all UN agencies, INGOs, national organisations and CSOs operating in Myanmar. Membership is also open to other key stakeholders such as donors and cluster and thematic groups Coordinators, who are strongly encouraged to attend Network meetings in order to improve two-way coordination between clusters and the Network. The PSEA Coordinator/co-chairs and the GBV/CP AoRs, and AAP are expected to participate in each other's meetings and events and actively engage to ensure close linkages between PSEA and GBV/CP interventions, and AAP in Myanmar.

The Network will engage in outreach with non-member organisations as part of ongoing activities. At a minimum, all organisations in Myanmar should be aware of the inter-agency SEA complaint referral system and be able to receive complaints against their own staff, regardless of their relationship to the Network.

E. Meetings

The Network convenes its meetings on the third Tuesday of every month to review programme advancements, contributions to joint actions, and to share key information and resources. Notes from each meeting are distributed to all members and filed in the records of the Network. Ad-hoc meetings can be requested by any Network member.

As Network meetings are intended to provide a supportive environment for discussing potentially sensitive PSEA challenges, any information shared during meetings will be treated as confidential and in line with a survivor/victim-centred approach. As a general matter, Network meetings should refrain from discussing individual cases; any reference to SEA allegations or cases during meetings will be anonymised.

In case a Focal Point cannot attend a regularly scheduled network meeting, the member organisation will be represented by a dedicated and sufficiently briefed alternate.

F. Tasks

Under the 4 pillars of the IASC Minimum Operating Standards on PSEA, the Network will undertake the following:



Management and Coordination

- Carry out joint SEA risk assessments in Myanmar, as appropriate and as needed, to identify potential risk factors and areas of concern. The outcomes of these assessments will inform the strategic decision-making of senior leadership and the PSEA Network Action Plan.
- Establish and implement the PSEA Network Action Plan with defined timeframes and clear responsibilities for Network members. Design and implementation of the Action Plan will be informed by community input, contextually appropriate, and respond to the risk factors identified by joint assessment. The HCT/UNCT will monitor Action Plan deliverables and will provide additional support (including human and financial resources) when warranted.
- Keep the RC/HC a.i. and the HCT/UNCT regularly updated on the implementation of activities as per the annual action plan.
- Share and regularly update the PSEA activities of Network members to avoid duplication and address gaps.
- Monitor the PSEA activities of Network members to avoid duplication and fill gaps.
- Work closely with other coordination bodies in the country, including the Protection Cluster, GBV and Child Protection AoRs, and AAP, to support prevention and response to SEA.
- Identify training needs and resources and coordinate training for all PSEA Focal Points and senior management on their specific PSEA roles and responsibilities.
- Advocate for the strengthening and/or establishment of internal PSEA policies and practices across all organisations operating in Myanmar and provide support to organisations where such systems are not in place, regardless of whether the organisation is a network member.
- Maintain a community of practice to facilitate knowledge among the network members.
- Advocate for the creation of a Senior Victims' Rights Officer/SEA Response Officer position.

Engagement with and support to the affected population

- All engagements with populations should be done in coordination with actors working with affected populations including AAP and/or the Protection Cluster/Sector, including the GBV and Child Protection to avoid duplication of efforts and to inform community engagement.
- Raise awareness about the rights of affected populations, what SEA is, what constitutes appropriate behaviour of personnel, the obligation of aid workers to report SEA incidents they become aware of, and the various methods for submitting complaints and accessing victim assistance services in Myanmar.
- Support members to assess and improve the effectiveness and appropriateness of PSEA activities within targeted communities.
- Ensure that communications with communities, as well as feedback and complaints mechanisms, are accessible, appropriate, and include information and reporting on SEA.

Prevention

- Advocate for PSEA to be a priority throughout programming and support actors working in operational areas to embed SEA risk mitigation in needs assessment, project design,

implementation, and monitoring based on identified SEA trends. Include PSEA in the Myanmar Humanitarian Needs and Response Plan to fully integrate PSEA in the response.

- Supplement network members' internal initiatives to strengthen SEA prevention through joint activities and sharing good practice.
- Encourage network members to carry out induction and refresher trainings on SEA for all personnel and support such trainings with jointly developed contextualised materials.

Response

- Jointly with AAP WG, map complaint and feedback mechanisms (CFM) in Myanmar to identify gaps and challenges in the safe access to report SEA by affected populations.
- Provide technical support in strengthening existing safe, accessible and contextually appropriate channels for communities to report SEA allegations.
- Establish/strengthen an inter-agency community-based complaint mechanism (CBCM) by linking the Network members' complaint and feedback mechanisms (CFMs) through agreed Standard Operating Procedures (SOPs).
- Support GBV and CP AoRs to conduct a mapping exercise of available services and gaps for victims/survivors' assistance.
- Coordinate with Protection Cluster, including GBV and CP AoRs to provide immediate services and support for SEA victims/survivors in line with the existing referral pathways and [the Network SOPs endorsed by the UNCT/HCT in December 2025](#).
- Work with the Protection cluster, including the GBV and CP to incorporate assistance referral pathways into the CBCM SOPs to provide immediate support to SEA victims/survivors. The Network does **not** create parallel assistance referral pathways for SEA victims/survivors.
- Raise the awareness of Protection actors, GBV actors, CP actors, and all actors staffing complaint channels, so that all personnel who may work with SEA survivors or receive an SEA report know how to recognise SEA and where to safely send allegations.
- Raise awareness on the inter-agency reporting and referral mechanism among all actors in Myanmar.
- Keep a confidential record of aggregate, anonymised SEA allegations in Myanmar in a secure database, based on anonymised information on SEA complaints shared by Network members with the Network Coordinator in line with the Network SOPs and the Guidance Note from the OSC SEA on sharing anonymised SEA reports with the RC/HC a.i.
- Maintain a pool of administrative investigators to offer support to Network member organisations when required.

These Terms of Reference shall be reviewed on an annual basis and revised as appropriate.

Endorsed by the UNCT/HCT on 11 May 2026.