



INTER-AGENCY PROTECTION AND GENDER STANDBY CAPACITY PROJECTS

ProCap and GenCap Appeal

ANNEX – PSEACap Project

1 January 2023 – 31 December 2024



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GLOBAL SITUATION AND CHALLENGES OF

SEXUAL EXPLOITATION AND ABUSE IN HUMANITARIAN ACTION

The Inter-Agency Standing Committee (IASC) is committed to creating a humanitarian environment in which people caught up in crises can access the protection and assistance they need without fear of exploitation or abuse by any aid worker. The IASC Strategy sets out a collective humanitarian sector approach to preventing and responding to sexual exploitation and abuse.

The PSEACap, agreed by the IASC in November 2022, provides a simple, predictable and reliable way to ensure Inter-Agency PSEA Coordinator posts are fully funded and sustainably staffed with skilled and experienced staff who have the inter-agency support they need to do the job.

Funding the PSEACap has significant multiplier effects, as the coordinators support collective agency/ NGO efforts to reduce sexual exploitation and abuse and support them to respond swiftly and effectively when abuse occurs.

ABOUT PSEACAP – BACKGROUND

The IASC Strategy to improve protection from sexual exploitation and abuse (PSEA) includes a collective commitment by the IASC leadership to deploy inter-agency PSEA Coordinators to support the HC and HCTs on improving prevention and response to SEA in high-risk humanitarian operations.

As of mid-2022, substantial progress has already been made. As well as collective recognition of the need outlined in the IASC external review, a standardized but flexible Terms of Reference for PSEA Coordinators has been agreed by the IASC and in 2021. Inter-agency PSEA Coordinators, supporting RC/HCs and HCTs have been deployed in more than 20 countries funded by NORCAP, UN agencies and donors, in support of collective efforts. However, these posts are funded and recruited via a range of complex arrangements with multiple moving parts. Some UN Agencies sponsor or co-sponsor positions through various types of contracts and funding/ hosting arrangements, from consultants to senior professional staff.

The project provides coordinators for a minimum two-year term to the fifteen highest risk contexts (identified primarily using the new SEA Risk Overview - SEARO¹ as a primary guide). In addition, it builds capacity and a talent pool for the longer term.

The PSEACap builds upon the experience of the NORCAP pilot PSEA project set up in 2021, and on years of experience and donor investment, including that captured over a decade of GenCap and ProCap experience, and through the UNFPA-led inter-agency PSEA roster. The PSEACap provides a Project developed along the accountability structures and field-driven nature of the Pro-Cap and GenCap Projects and the expertise and capacity of the partner organizations managing them, OCHA and NORCAP.

The project represents an inter-agency capacity dedicated to providing system-strengthening, multi-year support directly to humanitarian leadership and operations.

In November 2022, the Deputies of the IASC agencies agreed to the need for a project to provide PSEA Coordinator capacity, to be managed by OCHA in partnership with NORCAP. The project provides roster management, recruiting and deployment as well as succession planning, career development and performance management to ensure a strong and growing pool of experienced Coordinator candidates.

The PSEACap Project plans to build on the successes of the ProCap and GenCap Projects in expanding coverage as well as in providing longer term support to each country context, with the number of deployment months having almost tripled over the past two years.

PSEACap will leverage and build upon innovations in ProCap/GenCap in monitoring, evaluation and learning, talent management, integration of cross-cutting themes, and practical efforts in localization.

¹ <https://psea.interagencystandingcommittee.org/iasc-sea-risk-overview-index>

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PROJECT MODALITIES

PSEACap will enable the swift and supported deployment of Coordinators, along with providing them with the support to deliver the role.

DEPLOYMENTS

Different modalities have been used to mobilize, deploy and fund PSEA Coordinators. In country operations, coordinators have worked under a range of reporting and institutional arrangements. Lessons from these ad hoc approaches, and consultations with HCs and PSEA Coordinators has identified deployment arrangements that have proven most effective:

- PSEA Coordinators are co-located with Humanitarian Coordinators in country; coordinators are deployed to the main duty station where humanitarian coordination is taking place (Given the high trust relationships required, efforts are made to avoid remote working arrangements, especially for extended periods).
- Assignments of PSEA Coordinators are for a minimum of two years, which allows for building high-trust relationships, attracting experienced and skilled candidates and for their efforts to have a sustainable organizational impact on humanitarian actors. Performance management is on an annual cycle with mid-year reviews.
- PSEA Coordinators are most effective when they report directly to the HC. In the PSEACap Project, all coordinators will be hosted by the OCHA Country Office. A hosting agency checklist similar to the existing arrangement for the ProCap GenCap Project will be implemented to ensure they have all the professional tools and support they need.
- PSEA Coordinators have a primary role of coordination, convening, influencing and advising the HC, HCT and humanitarian community in line with the agreed IASC Terms of reference¹. As such, Coordinators should have a minimum of seven years of relevant experience.

COUNTRY-LEVEL DEPLOYMENT

Since 2017, the Secretary-General has required all Resident Coordinators/Humanitarian Coordinators, on behalf of the United Nations country team/humanitarian country team (UNCT/HCT), to submit annual action plans on measures undertaken to prevent and respond to sexual exploitation and abuse. In the 2022-2026 IASC PSEA Strategy, the IASC has committed to monitor collective efforts at the country level and to ensure the needed capacity to meet them. In this regard, the IASC is undertaking a mapping exercise to track collective progress using agreed core indicators. PSEA Coordinators support the HC and HCT as well as the wider humanitarian community in reporting against these indicators.

The aim of the country-level deployments of PSEA Coordinators through the Project, will be to mobilize and monitor collective action around a UNCT/HCT PSEA Action Plan. In collaboration with field leadership and the HCT, PSEA Coordinators facilitate inclusive consultations to identify existing capacities, specific needs and priority areas for support tailored to the country context. These consultations provide the basis for the annual action plans. This approach helps ensure collective ownership of the PSEA agenda, thus laying the groundwork for standardized monitoring of progress.

GLOBAL-LEVEL POLICY DEPLOYMENT

PSEACap can also provide strategic, technical and capacity-building support to global actors to strengthen the relevance, coherence and practical orientation of global processes, tools and guidance vis-à-vis field responders. Rich expertise and lessons learned accumulated through working with leadership and inter-agency stakeholders at country level put the projects in a position to link policy and practice. This deployment would develop strategic recommendations based on documented results and lessons learned and promotes them at global inter-agency level and with key stakeholders across the humanitarian system.

¹ <https://psea.interagencystandingcommittee.org/iasc-sea-risk-overview-index>

One global level policy deployment would be envisioned during the 2023-24 period, potentially to focus on operationalizing a victim and survivor-centered approach, leadership handbooks, and refining inter-agency referral mechanisms.

Similar to the ProCap and GenCap Projects, the PSEACap Project will proactively take into consideration emerging or rapidly changing crises operations, particularly those under the IASC Humanitarian System-Wide Scale-Up Protocols and where humanitarian actors may be deploying in large numbers over a rapid expansion period, to guide prioritization of new deployments or focus countries/areas and operations. Under these circumstances, the projects fast-track deployments and focus on supporting the operation in prioritizing and addressing immediate SEA concerns. Project management continues to refine and systemize this type of support, including based on learning from past PSEA Coordinator deployments and ProCap GenCap Projects.

HOW PSEACAP WILL WORK

The PSEA Coordinator is responsible for overseeing and supporting the inter-agency PSEA Program in country, as defined in the IASC Terms of Reference for PSEA Coordinators². The PSEA Program consists of the strategic leadership priorities as operationalized by implementation of the PSEA Network Work Plan. The PSEA Coordinator role was standardized in the Generic PSEA Coordinator TORs, including the following responsibilities: establish the PSEA in-country Program; oversee the PSEA Network; strengthen PSEA within Organizations; engage Stakeholders; establish/strengthen an inter-agency community-based complaints mechanism; and promote information sharing.

As such, PSEA Coordinators should have field experience in humanitarian settings, understanding of the international development and humanitarian architecture, familiarity with the UN system and global humanitarian coordination structures, proven ability to develop and/or implement an Action Plan/Strategy, experience in developing and facilitating training and capacity-building activities and familiarity with data protection and confidentiality measures. Additional skills will include, inter-sectoral

DEPLOYMENT PRIORITIZATION CRITERIA

Deployment of coordinators will be prioritized based on an assessment of the risk of SEA, and the potential impact on the response, the scale and severity of the crisis, existing capacity, and the sustainability of results of the intervention.

An SEA risk overview has been developed by the IASC to categorize countries with ongoing humanitarian response operations according to their level of risk, enabling comparisons of risk between countries and assessing how those risks change over time. The SEA Risk Overview (SEARO)¹ is a composite Index that brings together indicators on a range of different factors that can influence the risk of SEA. SEA RO can help IASC members and donors to make more informed use of limited humanitarian resources towards priority issues and countries of concern.

Prioritization will also incorporate the set of prioritization criteria being piloted by the ProCap GenCap project, including elements of: HC support; conducive in-country humanitarian architecture; IASC Humanitarian System-Wide Scale-Up Activation; comparative advantages and priorities; stakeholder partnering opportunities in country; and expected results and impact.

coordination, SEA risk assessments, multisectoral or sectoral assessments, gender programming and integration approaches, monitoring and evaluation, and the practical translation of global policies and tools in specific crisis contexts, among other competencies. Many of the experts have significant assets in diverse transversal areas, such as child protection, safeguarding, GBV response, mitigation and prevention; AAP; localization; communication with communities; ethics, investigations and oversight.

At the request of the HC and in close collaboration with the HCT, PSEA Coordinators lead PSEA networks and work with inter-cluster coordination mechanisms, clusters, sectors, individual partners and organizations, civil society, and local actors to enhance accountability and strengthen collective efforts to prevent and respond to SEA.

The PSEA Coordinator contributes to collective PSEA efforts and their presence does not replace individual agency commitments. For instance, the PSEA Coordinator never investigates SEA allegations, however the Coordinator should support

¹ <https://psea.interagencystandingcommittee.org/iasc-sea-risk-overview-index>

² <https://interagencystandingcommittee.org/accountability-and-inclusion/country-psea-coordinator-generic-terms-reference-tors-2021>

enhance accountability and strengthen collective efforts to prevent and respond to SEA.

The PSEA Coordinator contributes to collective PSEA efforts and their presence does not replace individual agency commitments. For instance, the PSEA Coordinator never investigates SEA allegations, however the Coordinator should support Network members on request in strengthening their investigation capacity. The interagency Coordinator's work builds upon – but does not replace – the work of the PSEA Focal Points appointed in each organization, who hold the responsibility to support PSEA within their organization and contribute to the collective on their organization's behalf.

The PSEA Coordinator role is limited to PSEA. SEA is a form of Gender-Based Violence committed by aid workers. Despite important overlaps, the Coordinator role on PSEA should be distinguished from sexual harassment and safeguarding, as there are collective commitments unique to PSEA for Coordinators to support and report on.

Cooperation and synergies with other inter-agency mechanisms and partners continues, most notably with the OCHA's Humanitarian Leadership Strengthening Section (HLSS) and the Peer to Peer Support Project, on supporting HCs and HCTs to work together effectively to set and achieve strategic aims for the response. Alongside the ProCap and GenCap Projects, it will contribute to engagement and learning from the Peer to Peer Support Project (P2P) on specific operations, P2P missions and operational peer reviews. It also supports system-wide learning about the practices and functioning of HCTs and addressing strategic operational issues at senior leadership level.

There is also strong collaboration with the GBV Area of Responsibility, the Regional Emergency GBV Adviser team managed by the United Nations Population Fund (UNFPA) and NORCAP, and CARE, among others. This includes the common efforts by GenCap management, UNFPA headquarters and the GBV sub-cluster to develop a guidance note to facilitate common understanding, closer collaboration and synergy between GenCap and GBV sub-cluster staff at country level.

Similar to the ProCap and GenCap Projects, a senior-level interagency Advisory Group will be established to guide and provide strategic direction to the PSEACap Project.

SYSTEM-WIDE EFFORTS AND SUPPORT FOR PSEA COORDINATION TO DATE

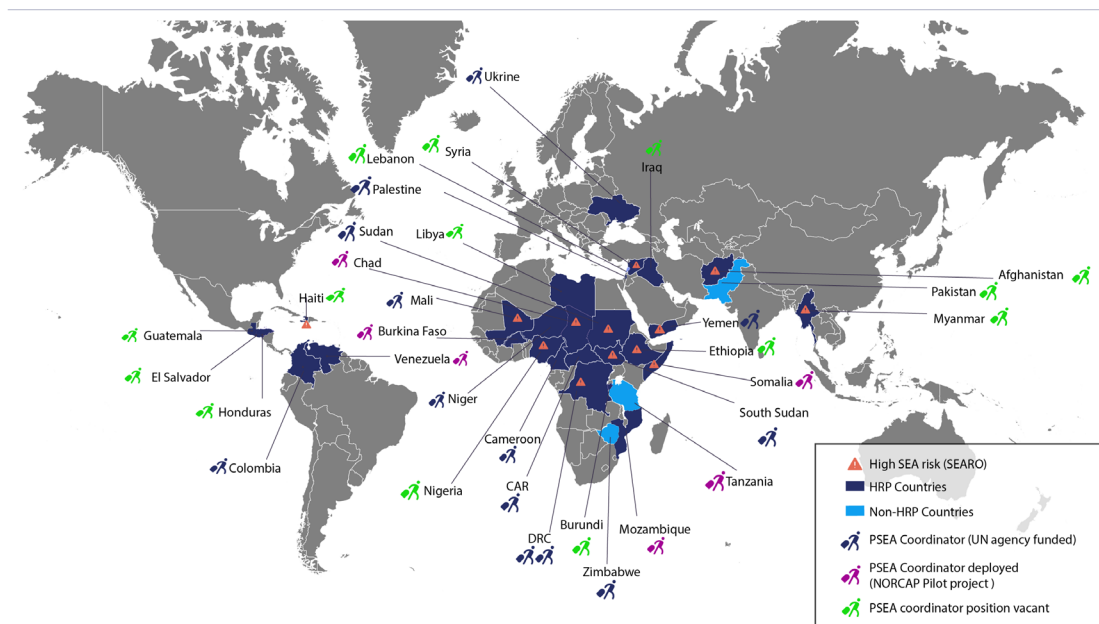
The 2021 IASC External review of PSEAH found that the models that the IASC adopted since 2010, including dedicated capacity for PSEA Coordinators must be provided to monitor and measure progress at country level.

It remains challenging for the IASC to confirm how many PSEA Coordinators are in post, although once the fragmented nature of the selection, rostering, resourcing, and evaluation process is documented this is understandable. Not all coordinators are full time, and the contract length varies considerably from 3 to 12 months. Some coordinators are agency funded and others are funded by donor contributions. There are also instances where coordinators also serve as an agency focal point or GBV sub-cluster or sector coordinator. Other PSEA Coordinators are co-funded by UNCT/HCT.

Since 2016, NORCAP have noted a marked increase in requests, including interest for deploying 'Senior Experts'. To drive the systemic changes needed in global PSEA programming, a PSEA pilot project was set up in 2021 to contribute timely and adequate expertise on PSEA. 25 candidates were identified and trained by IOM. The roster subsequently expanded to include 37 members. Of these, ten Coordinators have been deployed to Burkina Faso, Chad, Honduras, Mozambique, Somalia, Tanzania and Ethiopia.

As of the start of 2023, PSEA Coordinators are active in 22 contexts. Country-level deployments are currently place in contexts with Humanitarian Response Plans or other inter-agency appeals or plans, which indicates the project's high relevance to system-wide priorities. This practice will be sustained.

Inter-Agency PSEA Coordinators deployment overview



FUTURE ORIENTATION AND PRIORITIES

Building on lessons learned, while remaining cognizant of persisting challenges, priority areas of work for PSEACap in 2023–2024 are outlined below.

These areas may be revised in line with the evolution of the humanitarian landscape and priorities as defined by dedicated inter-agency mechanisms, such as the IASC Emergency Directors Group, Inter-Agency Humanitarian Evaluations and P2P missions, among others.

MAINTAIN AND EXPAND HIGH QUALITY OF INTER-AGENCY SUPPORT

This Project will draw on the comparative advantages of the partnership between OCHA and NORCAP for ProCap and GenCap, to provide reliable and flexible inter-agency support. Through collaboration with partners and global platforms in the areas of PSEA, as well as protection and gender, the projects will continue to strengthen their expert pools, offering a unique opportunity for professionals in these areas of expertise, including in protection and gender, to contribute to and lead change in collaboration with HCs and HCTs.

HEIGHTEN VISIBILITY OF RESULTS

Since 2019, more than 40 countries have participated in annual surveys that collect data for the IASC PSEA Dashboard¹. From 2022, the mapping exercise is based on the revised IASC PSEA Core Indicators, a selection of the most relevant measures that are to be tracked over time. PSEA Coordinators will ensure reporting against the IASC PSEA Core Indicators.

CONTRIBUTE TO ADVANCING LOCALIZATION IN A PRACTICAL WAY

PSEACap will reinforce the Projects’ engagement with national and local actors, including women’s organizations, from the initial stage of deployments to promote inclusive consultations and ownership. Engagement with civil society organisations, women’s rights organisations, and other community-based groups will be critical to establishing safe, accessible and appropriate reporting mechanisms, and promoting awareness about the rights and responsibilities of recipients of humanitarian assistance.

ENSURE CONTINUED COMPLEMENTARITY WITH OTHER ACTORS AND PROCESSES

PSEACap will emphasize close collaboration with leading actors on the centrality of protection and gender equality in humanitarian action. The projects will promote universal values, strengthen linkages and complementarity vis-à-vis other thematic areas, including AAP, mitigation and response to GBV, and gender equality.

The PSEACap deployments will support the broader system and the DSRSG/RC/HC in their multiple ‘hats’, where the UN and international community response crosses the peace, development and humanitarian nexus and there is a high risk of SEA. The PSEACap will engage with Senior Victims’ Rights Officers, Conduct and Discipline teams and other mission counterparts. Countries with high risk of SEA by humanitarian actors will be prioritized.

¹ <https://psea.interagencystandingcommittee.org/dashboard>

FUNDING REQUIREMENTS 2023-2024

For the period 1 January 2023 to 31 December 2024, the projects are requesting US\$6,140,568 for PSEACap.

The two-year timeline, aligned with the ProCap and GenCap Projects, is to provide more predictable and sustained support to country operations, as well as to ensure coherence and efficiency of project management.

The ability to issue two-year contracts necessitates adequate investment and predictable financing in 2023–2024. The project management team for the three project segments will continue resource mobilization efforts to solidify the existing donor base, diversify the donor base, and mobilize strategic advocates in the humanitarian system.

DEPLOYMENT

PSEACap will aim to deliver a total of 15 international deployments to country operations and one global policy deployment. Overall, this is expected to translate into a total of 283 deployment months over the two years.

CAPACITY DEVELOPMENT

PSEACap will leverage and contribute to the ProCap and GenCap Project investment in the sharing of learning and capacity-building at the global, regional, country and local- levels as a means to strengthen knowledge, skills and behaviour to enhance the centrality of protection and gender equality programming.

The PSEACap project will draw on processes and practices from current and past deployments. During country-level deployments, capacity-building activities in the humanitarian community will occupy an integral part of the work of the coordinators. Ongoing analysis of learning outcomes from the field will ensure that best practices are captured and reflected in capacity development activities, in line with global IASC guidance and in conjunction with the field support role of the Technical Advisory Group on PSEA¹.

POLICY INFLUENCE AND THE SHARING OF PRACTICE – CONTRIBUTION TO IASC TECHNICAL ADVICE

Like ProCap and GenCap, PSEACap will play a role in bridging policy and practice during deployments, global-level discussions and implementation of relevant policies, frameworks and tools. NORCAP will facilitate a peer support function for the PSEA Coordinator Pool.

The aim is to maintain and expand the number and skills of PSEA Coordinators to ensure that members are available for deployment and match needs defined by country requests. In addition, OCHA PSEA team and the OCHA/NORCAP Project Management team, will actively manage a community of practice to which the Coordinators belong, and coordinate linkages with ongoing policy discussions and learning at the global level on SEAH.

The Project will link closely with the work of the IASC Technical Advisory Group and support the engagement of the IASC Champions on PSEA and member agencies to forward the PSEA agenda within and across humanitarian organizations. As part of this community of practice, coordinators will share country level good practices on issues such as community engagement, establishing local PSEA networks, engaging with implementing partners, and other activities to support HCs and HCTs to take action on PSEA.

Global meetings of the IASC Community of Practice will be organized annually with the coordinators and broader participation of experts and practitioners, as part of this function of the Project. The Project will also promote knowledge exchange and the application of good practices with key protection, gender and PSEA stakeholders and other actors working on cross-cutting priorities.

¹ <https://psea.interagencystandingcommittee.org/technical-advisory-group>

PSEACAP: FUNDING REQUIREMENTS (IN US\$)

BUDGET LINES	PSEACap
1 January 2023 – 31 December 2024	
A. Staff and Other Personnel Costs (costs of staff, consultants and other personnel to be recruited directly for project implementation)	\$ 4,909,624
B. Supplies, Commodities, Materials (direct and indirect costs of consumables to be purchased under the project, including associated transportation, freight, storage and distribution costs)	---
C. Equipment (costs of non-consumables to be purchased under the project)	\$ 26,250
D. Contractual Services (works and services to be contracted under the project)	\$ 43,461
E. Travel (travel costs of staff, consultants and other personnel for project implementation)	\$ 410,500
F. Transfers and Grants to Counterparts (transfers and sub-grants to project implementing partners)	\$ 12,500
G. General Operating and Other Direct Costs (general operating expenses and other direct costs for project implementation)	\$ 180,000
Subtotal Direct Project Costs	\$ 5,582,335
Indirect Programme Support Costs (PSC)	
PSC rate 7%	\$ 390,763
PSC rate 3%	\$ 167,470
TOTAL FOR PSEACap	\$6,140,568
JANUARY 2023 – DECEMBER 2024	