

**PSEA
CAP**

Protection from Sexual Exploitation and Abuse Capacity Project (PSEACap) Appeal

1 January 2025–31 December 2026



Acknowledgements

Under the previous appeal, from November 2023 to December 2024, the work of the IASC Protection from Sexual Exploitation and Abuse (PSEACap) project was made possible thanks to generous contributions from the following donors (listed in alphabetical order):



Germany



Switzerland



United
Kingdom



United States
of America



UNDP
(UNCT Mali)



UNICEF



WFP

Cover photo

Focus group at Atbara, River Nile State, Sudan.

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Chapeau

The world is struggling with escalating conflicts, climate emergencies, and economic instability, leading to nearly 300 million people requiring humanitarian assistance in 2024.¹ These crises have caused unprecedented displacement, with 1 in 73 people displaced globally. Women, girls, and marginalized groups are disproportionately affected, bearing the brunt of these challenges. Despite ongoing global efforts, achieving gender equality remains a distant goal.² Protection vulnerabilities impact women, men, boys, girls by eroding safety, security, and access to basic rights, with systemic issues like poverty, discrimination, and climate instability increasing risks and reducing resilience across all communities. To address these growing challenges, greater collaboration among stakeholders is essential. Sustained and predictable funding, along with concrete policy and programmatic actions, are needed to mitigate protection risks, reduce gender disparities, and empower women and girls worldwide. At the same time, a coordinated collective effort is crucial to ensure protection from sexual exploitation and abuse (PSEA).

The urgency of these issues calls for not only immediate action but also long-term strategic frameworks to guide humanitarian efforts. While collaboration and funding are critical, these efforts must be anchored in policies that prioritize gender equality and protection for all vulnerable groups. This is particularly vital in addressing the complex and intersecting needs of women, girls, and marginalized communities who continue to face disproportionate risks in crisis situations. Men and boys also face unique vulnerabilities, including risks of forced recruitment into armed groups, exposure to hazardous labor, and social stigma around seeking help for mental health or trauma, often leaving their specific protection needs overlooked.

The updated 2024-2028 Inter-Agency Standing Committee (IASC) Policy on Gender Equality and the Empowerment of Women and Girls (GEEWG) in Humanitarian Action³ represents a renewed and resolute commitment to advancing gender equality in humanitarian contexts. Through the policy the IASC reiterates renewed commitment to a people-centered, gender sensitive, and intersectional approach to understanding and addressing the diverse experiences and needs of people affected by crises. It reinforces the collective responsibility of IASC members, their field representation, and the broader humanitarian community to ensure that the rights, needs, and priorities of women, girls, men and boys, people with disabilities and the elderly, as well as all individuals with diverse sexual orientations and gender identities are upheld and met equitably.

Similarly, the IASC's commitment on the Centrality of Protection (CoP), the work of the IASC's CoP Task Force and the [United Nations Agenda for Protection](#) (2024), have galvanized efforts to prioritise and mainstream protection. The IASC Centrality of Protection (CoP) toolkit, which consists of the IASC CoP Benchmarks, the Aide Memoire and the measurement framework aim to facilitate multisector protection analysis and consensus on prioritized critical protection risks to inform and gauge action in high-risk countries.

The IASC Principals affirmed their renewed commitment to proactively prevent and address sexual exploitation, abuse, and harassment by humanitarian workers while considering gender considerations in every action under the overall protection umbrella. This was clearly outlined in the revised [2024 IASC Statement on Protection from Sexual Exploitation, Abuse, and Sexual Harassment](#).⁴

1 Global Humanitarian Overview, Appeal 2023.

2 UN Women and UN DESA Progress on the Sustainable Development Goals: The gender snapshot 2023.

3 [IASC Policy on Gender Equality and the Empowerment of Women and Girls in Humanitarian Action](#) (interagencystandingcommittee.org).

4 [IASC Principals Statement on PSEA | IASC / PSEA](#) (interagencystandingcommittee.org).

With strong humanitarian leadership and clear direction, it is crucial to identify the appropriate tools and mechanisms that can help turn global commitments into practical approaches and concrete actions; for which we need dedicated expert capacity to operationalize them.

The Inter-Agency Standing Committee (IASC) Protection Standby Capacity Project (ProCap), the IASC Gender Standby Capacity Project (GenCap) and the IASC Protection from Sexual Exploitation and Abuse Standby Capacity Project (PSEACap) are initiatives that aim to adapt these collective commitments into practical approaches and concrete action. The projects provide expert advisors and coordinators in high-risk, active, and protracted crises, offering system-strengthening support. Deployed experts help integrate gender, enhance collective PSEA programming, and promote protection-centered approaches while strengthening capacity and advancing the localization agenda. The experts deployed through these projects are dedicated to supporting leadership, particularly Humanitarian Coordinators (HCs) and Humanitarian Country Teams (HCTs), to ensure that programming and coordination efforts are protection-centered, gender-sensitive, and actively contribute to preventing and protecting against sexual exploitation and abuse. In doing so, they help embed these critical priorities across all aspects of humanitarian action.

Creating Synergies Across the Projects: All three projects – ProCap, GenCap, and PSEACap – are designed to support operational leadership by deploying expert advisors in high-risk crisis settings. Capacity building is a core element of every deployed advisor's role. To enhance this, the management teams of ProCap, GenCap, and PSEACap are actively working to foster synergies across the respective rosters, ensuring experts can be deployed in multiple capacities. Through comprehensive capacity-building exercises and by leveraging a diverse range of skills, the projects promote intersectional approaches to protection, gender-sensitive programming, and PSEA. This ensures that experts are well-prepared to support country-level systems, align global policies with local actions, and drive system-wide changes. These collective efforts help the humanitarian community translate global commitments into tangible results, supported by Technical Reference Groups and advisors.

Aligning with the direction set out in the 2024-2027 Strategic Framework⁵, this Appeal aims to provide a pragmatic structure and modality for inter-agency system in humanitarian action. While the projects are complementary in their goals, the Appeal is divided into three Chapters to reflect their distinct management teams, governance mechanisms, budgetary needs, and support profiles.

⁵ More about Strategic Framework, read here [System Support for Gender Equality, Centrality of Protection and Protection from Sexual Exploitation and Abuse in Humanitarian Action | IASC](#) (interagencystandingcommittee.org).

Global Situation and Trends in Humanitarian Protection, Gender and PSEA

At a time in which unprecedented numbers of people live in internal displacement and millions more are on the move⁶ fleeing violence, political upheaval, and natural disasters, urgent and sustained action to protect the most vulnerable and promote gender equality and women and girls' empowerment is essential.

Escalations of conflict in Ukraine, Sudan and the Middle East; political instability and the unfolding migrant crisis across Latin America and the Caribbean; and the drawdown of peacekeeping operations in DRC and Somalia have added to the fragility of the humanitarian operational environment. While the level of protection risks faced by civilians remain alarming⁷, the complexity of crises and the gendered barriers to effective protection are creating additional challenges. It further obstructs safeguarding of rights and rebuilding confidence in protection mechanisms.

Lack of investment in protection, including preventing and responding to gender-based violence, has left survivors of violence and violations, including survivors of sexual exploitation and abuse, as well as those at greatest risk, without access to vital services.⁸

Environmental degradation, extreme climate events, and conflicts are known to trigger large-scale displacement, exacerbating gender inequalities, with women and girls disproportionately affected. The compounding effects of conflict and environmental challenges not only disrupt access to essential resources like food, water, and healthcare but also have a profound impact on gender equality in humanitarian efforts.⁹

Moreover, restrictive policies in countries like Afghanistan and Yemen, which limit the rights of women and girls, further entrench gender inequalities. Considering these realities, gender equality programming and intersectional gender analysis will improve the ability of humanitarian actors to address the differential needs, vulnerabilities, and protection risks of women and girls, men and boys, people with disabilities, the elderly and youth.

In the Secretary-General report on special measures for protection from sexual exploitation and abuse (2024), sexual exploitation and abuse is rooted in power imbalances, often linked to inequality, notably gender inequality. It has been a challenge for many years, and victims continue to experience its consequences. There remains a critical need for stronger protection for children and young people, and for women and girls that bear the biggest toll. Many cases still go unreported due to power dynamics, harmful gender norms, fear of retaliation, and the potential loss of assistance. Inter-agency coordinators on protection from sexual exploitation and abuse are crucial to achieving consistent prevention and response on the ground. A collective response with a survivor-centered approach, safe reporting channels, and coordinated efforts is essential for real change and with the PSEACap project, there has been significant progress. But there is still so much more to be done. Faced with growing uncertainty and volatility, it is anticipated that these trends will persist and even worsen in the coming years.

It is essential to build upon achievements and safeguard minimum standards of operation while

6 [2024 Global Report on Internal Displacement \(GRID\)](#) | IDMC - Internal Displacement Monitoring Centre ([internal-displacement.org](https://www.internal-displacement.org)).

7 [The Protection of Civilians Cannot Wait: Ending Impunity and Supporting Civilian-Led Approaches Advocacy Note](#) | May 2024.

8 Global Humanitarian Overview, 2024.

9 Gender, Displacement and Climate Change, UNHCR, November 2022.

promoting protection-centered humanitarian responses with gender considerations and required coordination structures to protect from SEA. With a widening funding gap between needs and donor budgets, while taking stock of what has been done, even a modest investment can prevent the loss of the hard-won progress achieved over the years. It is more critical than ever to deepen and sustain the integration of protection and gender equality across all aspects of humanitarian response. These principles must be firmly embedded in the core of

every humanitarian effort to ensure that the gains made are not undone.

Strengthened and continued investment in ProCap, GenCap and PSEACap is essential. These projects are the only inter-agency mechanisms that provide independent, senior-level, system-strengthening, multi-year support to humanitarian leadership and operations, critical to addressing the complex and growing challenges faced today.

Rationale

The UN Secretary-General condemns sexual exploitation and abuse as “a betrayal of the trust placed in us by the communities we serve”¹⁰. Because of the power imbalances inherent in humanitarian responses and within wider society, where gender inequalities and power gaps are further exacerbated by social norms, the [Inter Agency Standing Committee \(IASC\)](#) has repeatedly underscored the duty to prevent and respond to allegations of sexual exploitation and abuse (SEA). While SEA incidents persist and remain largely underreported, there is growing acknowledgement across all humanitarian contexts and agencies that SEA occurs in every humanitarian response.¹¹ Therefore, it is imperative that Humanitarian Country Teams (HCTs) take coordinated, proactive, and collective action to prevent SEA and to ensure adequate response should it occur.

The IASC is committed to creating a humanitarian environment in which people caught up in crises feel safe, respected, and can access protection and principled humanitarian assistance, free from sexual exploitation and abuse by aid workers.

The 2021 IASC external review¹² concluded that “dedicated capacity for PSEA Coordinators, PSEA Networks and activities must be provided”, thus providing the rationale for establishing the PSEACap Project. The 2024 IASC Statement¹³ on Protection from Sexual Exploitation and Abuse and Sexual Harassment reiterates the commitment of the IASC at all levels to proactively prevent and address sexual exploitation, abuse, and harassment by humanitarian workers.

This statement underscores the critical role of Humanitarian Coordinators (HC) and HCTs in enforcing PSEA commitments in humanitarian

response. This commitment aligns with the [IASC Vision and Strategy](#) on PSEAH for 2022–2026.

The IASC Strategy commits to bolstering country capacity by deploying full-time inter-agency PSEA Coordinators in all high-risk humanitarian contexts on minimum two-year contracts, to ensure consistency and coherence in preventing and responding to sexual misconduct from humanitarian workers.

The PSEACap Project, agreed by the IASC in November 2022, provides a straightforward, predictable, and reliable way to ensure inter-agency PSEA Coordinator posts are fully funded and sustainably staffed. The PSEACap mobilizes skilled and experienced PSEA experts and provides them with support to effectively achieve collective PSEA actions at country level. The PSEA Coordinators are essential for guiding efforts to combat SEA in humanitarian operations. They support HCs and HCTs to deliver on IASC PSEA commitments, establish and support in-country networks of agency PSEA Focal Points, and support the implementation of a victim and survivor-centered approach in line with the Protocol and its Technical Note.¹⁴ The PSEACap Coordinators also lead the development and operationalization of country-level PSEA Action Plans.

Since 2022, the IASC is using the [Sexual Exploitation and Abuse Risk Overview \(SEARO\)](#) to identify contexts with the highest risk of SEA by monitoring indicators covering a range of potential risk factors (pre-crisis social norms, the intensity and complexity of the crisis, the nature and capacity of the humanitarian response, and the PSEA systems already in place), which are used to determine an overall SEA risk rating. The latest country-level data for the SEARO was published in

10 UNSG, [Report of the Secretary-General: Special measures for protection from sexual exploitation and abuse](#), February 2024.

11 IASC, [Evolution of collective IASC Member culture on PSEAH](#), January 2024.

12 IASC, [2021 IASC External Review of PSEA/SH](#), December 2021.

13 IASC, [Statement by the Inter-Agency Standing Committee on Protection from Sexual Exploitation and Abuse and Sexual Harassment](#), July 2024.

14 IASC, [VICTIM/ SURVIVOR CENTRED ASSISTANCE](#)

May 2024.¹⁵ In comparison to 2023, Bangladesh and the Central African Republic (CAR) are now among the top 15 countries with the highest risk of SEA, replacing Pakistan and Ukraine. In addition, SEARO is currently being trialed at sub-national level in Colombia, and sub-national SEARO will be subsequently rolled out in other PSEACap countries. The sub-national index will allow PSEA Coordinators and other stakeholders to identify SEA risks at a subnational level, allowing the introduction of more targeted prevention measures, increased identification of SEA cases, and a greater tailoring

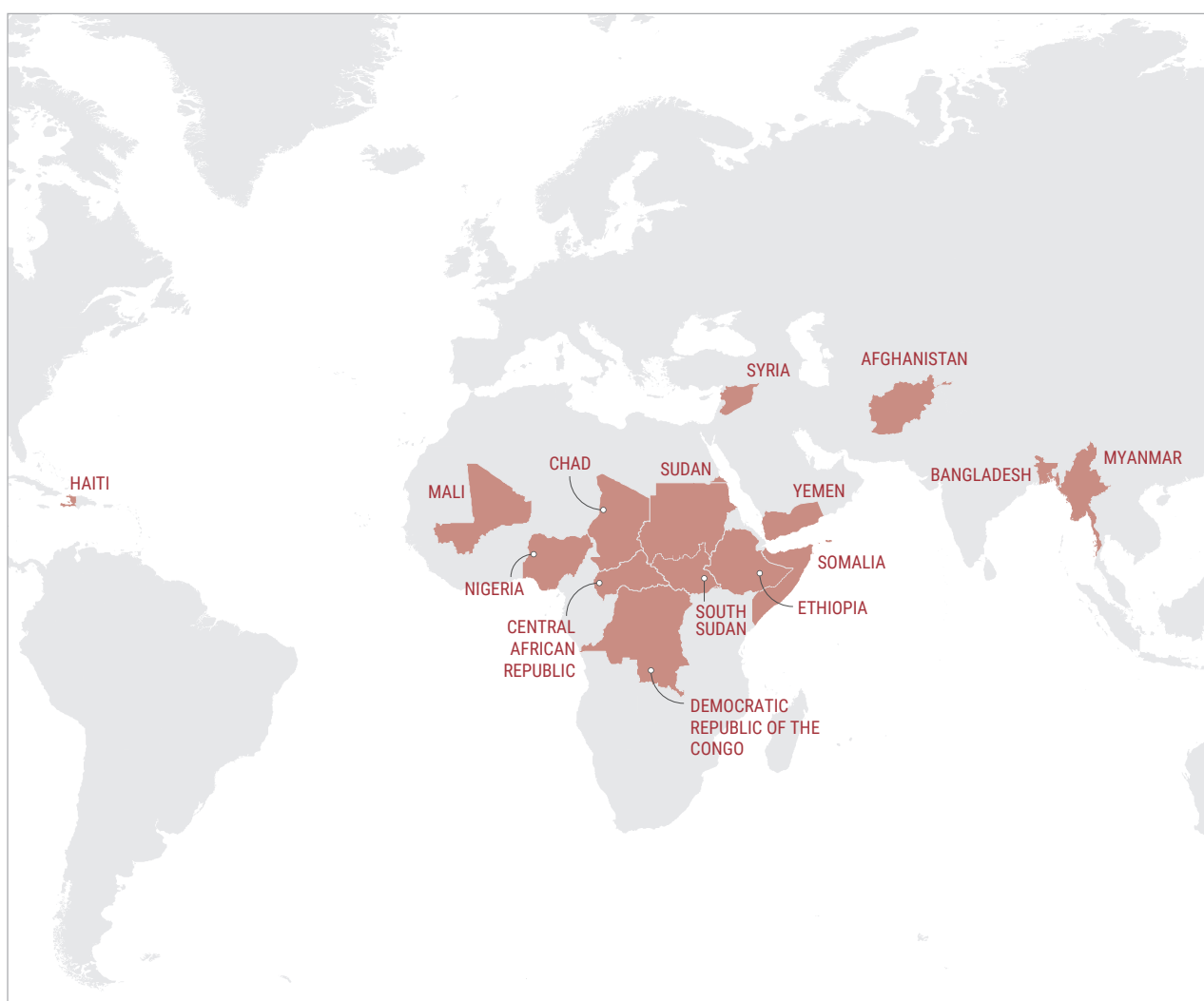
of responses to sensitive allegations in line with a victim/survivor-centered approach.

Before the launch of the PSEACap project, many of the 15 highest-risk countries¹⁶ did not have a dedicated PSEA coordinator. This often led to ad-hoc, piecemeal implementation of PSEA activities, which were missing an overarching, collective vision for a sustainable impact. Where UN Country Teams (UNCTs) and HCTs had adopted ad hoc models to fund PSEA Coordinator positions, complicated financial arrangements often allowed only short-term contracts.

15 IASC, [SEARO Beta v.1.2. Index Data](#), May 2024.

16 As of May 2024, these countries are: 1. Yemen 2. Afghanistan 3. DRC 4. Syria 5. Somalia 6. Sudan 7. South Sudan 8. Ethiopia 9. Haiti 10. Mali 11. Myanmar 12. Chad 13. CAR 14. Nigeria 15. Bangladesh. See [SEARO Beta v.1.2. Index Data](#) for more information.

FIGURE 1
High Risk Countries, as of May 2024



High turnover, long gaps, and inconsistent contract modalities often resulted in a mismatch between risk, skills, coordinator seniority, and resources, resulting in a loss of consistency, efficiency, and institutional memory.

This heightened the risk of SEA allegations being underreported or not being referred accordingly, victims being left without timely assistance and care, and perpetrators acting with impunity, contributing to the eroding the trust vulnerable communities have in humanitarians. In line with IASC commitments mentioned above, the deployment of dedicated inter-agency PSEA coordinators to each of the 15 high-risk

humanitarian contexts is critical. Other major humanitarian crises currently outside the top 15, such as Colombia, the occupied Palestinian territories and Ukraine remain a collective focus and have PSEA coordinators.

All HRP countries included in the SEARO index have significant SEA risks. The PSEACap demonstrates a framework that prioritises and pools resources and expertise to mobilize, deploy, and maintain experienced PSEA Coordinators. As of September 2024, 19 out of 24 countries with Humanitarian Response Plans (HRPs) have inter-agency PSEA Coordinators, of which 8 are deployed through PSEACap¹⁷.

17 In September 2024, eight PSEACap Coordinators were deployed to CAR, Chad, Colombia, Ethiopia, Haiti, Myanmar, Somalia, and Sudan.

About PSEACap

To sustainably staff priority crises with experienced, capable coordinators, the PSEACap Project has established an inter-agency framework to swiftly mobilize dedicated technical expertise to support field leadership in promoting prevention and protection from sexual exploitation and abuse in humanitarian settings.



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The PSEACap is a multi-donor funded project, currently in its second cycle of implementation. It is managed by OCHA in partnership with NORCAP ensuring a readily available pool

of experts supported by active talent management, individual follow up, and an interactive community of practice.

Under the guidance of the HC, dedicated, inter-agency PSEACap Coordinators fulfill a critical role in facilitating a harmonized, collective approach at the country level; efficient management of national and sub-national networks, and the implementation of annual PSEA Action Plans. They oversee the in-country PSEA program, which aims to prevent and respond to SEA incidents through capacity building and engagement with stakeholders: humanitarian responders including NGOs, civil society organisations, local authorities, and affected communities.

The role requires building high-trust relationships and rapport with humanitarian actors and

communities. The longer-term deployments of at least two years allow the PSEA Coordinators to discharge their responsibilities more efficiently and operationalize PSEA commitments in a holistic and comprehensive manner. This means prioritizing preventative measures, alongside focusing on actions with lasting impact, establishing and sustaining safe and accessible reporting channels and inter-agency referral procedures, and the application of a victim/survivor-centered approach in all activities.¹⁸

The PSEACap Project not only aims to optimize available structures and resources, but also bring change to the lives of the affected men, women, boys, and girls, by identifying risks using an intersectional lens and preventing them through protection-centered and gender-sensitive programming. This is achieved by working in close collaboration with systems established by in-country Gender-based Violence (GBV) and Child Protection networks as well as accountability to affected population (AAP) and community engagement groups.

To provide an additional level of oversight and guidance, the PSEACap Advisory Group supports the project direction. It includes representatives of the project management team (OCHA and NORCAP), funding partners, recipient Humanitarian Coordinators, the IASC Champion for PSEAH (WFP in 2024), and NGO consortia.

18 Please see the [Terms of Reference for in-country PSEA Coordinators](#).

Project Modalities

Deployments

The PSEACap project supports Humanitarian Coordinators in leading inter-agency, system-wide PSEA efforts in high-risk countries. The priorities are anchored in the annual country-level PSEA Action Plans and validated by senior humanitarian leaders in the HCT. The deployment of PSEA Coordinators from the PSEACap pool of experts is based on standardized, IASC-agreed, PSEA Coordinator ToRs, including but not limited to the following responsibilities: establish the PSEA in-country Program; oversee the PSEA Network; strengthen PSEA within organizations; engage stakeholders; and promote information sharing.

PSEACap Coordinators are deployed **in-country for a minimum of two years**. This deployment length provides time to identify shortcomings, tackle recurring issues and challenges, follow through on project implementation, and identify best practices to inform the work of PSEACap in other high-risk contexts. Two-year deployments allow PSEACap Coordinators to build high-trust relationships with the HC and HCT, as well as key stakeholders in the crises context, and in particular in the affected communities.

Coordinators are hosted by the OCHA country office to better integrate into the humanitarian coordination architecture.

PSEACap Coordinators have a direct reporting line to the HC, who is accountable for delivering collective PSEA commitments. This direct link is critical for Coordinators to provide the necessary support to senior leadership in spearheading and prioritising PSEA in humanitarian settings.

With its lean management and administrative structure, the PSEACap project aims to deploy rapidly: **the expert should arrive in-country within 6 weeks** of the HC submitting an Expression of Interest to PSEACap management. Dedicated induction briefings help identify priorities for the expert assignment, outlining country focus areas, linking the Coordinator with in-country humanitarian leadership to create an enabling environment and

identify clear expectations, as well as short- and long-term priorities.

Every inter-agency PSEACap Coordinator has substantial field experience in humanitarian settings and a comprehensive understanding of international humanitarian and development coordination architecture. The Coordinators have experience with the UN system and in developing and implementing inter-agency Action Plans. PSEACap Coordinators also bring knowledge of and experience in developing and facilitating training and capacity-building activities. They possess strong inter-personal skills needed to facilitate inter-sectoral coordination and undertake SEA risk, sectoral, and multisectoral assessments. With a solid knowledge of global policies and trends, the PSEACap Coordinators efficiently contribute to gender-sensitive programming and monitor the results and impact of their work. Many experts also bring significant experiences from related program areas including child protection, safeguarding, GBV, accountability to affected populations (AAP), communication with communities, ethics, and investigations.

Prioritization Criteria

Using the SEARO, the project management team monitors existing capacity to deal with SEA risks in high-risk contexts. The SEARO summarises a wide range of already existing, quantitative information on factors that heightens the risk of sexual exploitation and abuse in humanitarian response operations, such as the pre-crisis enabling environment, humanitarian context, operational context, and protective environment. The SEARO thus allows senior leadership at the global level to take informed decisions and prioritise PSEA expert assignments and the allocation of resources to the most at-risk countries.

Alongside SEARO, the PSEACap project management also considers complementary factors for prioritizing expert assignments to HRP countries. These include the commitment of the HC/HCT to having the PSEA Coordinator

spearheading the advancement of their PSEA agenda, the Coordinator's potential impact on the response, the scale and severity of the crisis, existing capacity, and the sustainability of the results of the intervention.

This information is gathered through the annual PSEA Mapping Exercise, launched by the IASC with the support of UNICEF and the PSEACap project. It helps Humanitarian Coordinators measure progress against PSEA Action Plans using IASC commitments and priority areas. In 2023, 32 countries, including eight with PSEACap Coordinators, participated in the Mapping Exercise, with data displayed on the [IASC PSEA Dashboard](#). Coordinators report against 18 Core Indicators as defined in the UNCT/HCT PSEA Action Plan, which range from system-wide to operational.

In addition, the PSEACap Coordinators use eight indicators out of the 18 Core Indicators as their Project Monitoring Framework to report on at least two times per year.

PSEACap Countries

Since 2017, the Secretary-General has required all RC/HCs, on behalf of the UNCT/HCT, to submit annual Action Plans on measures undertaken to prevent and respond to SEA. In the 2022–2026 IASC PSEA Strategy, the IASC committed to monitor collective efforts at the country level and to ensure the needed capacity to meet them.

The PSEACap Coordinators mobilise and monitor collective action on the UNCT/HCT PSEA Action Plans. They facilitate and mobilise the inter-agency PSEA network to implement a collectively-owned humanitarian PSEA agenda through jointly developed PSEA Action Plans. Embedding the PSEACap Coordinators in the humanitarian coordination architecture allows them to support both the HC/HCT and the wider humanitarian community in assessing progress on collective PSEA commitments, for example through the [IASC PSEA Mapping Exercise](#).

Global and Regional Assignments

To complement and support PSEACap assignments to high-risk contexts, regional assignments with a global remit will provide an additional resource to harmonise regional approaches. These assignments will be a bridge between field responders and global policy makers, helping to tailor the tools and guidance available to all PSEA experts, as well as the broader humanitarian community. In addition, PSEACap Coordinators deployed at the regional level will contribute to sharing of good practice and lessons learned, inform policy making, and provide surge support.

Key Achievements

Under the previous Appeal (January 2023–December 2024), nine inter-agency PSEA Coordinators have been deployed¹⁹ and one more deployment is in the pipeline (Mali). These contexts are among the highest-risk humanitarian contexts for PSEA, as identified by the SEARO in May 2024.

The previous appeal was generously funded directly by (in alphabetical order): Germany; Switzerland; the United Kingdom; and the United States of America. Funding for the Project was also provided by UNICEF and WFP.

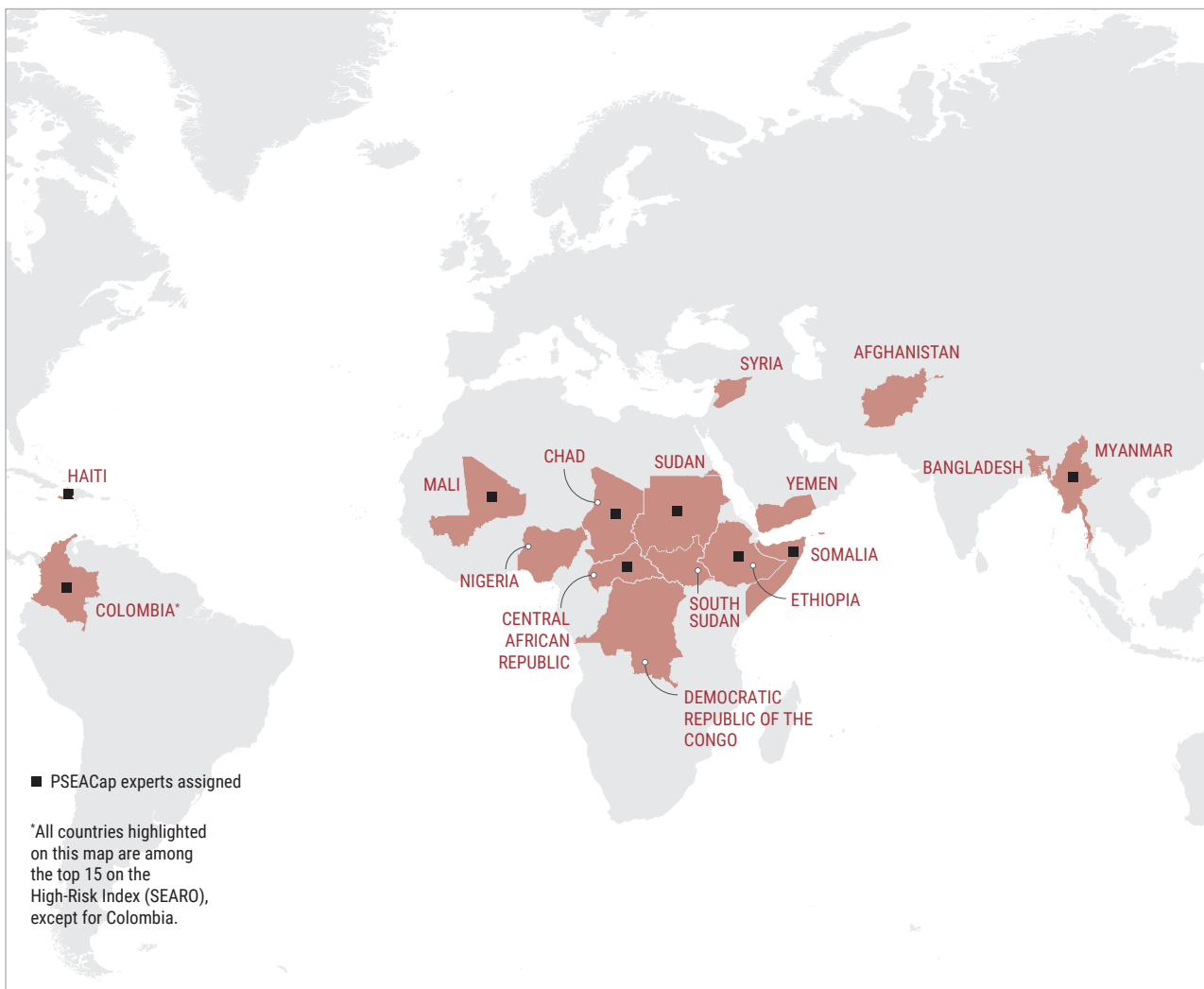
Funding for PSEACap has significant multiplier effects, as a multi-donor initiative. The PSEA

Coordinators have provided crucial support to collective UN and NGO efforts in preventing and responding to SEA, with a strong emphasis on a people-centered approach. The Project has effectively delivered and will continue to deliver on timely expert assignments, comprehensive inter-sector capacity-building (building linkages with ProCap and GenCap through the ‘Advocacy for Protection Outcomes’ and ‘Courage in Crisis’ trainings), and policy influence, while actively engaging in emerging or rapidly changing crisis contexts. Throughout these expert assignments, the

19 Central African Republic, Chad, Colombia, Ethiopia, Haiti, Myanmar, Somalia, and Sudan as of September 2024.

FIGURE 2

PSEACap Deployments, January 2023–December 2024



PSEACap has provided robust support and guidance for Coordinators, including comprehensive duty of care.

Notable outcomes of the PSEACap Project include the development of country wide PSEA Action Plans subsequently endorsed by the senior leadership (UNCT/HCT) in Central African Republic, Chad, Ethiopia, Somalia, and Sudan. The PSEACap Coordinator in Central African Republic mainstreamed PSEA into all projects covered by the 2024 Humanitarian Fund and integrated PSEA into the Humanitarian Programming Cycle (HPC) and significantly strengthened the Central African Republic PSEA Network and PSEA Sub-Networks in operational hubs. Following reports of incidents, the PSEACap Coordinators improved risk management and capacity assessments of implementing partners. The efforts have decentralized PSEA activities and empowered local humanitarian partners through training and capacity building initiatives, resulting in more robust and responsive PSEA frameworks.

Globally, PSEA Coordinators contribute to system-wide change, ensuring that collective action can then be taken at the country level. The IASC Global PSEA Workshop²⁰, held in April 2024 in Brindisi, Italy brought together PSEA Coordinators from all humanitarian contexts, including PSEACap Coordinators and global IASC and UN PSEAH experts. The diversity of participants and richness of expertise led to the incorporation of key recommendations into global PSEA policy, informing the IASC Technical Advisory Group on PSEAH workplan for 2025.

PSEACap Coordinators have also contributed to the priorities of the IASC PSEAH Champion and the June 2024 IASC and UN Executive Group Meeting of Investigatory Bodies, which harmonized standards and improved the integration of victim/survivor-centered approaches in SEA investigations. These achievements have been replicated in various contexts, setting a new standard for PSEA coordination and effectiveness across humanitarian operations worldwide.

20 For more information, please see the [2024 IASC Global Workshop Report](#).

Future Orientation and Priorities

Building on the lessons learned from the initial implementation of the PSEACap project, the priority for 2025–2026 is to drive a system-wide and cultural shift where a zero-tolerance policy against SEAH becomes a shared vision across the humanitarian system. PSEACap Coordinator assignments will continue to be guided by the SEARO, aiming to expand to the 15 highest-risk countries as resources permit and considering highly volatile conditions. A critical component will be to optimize resources by linking PSEA with expertise on AAP, protection, and gender, further ensuring that PSEA efforts are protection-centered, gender-sensitive, and context specific.

Moving forward, the PSEACap will emphasize innovative engagement methods, including communication for change and systemic advocacy that leverages behavioral science. The PSEACap Coordinators will work closely with local actors and broader humanitarian stakeholders, including funding partners, member states, and national counterparts to enhance the quality of response efforts.

Strengthening participation and advocacy at the community level, particularly with national governments and civil society, will be crucial. This approach aims to overcome power imbalances that hinder meaningful participation in decision-making. As the PSEACap project progresses, a review will be conducted to assess achievements, update operational goals, and ensure resources are aligned with opportunities for significant, sustainable impact in preventing and responding to SEA allegations.

Capacity Development and Learning

The PSEACap Coordinators will facilitate inclusive consultations to map out existing PSEA capacities, identifying specific needs and priority areas to deliver tailor-made capacity-strengthening support. Coordinators will support PSEA Networks to ensure

that all humanitarian personnel receive regular, comprehensive PSEA training. The overall aim is to enable Clusters/Sectors, other coordination structures, and partners to fully integrate PSEA into planning, operational responses, and monitoring.

Ongoing analysis of learning outcomes from the field ensures that best practices are captured and reflected in global-level policy making, capacity, and tools development. This is in line with global IASC guidance and with the field support role of the IASC Technical Advisory Group on PSEAH.²¹

Sharing of Influence and Practice

At a global level, the PSEACap Project will contribute to policy development while strengthening the relevance, coherence, and practical orientation of global processes, tools, and guidance for field responders. Through connecting policy and practice, evidence generation, lessons from PSEACap expert assignments will be translated into concrete, actionable recommendations. These recommendations will ultimately be promoted in the IASC among key stakeholders across the humanitarian system.

The OCHA-NORCAP PSEACap project management team actively manage global learning and capacity building within the Project. NORCAP supports PSEACap talent management and the regeneration of PSEA Coordinators through regular individual interaction and calls. In addition, OCHA facilitates the monthly online IASC PSEA Community of Practice (CoP) for all PSEA Coordinators, including those assigned through PSEACap. The CoP connects PSEACap Coordinators with peers and other experts, building linkages with ongoing policy discussions, learning, and experience sharing at the global level. As part of this CoP, Coordinators share country-level challenges and good practices to be replicated where applicable. This in turn influences and informs global policy-making. Global in-person meetings of the CoP are organized annually as

21 For more information on IASC TAG, please see [IASC PSEA Working Groups | IASC / PSEA \(interagencystandingcommittee.org\)](https://interagencystandingcommittee.org/).

part of this Project, and the recent one was 2024 Brindisi IASC Workshop.

In addition, expert forums are convened by NORCAP for the PSEACap Pool of Experts, to ensure that the talent pool is viable giving members opportunities to actively interact and engage in current PSEACap developments.

The PSEACap project collaborates closely with IASC Technical Advisory Group on PSEAH and engages with the IASC Champion on PSEAH²², the Special Coordinator on improving UN response to SEA, the UN Victims Rights Advocate and IASC members to advance the PSEA agenda within and across humanitarian organizations.

PSEACap also contributes to more coherent approaches between global, institutional and country-level approaches as captured in the Common Approach to Protection from SEAH ([CAPSEAH](#)), launched in June 2024 and endorsed by more than 170 countries and organisations.

High Quality and Diverse Inter-Agency Support

This Project will continue to draw on the comparative advantages of the partnership between OCHA and NORCAP to provide reliable and flexible inter-agency support. Through collaboration with PSEA, protection, and gender partners and global platforms, we will continue to strengthen the PSEACap pool of experts. During the first years of operation, NORCAP's PSEACap pool of experts was significantly expanded from 20 to 50 members. in the past year. This was achieved through a rigorous vetting process ensuring that each candidate meets NORCAP's high standards. The recruitment process ensures that each candidate has 1) a holistic understanding of humanitarian principles, human rights, humanitarian standards, protection, gender-equality, the empowerment of women and girls, intersectionality, and expert PSEA knowledge; 2) proven skills in delivering PSEA training

and facilitating inter-agency coordination; 3) interpersonal communication and advocacy skills, with the ability to convey technical considerations and strategic approaches; 4) a humanitarian mindset and mission-drive; and 5) the skillset to engage with people in multiple roles including senior executives, coordinators, specialists service providers, and community representatives.

The Expert Pool, which remains open for applications from qualified PSEA experts, comprises a diverse group of 38 female (76%) and 12 male (24%) members, with diverse language skills including English, French, Spanish, Swahili, Portuguese, and Arabic. It includes experts with cross-disciplinary expertise, including members from the ProCap and GenCap, and Community Engagement and Accountability and AAP. Currently nine of the expert pool members have P5-level experience, further enhancing the pool's capacity to support global PSEA efforts. The Pool of Experts offers a unique opportunity for professionals in these areas to contribute to, and lead the system-wide change in support to HCs and HCTs.

The project offers a structured and targeted talent management process to identify candidates and nurture their individual potential. Bringing on board dedicated capacity building experts, when required, will further enhance and diversify training opportunities available to PSEACap Coordinators and roster members. This is based on a capacity building needs assessment carried out in September 2024.

Advancing Localization

Localization as per IASC Guidance²³ will be a priority for all PSEACap coordinators. Building on the commitments stemming from the Grand Bargain²⁴ and its 'participation revolution', PSEACap advances localization through engaging with local and national PSEA focal points, and stakeholders, including women's organizations.

22 For more information, please see [IASC Champion on Protection from Sexual Exploitation and Abuse and Sexual Harassment | IASC \(interagencystandingcommittee.org\)](#).

23 IASC, [Guidance on Strengthening Participation, Representation and Leadership of Local and National Actors in IASC Humanitarian Coordination Mechanisms](#), July 2021.

24 For more information, please see [IASC Grand Bargain Website](#).

In coordination with the 2024 IASC Champion on PSEAH Women's Advisory Group²⁵, PSEACap will provide in-country, tailored support to members to participate in PSEA Networks and guide with relevant activities. The focus is on actively supporting local ownership of the PSEA workplan. This will be achieved through inclusive consultations to inform the outlining of PSEA priorities and policies. In particular, the PSEACap project will nurture local talent as part of the pool management and promote network co-leadership by local organisations ensuring a well-balanced approach between the UN and NGOs.

The two-year deployments will progressively build capacities towards handing over core PSEA responsibilities to national actors. The PSEACap will facilitate systematic investment in national partners, particularly network co-leads, with a view to growing a network of experts and key influencers who are part of the community, with knowledge of local culture, language, and social norms.

Ensuring Complementarity

PSEACap promotes strong linkages and complementarity with the ProCap and GenCap Projects, outlined in the Joint Strategic Framework for 2024–2027. These linkages are also promoted within related priority areas, including AAP, mitigation and response to GBV, child protection, and gender equality. The PSEACap deployments straddle the humanitarian-development-peace spectrum, supporting the DSRSG/RC/HC and working with the UNCT and the HCT to ensure the centrality of protection in programming through PSEA efforts, and strategic and operational planning and programming.

PSEACap also works closely with the Victims' Rights Officers, and Conduct and Discipline teams where present.

25 The IASC Champion Women's Advisory Group on PSEA, founded in August 2024, consists of women-led NGOs and civil society organizations



located in high-risk countries prioritized by the IASC.

IDP women, Kersa. Photo credit: IOM/Eric Mazango

Funding Requirements: January 2025–December 2026

The PSEACap Appeal's two-year timeline, aligned with the ProCap and GenCap Projects, aims to provide a more predictable and sustained support to country operations. It will also contribute to coherence of resources and efficient project management. The two-year contract modalities will require adequate investments and predictable funding in 2025–2026, to enable system-wide changes and lasting effects.

Assignments

The PSEACap Project aims to consolidate and build on achievements of the 2023–2024 cycle. This includes maintaining the assignments of current PSEACap Coordinators to ensure they spend the full two years in their high-risk PSEA contexts. By the end of 2026, the project aims to have PSEACap Coordinators assigned to the top 15 high-risk priority countries as identified by the SEARO index. This will be the equivalent of 360 deployment months over the 2025–2026 period.

Capacity Development

The PSEACap will leverage and contribute to ProCap and GenCap project investments by sharing learning practices and facilitating capacity building exercises at the global, regional, and country levels. The Project will draw on practices from current and past deployments. During country-level assignments, capacity building activities will be an integral part of experts' work. Ongoing analysis of learning outcomes from the field will ensure that best practices are captured and inform capacity development activities.

Global Policy Influence

The PSEACap project bridge policy and practice through expert assignments, while also contributing to global-level discussions and the operationalization of relevant policies, frameworks, and tools. The Project aims to use regional

assignments of PSEA

Coordinators to inform IASC guidance and policy making, as well as providing technical support to PSEA Coordinators in their region. They will also maintain the global CoP and influence global policy making, facilitate inter-agency workshops, thematic learning events, and develop global tools and guidance frameworks. Regional PSEACap Coordinators represent 36 deployment months over 2025–2026.

In addition, an Information Management Officer (18 deployment months over 2025–2026) will support the project, in particular helping PSEACap Coordinators to establish tools, set up viable systems, track progress, and monitor activities and information shared by PSEA Focal Points and Networks. If needed, the IMO can be deployed for a short period (4–8 weeks) to provide hands-on, in-country support. They will also contribute to the link between practical in-country efforts and global policy making.

PSEACap Funding Requirements (in US\$)

A significant portion of the required funding is specifically designated to support in-country activities, which are critical for strengthening inter-agency capacity and leadership in protecting against SEA. Predictable and consistent funding is key to PSEACap's success, ensuring timely and effective actions that meet the growing needs in the field. This reliable financial support enables the PSEACap to provide the independent, inter-agency assistance required to bolster efforts against SEA, ultimately reinforcing the humanitarian community's commitment to creating a safer environment for all those impacted by crises and contributing to lasting, systemic change.

Budget

Budget lines 1 January 2025 – 31 December 2026	Amount US\$
A. Staff and other Personnel Costs (costs of staff, consultants, and other personnel to be recruited directly for project implementation)	\$7,255,800
B. Supplies, Commodities, Materials (direct and indirect costs of consumables to be purchased under the project, including associated transportation, freight, storage and distributions 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)	\$33,462
E. Travel (travel costs of staff, consultants, and other personnel for project implementation)	\$794,200
F. Transfers and Grants to Counterparts (transfers and sub-grants to project implementing partners)	–
G. General operating and other direct costs (include travel, supplies, contractual services, and other costs)	\$95,000
Subtotal Direct Project Costs	\$8,204,712
Indirect Project Support Costs (PSC)	
PSC rate 7%	\$574,330
PSC rate 3%	\$246,141
Total Project Cost for PSEACAP	\$9,025,183
January 2025–December 2025	\$4,512,592
January 2026 –December 2026	\$4,512,592

