

**Inter-Agency Standing Committee Vision and Strategy on
Protection from Sexual Exploitation and Abuse and Sexual Harassment 2022-2026
Progress Update (December 2024)**

In May 2022 the Inter-Agency Standing Committee (IASC) endorsed the [2022-2026 Vision and Strategy](#) on Protection from Sexual Exploitation and Abuse and Sexual Harassment (PSEAH). The Strategy lays out timebound targets centred around three main commitments: operationalization of a victim/survivor centred approach, promoting lasting organizational change, and supporting country capacity.

This update summarizes progress achieved against timebound commitments. Where necessary, it details challenges encountered and identifies actions to be accelerated. Progress towards a coherent collective approach to results has been uneven and affected by lack of dedicated resources to advance identified workstreams. There is a need to accelerate concrete outcomes for victims and survivors. A summary table visualising overall status is included at the end of this document.



**Commitment 1:
Operationalization of a victim/survivor centred approach (V/SCA)**

#	Timeframe	Target
COMMITMENT 1: OPERATIONALIZATION OF A VICTIM/SURVIVOR-CENTRED APPROACH		
1.1.	Q1 2023	Create consensus on the application of the UN Protocol on Assistance to SEA victims (VAP), including the 2021 Technical Note. Develop a mechanism for monitoring application, gathering challenges to compliance
1.2.	Q1 2023	Consensus on the victim-centered approach to sexual harassment, with commitments and shared minimum standards agreed upon within the IASC framework.
1.3	2024	Capacity and funding needed for the VCA are articulated and clearly monitored to ensure predicability and sustainability
1.4	2026	IASC leadership will be presented with evidence showing that the inter-agency victim-centered approach is embedded and consistently followed in all humanitarian responses.

While there has been some progress on commitment 1, action must be accelerated to deliver comprehensive assistance for SEAH victims and survivors. In 2022-23 the IASC Champion for PSEAH (World Vision International as Chair of the Steering Committee for Humanitarian Response (SCHR) co-led, with the United Nations High Commissioner for Refugees (UNCHR), a process to agree on collective definition and principles for an [IASC Victim/Survivor Centred Approach](#) (V/SCA). The IASC definition was endorsed in May 2023 and underpins all work towards the commitments in the Strategy.

To operationalize the V/SCA, 2024 IASC PSEAH Champion (World Food Programme), established a Global PSEAH Advisory Group with 12 leaders of Civil Society Organisations (CSO) located in high-risk countries prioritized by the IASC. The Global PSEAH Advisory Group will act as an independent source of expertise to advise the IASC Champion and IASC members to ensure that Championship outputs apply a victim/survivor-centered approach and are relevant for local contexts. The Advisory Group convened in Rome in November 2024, where they participated in sessions on leadership,

investigations, and partnerships. Another priority of the WFP Championship is to strengthen information sharing with communities on PSEA and their rights through the “PSEA at the Frontline Phase 2”¹ initiative, a multilingual multimedia awareness package. However, tracking progress at country level against IASC PSEA indicators is on an annual basis rather than semi-annual as originally envisaged in the strategy.

Actions required:

- Establish, as a matter of urgency, a light and effective mechanism for monitoring application of a V/SCA and gather examples of good practices of compliance with the victim/survivor-centered approach for consideration by the IASC.
- Invest in the operationalisation of the victim/survivor-centred approach, including through monitoring, documentation, and country examples.
- Adjust targets 1.2 and 1.3. to be completed by Q1 2025

Commitment 1.1 Safe, accessible, appropriate reporting

#	Timeframe	Target
Commitment 1.1 Safe, accessible, appropriate reporting		
1.1.1	Q1 2023	IASC members to assess barriers and articulate a revised approach to joint inter-agency community-based complaint mechanisms and incorporate a victim/survivor-centered approach. Resources for sustainability and targets for 2024-26 will be defined.
1.1.2	2026	HCTs will demonstrate that a fully resourced inter-agency community-based complaint mechanism is in place, and fulfils the IASC aims

The IASC Technical Advisory Group on PSEAH (TAG) reviewed the inter-agency community-based complaint mechanism (CBCMs) approach in recognition that inter-agency CBCMs are not systematically implemented in all responses, and that there was no shared understanding of the approach as envisioned by the IASC in 2016. Following a consultation led by the International Organization for Migration (IOM) which included a survey of PSEA Coordinators and a stakeholder dialogue with IASC PSEA experts, it was agreed to focus on ensuring that all SEA complaints are directed and followed up accordingly.

This workstream was co-led by SCHR and the International Federation of the Red Cross and Red Crescent Societies (IFRC), with financial contribution from the World Health Organisation (WHO) and resulted in [inter-agency SEA Referral Procedures](#) (SEA RP). The objective of the SEA Referral Procedures is that SEA complaints are referred to a concerned entity for appropriate support to the victim/survivor, follow-up, and investigation. The SEA RP guidance note was endorsed by the IASC in September 2023 with two annexes, *Referral Decision Tree* and *Distinction between different types of information-sharing*. Additional annexes are under development, including a referral procedure flowchart, country-level SOP, and templates for SEA allegation and assistance referral. To evidence that a revised inter-agency approach, including the SEA RP, is fully functioning at country level by 2026, as specified in the IASC Strategy, it is essential to identify what works and address gaps in inter-agency SEA referral in line with the IASC V/SCA. For this purpose, members of the IASC TAG, led by UNHCR and IOM, are undertaking bilateral consultations with PSEA, Accountability to Affected People (AAP) and Gender-Based Violence (GBV) actors in 26 countries. In addition, the effectiveness of the SEA RP is contingent on having safe, accessible, and appropriate complaint mechanisms. These

¹ To be finalized by early 2025

consultations will also indicate “the resources required to deliver a sustainable CBCM”.² This will require that Community Feedback Mechanisms (CFMs) are accessible and can safely receive SEA complaints.³

To address challenges linked to under-reporting and systemic issues limiting the effectiveness of the CBCM approach, the United Nations Children’s Fund (UNICEF) launched a project to provide a global evidence-based review of SEA reporting practices in humanitarian contexts. This would inform the development of programmatic guidance for humanitarian practitioners to strengthen inter-agency community-based reporting channels for SEA focusing on two pilot countries, Burkina Faso and South Sudan. The Technical guidance note on evidence-based programming model(s) for SEA reporting and related programming tools will be launched in May 2025.

Actions Required:

- Timebound commitments for 2025-26 to be determined. This is essential if Humanitarian Country Teams (HCTs) are to demonstrate that fully resourced, appropriate mechanisms are in place and functioning by 2026. (as per the target 1.1.2)

Suggested revised commitments are as follows:

Q1 2025: Barriers and challenges for implementing revised approach at country-level presented; key messages and actions for leadership articulated

Q2 2025: Cross-sector budget template to assist in-country leadership with identification of resourcing (human and financial) and advocacy needs, and a global monitoring plan finalized

Q3 2025-2026: Support for implementation of revised approach across HCT contexts

Commitment 1.2 Quality support and assistance for victims/survivors of sexual exploitation and abuse (SEA) and sexual harassment

#	Timeframe	Target
Commitment 1.2 Quality support and assistance for victims/survivors of sexual exploitation and abuse (SEA) and sexual harassment		
1.2.1	Q2 2022	IASC to agree on a revised approach for victim/survivor assistance, with all members sharing responsibilities, setting targets for increased provision, supporting GBV service providers, and upholding minimum standards for sexual harassment victim services.
1.2.2.	2024	The IASC global dashboard shows increased availability of safe, timely, and accessible services for SEAH and GBV victims, based on agreed indicators.
1.2.3.	Q3 2022	Accelerated implementation of the UN VAP, focusing on supporting 15 high-risk countries in applying the Protocol and technical note.
1.2.4.	Q4 2023	All HRP contexts supported to implement the UN VAP, technical note and training package

Since the endorsement of the UN Victim Assistance Protocol by the High-Level Steering Group in December 2019, UNICEF has supported the development and implementation of a Technical Note and training package⁴ and provided technical support and training for 15 IASC priority countries.⁵ Six global and regional-level trainings were delivered, reaching IASC PSEA agency focal points, regional

² see also Target 1.1. of commitment 1.1.

³ Close linkages to the IASC Task Force on AAP’s approaches to collective feedback mechanisms have been ensured.

⁴ Available in five languages (English, French, Spanish, Arabic, and Portuguese)

⁵ Afghanistan, Burkina Faso, Cameroon, Central African Republic, Chad, Democratic Republic of Congo, Ethiopia, Guatemala, Guinea, Libya, Mali, Mozambique, Pakistan, Palestine, Philippines, Syria, Ukraine, and the Regional Response for Venezuela

PSEA network for East and South Africa, the PSEA coordinators on the PSEACap roster, and global PSEA experts, in collaboration with IOM. A global webinar reached over 200 participants from the NGO community. Overall, over 1,900 PSEA, GBV, and Child Protection practitioners have either participated in briefings or received full training on the Protocol and Technical Note.

To further support NGOs and foster a unified, IASC-wide approach, the current Technical Note is being adapted for NGOs. This aims to facilitate the Protocol's rollout across the IASC, ensuring that NGOs are fully integrated into efforts to provide quality victim-centered assistance and that the Protocol's standards are universally applied.

To measure progress in implementing the UN Victim Assistance Protocol, UNICEF has integrated two indicators into the IASC PSEA Core Indicators Guidance. These are tracked through the PSEA Mapping Exercise and results displayed on the IASC PSEA Global Dashboard.⁶ Humanitarian Coordinators are to report annually against these indicators. Based on these reports, there has been limited progress (data for 2024 not yet available). By the end of 2023, 17 of the 32 (53%) IASC priority countries had established SOPs that meet Protocol standards. Out of these, six countries have fully rolled out the Protocol. This reflects an increase of one country with fully rolled-out Protocol compared to 2022. In 2023, six IASC priority countries reached over 50% of GBV sector needs funded in their response plans, an increase from four in 2022. Increased investment in GBV programming to sustain momentum and ensure the Protocol's full implementation is essential.

While the Protocol's rollout has supported the 15 high-risk countries initially prioritized, efforts must include newly identified high-risk countries per the 2025 SEARO Index (November 2024 update). Sustained investment, coordination, and commitment are essential to overcome persistent barriers in service availability, accessibility, and coordination. Current progress shows the potential of unified efforts, but realizing the full vision of the Victim Assistance Protocol will require dedication and resources.

In 2024 the TAG established a focused practitioners' group co-led by UNFPA and OVRA to propose practical solutions to resource survivor assistance, apply a victim-centred approach at country level, and establish parameters for country teams to budget for an assistance package for survivors.

To strengthen quality information and access to assistance for survivors of SEA and ensure a coherent approach to GBV services UNFPA, as member of the GBV Information Management System (GBVIMS) Global Team, led the development of an online and in-person training [module on GBV Case Management Responses to Sexual Exploitation and Abuse \(SEA\)](#). The training package was endorsed by the GBVIMS in 2024.

Actions Required:

- A rapid assessment of the Protocol's implementation to identify challenges and provide actionable recommendations to accelerate the rollout.
- Adjust the timelines for 1.2.2, 1.2.4 into 2025. Accelerate outcomes by agreeing on a revised collective approach on victims/survivors assistance; agreeing on targets for increased provision of services and support to GBV service providers.

⁶ The first indicator tracks the establishment and rollout of PSEA Standard Operating Procedures (SOPs) that meet Protocol standards. The second indicator tracks the availability of resources for GBV services, as these are critical for providing quality assistance to SEA survivors.

- To resource victim and survivor assistance, assess utility of a collective funding approach and develop parameters towards a minimum package of services/assistance to be available in each country and budgeted at country level.

Commitment 1.3 Enhanced accountability, including through trauma-informed investigations, vetting and reference checking

1.3.1 Investigations

#	Timeframe	Target
1.3.1. Investigations		
1.3.1.1	Q1 2023	IASC to review recommendations from an Expert Panel on harmonized standards, KPIs, and a mechanism for system changes, aligned with a victim/survivor-centered approach and IASC PSEAH Champion.
1.3.1.2	Q1 2025	IASC proposals to adjust investigation parameters, including the setup and procedures of investigative offices, are followed up with governance structures. Based on pilot reports, recommendations for harmonized standards and feasibility will be considered.
1.3.3.3	Q4 2026	IASC to demonstrate significant progress in meeting KPIs which speak to enhanced collective accountability.

The IASC has made progress towards the first target, despite delays. As such, the second and third target deadlines should be adjusted.

In 2023, the IASC established an [Expert Panel](#) to consider whether current standards governing investigations meet the IASC V/SCA principles. Its membership consists of representatives from investigatory services from IASC organisations, chaired by tWFP and supported by the IASC secretariat. The IASC Expert Panel is tasked with recommending new harmonised standards and key performance indicators (KPIs) for SEA and SH investigations. By the end of 2024, an Investigators’ Manual on Investigations of Sexual Exploitation and Abuse Complaints with a V/SCA, as a companion to the [UN Manual for Investigations of Sexual Harassment Complaints](#) will be submitted to the IASC for endorsement. The Manual will include a review of UN Tribunals’ judgements in SEA cases, case studies and KPIs on the integration of a V/SCA into SEA investigations. A report with recommendations for senior leadership from the Expert Panel on integrating a V/SCA in investigations will also be shared with the IASC for consideration.

As firmly embedded in the Strategy, the operationalization of an IASC V/SCA must consider common standards to further improve and harmonize SEA investigations. To achieve this, the IASC and UN Executive Group to Prevent and Respond to Sexual Harassment (UNEG) convened heads and senior staff of investigatory bodies and senior leaders working on PSEAH at the third iteration of the [IASC-UNEG Meeting of Investigatory Bodies](#) in June 2024. The meeting provided insights and recommendations on all aspects of integration of a V/SCA across organisational departments when addressing misconduct.

Recognizing the importance of management's political and practical support in ensuring victim/survivor-centered investigations, CHS Alliance is developing a PSEAH eLearning on investigation for managers, available at end 2024.

Action required:

Target for 1.3.1.1. to be revised to Q1 2025, and 1.3.1.2. revised to Q4 2025

1.3.2 Vetting and Reference Checking

#	Timeframe	Target
1.3.2. Vetting and reference checking		
1.3.2.1	Q2 2022	IASC to meet agreed targets for their participation in the MDS and Clear Check.
1.3.2.2	Q4 2022	IASC members to determine how to address the issue of vetting and checking the references of staff members who have moved between United Nations and non-United Nations.
1.3.2.3	Q4 2022	400 organizations will be participating in the MDS.
1.3.2.4	Q4 2022	IASC to determine how to support improved vetting and reference checking at country level.
1.3.2.5	Q1 2023	United Nations IASC members to produce a report analyzing their use of Clear Check and any lessons learned
1.3.2.6	2023	Pilots on vetting and reference checking will be established at country level.

The IASC agreed to increase participation in the Misconduct Disclosure Scheme (MDS) to 400 organisations by Q2 2022. MDS membership reached more than 270 organisations by Q4 2024 and at the current rate, the initial target can be expected to be reached by Q4 2025. As of June 2022, all UNHCR international recruitments are vetted against MDS as part of reference checks conducted by OneHR. In parallel, UNHCR has gradually expanded MDS engagement and vetting for local recruitments (staff and affiliate workforce). Starting in 2024, UNFPA and the UN Office for Project Services (UNOPS) are piloting MDS. UN members also committed to consider how Clear Check could improve vetting and reference checking to prevent perpetrators from re-employment and moving between UN and non-UN IASC members and how to support improved vetting and reference checking at country level. UN IASC members had committed to producing a lessons learnt report analysing their use of Clear Check by Q1 2023. To date this work has not advanced.

Action Required:

- The IASC to renew effort for its UN members to progress and report on use and relevance of ClearCheck – target to be moved to Q2 2025
- The IASC to renew efforts to ensure to join the Misconduct Disclosure Scheme.



Commitment 2: Promote change in organizational culture, behaviour, and attitudes towards all forms of sexual misconduct

#	Timeframe	Target
COMMITMENT 2: PROMOTE LASTING CHANGE IN ORGANISATIONAL CULTURE, BEHAVIOR AND ATTITUDES TOWARDS ALL FORMS OF SEXUAL MISCONDUCT		
2.1	Q3 2022	Establish a collective baseline of perceptions of culture and acceptance by staff in IASC agencies
2.2.	Q4 2022	Specific additional guidance for country-level leadership and management on the operationalization of the IASC commitments on sexual harassment will be issued.
2.3.	Q2 2023	IASC to agree and initiate specific actions to further change.
2.4	Q2 2026	There will be a measurable positive shift from the 2022 baseline.

This commitment needs significant attention and acceleration.

To reaffirm current IASC leaders' strong commitment to taking action against all forms of sexual misconduct, WFP as IASC PSEAH Champion updated and promoted a revised [IASC Principals' Statements on PSEA and Sexual Harassment](#). At the same time, the IASC updated the [Minimum Operating Standards on PSEA \(MOS-PSEA\)](#) to align with UN and IASC policies and to include the application of a V/SCA. This foundational document serves as the basis for other policy documents and frameworks including the 2024 IASC Principals' Statement and the [OECD DAC Recommendation on ending SEAH in Development Cooperation and Humanitarian Assistance](#).

The IASC Champion also proposed the Results Framework for IASC adoption. The Results Framework is a set of indicators for preventing and responding to sexual harassment and is in line with the IASC commitment to agree on common standards to prevent workplace mis conduct. It was developed under WFP's lead and was endorsed by the UN Executive Group to Prevent and Respond to Sexual Harassment (UNEG) in January 2024.

In January 2024, SCHR published an [analysis of the evolution of collective IASC member culture on PSEAH](#). Of the 8 recommendations in the analysis, two are being taken forward by the TAG in 2024. The United Nations Development Programme (UNDP) jointly with the Office of the Special Coordinator for Improving UN Response to SEA (OSCSEA) are leading efforts to develop training for leadership on promoting culture change. UNOPS and UN Women, with contributions of UNHCR, are updating the [IASC Promising Practices on Organizational Culture Change](#) published in 2021 under UNHCR's Championship.

Aiming to increase transparency on SEAH in the aid sector and harmonising SEAH data to support trend analyses and effective learning from aggregated and anonymised data, CHS Alliance and SCHR are leading the [SEAH harmonised data collection and reporting scheme](#) ("the Scheme"). The trend analyses produced by the Scheme are valuable evidence to inform and improve policies, strategies, and actions for better SEAH risk mitigation, prevention, and response. They also allow for increased transparency, which, combined with better victim/survivor outcomes, are key to tackling under-reporting on SEAH in the aid sector.

Despite the workstreams above, a collective baseline of perceptions of culture and attitudes, due in Q3 2022 (Target 1), has not yet been established. There has also been no additional guidance for country-level leadership and management on the operationalization of the IASC commitments on sexual harassment, nor specific concrete actions towards further change by IASC members are agreed.

Actions Required:

- Consider using the Jan 2024 snapshot as baseline of perceptions of culture and acceptance by staff in IASC agencies
- Guidance for country-level leadership and management on the operationalization of the IASC commitments on sexual harassment to be issued (new timeline Q4 2025)



Commitment 3: Provision of Support to Inter-Agency PSEA Country Structures Prioritizing Identified High-Risk Contexts

Commitment 3.1 Establish a mechanism to deploy dedicated inter-agency PSEA Coordinators to priority contexts

#	Timeframe	Target
3.1. Establish a mechanism to deploy dedicated inter-agency PSEA Coordinators to priority contexts		
3.1.1	Q4 2022	A host for the PSEA Coordinator roster has been identified, a proposal for predictable resourcing in countries lacking HCT resources, and results monitoring agreed upon.
3.1.2	Q1 2023	PSEA Coordinators are deployed for a minimum two years to the top ten high risk contexts identified by the SEA Risk Index.
3.1.3	Q4 2024	The effectiveness of the PSEA Coordinator and Network models has been monitored and evidence of results is available.

Progress towards this commitment has progressed significantly in 2023 and 2024.

Following extensive consultations, the [PSEA Capacity project \(PSEACap\)](#) was endorsed by the IASC in December 2022. This IASC initiative is managed by OCHA in partnership with NORCAP, to deploy PSEA coordinators for a minimum of two years prioritizing high-risk contexts as identified by the SEARO. Since 2023, nine PSEA Coordinators have been deployed through the mechanism (Central African Republic, Chad, Colombia, Ethiopia, Haiti, Mali, Myanmar, Somalia and Sudan) with an additional deployment planned by the end of 2024. The target of 10 deployments initially expected for Q1 2023 could be met by the end of 2024. For the 2025-2026 appeal, the PSEACap project seeks USD 9 million to deploy to 15 high-risk contexts and to include two regional deployments.

Committed to strengthening the abilities of PSEA Coordinators, skills and knowledge webinars will equip participants to better lead effective PSEA coordination. Resource mobilization, soft-skills, the interface between PSEA-AAP-Gender, and victim/survivor support all featured among the topics learning which PSEA Coordinators identified for continuous, as well as in additional languages, such as French.

In addition, since 2022, IOM conducted three trainings series for existing and potential PSEA Coordinators. In 2024, IOM and WHO conducted the IASC PSEA Coordinators’ training that included sessions on soft skills, delivered by WHO. While progress has been achieved, coordinated, sustained financing aligned with this collective priority remains a challenge. PSEACap as an IASC-endorsed project aims to prioritize deployments into the 15 most at risks contexts. However, uncoordinated, bilateral funding streams with the same objective into some of these high-risk contexts undermine a collective, predictable approach.

Action required:

- IASC to continue advocating for coordinated, sustained financing aligned with collective priorities to bolster a collective roster approach through the PSEACap project.

Commitment 3.2 Strengthen tracking of HCT PSEA Action Plans through the IASC PSEA global dashboard

#	Timeframe	Target
3.2. Strengthen tracking of HCT PSEA Action Plans through the IASC PSEA global dashboard		
3.2.1	Q2 2022	An SEA risk index will be available to the IASC to support decision-making
3.2.2	Q1 2023	Monitoring the performance of the PSEA Coordinator roster will be harmonized with IASC PSEA global dashboard data in a monitoring framework.
3.2.3	2025	Evidence of change from the PSEA Network model and PSEA Coordinators includes indicators such as the number of coordinators deployed in high-risk contexts, tenure in post, integration of inter-agency PSEA activities, and aggregated performance monitoring.

To support the identification of high-risk contexts and facilitate evidence-based decision-making informed by the analysis of SEA risk, UNICEF with OCHA developed the beta version of the [SEA Risk Overview](#) (SEARO) which was launched in 2022, and a fully updated SEARO Global Index was published in November 2024. The SEARO index has supported the IASC in prioritizing resources for deploying skilled and experienced inter-agency PSEA Coordinators to countries with the highest risk. The SEARO methodology has been adapted to the subnational level to better reflect local risks, draw on locally available data, and enable risk analysis at a more detailed level of geographic disaggregation. The sub-national adaptation of SEARO was piloted in 2024 in Colombia and Afghanistan and will inform the development of a methodology note to guide future subnational adaptations.

Progress has been made in 2024 to strengthen the tracking of HCT PSEA Action Plans through the IASC PSEA Global Dashboard. Conducted annually by UNICEF on behalf of the IASC, the IASC mapping exercise tracks collective progress in accelerating PSEA across all countries with a humanitarian response plan or equivalent. Since 2022, the mapping exercise has been based on the [revised IASC PSEA Core Indicators](#) which enable countries to track and measure their progress against the minimum required PSEA actions outlined in the UNCT/HCT PSEA Action Plan Template. For the 2023 data collection period, all 32 HRP countries (100%) reported against the 18 core indicators, a significant improvement from 82% in 2022. Data collected from the PSEA network members in priority countries were aggregated, analysed and visualized on the [IASC PSEA Global and Country Dashboard to highlight collective](#) interagency progress, and identify areas needing further effort. These insights inform decision making by the Humanitarian Coordinators, guiding efforts to strengthen PSEA implementation. By comparing this data with other sources, the IASC aims to determine whether measurable change can be demonstrated by 2026. Since 2024, a monitoring system based on the 18 IASC Core indicators is also rolled out with all PSEACap deployees.

Action required:

- IASC to support additional data collection and determine if the evidence collected will be sufficient to monitor progress at country level over time. Explore proposing a quality assurance process.

Commitment 3.3 Prioritize resourcing of PSEA at country level and identify suitable funding sources and modalities

#	Timeframe	Target
3.3. Prioritize resourcing of PSEA at country level and identify suitable funding sources and modalities		
3.3.1	Q3 2022	A mapping of needs and opportunities for resourcing PSEA to inform humanitarian leaders at country and global level how they can best meet their obligations.
3.3.2	Q4 2022	Agreement will be reached by the IASC on inclusion of inter-agency PSEA activities in humanitarian and refugee response plans for 2023, 2024 and 2025.

There is need to accelerate action on this commitment.

The IASC PSEAH team has gathered examples of where countries were able to support inter-agency PSEA Coordinator positions. The compilation of the field practices in funding HCT PSEA action plans is ongoing. The mapping of needs and opportunities for resourcing PSEA at country level to advise humanitarian leaders has not yet been completed.

The commitment that the IASC would agree on inclusion of inter-agency PSEA activities in humanitarian and refugee response plans from 2023 onwards has not advanced as OCHA is undertaking a revision of the humanitarian planning cycle procedures. Importantly, during the May 2024 HLSG, the OCHA ASG highlighted OCHA's support to PSEA activities through country-based pooled funds and Central Emergency Response Fund (CERF) and the plan to analysing how these funds have impacted PSEA activities at the country level.

Concrete Guidance has been issued to country-based PSEA coordinators on including PSEA into the Humanitarian Programme Cycle (HPC), including the resource mobilisation elements. UNHCR issued guidance on integration of PSEA in Refugee Response Plans (RRP) and work is ongoing to strengthen mainstreaming of PSEA in RRP.

Action required:

- IASC to request an update on the mapping for resourcing PSEA at country level and determine if the delay in including inter-agency PSEA activities in humanitarian and refugee response plans may have implications for PSEA coverage and IASC member commitments.
- Share learning on OCHA-managed pooled funds contributions

Commitment 3.4. Ensure emerging crises have immediate surge or scaled-up support for PSEA activity

#	Timeframe	Target
3.4. Ensure emerging crises have immediate surge or scaled-up support for PSEA activity		
3.4.1	Q4 2022	IASC scale-up procedures revised to ensure that PSEA is implemented from the outset of a response and is fully embedded.
3.4.2	2023	PSEA will be implemented from the outset of a response and consistently supported by humanitarian and refugee response plans and appeals.

Due to the high number of scale-up activations (four declared as of March 2023) the protocols were not opened for revision.

Contrary to what was envisaged in the IASC Strategy, the Scale-Up Protocols and the Infectious Disease Scale-Up Protocol did not open for revision. However, in response to the requests from Humanitarian Coordinators (HC)/Resident Coordinators for operational guidance on how to integrate PSEA in system-wide scale up response to infectious diseases response, World Health Organization (WHO) worked closely with the IASC to draft a generic PSEA Checklist for use in infectious disease response. The generic checklist was adapted to Mpox epidemic in Democratic

Republic of the Congo (DRC) and neighbouring countries, under the leadership of IASC and WHO, for use and operationalization across the response. Piloted in DRC, the PSEA Mpox checklist will be put forward for IASC endorsement by the end of the year. Additionally, the generic IASC PSEA Checklist in infectious disease outbreak response will be finalized and presented to the IASC TAG for approval by the end of the year.

Action required:

- As the IASC scale-up procedures are currently not revised, target 3.4.1. is currently put on hold. Instead, map individual IASC members' scale up procedures, identify good practices for cross-fertilisation of efforts.
- Finalize the generic IASC PSEA checklist for small and systemwide scale up response operations to infectious disease outbreak control, and promote the use and application in various outbreak context in 2025.

Commitment 3.5 Develop an updated IASC PSEA technical guidance for inter-agency PSEA coordinators and focal points, based on the latest global guidance and informed by best practices in the field

#	Timeframe	Target
		3.5 Develop an updated IASC PSEA technical guidance for inter-agency PSEA coordinators and focal points, based on the latest global guidance and informed by best practices in the field
3.5.1	Q2 2022	A consultation and review process prioritizing country-based knowledge and experience are undertaken.
3.5.2	Q4 2022	The review and quality assurance of PSEA guidance and products is completed and the best practice field guide is endorsed.
3.5.3	Q4 2022	Quality assurance procedures are agreed and endorsed including the protocol for how new technical initiatives will be collectively prioritized and sequenced.

Updating the PSEA Coordinator deployment package started in March 2023 to include significant developments in policies, tools and frameworks, and the focus on a V/SCA. The deployment package was issued in November 2024, under 3.5.2. In 2024, WHO convened a two-day, multistakeholder technical consultation to inform effective strategies, policies and practices for the prevention of and response to sexual misconduct.

To support capacity strengthening, WFP, as 2024-25 IASC PSEAH Champion, is identifying and promoting good practices across the cluster approach. Cluster-specific guidelines and resources are being developed to reduce SEA risks in humanitarian assistance, including during cash transfers. WFP and the IASC secretariat consulted with all cluster leads and their respective PSEA focal points to bolster PSEA across their respective member organizations. IASC members and Empowered Aid were consulted to strengthen programmatic responses and PSEA risk analysis. Available cluster guidance was mapped and issued to provide an overview of how PSEA is represented across cluster guidance, policies and handbooks. A risk-mitigation tool for clusters is forthcoming.

In 2025, a consultation and review process prioritizing country-based knowledge and experience will be undertaken. Quality assurance will identify best practice field guidance to be endorsed for promotion.

Action required:

- IASC to agree revised timelines for this commitment, targeting 2025

Summary of Commitments for 2022 to 2026



Commitment 1

Operationalization of a victim/survivor-centered approach including, but not limited to:

- 1.1. Safe, accessible, appropriate reporting
- 1.2. Quality support and assistance for victims/survivors of sexual exploitation and abuse (SEA) and sexual harassment
- 1.3. Enhanced accountability, including through trauma-informed investigations, vetting and reference checking



Commitment 2

Promote lasting change in organizational culture, behavior, and attitudes towards all forms of sexual misconduct in humanitarian organizations.



Commitment 3

Support country capacity prioritizing identified high-risk contexts, ensuring that PSEA capacity is a systematic part of scale-up in response to crises.

- 3.1. Establish a mechanism to deploy dedicated inter-agency PSEA Coordinators to priority contexts.
- 3.2. Strengthen tracking of progress of HCT PSEA Action Plans through the IASC PSEA global dashboard.
- 3.3. Prioritize resourcing of PSEA at country level and identify suitable funding sources and modalities.
- 3.4. Ensure emerging crises have immediate surge or scaled-up support for PSEA activity.
- 3.5. Develop an updated IASC PSEA technical guide for inter-agency PSEA coordinators and focal points, based on the latest global guidance and informed by best practices in the field.

Summary table, overall status as of Mid-Point review

#	Timeframe	Target	Status
COMMITMENT 1: OPERATIONALIZATION OF A VICTIM/SURVIVOR-CENTRED APPROACH			Status
1.1.	Q1 2023	Create consensus on the application of the UN Protocol on Assistance to SEA victims (VAP), including the 2021 Technical Note. Develop a mechanism for monitoring application, gathering challenges to compliance	
1.2.	Q1 2023	Consensus on the victim-centered approach to sexual harassment, with commitments and shared minimum standards agreed upon within the IASC framework.	
1.3	2024	Capacity and funding needed for the VCA are articulated and clearly monitored to ensure predicability and sustainability	
1.4	2026	IASC leadership will be presented with evidence showing that the inter-agency victim-centered approach is embedded and consistently followed in all humanitarian responses.	Not yet due
Commitment 1.1 Safe, accessible, appropriate reporting			Status
1.1.1	Q1 2023	IASC members to assess barriers and articulate a revised approach to joint inter-agency community-based complaint mechanisms and incorporate a victim-centered approach. Resources for sustainability and targets for 2024-26 will be defined.	
1.1.2	2026	HCTs will demonstrate that a fully resourced inter-agency community-based complaint mechanism is in place, and fulfils the IASC aims	
Commitment 1.2 Quality support and assistance for victims/survivors of sexual exploitation and abuse (SEA) and sexual harassment			Status
1.2.1	Q2 2022	IASC to agree on a revised approach for victim/survivor assistance, with all members sharing responsibilities, setting targets for increased provision, supporting GBV service providers, and upholding minimum standards for sexual harassment victim services.	
1.2.2.	2024	The IASC global dashboard shows increased availability of safe, timely, and accessible services for SEAH and GBV victims, based on agreed indicators.	
1.2.3.	Q3 2022	Accelerated implementation of the UN VAP, focusing on supporting 15 high-risk countries in applying the Protocol and technical note.	
1.2.4.	Q4 2023	All HRP contexts supported to implement the UN VAP, technical note and training package	50%
1.3.1. Investigations			Status
1.3.1.1.	Q1 2023	IASC to review recommendations from an Expert Panel on harmonized standards, KPIs, and a mechanism for system changes, aligned with a victim-centered approach and IASC PSEAH Champion.	Delayed
1.3.1.2	Q1 2025	IASC proposals to adjust investigation parameters, including the setup and procedures of investigative offices, are followed up with governance structures. Based on pilot reports, recommendations for harmonized standards and feasibility will be considered.	
1.3.3.3	Q4 2026	IASC to demonstrate significant progress in meeting KPIs which speak to enhanced collective accountability.	
1.3.2. Vetting and reference checking			Status
1.3.2.1	Q2 2022	IASC to meet agreed targets for their participation in the MDS and Clear Check.	
1.3.2.2	Q4 2022	IASC members to determine how to address the issue of vetting and checking the references of staff members who have moved between United Nations and non-United Nations.	
1.3.2.3	Q4 2022	400 organizations will be participating in the MDS.	
1.3.2.4	Q4 2022	IASC to determine how to support improved vetting and reference checking at country level.	
1.3.2.5	Q1 2023	United Nations IASC members to produce a report analyzing their use of Clear Check and any lessons learned	
1.3.2.6	2023	Pilots on vetting and reference checking will be established at country level.	

COMMITMENT 2: PROMOTE LASTING CHANGE IN ORGANISATIONAL CULTURE, BEHAVIOR AND ATTITUDES TOWARDS ALL FORMS OF SEXUAL MISCONDUCT			Status
2.1	Q3 2022	Establish a collective baseline of perceptions of culture and acceptance by staff in IASC agencies	
2.2.	Q4 2022	Specific additional guidance for country-level leadership and management on the operationalization of the IASC commitments on sexual harassment will be issued.	
2.3.	Q2 2023	IASC to agree and initiate specific actions to further change.	
2.4	Q2 2026	There will be a measurable positive shift from the 2022 baseline.	
COMMITMENT 3 Provision of Support to Inter-Agency PSEA Country Structures Prioritizing Identified High-Risk Contexts			Status
3.1. Establish a mechanism to deploy dedicated inter-agency PSEA Coordinators to priority contexts			
3.1.1	Q4 2022	A host for the PSEA Coordinator roster has been identified, a proposal for predictable resourcing in countries lacking HCT resources, and results monitoring agreed upon.	
3.1.2	Q1 2023	PSEA Coordinators are deployed for a minimum two years to the top ten high risk contexts identified by the SEA Risk Index.	
3.1.3	Q4 2024	The effectiveness of the PSEA Coordinator and Network models has been monitored and evidence of results is available.	
3.2. Strengthen tracking of HCT PSEA Action Plans through the IASC PSEA global dashboard			Status
3.2.1	Q2 2022	An SEA risk index will be available to the IASC to support decision-making	
3.2.2	Q1 2023	Monitoring the performance of the PSEA Coordinator roster will be harmonized with IASC PSEA global dashboard data in a monitoring framework.	
3.2.3	2025	Evidence of change from the PSEA Network model and PSEA Coordinators includes indicators such as the number of coordinators deployed in high-risk contexts, tenure in post, integration of inter-agency PSEA activities, and aggregated performance monitoring.	
3.3. Prioritize resourcing of PSEA at country level and identify suitable funding sources and modalities			Status
3.3.1	Q3 2022	A mapping of needs and opportunities for resourcing PSEA to inform humanitarian leaders at country and global level how they can best meet their obligations.	
3.3.2	Q4 2022	Agreement will be reached by the IASC on inclusion of inter-agency PSEA activities in humanitarian and refugee response plans for 2023, 2024 and 2025.	
3.4. Ensure emerging crises have immediate surge or scaled-up support for PSEA activity			Status
3.4.1	Q4 2022	IASC scale-up procedures revised to ensure that PSEA is implemented from the outset of a response and is fully embedded.	
3.4.2	2023	PSEA will be implemented from the outset of a response and consistently supported by humanitarian and refugee response plans and appeals.	
3.5 Develop an updated IASC PSEA technical guidance for inter-agency PSEA coordinators and focal points, based on the latest global guidance and informed by best practices in the field			Status
3.5.1	Q2 2022	A consultation and review process prioritizing country-based knowledge and experience are undertaken.	
3.5.2	Q4 2022	The review and quality assurance of PSEA guidance and products is completed and the best practice field guide is endorsed.	
3.5.3	Q4 2022	Quality assurance procedures are agreed and endorsed including the protocol for how new technical initiatives will be collectively prioritized and sequenced.	

 **Completed**

 **Delayed/incomplete**

 **No significant progress**