

# SCHR IASC PSEAH CHAMPIONSHIP 2022-2023 ACHIEVEMENTS

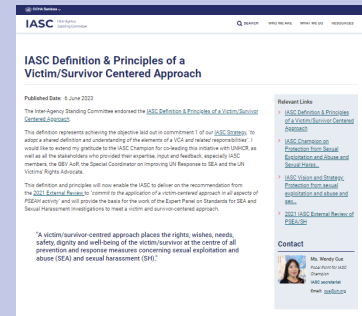
## EXECUTIVE SUMMARY

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This report outlines The Steering Committee for Humanitarian Response's (SCHR) achievements within the Inter-Agency Standing Committee's Championship on Protection from Sexual Exploitation, Abuse and Sexual Harassment (PSEAH). These include: the development of a definition and principles of a Victim/Survivor-Centred Approach; ensuring PSEA Coordination capacity in the 15 highest risk contexts through a new sustainable resourcing & administrative mechanism, & addressing culture issues via leadership engagement, training and analysis - in particular ensuring that the sector actively evidences a zero-tolerance approach for inaction on SEAH.

## Priority 1:

Under the **affected population focused priority**, the IASC endorsed a Victim/Survivor Centered Approach Definition & Principles by the IASC in May 2023. The definition and principles set out a common approach in a short, three page document, and removes excuses for inaction and poor practices towards victim/survivor that was [documented in the ten year review](#). In developing the definition and principles, the IASC Champion and UNHCR co-led a working group, drawing on the expertise and inputs from a wide range of stakeholders and existing source documents, including IASC members, the GBV Area of Responsibility, the Special Coordinator on improving UN response to SEA and the Victims' Rights Advocate. The adoption of this definition and principles delivers on the recommendation that the IASC “commit to the application of a victim-centred approach in all aspects of PSEAH activity” and provides the basis for the work of the Expert Panel on Standards for SEA and Sexual Harassment Investigations to ensure victim and survivor-centred approach in investigations.



[IASC Definition & Principles of a Victim/Survivor Centered Approach](#)

## Priority 2:

**Under the country-level priority**, the PSEA Capacity project (PSEACap) was approved in November 2022 as the global coordinating mechanism for the employment, deployment and support of PSEA coordinators to the 15 highest risk contexts. Managed by OCHA and NORCAP, funding is currently being sourced both from UN agencies and donors who appreciate the ‘impact multiplier’ effect of these Coordinator roles on existing, agency-specific resources. To meet the objective of ensuring highly skilled and supported coordinators in post for a minimum of two years, while allowing them to build the trust and relationships required to deliver the role to its full potential, further funding is required. Even the most effective mechanism will have no impact without adequate resources. A deployment prioritization document based on the [SEA Risk Overview](#) has been prepared and will guide collective decision-making regarding priority deployment locations.

[PSEACAP Appeal](#)



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### Priority 3:

Under the **systems improvement priority**, SCHR have continued the work of previous Champions, calling for a change in the culture in the humanitarian sector, to shift from seeing abuse as caused by a few 'bad apples' to recognizing that abuse is expectable given the scale, power and gender dynamics of humanitarian response and must be proactively addressed. This includes evidencing a zero-tolerance approach for inaction on SEAH through leadership engagement with Humanitarian Coordinators, Donors and IASC Principals, ensuring Victim/Survivors are at the heart of in all actions and tools, and providing qualitative analysis of our collective humanitarian culture on PSEA.

## Evolution of collective IASC member culture on protection against sexual exploitation and abuse and sexual harassment

The sector has made considerable improvements on PSEAH, and technical innovations are contributing to additional improvements in our systems; however, we have found there is still significant work to do to change our operational culture.

Our analysis of operational, research, and investigative reports and key informant interviews finds that many members in our sector still do not fully accept that the risk of sexual exploitation and abuse and sexual harassment (SEAH) is a reality in every operational context – and not just restricted to “a few bad apples”. Further, many leaders, particularly at the humanitarian frontline, still believe the absence of SEAH complaints is a positive indication, rather than a red flag that indicates that systems may not be trusted. Other key findings highlight that considerable technical advancement continues to be undermined by slow cultural evolution and that lack of predictable funding further hampers change.

[SCHR IASC PSEAH Championship Evolution of IASC Collective Culture January 2024.pdf](#)  
([interagencystandingcommittee.org](http://interagencystandingcommittee.org))

Key recommendations include more readily sharing data and best practice across organizations, embedding PSEA in preparedness and during scale-up, proactively engaging communities in high-risk contexts with low or no reports, seeking to understand barriers to reporting, and clarifying budget needs at global and national levels. Cultural change is arguably the most challenging leadership responsibility but also the most important to deliver zero tolerance on inaction towards PSEAH.



## Other key initiatives of our Championship:

With the support of our Championship team, IFRC, OCHA, UNHCR and IOM, new [inter-agency SEA referral procedures \(SEARP\)](#), have been developed and endorsed. These procedures ensure that when a complaint is received, it is referred to the appropriate entity for appropriate victim/survivor support, follow-up, and investigation.

The Inter-Agency [Misconduct Disclosure Scheme \(MDS\)](#) is an essential tool in our fight against SEA, and has grown significantly during our championship from 80 to 218 implementing organisations, ranging from large UN agencies to small refugee non-profits to private sector contractors and large INGOs. The Scheme facilitates sharing of misconduct data between employers. As of January 2024, 86,536 requests for disclosure have been made, resulting in 230 rejected hires. Given its proven effectiveness in preventing the re-hire of known abusers in the sector we will continue to lead the MDS in partnership with the UK FCDO and the CHS Alliance.

In addition, as IASC Champion we have supported a **wide range of other sector-wide initiatives led by others** including: the [IASC PSEAH Vision and Strategy 2022-26](#) the [SEA Risk Overview](#) index that helps consistently identify high risk contexts; the [ClearCheck](#) screening database; the efforts of the new **Expert Panel** to review best practice on conducting investigations to make them more victim/survivor centred and more effective; efforts to create a PSEA Government Cooperation Framework; and finally the [Common Approach to Protection from Sexual Exploitation, Abuse and Harassment \(CAPSEAH\)](#).

## Reflections from Andrew Morley, World Vision International President and CEO and outgoing IASC PSEAH Champion

“It has been a real honour to serve as Inter-Agency Standing Committee (IASC) Champion on Protection from Sexual, Exploitation, Abuse and Sexual Harassment (PSEAH) for the past two years. While there remains much to achieve on this vital issue, as a sector we have made great strides. Working together, we have created policies, systems and improved our capacity to prevent and respond to SEAH. We must now work together to move from a focus on compliance to a focus on transforming culture. We are called to take a stance of zero tolerance of inaction. We are called to put victim/survivors at the centre of all we do. After all, this responsibility falls to each and every one of us. PSEAH flows through all of our work, and applies everywhere we work in every country and context.

“As leaders and partners, we must continue to set the tone at the top, creating opportunities for transparency and sharing our organisational challenges. We must continue to drive momentum and investment in staffing and

resources for PSEAH to build on the progress we have already made. Working with the IASC on PSEAH has been one of the greatest privileges of my career. I am so grateful to Cindy McCain, Executive Director of the World Food Programme, for her leadership, courage and commitment in taking forward the Championship in 2024.”

