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Annual update on progress in implementing the recommendations from the strategic evaluation of WFP's work on protection from sexual exploitation and abuse

Executive summary

A strategic evaluation of WFP's efforts on protection from sexual exploitation and abuse was commissioned by the Office of Evaluation in 2023. The evaluation covered the period from March 2017 to October 2023 and examined WFP's adherence to norms and standards relating to protection from sexual exploitation and abuse, the effectiveness of related practices, coherence across partnerships and the enabling and constraining factors influencing corporate efforts in this area.

The evaluation produced six recommendations, each supported by specific sub-recommendations detailing actionable steps for implementation. WFP management's response includes 45 distinct actions to implement these recommendations.

During a round table discussion on evaluation reports and management responses held on 27 May 2024, and subsequently during the presentation of the summary report on the strategic evaluation and management response to the Board at its 2024 annual session, Board members emphasized the importance of sustained engagement to monitor progress. Following internal consultations with relevant units, WFP committed to providing updates to the Board three times per year. The first such update was delivered orally at the 2024 second regular session of the Board and the second during an informal Board meeting in February 2025.

In accordance with one of the evaluation recommendations, a unit dedicated to protection from sexual exploitation and abuse was established within the Office of the Executive Director, effective 1 January 2025. Responsibility for reporting regularly to the Board on protection from sexual exploitation and abuse – including progress in the implementation of the evaluation's recommendations – now lies with that unit.

Focal point

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Draft decision*

The Board takes note of the annual update on progress in implementing the recommendations from the strategic evaluation of WFP's work on protection from sexual exploitation and abuse (WFP/EB.A/2025/9-A).

* This is a draft decision. For the final decision adopted by the Board, please refer to the decisions and recommendations document issued at the end of the session.

Introduction

1. In accordance with reporting arrangements endorsed by the Executive Board Bureau, WFP management is required to provide the Board with written updates on the implementation of the recommendations stemming from the evaluation of WFP's efforts in the area of protection from sexual exploitation and abuse (PSEA). These updates are to be presented at the Board's 2025, 2026 and 2027 annual sessions under an agenda item on organizational and administrative matters. Starting at the 2026 annual session these reports will also include updates on WFP work on PSEA beyond implementation of the PSEA evaluation recommendations.
2. The present document is the first of the written updates. Given the importance and cross-functional nature of PSEA work, the report reflects contributions and actions undertaken by several WFP offices, including activities undertaken in connection with the Executive Director's designation as Inter-Agency Standing Committee (IASC) Champion on Protection from Sexual Exploitation and Abuse and Sexual Harassment (PSEAH) for 2024–2025.

Background

3. At the 2024 second regular session of the Executive Board WFP's Executive Director announced the appointment of a dedicated PSEA director reporting to the Chief of Staff. This appointment responds to recommendations 1 and 2 of the PSEA evaluation,¹ which emphasized the need to strengthen organizational commitment and accountability and ensure adequate capacity and resources to enhance the effectiveness of WFP's PSEA efforts. A dedicated PSEA unit was formally established within the Office of the Executive Director in January 2025, under the leadership of the newly appointed director. To guide the strategic direction and operationalization of the unit's work, a PSEA road map for 2025–2027 was developed.
4. From mid-2018 to December 2024, responsibility for WFP's PSEA efforts lays with WFP's Ethics Office, which served as the organization's PSEA focal point. Effective 1 January 2025 the organizational focal point role, along with all PSEA personnel and resources, was transferred from the Ethics Office to the PSEA Unit. The new unit's mandate includes providing strategic leadership, guidance and oversight in the implementation of WFP's PSEA agenda, including, but not limited to, coordination of the implementation of the PSEA evaluation's recommendations by relevant offices and divisions.
5. In addition to its director, the PSEA Unit has three fixed-term staff positions, one professional staff member on a short-term professional appointment (shared with the Ethics Office) and one consultant.² Additional short-term support is also engaged for specific projects subject to the availability of extrabudgetary resources.

¹ Recommendation 1: Urgently invigorate and strengthen commitment to, and accountability for, PSEA across WFP by appointing a cross-organizational task force to operationalize the 2023 Executive Director's circular through an implementation plan for 2024–2026. Recommendation 2: In line with international obligations on PSEA and within available resources, commit sufficient capacity and resources at headquarters, regional bureaux and country offices for effective PSEA.

² PSEA Senior Advisor (P-5, vacant), PSEA Officer (P-3), PSEA Officer/Partnerships (P-3, under recruitment). Due to the funding situation and related corporate efficiency measures, the recruitment of the P-5 is on hold. The Senior Advisor role is currently covered by a P-4 and the P-3 PSEA Partnership Specialist role is currently covered by a consultant.

6. In addition to its headquarters capacity, the PSEA Unit administers and supports a decentralized network of more than 600 employees in WFP's regional offices and country offices who serve as PSEA focal points in addition to their other duties. Deputy regional directors and deputy country directors currently serve as senior PSEA focal points, while alternative focal points are typically technical-level specialists in matters connected to PSEA including protection, gender or humanitarian affairs.
7. In recognition of the systemic nature of sexual exploitation and abuse (SEA), WFP is reinforcing its institutional commitment to safe programming through a whole-of-organization approach to the implementation of the recommendations arising from the PSEA evaluation.

Status of the implementation of the strategic evaluation's recommendations and progress towards achieving the actions set out in the management response

8. A total of 45 **actions** were included in WFP management's response to the PSEA evaluation. Thirty-three of those actions were due to be completed by the end of 2024 and 12 in 2025 and beyond.
 - Of the actions with a 2024 deadline, 78.7 percent are completed (24 actions closed, 2 are deemed no longer relevant and 7 are open).
 - Of the actions due in 2025, two are already closed.
 - In summary, 26 actions are closed, 2 are deemed no longer relevant and 17 are open, representing a 57.7 percent overall implementation rate.³
9. All six main recommendations remain open at this stage. A recommendation is considered closed only when all related actions have been completed.
- A. Recommendation 1: Urgently invigorate and strengthen commitment to, and accountability for, PSEA across WFP by appointing a cross-organizational task force [...] (Priority: High. Overall deadline: fourth quarter of 2024)**
10. Recommendation 1 includes two sub-recommendations with eight related actions. Six actions have been closed, one is no longer relevant and one remains open.

Sub-recommendation 1.1: Develop terms of reference for a WFP-wide PSEA task force [...] (December 2024)

11. **Actions 1 and 2 (closed).** The PSEA task force first met in October 2024 to discuss and agree on its terms of reference and membership. A second meeting took place in January 2025, at which the terms of reference were endorsed along with a calendar of meetings. It was agreed that the task force would serve as an advisory and coordination body to strengthen WFP's commitment to, and accountability for, PSEA while also facilitating the operationalization of the Executive Director's circular on PSEA.⁴ Its primary objectives are to provide strategic direction and coordination, ensure oversight of cross-divisional accountability in delivering on WFP's PSEA commitments and spur implementation of the actions outlined in management's response to the PSEA evaluation. The task force is chaired by the Chief of Staff and includes senior representatives of several offices and divisions. The PSEA Unit acts as the secretariat of the task force. The terms of reference will be formalized

³ These data are based on the latest report generated by the new risk and recommendation tracking tool (R2) platform, as of 8 April 2025. The R2 platform is the corporate governance, risk and compliance platform used by WFP to monitor progress in the implementation of recommendations issued in evaluation reports.

⁴ Executive Director's circular OED2023/011, *Protection from Sexual Exploitation and Abuse (PSEA)*.

through an Executive Director's circular, on which consultations are under way. The third meeting of the task force is scheduled for May 2025.

12. **Action 3 (open).** To align with international best practices, WFP is prioritizing the development of a three-year corporate strategy addressing both SEA and sexual harassment, thereby promoting a comprehensive and integrated approach to sexual misconduct, recognizing that both problems stem from the same underlying power imbalances and entrenched gender inequalities. The strategy will be accompanied by a detailed implementation plan. The strategy is being jointly developed by the PSEA Unit and the Staff Relations Branch in the Human Resources Division.

Sub-recommendation 1.2: Using the logic model presented in the evaluation report as the starting point, develop a PSEA implementation plan for 2024–2026 [...] (fourth quarter of 2024)

13. **Action 4 (no longer relevant).** This action originally envisaged the development of a PSEA strategy under the mandate of the Ethics Office. Due to the restructuring of the PSEA Unit, WFP will now prioritize, within the current year, the development of a comprehensive corporate strategy on PSEAH. See action 3 above for more details.
14. **Action 5 (closed).** Since 2024 the completion of a PSEA self-assessment checklist has been a mandatory component of the annual Executive Director's assurance exercise. About 92 percent of country offices completed the checklist in 2024. The PSEA Unit is conducting comprehensive PSEA analyses for country offices based on the information included on the checklist; the analyses should inform action plans.
15. **Action 6 (open).** The development of an internal communications strategy to strengthen awareness and understanding of PSEA across the organization is scheduled to begin in the third quarter of 2025, with completion expected by December 2025.
16. **Action 7 (closed).** Engagement with cooperating partners remains a high priority. In accordance with the directive of the United Nations Partner Portal (UNPP) of 30 August 2023, WFP has made it mandatory for all cooperating partners to be registered in the UNPP and to have completed the PSEA module.
17. **Action 8 (closed).** PSEA continued to be included in the design of country strategic plans (CSPs). In 2025, PSEA was formally embedded as a mandatory element in the CSP framework template. Relevant guidance will be included in the accompanying CSP manual to ensure the systematic incorporation of PSEA considerations throughout the programme cycle. PSEA also continued to be included in annual country reports, and relevant guidance and support is provided by the PSEA Unit to country offices.

B. Recommendation 2: In line with international obligations on PSEA and within available resources, commit sufficient capacity and resources at headquarters, regional bureaux and country offices for effective PSEA. (Priority: High. Overall deadline: fourth quarter of 2024)

18. Recommendation 2 includes four sub-recommendations with ten related actions, of which five are open and five are closed.

Sub-recommendation 2.1: Strengthen and elevate the formalized PSEA capacity and structure at the headquarters level by ensuring that the most senior PSEA post reports directly to the Chief of Staff or the Deputy Executive Director [...] (Fourth quarter of 2024)

19. **Action 1 (open).** The PSEA Unit is collecting WFP country-level PSEA action plans and budgeting practices to inform the development of standardized approaches to determining core PSEA-related costs. Guidance is expected to be finalized in the third quarter of 2025.

20. **Action 2 (closed).** The establishment of the PSEA Unit within the Office of the Executive Director, effective January 2025, represents a significant step towards elevating the profile of the PSEA agenda and reinforcing a comprehensive organization-wide response.

Sub-recommendation 2.2: Immediately update the Performance and Competency Enhancement (PACE) system to include PSEA responsibilities for all country directors, deputy country directors, regional directors, deputy regional directors, heads of programme, PSEA focal points and other relevant staff [...] (Fourth quarter 2024)

21. **Action 3 (open).** As of January 2025, the mandatory goals and key performance indicators for WFP country directors have been revised to reinforce a culture of integrity, accountability and safety in country offices, ensuring full compliance with WFP's code of conduct and PSEA standards.
22. **Action 4 (closed).** The Director of the PSEA Unit issued a written communication to the technical PSEA focal points in regional and country offices. The communication included a list of recommended PSEA activities and responsibilities to be incorporated into focal point PACE assessments, in line with the Executive Director's PSEA circular (OED2023/011).⁵
23. **Action 5 (closed).** The mandatory goals and key performance indicators for managers now include specific reference to PSEA. Effective January 2025, managers will be assessed on their adherence to and promotion of PSEA commitments.
24. **Action 6 (closed).** In 2024, a paragraph was added to the entrustment letters of both country directors and regional directors, outlining their PSEA responsibilities. These responsibilities include taking all reasonable measures to safeguard against SEA, leading by example through strict adherence to standards of conduct, fostering an environment that prevents exploitation and abuse, ensuring that all staff receive training, designating a PSEA focal point and ensuring that all allegations are referred to the Office of Inspections and Investigations.⁶

Sub-recommendation 2.3: As part of the 2024 organizational restructuring process, carry out workforce planning to ensure sufficient capacity across WFP and include PSEA roles and responsibilities within all relevant job descriptions to clarify staff responsibilities for the prevention of and response to SEA in how they do their jobs. (Fourth quarter of 2024)

25. **Action 7 (open).** In line with actions 5 and 6 responding to sub-recommendation 2.2, the Human Resources Division continues to identify and revise relevant job profiles to incorporate PSEA roles and responsibilities.

⁵ See paragraph 19 of the circular: "The main role of PSEA Focal Points is to take the lead in developing and implementing SEA preventive measures at country, field and regional level. In addition, PSEA Focal Points can receive reports of allegations of SEA. PSEA Focal Points are required to immediately report to OIGI any allegation of SEA they should receive as well as, where needed, to facilitate referral to victim assistance [...]"

⁶ The paragraph reads as follows: "Country Directors: in addition, as a leader of your country team you have a heightened responsibility to take all reasonable measures to ensure protection against sexual exploitation, and sexual abuse and harassment (PSEAH). You must lead by example, by strictly adhering to the standards of conduct, creating and maintaining an environment that prevents exploitation and abuse, ensuring all employees are trained in protection, and assigning a PSEAH Focal Point at the deputy country director level. Furthermore, all alleged incidents must also be referred immediately to the Office of Inspections and Investigations. Regional Directors: in addition, as a leader of your regional team you have a heightened responsibility to take all reasonable measures to ensure protection against sexual exploitation, and sexual abuse and harassment (PSEAH). You must lead by example, by strictly adhering to the standards of conduct, creating and maintaining an environment that prevents exploitation and abuse, ensuring all employees are trained in protection, and assigning a senior WFP employee as the PSEAH focal point, preferably at least at the P-4 level or equivalent. Furthermore, all alleged incidents must also be referred immediately to the Office of Inspections and Investigations".

26. **Action 8 (open).** The PSEA Unit continues to coordinate with the standby partners team in the Operational Partners Unit to facilitate country office access to deployable PSEA capacity for selected countries, as requested.

Sub-recommendation 2.4: Further strengthen the PSEA focal points network, redouble training, reinvest in the community of practice and facilitate experience-sharing. (Fourth quarter of 2024)

27. **Action 9 (closed).** Three regional workshops for PSEA technical focal points were held in 2024; these were complemented by quarterly coordination calls with regional PSEA technical leads. These efforts continued to reflect the PSEA Unit's ongoing commitment to providing consistent support, guidance and capacity building for focal points in all regions.
28. **Action 10 (open).** To enhance understanding of a victim/survivor-centred approach, the PSEA Unit has prioritized the integration of guidance into existing programming tools. This work includes contributing to WFP's guide on the safe referral of gender-based violence and child protection disclosures,⁷ along with an accompanying training module. In addition, PSEA inputs were integrated into guidance on the management of sensitive allegations developed by the Analysis, Planning and Performance Division. Regional training sessions on this guidance are planned for the second quarter of 2025. Comprehensive stand-alone guidance for PSEA focal points on safe and confidential referral processes is also being developed and is expected to be available by the third quarter of 2025.

C. Recommendation 3: Build on the opportunity presented by the IASC championship on PSEA and sexual harassment to enhance the visibility, priority and clarity of PSEA for WFP. (Priority: High. Overall deadline: fourth quarter of 2024)

29. Recommendation 3 includes four sub-recommendations with nine related actions, of which six are closed and three are open.

Sub-recommendation 3.1: Convene senior management at the headquarters, regional and country levels to engage in annual facilitated reflections on organizational culture, abuse and exploitation of power. [...] (Second quarter of 2024, continuing through annual reporting)

30. **Action 1 (closed).** In 2024, PSEA sessions were incorporated into four regional meetings with all country directors. PSEA country briefs were also prepared for the Executive Director ahead of each country visit, during which the Executive Director dedicated time to engaging with staff and management on PSEA issues. PSEA sessions continued to be included in the induction training programme for new country directors and deputy country directors and were introduced for the first time in the induction programme for heads of field offices. These efforts were complemented by the PSEA Unit's ongoing provision of tailored advice, guidance and support to country directors to help ensure that PSEA remains a strategic and operational priority. A similar approach is being implemented in 2025.
31. **Action 2 (closed).** WFP's Interdisciplinary Committee, established under Executive Director's circular OED2022/004 and chaired by the Assistant Executive Director for Workplace and Management, did not meet in 2024. However, WFP management continues to explore opportunities to facilitate reflections on organizational culture throughout the year.
32. **Action 3 (open).** WFP did not hold a global management meeting in 2024. Alternative avenues for continuing to engage WFP's leadership on PSEA are being pursued.
33. **Action 4 (closed).** See activities described under action 1 above.

⁷ WFP. 2024. *Guide for safe referrals: Child Protection and Gender-based Violence*.

Sub-recommendation 3.2: Issue senior management advisories and guidance in the following areas: clarification that prevalence of SEA reporting is indicative of a well-functioning system; operationalization of the victim/survivor-centred approach; and underlying causes of SEA, namely power imbalances and organizational culture. (Second quarter of 2024, continuing through annual reporting)

34. **Action 5 (open).** This action will be revisited once the forthcoming PSEAH strategy and update to the Executive Director's PSEA circular have been finalized.
35. **Action 6 (open).** See updates reported under sub-recommendation 2.4, action 10.

Sub-recommendation 3.3: Lead IASC initiatives to operationalize a victim/survivor-centred approach. (Fourth quarter of 2024)

36. **Action 7 (closed).** Under the auspices of the Executive Director as the 2024 IASC PSEAH Champion, WFP has made significant progress on several key priorities, including the establishment of a global PSEA advisory group. The advisory group has developed a workplan and is actively engaged in a range of initiatives.

Sub-recommendation 3.4: Require country offices to include an all-staff dialogue on PSEA in self-assessment processes as part of planning and regular and mid-year/end-year management reviews. (Fourth quarter of 2024)

37. **Action 8 (closed).** As part of the annual review of its corporate risk catalogue, WFP has strengthened the PSEA-related risk descriptions under the operational and fiduciary sections (2.1.2 Lack of Protection/3.2.1 Policies and Standards). In addition, in accordance with the annual risk review process, specific guidance has been included in the launch message requesting each office to assess PSEA-related risks and control issues, stressing the importance of the measure in ensuring the comprehensive identification and mitigation of all potential PSEA risks.
38. **Action 9 (closed).** See updates reported under recommendation 1, sub-recommendation 1.2, action 5.

D. Recommendation 4: Develop a PSEA policy and accompanying strategy by 2026 to formally affirm and elevate WFP's commitment to PSEA and to ensure that PSEA considerations fully inform the next strategic plan. (Priority: Medium. Overall deadline: 2026)

39. Recommendation 4 includes one sub-recommendation with two related actions. One action is closed (considered no longer relevant), and one action is open.

Sub-recommendation 4.1: Develop a WFP policy on PSEA. [...] (Fourth quarter of 2024)

40. **Action 1 (no longer relevant).** The PSEA task force considered this sub-recommendation and affirmed that the current Executive Director's PSEA circular provided an adequate normative framework. However, the circular will require amendments to reflect the transfer of the PSEA portfolio from the Ethics Office to the Office of the Executive Director. Internal consultations have commenced, and the revised circular is expected to be issued by the end of the fourth quarter of 2025.
41. **Action 2 (open).** See updates reported under sub-recommendation 2.4, action 9 and sub-recommendation 3.1, action 1.

E. Recommendation 5: Enhance the links between SEA risk assessment, programme design and implementation. (Priority: Medium. Overall deadline: Second quarter of 2025)

42. Recommendation 5 includes three sub-recommendations with 12 related actions. Seven actions are closed and five are open.

Sub-recommendation 5.1: Integrate SEA risk assessment into WFP's operational instruments and procedures so that it becomes an automatic part of WFP's work. [...] (Second quarter of 2025)

43. **Actions 1 and 2 (closed).** A non-mandatory assessment checklist for evaluating the PSEA capacities of financial service providers (FSPs) partnering with WFP has been developed. After testing in Afghanistan, the checklist is being refined for integration into WFP's FSP onboarding package, using simple private-sector-adapted language to strengthen PSEA safeguards. SEA provisions are also being incorporated into WFP's FSP processes and guidance.
44. **Action 3 (open).** Work is under way to develop guidance on SEA risks and mitigation measures for headquarters, regional offices and country offices.
45. **Action 4 (closed).** Guidance has been developed to support the implementation of recommendation 1.2 on the integration of PSEA into CSPs and the strategic programme review process.

Sub-recommendation 5.2: Regularly review the appropriateness of community feedback mechanisms in response to operational or contextual barriers and to enhance their utility, safety and accessibility for SEA victims. (Second quarter of 2025)

46. **Actions 5, 6, 7 and 8 (closed).** WFP is committed to ensuring the effective handling of SEA allegations reported via community feedback mechanisms through strengthened assurance efforts. An Executive Director's circular⁸ sets minimum monitoring requirements to enhance accessibility and standardize case intake, escalation and resolution. A forthcoming technical guidance note, developed jointly by the Analysis, Planning and Performance Division, the Risk Management Division, the PSEA Unit and the Office of Inspections and Investigations, will further strengthen SEA case management. To support compliance with these standards WFP has created a digital system for ensuring safe, compliant case handling, facilitating trend analysis and enabling reporting. Annual monitoring will provide updates on community feedback mechanism procedures and staff training, assessing WFP's overall capacity to manage SEA cases.

Sub-recommendation 5.3: Conduct an assessment of the risk profiles and capacity needs of current partnerships to understand how WFP should customize its approach at the country level and with different types of partners [...] (Second quarter of 2025)

47. **Action 9 (open).** WFP continues to pilot the non-mandatory PSEA assessment checklist for FSPs. See sub-recommendation 5.1, actions 1 and 2, for more information.
48. **Action 10 (open).** A clause on PSEA is already included in WFP contracts⁹ with standby partners. In 2024, however, inter-agency discussions on a common memorandum of understanding template for use with standby partners began to address the need to enhance PSEA safeguarding language. WFP is actively engaged in these discussions, and as a result, this action remains open.
49. **Action 11 (open).** An analysis and initial mapping of existing materials on SEA risk identification and mitigation for third-party monitors and private sector partners is ongoing.

⁸ Executive Director's circular OED2024/006, [Minimum Monitoring Requirements \(MMRs\) and Community Feedback Mechanism \(CFM\) Standards in WFP Country Offices](#).

⁹ "Article XVI, Prevention of Sexual Exploitation and Abuse, is included on page 14 of the current standby partner agreement template. In addition, as soon as they are accepted, partners and employees are given access to the [Standby Induction](#) page on WeLearn where the PSEA training is posted, along with training on BSAFE, fraud, ethics, cyber security and abusive conduct. If urgency prevents training from being undertaken prior to standby partner deployment, then it must be done before the second week of deployment. All the necessary links to resources and reporting are on the induction page. In addition, the [Speak up! toolkit](#) has been digitized as a resource for employees.

50. **Action 12 (open).** WFP continues to work with relevant technical leads to review the programme cycle to identify key areas of collaboration with community leaders on needs analysis, design, implementation and monitoring and to prepare guidance on SEA risks and related mitigation. (See sub-recommendation 5.1, action 3.)

F. Recommendation 6: Ensure that WFP's role and contributions to inter-agency efforts are commensurate with WFP's operational size and strength, to support the development of PSEA global goods. (Priority: Medium. Overall deadline: Fourth quarter of 2025)

51. Recommendation 6 includes two sub-recommendations and four actions. All actions are open.

Sub-recommendation 6.1: Reinforce WFP's role in PSEA within inter-agency partnerships by seeking opportunities to support inter-agency networks and action plans at the country level and providing support to activities agreed by the United Nations country teams/humanitarian country teams in the annual action plans. (Fourth quarter of 2025)

52. **Action 1 (open).** Since becoming IASC Champion the Executive Director has engaged with IASC leaders to guide and bolster collective efforts to create a humanitarian system free from SEAH. This action will remain open until the end of 2025 because the Championship has been extended by a year. Below are some examples of this engagement. For an overview of progress and results achieved during the first year of the Championship, relevant reports are available online.¹⁰

Sub-recommendation 6.2: Leverage WFP's position and opportunity within global leadership platforms (e.g. the food security and livelihoods, logistics and emergency telecommunications clusters; the private sector partnership portfolio; and cash-based transfers) to ensure that PSEA is part of the approach and coordination efforts. [...] (Fourth quarter of 2025)

53. **Actions 2, 3 and 4 (open).** A key initiative under PSEAH Championship priority 3 is the identification and promotion of good practices across the cluster system, alongside the development of guidelines and resources for mitigating SEA risks in humanitarian assistance, including cash transfer programmes. In 2024 technical consultations were held with global cluster coordinators and their PSEA leads to identify needs and effective strategies for mainstreaming PSEA in cluster work. In 2025 WFP will roll out PSEA risk mapping tools in targeted IASC priority countries and share good practices and recommendations for harmonizing global standards in sector-wide guidance.

Observations and conclusions

54. In conclusion, with an overall implementation rate of nearly 60 percent (as at April 2025), WFP is on track with its follow-up on the recommendations stemming from the PSEA evaluation. The organization is committed to accelerating action in areas where there are delays and is using the second year of the IASC PSEAH Championship to advance system-wide efforts.

55. PSEA is non-negotiable and essential to principled, accountable and rights-based life-saving humanitarian action. It is critical for maintaining trust with the populations WFP serves and for safeguarding operational integrity. SEA risks rise during instability and scarcity, underscoring the urgency of this work.

¹⁰ IASC webpage "IASC Champion on Protection from Sexual Exploitation and Abuse and Sexual Harassment".

56. Despite necessary prioritization due to funding gaps, WFP remains committed to fully integrating PSEA into all its operations. Mainstreaming PSEA will enhance system maturity, reducing the need for dedicated resources for PSEA and generating efficiency gains.
57. Dedicated resources are still vital for operationalizing PSEA commitments at the country office level, especially in ensuring that sufficient human and financial resources are in place to support staff and partner capacity to prevent and mitigate SEA risks and facilitate reporting and timely referral to services for SEA victims and survivors.
58. WFP's commitment to this agenda remains steadfast, and the organization looks forward to continued dialogue and constructive engagement to address challenges and gaps.

Acronyms

CSP	country strategic plan
FSP	financial service provider
IASC	Inter-Agency Standing Committee
PACE	performance and competency enhancement
PSEA	protection from sexual exploitation and abuse
PSEAH	protection from sexual exploitation and abuse and sexual harassment
SEA	sexual exploitation and abuse
UNPP	United Nations Partner Portal