



Foreign, Commonwealth
& Development Office

PSEAH: organizational resourcing

Survey's final results

August 2024

Respondents








1	Government		7.41%	4
2	Development Bank/ Financial Institution		0.00%	0
3	Trust or foundation		9.26%	5
4	Private sector		9.26%	5
5	International NGO		37.04%	20
6	National or local NGO		18.52%	10
7	United Nations' agency, fund or office		14.81%	8
8	Peace or security actor		0.00%	0
9	Other (please specify):		3.70%	2

Table 1: Number of respondents by stakeholder group

- 54 responses
- 55% NGOs (37% INGOs, 18% NNGOs)
- 15% UN agencies
- 9% Trusts and foundations
- 9% Private sector
- 7% governments
- No IFIs

Do organizations have a clear organizational PSEAH budget?

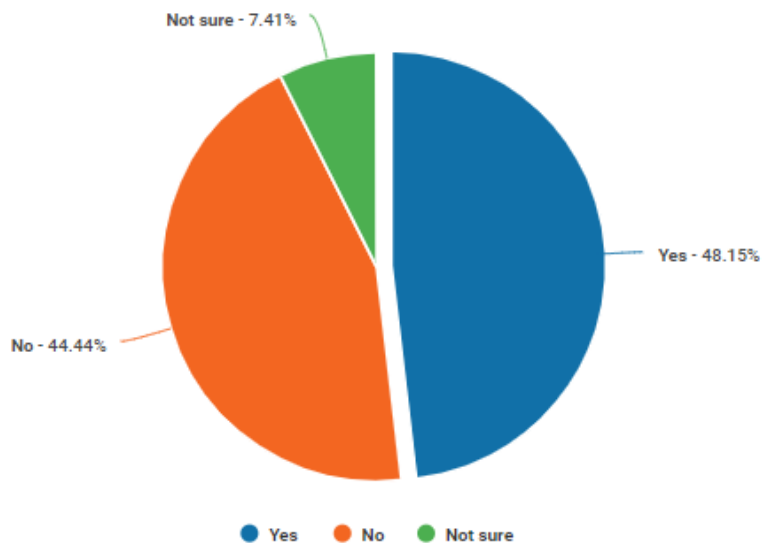


Figure 1: Do you have a clear PSEAH line in your overall organizational budget?

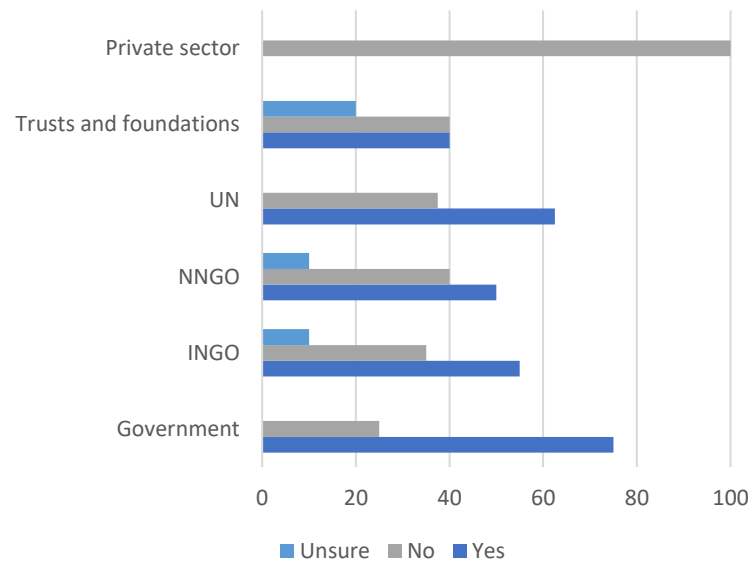


Figure 2: PSEAH line in overall budget per stakeholder group

- Almost half of the respondents have a clear PSEAH line in their overall budget (48%) .
- A little less than half do not (44%)
- There is wide variation according to stakeholders.
- Stakeholder groups which majority (over 50%) have a clear line are governments, UN agencies and INGOs.
- Those who mostly report having no line are the private sector (all), NNGOs (half) and INGOs (a third).

➔ Institutionalization: a dedicated line should be systematic.

➔ Room for improvement amongst private sector and NNGOs.

How much are organizational PSEAH budgets as a share of overall budgets?

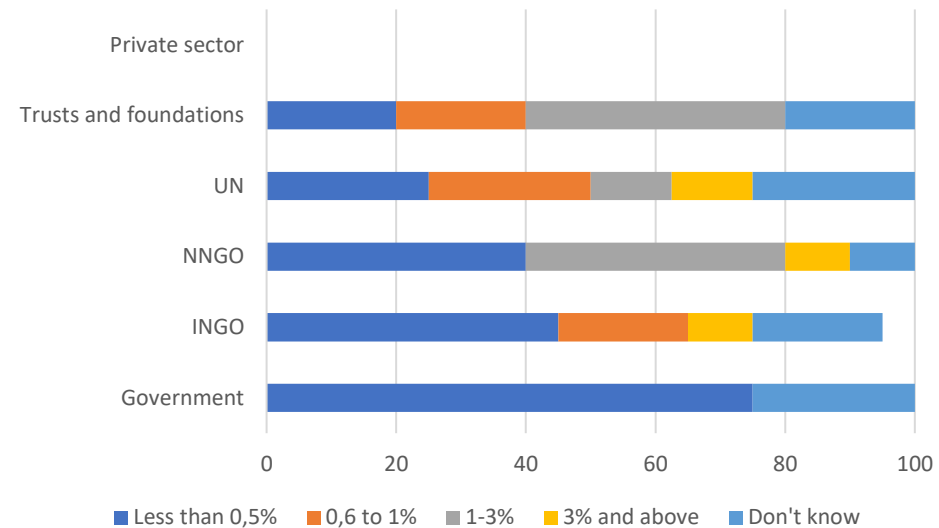
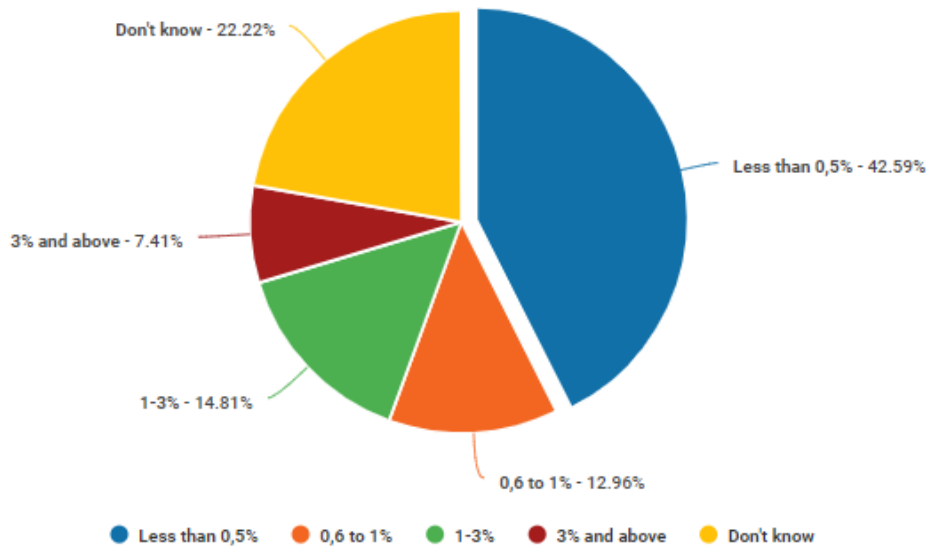


Figure 3a and 3b: PSEAH budget as % of overall organizational budget





- Over half of respondents (56%) allocate less than 1% ; most of them allocate less than 0.5% (43%).
- Almost 1 out of 4 respondents allocate over 1% with most less than 3% (15%).
- Almost 1 out of 4 respondents did not know.
- Wide variations between stakeholder groups.
- Often no way of tracking, hence accounting for, specific PSEAH expenses (e.g. no tags)

➔ There is room to allocate more to PSEAH (over 0.5%) whilst staying within a reasonable envelope and share of an organizational overall budget (less than 1% unless otherwise required by the context and level of risk?)

➔ Should we work towards mandatory tracking?

How is PSEAH funded? What types of PSEAH activity are funded?

- All stakeholders use different sources
- There’s a fairly even split between programme (earmarked), core (unearmarked), and overhead.
- NNGOs do not mention core funding at all, as they most likely do not have access to any.
- Most stakeholders (65%) include staff and staff training costs, policy development and reporting mechanisms.
- Almost half include risk analysis and mitigation and investigations (48%).
- Less than half include community outreach and engagement and support to victims-survivors.

Programme funding (earmarked)		42.59%
Core funding (unearmarked)		35.19%
Overhead costs (also called indirect costs, or non-project attributable costs)		38.89%
Other (please specify):		20.37%

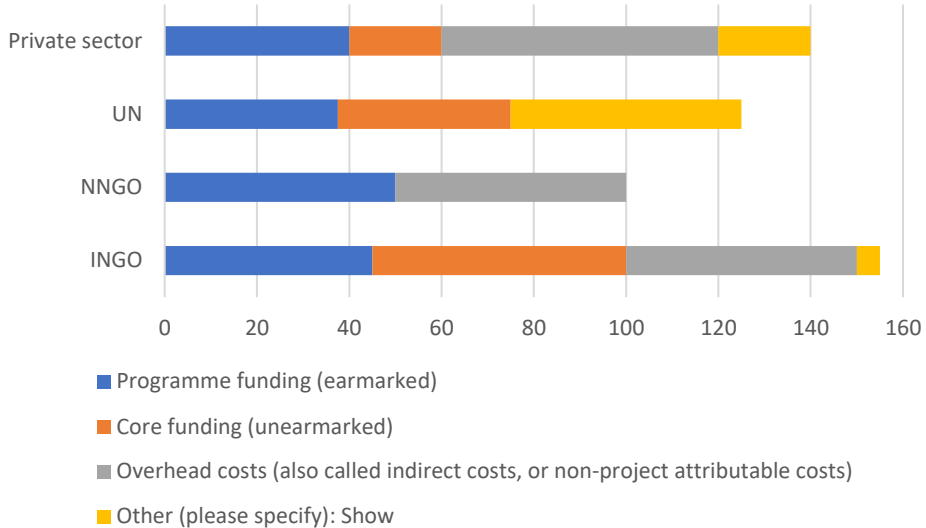






Figure 4: PSEAH financing sources

- ➔ Support access to core funding for (N)NGOs as a wider reform issue which needs progressing.
- ➔ Should we (more explicitly) standardize PSEAH costs that be budgeted for?

What lies behind internal decisions to cut or reduce funding for PSEAH?

- Most frequent reasons given for cuts or reductions includes overall budget cuts or other institutional priorities.
- But positively, many respondents who chose 'other' did so because PSEAH budgets were protected, and in some cases increasing.

Cuts need to be made		33.33%
Other institutional priorities		35.19%
Reasons for refusal or reduction are not given or unclear		22.22%
Other (please specify):		42.59%

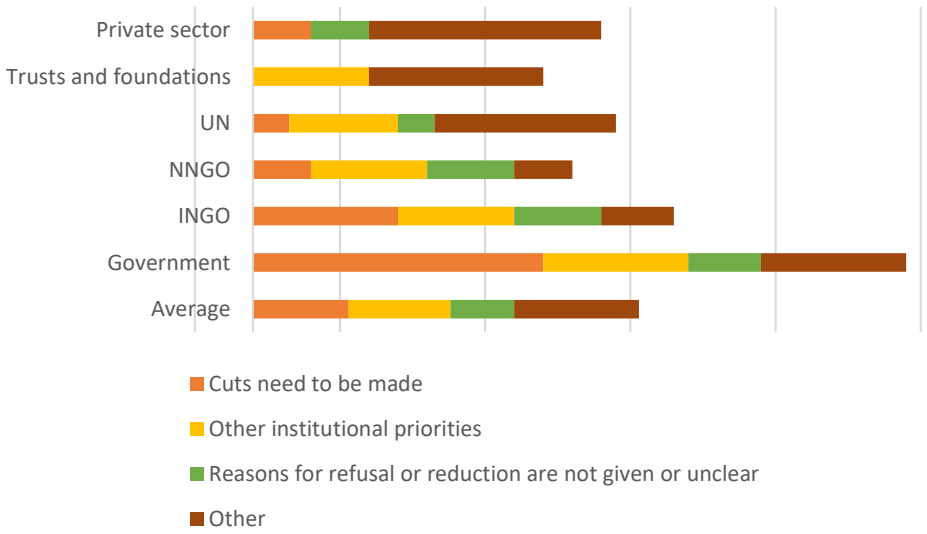


Figure 5: Reasons why PSEAH budget had to be cut or reduced

Including a specific PSEAH line in budget proposals to donors/funders

- 1 respondent out of 4 includes clear PSEAH line in their budget to donors. 1 out of 4 does not.
- The majority (just over 40%) stated that their decision to include a PSEAH budget line depends – mainly on context and perceptions of donor to allow it.
- Results show a wide range of practices and situations. Those affected most by variability are the private sector and NGOs.

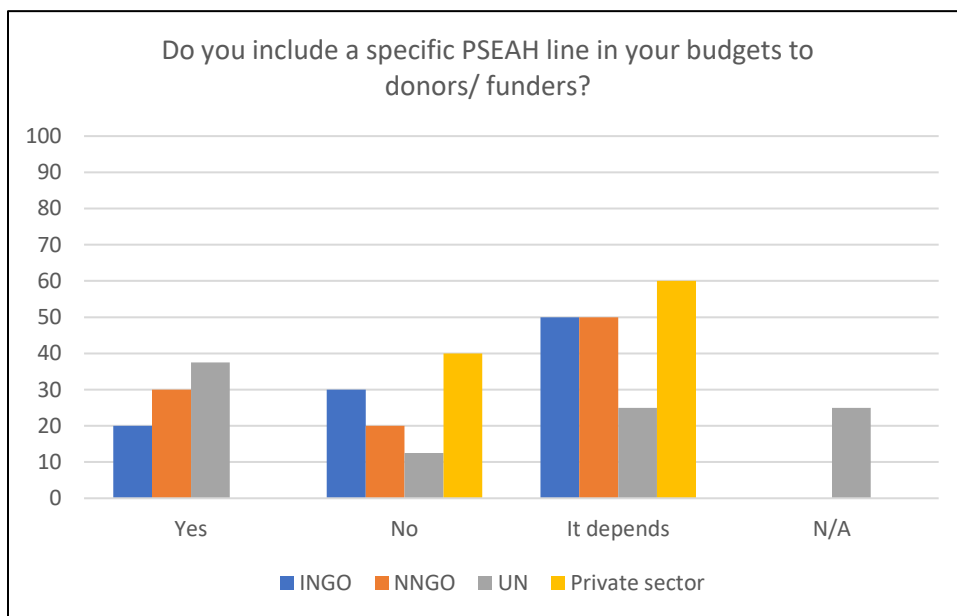


Figure 6: Do you include a clear PSEAH line in your budgets to donors and funders?

“Some funders are happy for this to happen. Many do not care and do not exactly want to know that their resources are going towards PSEAH” (Feminist Women's Organization)

“New guidance demands it, however in practice it is not always done” (INGO)

“Some donors refuse to include the PSEAH line in the budgets as we are implementing health projects” (NNGOs)

“It depends on the donor and the person writing the proposal” (INGO)

“All Missions are encouraged to include PSEAH budget lines..... but given limited donor funding and competing activities, this is not prioritized” (UN)

“If donors allow it, we do. A lot of donors do not allow it” (INGO)

➔ Donors/Funders should provide more clarity on when PSEAH budget lines are welcome, and more proactively discuss it

Including a specific PSEAH line in budget proposals to donors/funders (ct'd)

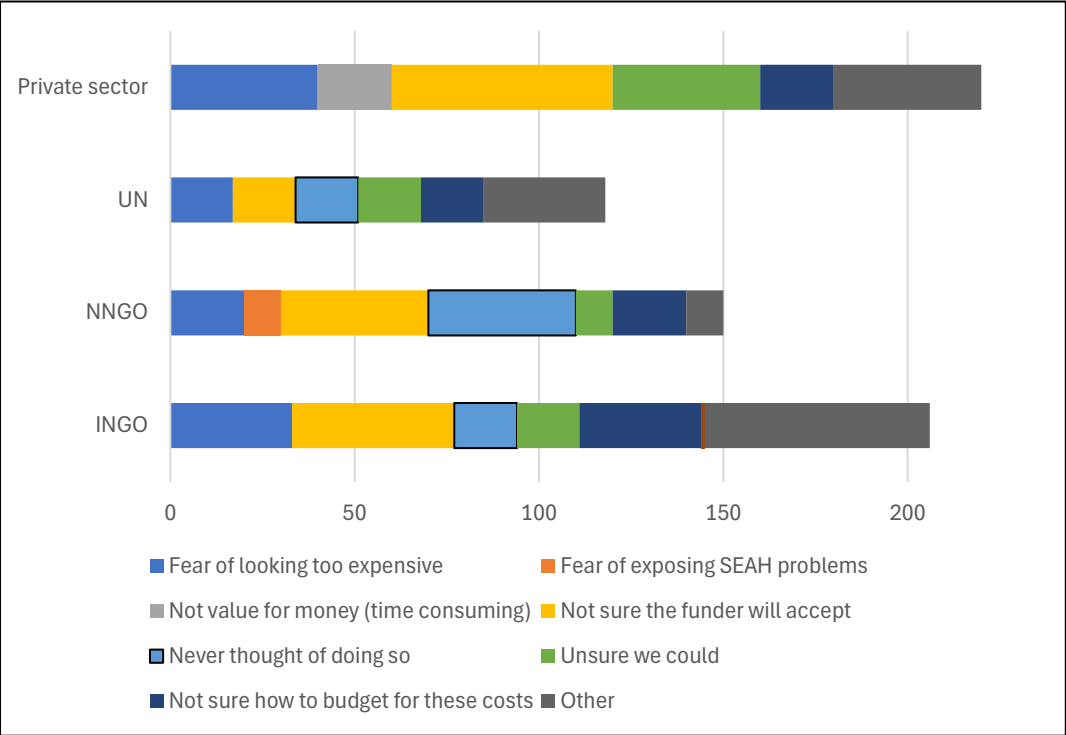
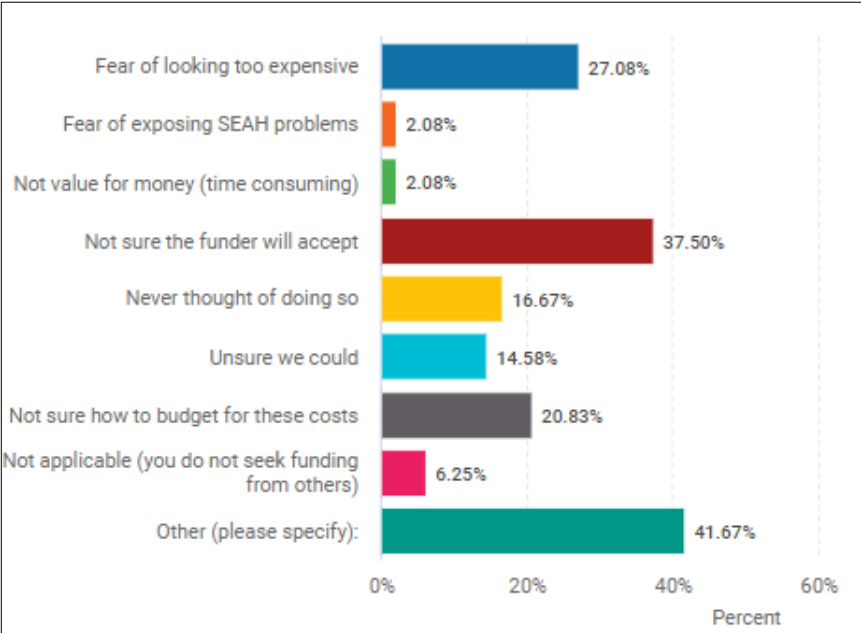


Figure 7a and 7b: If you do not include a PSEAH line in your budgets to donors and funders, why?

- Uncertainty, lack of clarity and reputational fear persist as key hindering factors.
- They are particularly strong amongst NGOs and the private sector.
- Although a mixed picture, on balance there seems to be more negative than positive experiences.
- 1 out of 5 respondents is unclear how to budget for PSEAH.

Including a specific PSEAH line in budget proposals to donors/funders (ct'd)

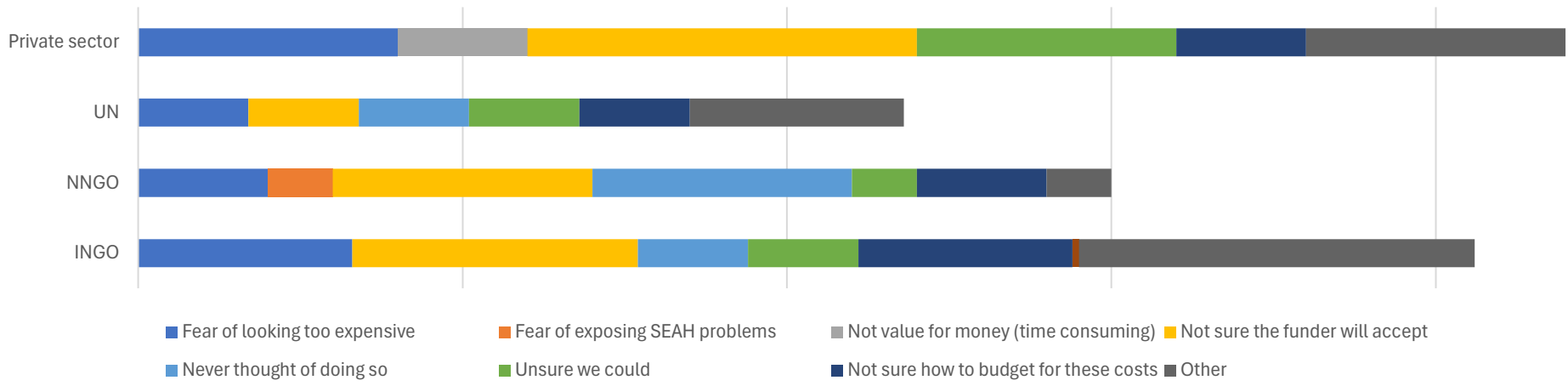


Figure 7b: If you do not include a PSEAH line in your budgets to donors and funders, why?

INGOs

- Mixed experience
- More negatives overall
- Donor assumption or policy to fund PSEAH with core /head office budget or only partially
- *“It is usually easier to budget for an accountant for the programme and get it accepted than staff for PSEAH work”*
- Need to improve internal budgeting processes and donors’ understanding of what PSEAH requires

NNGOs

- Experience highly dependent on donors’ awareness, willingness and understanding
- No specific line or funds but expectation of compliance
- Budget must fund activities in priority
- Some change starting to be seen
- *“Some big donors accept the PSEAH budget lines but with a percentage of less than 1%, despite the importance of this issue but still in the footnote of their concern” (sic)*

Private

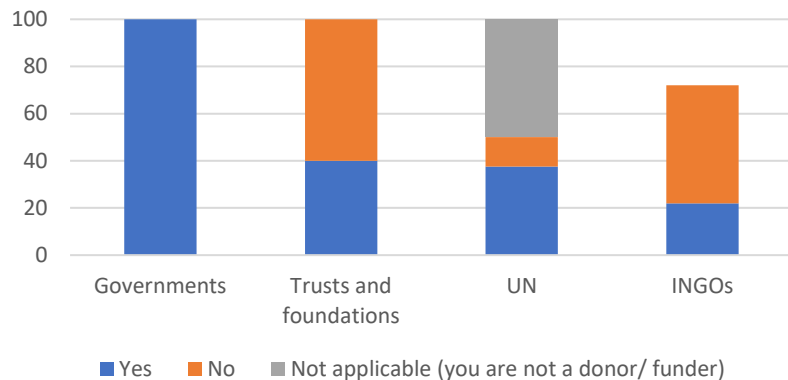
- Commercial competitiveness
- Little experience of dialogue

UN

- Competing priorities
- Role of leaders and management stands out a little more (lack of understanding, decision to cut/reduce); *“As a head of mission if I have to choose between funding a finance officer or PSEAH officer, I need to choose the finance officer”*

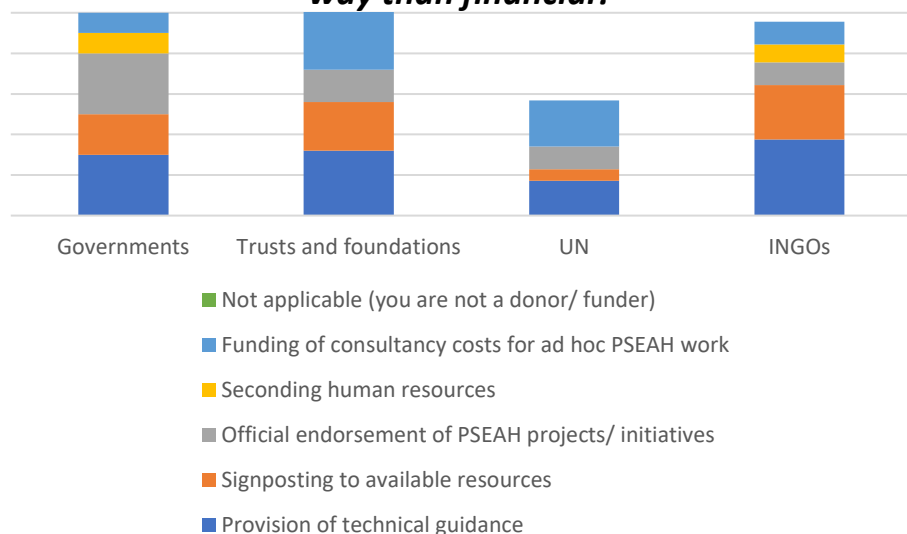
How do donors and funders resource PSEAH?

Figure 8. Do you fund stand-alone PSEAH programmes?



→ Could be a case for widening the support base for stand-alone programmes

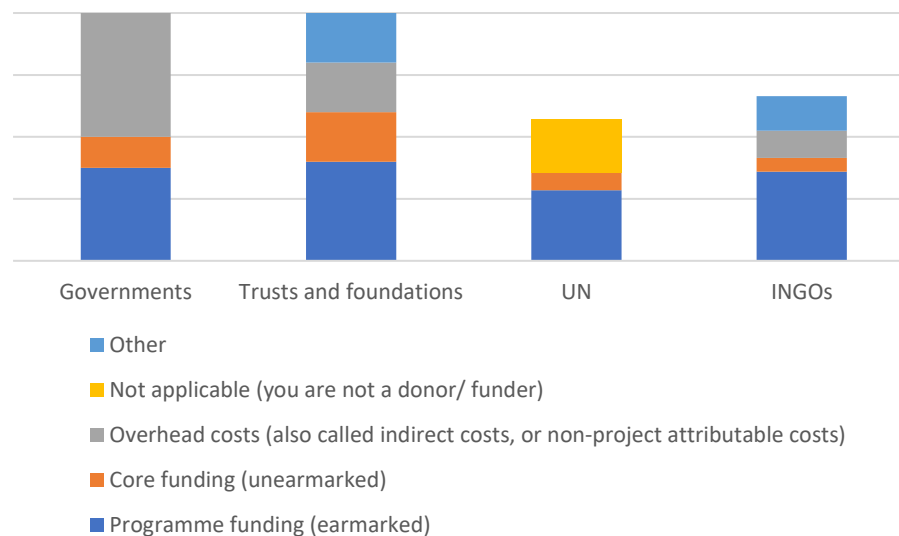
Figure 9. Do you resource your partners' PSEAH in any other way than financial?



→ Donors and funders do a lot more than merely providing financial support

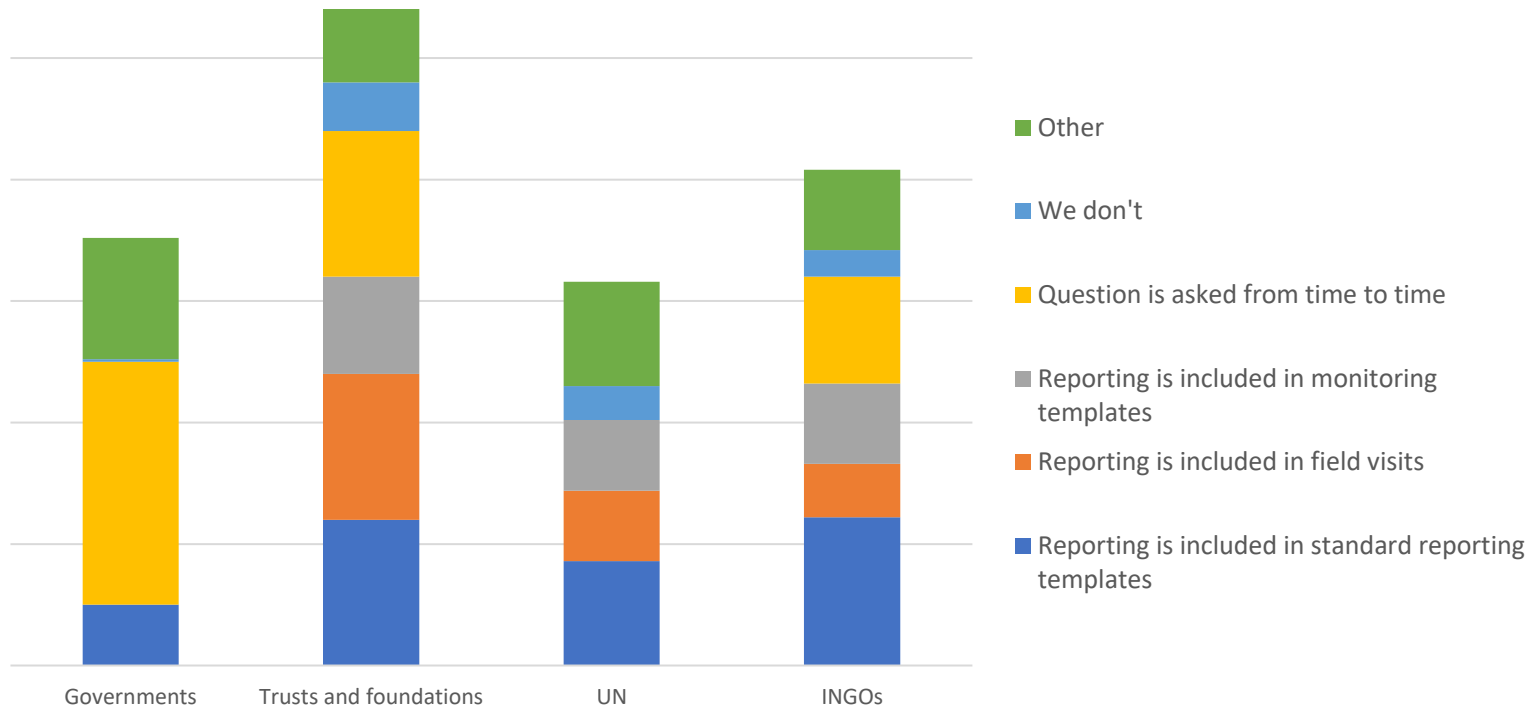
How do donors and funders fund PSEAH?

Figure 9. How do you fund your partners' PSEAH?



→ Too early to push for policy standardization

How do donors and funders check that their main partner sufficiently resources PSEAH down the delivery chain?



- Monitoring is mixed, with some partners embedding reporting into standard templates, some relying on partner reporting/self assessment (Trusts and Foundations) while others (particularly governments) check with partners only sporadically.
- A number of respondents indicated that improved monitoring is planned.

➔ Donors/funders should encourage, support and incentivise adequate PSEAH resourcing in their delivery chain

➔ Systematize monitoring of PSEAH resourcing

Recommendations

General recommendations

- Systematically have a clear and dedicated PSEAH line in organizational budgets.
- Find a way to systematically track and report on PSEAH expenditures.
- No standard % emerges as standard industry practice but there seems to be room to allocate more to PSEAH internally whilst staying within a reasonable envelope (e.g. less than 1% unless otherwise required by the context and level of risk? Probably needs unpacking depending on contexts).

For organisations seeking funding

- More systematically budget for PSEAH and proactively discuss with donors and funders.

For donors and funders

- Provide more clarity on when PSEAH budget lines are welcome.
- More proactively discuss PSEAH resourcing with partners.
- Encourage, incentivize and monitor adequate PSEAH resourcing down the delivery chain.
- Pay additional attention to resourcing for private sector and NNGOs.
- Access to core funding for NNGOs is a wider reform issue which needs progressing.