

Document: EB 2020/129/R.5
Agenda: 4(iii)
Date: 23 March 2020
Distribution: Public
Original: English

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Update on IFAD's Approach to Address the United Nations Strategy to Prevent and Respond to Sexual Harassment, Sexual Exploitation and Abuse

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Executive Board — 129th Session
Rome, 20-21 April 2020

For: Review

Update on IFAD's Approach to Address the United Nations Strategy to Prevent and Respond to Sexual Harassment, Sexual Exploitation and Abuse

I. Introduction

1. In response to the United Nations Secretary-General's strategy for a system-wide approach to strengthening prevention and response measures to combat sexual harassment (SH) and sexual exploitation and abuse (SEA) in its operations and funded activities, the IFAD SH/SEA task force, led by the Director of the Ethics Office (ETH), and composed of representatives of the Office of the General Counsel, Human Resources Division, Office of Audit and Oversight (AUO), Communications Division, Programme Management Department and Corporate Services Department, reported to the Executive Board at its 123rd, 124th, 125th, 126th, 127th and 128th sessions¹ on the implementation of IFAD's Action Plan and the concrete measures being taken to align IFAD with the Secretary-General's strategy as described in the report, *Special Measures for Protection from Sexual Exploitation and Abuse: A New Approach* (A/71/818).²
2. At its December session, the Board welcomed the Fund's continued leadership and transparency, including the updates to the Board on the IFAD 2018-2019 Action Plan to prevent and respond to SH and SEA (annex I). This document highlighted IFAD's efforts since the release of the IFAD Policy on Preventing and Responding to Sexual Harassment, Sexual Exploitation and Abuse (SH/SEA Policy) in April 2018; in strengthening policies and procedures; and in conducting awareness-raising and training sessions in all regions where the Fund operates.
3. Looking ahead with the 2020-2021 Action Plan (annex II), IFAD is proposing to: continue its activities on prevention and response to SH and SEA; further strengthen risk management and engagement with the United Nations and international financial institutions (IFIs) on safeguarding against SH and SEA; integrate a victim-centered approach in its processes; and introduce innovative actions to promote IFAD's no-tolerance stance for SH and SEA.
4. IFAD is committed to the United Nations' collective efforts to combat SEA. On 30 January 2020, the President of IFAD sent a year-end management letter on protection from SEA and the reporting of SEA allegations to the United Nations Secretary-General. The letter described IFAD's actions in 2019, including the "Speak Up, Report, Support" campaign against SH and SEA; training provided to IFAD's workforce as well as to government partners; and the amendments to IFAD's General Conditions applicable to Agricultural Financing and to the Project Procurement Guidelines to include an obligation for recipients of IFAD funds to comply with IFAD's SH/SEA policy. A copy of this correspondence is available on the Member States Platform.
5. In line with the past practice, IFAD's 2020-2021 Action Plan to prevent and respond to SH/SEA will also be shared with the Office of the Special Coordinator on improving the United Nations response to SEA.

¹ See EB 2018/123/R.39, EB 2018/124/R.41, EB 2018/125/R.14, EB 2019/126/R.39, EB 2019/127/R.42 and EB 2019/128/R.21.

² See GC 41/L.3/Rev.1: para 95(e), third bullet point; and annex I, monitorable action 48.

II. Update on IFAD's approach to prevent and respond to SH and SEA

A. Prevention and response

6. IFAD continues to prioritize prevention and response to SH and SEA, consistent with its strong commitment to provide a safe working environment that is free from harassment, discrimination and abuse.
7. In June 2019, under the leadership of the ETH and in collaboration with the IFAD Medical Services Unit; Environmental, Climate, Gender and Social Inclusion Division; Human Resources Division; IFAD Staff Association; investigation section of AUO; and the Security Unit and Communications Division, IFAD launched its first SH and SEA awareness campaign entitled "Speak Up, Report, Support" at headquarters and in the IFAD Country Offices (ICOs) and regional hubs. The campaign – which proved a success among staff and non-staff (consultants and interns) – included a video featuring colleagues from across the globe highlighting the importance of each person's commitment to this cause. The video was shared at the December 2019 Board session and is available on the corporate website and other public media tools.
8. ETH continued to focus on awareness-raising and training initiatives on SH and SEA. In the last quarter of 2019, ETH held SH and SEA awareness-raising sessions in Latin America and the Caribbean (Brazil, Panama, Peru), Asia and Pacific (China, India), East and South Africa (South Africa) and in IFAD headquarters, reaching approximately 200 staff and partners. As of 31 December 2019, 95 per cent of IFAD staff had completed the mandatory SEA online training.
9. In 2019, IFAD Management released the *Guidelines to Prevent Harassment, Sexual Harassment and Discrimination at IFAD Events* consistent with the United Nations' Model Code of Conduct. The guidelines aim to prevent harassment from occurring at IFAD events by sharing expectations of standards of conduct in advance of an event, as well as to support victims by ensuring they are aware that harassment is not tolerated at IFAD events and what steps they can take if they are harassed or witness harassment. The guidelines are available on the IFAD corporate website and are being systematically included in invitations to IFAD-hosted events.
10. In 2019, IFAD also participated in the SEA survey carried out by the Office of the Special Coordinator on improving the United Nations response to SEA in duty stations identified by the United Nations as at high risk for SEA. The results of the survey, which was conducted in June 2019 throughout the United Nations system, indicate the need to further strengthen SEA awareness in certain field locations.
11. To this end, ETH will continue to promote IFAD's no-tolerance policy for SEA, including through the SEA focal point programme. The list of the 20 SEA focal points designated by the ETH has been shared with all IFAD staff and non-staff resources. They are located in all regions where IFAD operates. The SEA focal points have been trained to assist the ETH in improving and promoting local prevention strategies, facilitate access to reporting and support at the field level, and liaise with other United Nations organizations in the field on SEA-related initiatives. ETH is also supporting the ONE United Nations ("ONE UN") initiative by providing guidance to the SEA focal points to effectively engage with partners and local United Nations entities in the field to promote the work of IFAD in preventing and responding to SEA.
12. To further strengthen the SEA focal point programme, ETH will be launching – in the first quarter of 2020 – the Ethics Community Tool, a confidential platform developed in collaboration with the Information and Communication Technology Division and managed by ETH to connect all IFAD SEA focal points in all regions

and offer opportunities to share experiences and knowledge. All SEA focal points will be trained on the use of the platform.

B. Monitoring SH/SEA

13. ETH continues to monitor compliance with the ethics mandatory training (code of conduct, anti-harassment programme and SEA online training) for staff and non-staff with the support of IFAD Management and supervisors. The 2019 performance evaluation for staff will also include mandatory completion of ethics trainings. In 2020, ETH is implementing a mandatory refresher programme for re-certification of ethics training after a period of three years of the initial certification date. All IFAD staff and non-staff resources will be required to participate.
14. As requested by the Board, in December 2019 IFAD conducted a survey to assess trends in SH/SEA as well as in IFAD's workplace culture. For the first time, the survey included both staff and non-staff resources such as consultants and interns. A total of 1,020 participants responded out of a possible 2,309, with an overall response rate of 44 per cent, of which 57 per cent were staff and 39 per cent were non-staff.
15. Overall, the engagement indicators (e.g. proud to work for IFAD, feeling of personal accomplishment, recommending IFAD as a good place to work), despite a slight drop of 2 per cent, remained strong and were broadly aligned with the 2018 survey results. Results for staff showed a positive trend with respect to the general knowledge of IFAD's core values (98 per cent) and the understanding of how to report unethical behaviour within IFAD (93 per cent). Appreciation of the need for proactiveness in reporting situations of discrimination or harassment remained at 82 per cent for the whole organization.
16. Specifically regarding SH and SEA, 94 per cent of staff (an 8 per cent increase from 2018) stated that they had not witnessed acts of SEA against beneficiaries of IFAD-funded projects. Of the 6 per cent remaining, 5 per cent were neutral and 1 per cent responded affirmatively. The same trend can be observed with regard to staff having witness SH in the workplace within the last two years (89 per cent said they had not, as against 86 per cent in 2018). That left 5-6 per cent of respondents who did witness SH or experienced or witnessed comments of a sexual nature. The results for non-staff are comparable with those of staff.
17. The survey highlighted a few areas of organizational culture that require attention such as disrespectful behaviour at work (e.g. shouting and other forms of aggressiveness), discriminatory treatment and intention to block career opportunities, where values varied between 23 per cent and 26 per cent for the organization as a whole. A plan to respond to these concerns is being developed by IFAD Management to identify concrete and time-bound actions for 2020. These will factor in training and awareness-raising as well as tailored initiatives to promote a positive working environment in IFAD, irrespective of the duty station. Updates on actions taken will be shared with the Board.
18. IFAD is committed to continue reporting credible SEA and SH allegations at each session of the Executive Board, with due consideration to the obligation to respect privacy and the integrity of investigative processes. In response to the Board's request, Management also decided to report promptly any credible SH and SEA allegations received between sessions of the Executive Board. To this end, Management is exploring using the Member States Platform as the communication tool for sharing credible SH/SEA allegations received, provided, however, that the platform offers adequate data protection. The extent of the information disclosed will follow the current practice where anonymized information is provided in order not to compromise the integrity of ongoing review and investigations. Management intends to fully implement the prompt reporting system in 2020.

19. Furthermore, IFAD has signed up to the United Nations SEA Tracker to report credible SEA allegations to facilitate alignment of data and tracking of investigations within the United Nations system. IFAD has also started populating the system-wide "ClearCheck" secure online database for sharing information among United Nations bodies on individuals whose employment was terminated for sexual misconduct. The aim is to prevent their re-employment in the United Nations system.
20. IFAD is committed to continuing monitoring its SH and SEA efforts through internal and external communications with staff and partners to ensure that all are aware and understand their roles and obligations in keeping IFAD free of SH and SEA.

C. Mainstreaming SH and SEA in IFAD's operations

21. IFAD recognises that the engagement of partners – including Member States, implementing partners and contractors – in sharing IFAD's policy of no tolerance for SH and SEA is paramount to successfully preventing SH and SEA in IFAD operations.
22. In December 2018, the Board approved the amendments to the General Conditions for Agricultural Development Financing applicable to IFAD's financing agreements. As a result, recipients of IFAD funding are now required to inform IFAD of any non-compliance with the SH/SEA policy in relation to IFAD-funded activities and operations. Non-compliance may trigger the suspension or cancellation of financing for failure to take timely and appropriate action in addressing the matter to the Fund's satisfaction. IFAD's relevant policies will be updated to reflect these changes.
23. In December 2019, the Board approved amendments to the IFAD Project Procurement Guidelines to embed the SH/SEA policy therein. As a result, certifications on SH and SEA compliance are being requested as part of the bidding documents and contracts with vendors, suppliers and other parties receiving IFAD funds.
24. Dedicated SH and SEA training sessions regarding these recent amendments have been rolled out for staff and implementing partners. Compliance with IFAD requirements will be monitored during project supervision.
25. The 2020-2021 Action Plan foresees further alignment of the IFAD Project Implementation Guidelines with the SH/SEA policy. In addition, the IFAD Letter to the Borrower/Recipients, which accompanies the financing of projects, will be similarly amended.
26. The revision of the IFAD Social, Environmental and Climate Assessment Procedures (SECAP) has been completed and the procedures have been strengthened to address risk associated with gender-based violence, including SH and SEA so that appropriate measures can be identified to mitigate those risks.
27. Finally, in 2019, the pilot exercise conducted by ETH and the WCA division to include SH and SEA awareness-raising in project start-up events concluded successfully in the West and Central Africa region. The 2020-2021 Action Plan foresees the deployment of similar SH and SEA awareness-raising activities in project start-ups for all regions where IFAD operates.

D. Collaboration and partnerships

28. IFAD continues to participate in the United Nations Chief Executives Board (CEB) Task Force on Addressing Sexual Harassment and the Inter-agency Standing Committee Results Group on Accountability and Inclusion. In 2020, IFAD will complete its revision of IFAD's SH procedures to align them with the UN System Model SH Policy where appropriate, in collaboration with the Office of Legal Counsel, the Human Resources Division and AUO.

29. Finally, to ensure alignment with best practices for safeguarding against SH and SEA, IFAD continues to collaborate with the Rome-based agencies and participates in several ethics, human resources, legal and investigation networks of United Nations organizations and IFIs, and engages in knowledge-sharing and policy dialogue with many partners and stakeholders. In 2020, there are plans for IFAD to participate in the Inter-agency joint workshop for the protection against sexual exploitation and abuse focal points organized by the World Food Programme (WFP), the United Nations Population Fund, the United Nations Development Programme, the United Nations International Children's Emergency Fund, the United Nations Office for Project Services, the United Nations High Commissioner for Refugees and the International Organization for Migration. This workshop is aimed at improving coordination and fostering synergies for a cohesive approach to preventing and responding to SEA.

III. Conclusion

30. Since the introduction of the SH/SEA policy in 2018, IFAD has demonstrated through concrete actions its strong commitment to prevent and combat SH and SEA inside and outside the organization in all aspects of its operations and activities.
31. Combating SH/SEA in IFAD and in its funded operations and activities is a long-term commitment which calls for continuous efforts to fully implement a 'Speak Up, Report, Support' culture. With a focus on results, IFAD will continue to promote its core values of respect, integrity and professionalism, and its no-tolerance policy for SH/SEA, aligning its efforts with best practices.

2018-2019 Action Plan – IFAD’s response to the Secretary-General’s strategy to improve the United Nations response to sexual exploitation and abuse

	<i>Actions</i>	<i>Status</i>	<i>Planned actions (2019)</i>
Strategic area I: Preventing SH and SEA			
IFAD Policy on Preventing and Responding to SH and SEA	Drafting and release of the policy on SH/SEA.	Completed	
	Translation of the SH/SEA policy into the Fund’s four languages and public disclosure on the IFAD intranet and website.	Completed	
SEA online training	Develop an IFAD-specific mandatory online training course in Arabic, English, French and Spanish.	Completed	
	Roll out the online SEA training.	Completed	Continue monitoring compliance
SH and SEA classroom training and awareness-raising sessions	<p>Training delivered by ETH in classroom settings through the Operations Academy, regional events and workshops.</p> <p>10/04/2018 – WCA Regional Forum in Mauritania 24-25/04/2018 – Operations Academy (headquarters) 4/07/2018 – Operations Academy (headquarters) 22/10/2018 – FMD Workshop in Indonesia 24/10/2018 – APR Operations Academy in Indonesia 14/11/2018 – NEN Regional event in Morocco 23/1/2019 – ESA Operations Academy in Nairobi 18/3/2019 – LAC Operations Academy in Panama 24/6/2019 – WCA event in Senegal 28/6/2019 – SH/SEA campaign in HQ and ICOs/Hubs 18/7/2019 – SH/SEA campaign dedicated session with 4 ICOs/Hubs in LAC region (Panama, Peru, Brazil, Guatemala) 09/07/2019 – OPR/WCA, Abidjan, Côte d'Ivoire Project Procurement Training (video conference) 04/09/2019 – Training to OPR staff on procurement related to SH/SEA (video conference) 09/09/2019 – WCA Workshop, Yaoundé, Cameroon, Project Procurement Training (video conference) 16/09/2019 – WCA Workshop, Accra, Ghana, Project Procurement Training (video conference) 23/09/2019 – FMD Workshop, Nairobi, Kenya, Project Procurement Training (video conference) 16/09/2019 – WCA Workshop, Accra, Ghana, Project Procurement Training (video conference) 23/09/2019 – FMD Workshop, Nairobi, Kenya, Project Procurement Training (video conference) 07/10/2019 and 24/10/2019 – SEA Focal Point training (in person and video conference) 19/11/ 2019 – LAC Panama ICO staff on SH and SEA (video conference) 22/11/2019 – LAC Peru ICO staff on SH/SEA (video conference) 26/11/2019 – LAC Brazil ICO staff on SH/SEA (video conference) 28/11/2019 – Corporate Induction Workshop, IFAD HQ 04/12/2019 – APR Procurement Workshop, China (video conference)</p>	Completed	Operations Academy in other regions – Completed

	<i>Actions</i>	<i>Status</i>	<i>Planned actions (2019)</i>
	11/12/2019 – APR Procurement Workshop, India (video conference) 16/12/2019 – ESA Procurement Workshop, South Africa (video conference) 18/12/2019 – NEN Procurement Framework Workshop (video conference)		
Anti-harassment online training course	Revise the current anti-harassment mandatory training to include specific references to SH and SEA.	Completed	
Background checks	Update personal history forms to include questions on SH and SEA. Introduce provisions on the human resources framework to withdraw offers of appointment or terminate appointments and other contracts in the presence of evidence of SH or SEA.	Completed	
	Explore the possibility of joining the United Nations common database project designed to maintain a record of individuals found to have engaged in SH.	Completed Registration steps with the United Nations ongoing	
Appointment letters and contract templates	Introduce a reference to IFAD's no-tolerance policy on SH and SEA in appointment letters and contract templates.	Completed	
Code of Conduct annual declaration form	Include a reference to SH and SEA in the annual declaration.	Completed	
General terms and conditions for procurement of goods and services	Include references to SH and SEA in commercial contracts (headquarters) in addition to the current references of the United Nations Supplier Code of Conduct.	Completed	
	Include obligations for commercial vendors to adopt background checks and disclosure requirements regarding criminal convictions, disciplinary measures, sanctions and investigations related to SH and SEA.	Completed	
Corporate risk register	Include reputational conduct-related risks such as SH and SEA in the corporate risk register to identify, monitor and prevent such risks.	Completed	
SH/SEA staff survey	Include SH and SEA questions in the Global Staff Survey to be launched in mid-November 2018.	Completed	
Strategic area II: Responding to SH and SEA			
Disciplinary framework	Identify SH and SEA as serious misconduct that may constitute grounds for summary dismissal, termination and debarment for non-staff.	Completed	
Reporting and complaint mechanisms	Clarify in relevant procedures that complaints about SH and SEA can be filed anonymously.	Completed	
	Remove one-year limitation for reporting SH and SEA.	Completed	
	Ensure that dedicated AUO and ETH reporting channels are accessible via IFAD's intranet and website.	Completed	
	Publicly disclose on IFAD's website the SH/SEA policy, Code of Conduct and procedures on whistle-blowing protection against retaliation.	Completed	
SEA focal points	Identify SEA focal points within ICOs and hubs.	Completed	

	<i>Actions</i>	<i>Status</i>	<i>Planned actions (2019)</i>
	Develop and administer a specific training programme for SEA focal points to receive allegations of SEA in ICOs and hubs. 16/07/2019 – India, Vietnam 13/08/2019 – Brazil, Panama, Peru 21/08/2019 – Bangladesh, China, Ethiopia, South Africa 19/09/2019 – Democratic Republic of the Congo, Egypt, Sudan 01/10/2019 – Indonesia 10/10/2019 – Côte d'Ivoire, Kenya, Nigeria, Senegal	Completed	
Investigation	Give SH and SEA high priority for investigation.	Completed	
	SEA investigation training for AUO investigators.	Completed	
Strategic area III: Mainstreaming SH and SEA in IFAD's operations and funded activities			
SH and SEA risk assessment in operations	Include SH and SEA risk assessment in project design and implementation, and indicators in supervision missions.	Ongoing	
Project procurement guidelines	Include a reference to SH and SEA in the project procurement guidelines.	Completed	
General Conditions for Agricultural Development Financing (loans/grants)	Propose amendments to the Executive Board in December 2018 to include obligations to report SH and SEA, and associated measures.	Completed	
Strategic area IV: Coordination and cooperation			
Engagement with Ethics Network (United Nations and IFIs) and RBAs	Participate in regular meetings of the Ethics Network of Multilateral Organizations (United Nations and IFIs) and RBAs.	Continuous	
	Explore the possibility of joining the WFP joint Member State/Management Committee to review and discuss best practices in addressing forms of harassment, including SH, sexual exploitation and abuse.	Completed	
Inter-Agency Standing Committee Task Team on Accountability to Affected Populations and Protection from Sexual Exploitation and Abuse	Participate in meetings of the Task Team on Accountability to Affected Populations and Protection from Sexual Exploitation and Abuse to discuss best practices in SEA awareness-raising and protection strategies for local beneficiary populations.	Continuous	
CEB SH Task Force	Participate in meetings of the CEB SH Task Force and explore the possibility of: joining the United Nations system-wide efforts to harmonize best practices for effective SH background checks; introducing a uniform definition of SH among United Nations organizations; and developing a model SH policy that organizations can use to align their own specific institutional and legal frameworks.	Ongoing	

2020-2021 Action Plan – IFAD’s Policy to Preventing and Responding to Sexual Harassment (SH) and Sexual Exploitation and Abuse (SEA)

	Actions	Status	Planned actions (2020-2021)
Strategic area I: Preventing SH and SEA			
NEW IFAD Policy on Preventing and Responding to SH and SEA	Update the policy with the recent amendments to the General Conditions for Agriculture Development Financing and Project Procurement guidelines.		Q1 2020
SH and SEA training and awareness-raising	Monitor staff compliance to SEA online training course and roll-out mandatory refresher training programme.	Continuous	2020
	Strengthen further SH online training course module and roll-out mandatory refresher training programme.	Ongoing	2020
	Conclude Pilot with WCA on SEA training in Project Start-up workshops and take stock of lessons learned and challenges for adjustments as required.	Ongoing	Q1 2020
	NEW Deploy SEA training in all languages for Start-up workshops in all divisions (LAC, NEN, ESA and WCA).		2020-2021
	Deliver SH/SEA trainings in classroom settings and/or video conference through inter alia the Operations Academy, regional events, workshops and corporate induction seminars.	Continuous	Continuous
	SH/SEA trainings in classroom setting with staff and implementing partners: <ul style="list-style-type: none"> • 3 February 2020: Start-up Workshop – Togo (video conference). • 3 March 2020 – FMD Workshop – Senegal (video conference). 		
	NEW Include mandatory SH/SEA training in the automated Consultant onboarding processes.		2020
	Monitor consultant compliance to SH/SEA online training.	Continuous	Continuous
Revision of procedures on SH	Review SH procedures/employment contracts and align with the United Nations SH model policy as appropriate.	Ongoing	2020-2021
NEW Managers and supervisors SH/SEA Toolkit	Develop Toolkit for managers and supervisors on addressing staff workplace concerns with a focus on SH/SEA.		Q2 2020
Enterprise Risk Management	Contribute to the Corporate Risk Dashboard on unsatisfactory conduct and misconduct related risks including SH and SEA and contribute to the development of mitigation strategies.	Continuous	Continuous
NEW Workplace culture and staff engagement survey (2019)	Review results of survey and develop action plan to address any areas of concern and/or need for improvement together with management.		2020-2021

	<i>Actions</i>	<i>Status</i>	<i>Planned actions (2020-2021)</i>
SH/SEA Communication	<i>NEW</i> Develop short video concept on IFAD's efforts to prevent and respond to SEA in the field.		2021
	Ongoing internal communications and updates on SH/SEA.	Continuous	Continuous
Strategic area II: Responding to SH and SEA			
Reporting and complaint mechanisms	Review and further strengthen reporting and complaint mechanisms aligned with best practices.	Ongoing	2020-2021
<i>NEW</i> Prompt reporting of credible SH/SEA allegations to IFAD Member States	Explore a confidential and secure system of continuous reporting of credible SH and SEA allegations to IFAD Member States.		2020
SEA focal points	<i>NEW</i> Deploy confidential IT platform (Ethics Community Tools) managed by ETH to allow SEA focal points to connect with each other and with ETH to exchange knowledge and best practices.		Q2 2020
	<i>NEW</i> Organize global SEA focal points event to discuss and share knowledge and experiences.		2020-2021
	<i>NEW</i> Develop SEA Focal point action plan for the implementation of awareness-raising activities in the field.		Q1 2020
	Manage SEA Focal Points programme.	Continuous	Continuous
<i>NEW</i> SEA victim and affected persons support mechanism	Explore mechanisms in place in various locations — including at government and other stakeholder/partner levels — for SEA victims and affected persons.		2021
	Strengthen IFAD's approach to supporting SEA victims and affected persons in the field which may involve collaboration agreements with governments, United Nations entities and other stakeholders.		2021
Strategic area III: Mainstreaming SH and SEA in IFAD's operations and funded activities			
SH and SEA in operations	Finalize SECAP to include risk assessment in projects and country strategic opportunities programmes.	Completed	2020
	<i>NEW</i> Review Project Implementation manuals to align with SH/SEA policy.		Q2 2020
	<i>NEW</i> Revise standard letter to the Borrower to include references to SH/SEA policy.		Q3 2020
Strategic area IV: Coordination and cooperation			
Engagement with Ethics Network (United Nations and IFIs) and RBAs	Participate in regular meetings of the Ethics Network of Multilateral Organizations (United Nations and IFIs) and RBAs.	Continuous	Continuous
Inter-Agency Standing Committee Task Team on Accountability and Inclusion	Participate in meetings of the Task Team on Accountability and Inclusion to discuss best practices in SEA awareness-raising and protection strategies for local beneficiary populations.	Continuous	Continuous

	<i>Actions</i>	<i>Status</i>	<i>Planned actions (2020-2021)</i>
CEB SH Task Force	Participate in meetings of the CEB Task Force on addressing Sexual Harassment within the organizations of the United Nations System. - Participation in the CEB SH Task Force conference-call, 24 February 2020	Continuous	Continuous
<i>NEW</i> Linkages with stakeholders in the field	Liaise with stakeholders in field locations (the United Nations, IFIs, governments and others) for closer SH/SEA coordination, knowledge-sharing and collaboration (including Resident Coordinators and local SEA Networks, as appropriate).		2020-2021
<i>NEW</i> Strengthen SEA collaboration through Hosting and Service-Level Agreements	Explore the possibility of including specific SEA collaboration in agreements and contracts entered into by IFAD and hosting agencies and partners in field duty stations.		2020-2021