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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

Note to Executive Board Representatives

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For: **Review**

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, 128th, 129th, 130th, 131st, 132nd and 133rd sessions[1] on the implementation of IFAD's SH/SEA Action Plan and the concrete measures being taken to align IFAD's approach with the Secretary-General's strategy as described in the report entitled Special Measures for Protection from Sexual Exploitation and Abuse: A New Approach (A/71/818).[2]

2. Since the release of the IFAD policy to Preventing and Responding to Sexual Harassment, Sexual Exploitation and Abuse (the SH/SEA policy) in April 2018, IFAD has implemented its 2018–2019 SH/SEA Action Plan (annex II) and strengthened its policies, procedures, contracts, letters of appointments. As well, the General Conditions for Agricultural Development Financing and the IFAD Project Procurement Guidelines were amended by the Board to reflect the SH/SEA policy.

3. IFAD conducted awareness-raising events and a campaign to combat SH/SEA entitled "Speak Up, Report, Support". Staff and non-staff are expected to complete a mandatory SH/SEA online training course; implementing partners are also trained through virtual classroom events and a recent SH/SEA webinar has been developed specifically for project staff. IFAD released Guidelines to Prevent Harassment, Sexual Harassment and Discrimination at IFAD Events; a guide for managers and supervisors for preventing and responding to harassment, including sexual harassment and, more recently, a Guide for Borrowers/Recipients of IFAD funding on the IFAD SH/SEA policy.[3] Finally, in order to promote the SH/SEA policy and zero-tolerance stance, an SEA focal point programme has been rolled out in all regions where the Fund operates.

4. The 2020–2021 SH/SEA Action Plan (annex I) was shared with the Executive Board and with the United Nations Special Coordinator on improving the United Nations response to sexual exploitation and abuse. The plan focuses on collaboration with the United Nations and other partners in the field to strengthen prevention and response efforts, particularly in the light of the COVID-19 pandemic. The 2022–2023 plan is being developed and, as per standard practice, it will be shared with the Board and the United Nations.

5. Every year the President of IFAD sends a year-end Management letter on protection from SEA and the reporting of SEA allegations to the United Nations Secretary-General. The letters describe IFAD's efforts and concrete prevention and response actions against SH and SEA. A copy of these communications is available on the Member States Interactive Platform (MSIP). Management also informs Member States of all credible SH/SEA allegations received in real time on the dedicated SH/SEA page on the MSIP.

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[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, EB 2019/128/R.51, EB 2019/129/R.5, EB 2020/130/R.4, EB 2020/131/R.2, EB 2021/132/R.12, EB 2021/133/R.17.
[2] See GC 41/L.3/Rev.1, GC 44/L.6/Rev.1.
[3] Guidelines to Prevent Harassment, Sexual Harassment and Discrimination at IFAD Events and the Guide for Borrowers/Recipients of IFAD funding on the IFAD policy to preventing and responding to sexual harassment, sexual exploitation and abuse are available on IFAD website.

II. Update on IFAD's approach to preventing and responding to SH and SEA

A. Prevention and response

6.   Since January 2021, more than 1,000 staff members, persons hired by the Fund under a non-staff contract and project personnel have received SH/SEA training either online or in videoconference classroom sessions.

7.   Mandatory online SEA training is being closely monitored by ETH, and all new staff must take the course within two months of starting their employment with IFAD. This requirement to complete the mandatory online SEA training also applies to non-staff such as consultants and interns. Completion of the mandatory training is also a prerequisite for the finalization of the performance evaluation process for staff members. To date, 99 per cent of staff have completed the mandatory SEA training for the first time or have recertified as part of the refresher programme.

8.   In view of the ongoing need to raise SEA awareness, in particular with regard to obligations, responsibilities and personal accountability, the SEA focal point programme is being expanded to all IFAD country and regional offices. The expansion of the SEA focal point programme is consistent with the approach adopted by other United Nations organizations which have SEA focal points in all regional and country offices.

9.   Building on the experience of the SEA focal point programme, additional staff will be nominated and trained by ETH to perform the role of SEA focal point and promote the SH/SEA policy, raise awareness in the local context, engage in policy dialogue with partners on local SEA prevention strategies and facilitate access to reporting and support mechanisms at field level. SEA focal points play an important role in liaising with local United Nations networks for protection against SEA, resident coordinators and the United Nations Department of Safety and Security on SEA-related initiatives.

10. ETH supports all staff members performing the role of SEA focal point in providing the necessary training, information and materials and also plays a coordination role. In addition, ETH developed and manages a platform (the Ethics Community Tool), available to all SEA focal points. The platform serves as a knowledge-sharing tool and a repository for relevant documents on SH/SEA, including awareness-raising documentation.

11. As in previous years, IFAD continued its participation in the United Nations SEA survey carried out by the Office of the Special Coordinator on improving the United Nations response to SEA in 48 duty stations identified by the United Nations as being at high risk of SEA; of those, IFAD is present in 16 duty stations. The survey was launched last summer and closed on 15 September 2021. As at that date, approximately 90 per cent of IFAD staff in those duty stations had completed the survey. As per past practice, the Board will be informed of the survey results once they are communicated to IFAD.

12. IFAD is one of the 26 out of 29 member organizations of the United Nations System Chief Executives Board for Coordination (CEB) that participates in the United Nations "Clear Check" secure online database, which serves as a reference tool for screening applicants for sexual misconduct. In addition, IFAD participates in the United Nations real-time SEA tracking system and is the only organization with a confidential system for prompt reporting of credible SH/SEA allegations accessible to Member States through its MSIP.[4]

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[4] Through the dedicated platform, Member States can access timely anonymized information on each SH/SEA report in which sufficient details exist to indicate that the allegation is credible. This information is also available to the IFAD workforce.

13. Prevention efforts are ongoing in IFAD. In addition to the practical guide for managers and supervisors on preventing and responding to workplace harassment, including SH, released this year by ETH, a stand-alone online training course on SH in the workplace has been finalized and is being integrated as a mandatory module under the anti-harassment programme.

14. Moreover, and as foreseen in the action plan, a video aimed at raising awareness about IFAD's SH/SEA policy is being prepared for internal and external audiences, including Member States and implementing partners. The video will highlight some of the key features of IFAD's approach and feature comments from stakeholders on the ground who are actively involved in implementation of the policy. It will serve as a complement to existing information published on IFAD's corporate website with a view to raising general SEA awareness within various settings and events.

15. As part of the CEB task force work on addressing SH, a United Nations system-wide innovation challenge will be launched in close cooperation with the World Food Programme (WFP) Innovation Accelerator. The objective of the innovation challenge is to identify and support tangible and implementable projects in the areas of leadership, culture and prevention of SH. IFAD joined this initiative and work is being done to launch the innovation challenge in early 2022.

B. Mainstreaming SH and SEA in IFAD's operations

16. Since the adoption of the SH/SEA policy in April 2018, IFAD, through ETH, has provided SH/SEA training to thousands of implementing partners during the start-up of projects funded by IFAD or other similar events via virtual classrooms (see annex I).

17. In line with the commitments made to Member States in the Report of the Consultation on the Twelfth Replenishment of IFAD's Resources[5] to continue SH/SEA prevention efforts, raise awareness internally and externally and promote IFAD's zero-tolerance policy at all levels, ETH has developed and launched new recorded SH/SEA webinars for implementing partners in all official languages. The webinars were designed to complement the recently released Guide for Borrowers/Recipients of IFAD funding on preventing and responding to SH/SEA, and the SH/SEA trainings on IFAD's policy and to inform implementing partners, including project staff, of their responsibilities and obligations with regard to preventing and responding to SH/SEA. They also include contact information and instructions on how to report cases and support victims. Together with the classroom trainings, the webinars will be an additional tool for ETH to continue its outreach efforts to project staff.

18. As far as risks assessments are concerned, and in line with the updated Social, Environmental and Climate Assessment Procedures (SECAP), gender-based violence and SH/SEA risks are identified at both project concept and design stages and, where appropriate, suitable mitigation measures are integrated into the final project design. SH/SEA risk mitigation is a shared responsibility with governments and other partners in IFAD-funded operations.

III. Conclusion

19. Through collaboration and knowledge-sharing on SH/SEA within the United Nations system,[6] including the Rome-based agencies (RBAs) and the network of international financial institutions (IFIs), opportunities for greater harmonization of approaches and practices are continually being sought. Specific initiatives are ongoing to strengthen reporting channels, including ways to support government

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[5] GC 44/L.6/Rev.1, annex I.
[6] Through the United Nations SEA Working Group under the leadership of the Office of the Special Coordinator on Improving the United Nations Response to SEA and the Inter-Agency Standing Committee (IASC) Results Group 2 on Accountability and Inclusion and the CEB Task Force on Addressing Sexual Harassment.

partners in developing efficient in-country reporting channels, and advance towards a common understanding of a victim-centred approach.

20. Mandatory SH/SEA trainings and refresher programmes, trainings of implementing partners, including government officials, will continue to be the bedrock of IFAD's prevention approach. Having an SEA focal point presence in the field will help to promote dialogue with local authorities on SEA and collaboration within SEA in-country networks.

21. As IFAD further decentralizes its operations, opportunities will arise for further collaboration on SH/SEA at local level with governmental authorities and United Nations SEA in-country networks and other local partners. Combatting SH/SEA is a long-term commitment that can be achieved only through significant concrete collaboration of all parties involved in humanitarian assistance and development cooperation. IFAD is committed to doing its part and will continue to update the Board on its actions to prevent and respond to SH/SEA.

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 to Preventing and Responding to SH and SEA	Update the policy with the recent amendments to the General Conditions for Agricultural Development Financing and Project Procurement Guidelines.	Ongoing	
SH and SEA training and awareness-raising	Monitor staff compliance with SEA online training course and roll out mandatory refresher training programme.	Continuous	Continuous
	Strengthen further SH online training course modules and roll out mandatory refresher training programme.	Ongoing	2021
	Conclude pilot with WCA on SEA training in project start-up workshops and take stock of lessons learned and challenges for adjustments as required.	Completed	
	NEW. Deploy SEA training in all languages for start-up workshops in all divisions (LAC, NEN, ESA and WCA). 29 April 2020 – start-up – Burkina Faso 6 May 2020 – start-up – Sierra Leone 18 June 2020 – start-up – Senegal 10 July 2020 – start-up – Sao Tome and Principe 3 August 2020 – start-up - Paraguay 13 August 2020 start-up – Gabon 23 September 2020 – start-up – Cameroon 6 October 2020 – start-up - Niger - Planned 2021 – start-up – Tunisia 23 November/11 December 2020 – start-up – Niger 2 December 2020 – start-up – Mozambique 9 February 2021 – post start-up – Peru 10 February 2021 – start-up – The Gambia 23 March 2021 – start-up – Republic of Moldova 24-26 March 2021 – start-up – Morocco 7-9 April 2021 – start-up – Turkey 9 Feb 2021– start-up Peru 10 Feb 2021 – start-up – The Gambia 23 March 2021 –start-up – Republic of Moldova 7 April 2021 – start-up – Angola 23 April 2021– start-up – Mauritania 16 June 2021– start-up – Djibouti	Ongoing	2020-2021

	Actions	Status	*Planned actions (2020-2021)*
	• 30 June 2021 – start-up – Dominican Republic • 6 July 2021– start-up – The Gambia • 22 July 2021– start-up – Honduras • 23 August 2021 – start-up/event Sudan • 7 September 2021 – start-up/event Mali • 7 September 2021 – start-up/event Mozambique • 8 September 2021 – start-up/event Tunisia • 20 October 2021 – start-up/event Burkina Faso		
	Deliver SH/SEA training in classroom settings and/or by videoconference through, inter alia, the Operations Academy, regional events, workshops and corporate induction seminars. SH/SEA training events in classroom setting with staff and implementing partners: • 3 February 2020 – start-up workshop – Togo (videoconference) • 3 March 2020 – FMD workshop – Senegal (videoconference) • 6 April 2020 – procurement workshop – Cameroon • 20 April 2020 – procurement workshop – Cameroon • 1 September 2020 – procurement workshop – Morocco • 15 September 2020 – financial management workshop – Niger • 29 September 2020 – procurement workshop – Morocco • 14 October 2020 – financial management workshop – all WCA programmes and projects • November 2020 – Operations Academy (LAC) • 2 December 2020 – country programme workshop – Vietnam • 9 December 2020 – project staff meeting – Colombia • 9 April – Turkey (refresher) • 21 June – NEN financial management consultants – training	Continuous	Continuous
	NEW. Include mandatory SH/SEA training in the automated consultant onboarding processes.	Completed	
	Monitor consultant compliance with 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. • Listen Up & Support Tips reference guide for managers/supervisors issued by ETH in March 2020. • Managers' guide on how to handle workplace harassment including SH, abuse of authority and discrimination.	Completed Completed	Completed

	Actions	*Status*	*Planned actions (2020-2021)*
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.	Ongoing	2020-2021
SH/SEA communication	*NEW.* Develop short video concept on IFAD's efforts to prevent and respond to SEA in the field.	Ongoing	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
NEW. 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.	Completed	
SEA focal points	*NEW.* Deploy confidential platform (Ethics Community Tool) managed by ETH to allow SEA focal points to connect with each other and with ETH to exchange knowledge and best practices.	Completed	
	NEW. Organize global SEA focal points event to discuss and share knowledge and experiences.		2021
	NEW. Develop SEA focal point action plan for the implementation of awareness-raising activities in the field.	Completed	
	NEW. Expansion of the SEA focal point programme in all ICOs.	Ongoing	2021
	Manage SEA focal points programme.	Continuous	Continuous
NEW. 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.	Ongoing	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.	Continuous	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	
	NEW. SECAP online screening tool includes gender-based violence (GBV) and SEA risks.	Completed	
	NEW. SECAP procurement integration tool includes GBV and SEA risk.	Completed	
	NEW. Review project implementation manuals to align with SH/SEA policy.	Completed	
	NEW. Revise standard letter to the borrower to include references to SH/SEA policy.	Completed	

	Actions	Status	*Planned actions (2020-2021)*
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. *NEW.* Follow-up with IASC/United Nations efforts on PSEA during COVID-19 response and foster collaboration in the field.	Continuous	Continuous
CEB SH task force/UN SEA working group	Participate in meetings of the CEB task force on addressing Sexual Harassment within the organizations of the United Nations System and meetings of the SEA working group. - Participation in the CEB SH task force conference call, 24 February 2020 - Participation in the CEB SH task force conference call, 15 July 2020 - Participation in the CEB SH task force conference call, 28 September 2020 - Participation in the SEA working group conference call, 29 September 2020 - Participation in the SEA working group conference call, 13 October 2020 - Participation in the SEA working group conference call, 27 October 2020 - Participation in the SEA working group conference call, 8 December 2020 - Participation in the SEA working group conference call, 12 and 19 January 2021 - Participation in the CEB SH task force conference call, 26 January 2021 - Participation in the CEB SH task force conference call, 8 and 10 February 2021 - Participation in the SEA working group conference call, 16 February 2021 - Participation in the SEA working group conference call, 2 March 2021 - Participation in the CEB SH task force conference call, 4 March 2021 - Participation in the CEB SH task force conference call, 9 March 2021 - Participation in the SEA working group conference call 9 March 2021 - Participation in the SEA working group conference call 16 March 2021 - Participation in the CEB SH task force conference call 18 March 2021 - Participation in the SEA working group conference call 13 April 2021 - Participation in the SEA working group conference call 20 April 2021 - Participation in the SEA working group conference call 11 May 2021 - Participation in the SEA working group conference call 18 May 2021 - Participation in the SEA working group conference call 25 May 2021 - Participation in the SEA working group conference call 8 June 2021 - Participation in the SEA working group conference call on 22 June 2021 - Participation in the CEB SH task force sub-group conference call on 28 June 2021 - Participation in the CEB SH task force conference call on 29 June 2021 - Participation in the SEA working group conference call on 29 June 2021 - Participation in the SEA working group conference call on17 August 2021 - Participation in the SEA working group conference call on 24 August 2021	Continuous	Continuous

	Actions	Status	*Planned actions (2020-2021)*
	- Participation in the SEA working group conference call on 31 August 2021 - Participation in the SEA working group conference call on 14 September 2021 - Participation in the SEA brown bag event on 15 September 2021 - Participation in the SEA working group conference call on 1 October 2021 - Participation in the CEB SH Task Force work stream conference call on 12 October 2021 - Participation in the CEB SH Task Force conference call on 21 October 2021 - Participation in the SEA brown bag event on 21 October 2021		
NEW. 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). - Participation in an IFI SEA/SH workshop hosted by the World Bank, 18 November 2020 - Participation in the IFI SEA/SH working group hosted by the World Bank, 27 January 2021 - Participation in the OECD DAC conference, 2 February 2021 - Participation in the IASC Result Group 2 on Accountability and Inclusion, 11 February 2021 - Participation in the IFI SEA/SH meeting hosted by the World Bank, 23 February 2021 - Participation in the IASC Result Group 2 conference call 4 May 2021 - Participation in the IFI SEA/SH working group hosted by the World Bank on 26 May 2021 - Participation in the IFI SEA working group conference on survivor-centred grievance mechanisms responses hosted by the World Bank on 1 June 2021 - Participation in the IASC Result Group 2 conference call on 17 June 2021	Ongoing	2020-2021
NEW. 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.	Ongoing	2020-2021

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

	Actions	Status	Planned actions (2019)
Strategic area I: Preventing SH and SEA			
IFAD Policy to 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	Training delivered by ETH in classroom settings through the Operations Academy, regional events and workshops. 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 four ICOs/hubs in LAC region (Brazil, Guatemala, Panama, Peru) 09/07/2019 – OPR/WCA, Abidjan, Côte d'Ivoire, project procurement training (videoconference) 04/09/2019 – Training to OPR staff on procurement related to SH/SEA (videoconference) 09/09/2019 – WCA workshop, Yaoundé, Cameroon, project procurement training (videoconference) 16/09/2019 – WCA workshop, Accra, Ghana, project procurement training (videoconference) 23/09/2019 – FMD workshop, Nairobi, Kenya, project procurement training (videoconference) 16/09/2019 – WCA workshop, Accra, Ghana, project procurement training (videoconference) 23/09/2019 – FMD workshop, Nairobi, Kenya, project procurement training (videoconference) 07/10/2019 and 24/10/2019 – SEA focal point training (in person and videoconference) 19/11/ 2019 – LAC Panama, ICO staff on SH and SEA (videoconference) 22/11/2019 – LAC Peru, ICO staff on SH/SEA (videoconference) 26/11/2019 – LAC Brazil, ICO staff on SH/SEA (videoconference)	Completed	Operations Academy in other regions – Completed

	Actions	Status	Planned actions (2019)
	28/11/2019 – Corporate induction workshop, IFAD HQ 04/12/2019 – APR procurement workshop, China (videoconference) 11/12/2019 – APR procurement workshop, India (videoconference) 16/12/2019 – ESA procurement workshop, South Africa (videoconference) 18/12/2019 – NEN procurement framework workshop (videoconference)		
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.	Completed	
	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.		
	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	
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	
	Develop and administer a specific training programme for SEA focal points to receive allegations of SEA in ICOs and hubs.	Completed	

	Actions	Status	Planned actions (2019)
	16/07/2019 – India, Viet Nam		
	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		
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.	Completed	
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	