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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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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, Management established 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, the Human Resources Division, the Office of Audit and Oversight (AUO), Communications Division, Programme Management Department and Corporate Services Department. Since April 2018, the task force has reported to the Executive Board at each of its sessions¹ on the implementation of IFAD's SH/SEA action plans. It also reports on 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. Since the release of the IFAD Policy to Preventing and Responding to Sexual Harassment, Sexual Exploitation and Abuse (SH/SEA policy) in April 2018, IFAD has implemented its 2018–2019 and 2020–2021 SH/SEA Action Plans (annex II). It has strengthened its policies, procedures, contracts and letters of appointment, and amended the General Conditions for Agricultural Development Financing and the IFAD Project Procurement Guidelines to include references to the policy.
3. In 2019, IFAD joined both the United Nations "Clear Check" secure database system, which serves as a reference tool for screening applicants for sexual misconduct, and the Secretary-General's SEA tracking system. The Fund is the only organization with a confidential system for prompt reporting of credible SH/SEA allegations, accessible to Member States through a dedicated interactive platform.
4. Looking ahead, IFAD's 2022–2023 Action Plan (annex I) proposes building on the solid base developed over the last four years. Additional actions are identified to further strengthen IFAD's efforts, taking into consideration the ongoing decentralization of the Fund's operations. For example, the SEA focal point programme, under the coordination of ETH, is being expanded to ensure representation in all IFAD field offices where IFAD has funded operations. This will foster closer collaboration with local United Nations SEA networks and resident coordinators.
5. The 2022–2023 Action Plan also takes into consideration the development by the United Nations of principles reflecting a victim-centred approach, such as confidentiality, safety, consent and respect. An action is included in the plan to recall those principles in any relevant IFAD documents.
6. Other salient actions proposed in the action plan include the development of a model code of conduct for implementing partners. The code would make specific references to SH/SEA and would be included in project implementation manuals for each project funded by IFAD. This tool will help implementing partners understand the requirements and obligations under IFAD's policy.
7. Mindful of the importance of the role of Management in promoting a no-tolerance stance towards all forms of discrimination and harassment, including SH/SEA, and the need to promote a workplace that fosters diversity and inclusion and building on a best practice in the United Nations system, the task force is proposing the signature of a compact by Senior Management as well as all managers at the Director level. The proposed compact would reiterate strong commitment to workplace culture, diversity, equity and inclusion, and the need to continue

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](#), [EB 2021/134/R.23](#).

combating all forms of harassment, including SH/SEA and discrimination. The signed compact would be posted internally.

8. In line with past practice, the 2022–2023 SH/SEA Action Plan is being shared with the Executive Board and will also be shared with the Office of the Special Coordinator on improving the United Nations response to SEA.
9. As in previous years, the President of IFAD sent a year-end Management letter on protection from SEA and reporting SEA allegations to the United Nations Secretary-General for reporting year 2021. The letter describes IFAD’s concrete efforts to prevent and respond to SH and SEA. A copy is available on the Member States Interactive Platform.

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

A. Prevention and response

10. IFAD continues its prevention efforts with its staff, all individuals holding an IFAD contract (non-staff) and with implementing partners. Staff and non-staff personnel are expected to complete a mandatory SH/SEA online training course and recertify as part of the refresher programme. Completion of the course is also a prerequisite for the finalization of the performance evaluation process for staff members.
11. Implementing partners are also trained on SH/SEA through virtual classroom events. Relevant materials have been developed specifically for project staff such as an SH/SEA webinar and a Guide for Borrowers/Recipients of IFAD funding on the IFAD SH/SEA policy.
12. Since the last Executive Board session, more than 500 staff members, persons hired by the Fund under a non-staff contract and project personnel have received SH/SEA training either online or in virtual classroom sessions. To date, 98 per cent of staff have completed the mandatory SEA training for the first time or have recertified as part of the refresher programme.
13. In view of the ongoing need to raise SH/SEA awareness where IFAD has funded operations, and consistent with the approach adopted by other United Nations organizations, the SEA focal point programme under ETH’s coordination has been expanded to all IFAD country and regional offices. The expanded programme foresees that the most senior staff member in a country office should act as SEA focal point, with one alternate – at least one of these should be a woman, when possible.
14. The new SEA focal points and alternates are trained and supported by ETH to promote the SH/SEA policy, raise local awareness, engage with partners, including United Nations country teams, on local SEA prevention strategies, and facilitate access to reporting and support mechanisms at the field level.
15. Consistent with previous years, IFAD participated in the United Nations SEA survey carried out by the Office of the Special Coordinator on improving the United Nations response to SEA. The survey was conducted in duty stations identified by the United Nations as being at high risk of SEA. While some questions concerned United Nations logistics in various duty stations, such as curfew restrictions and off-limit areas, most questions concerned the level of personal awareness and accountability with respect to SEA.
16. The survey was forwarded to 188 IFAD staff members in 36 selected duty stations. In all, 115 staff – 56 women and 59 men – responded to the survey, with a completion rate of 61 per cent, similar to 2020. Overall, the survey results are consistent with the 2020 survey and continue to show a general positive trend in terms of understanding and recognition of SH/SEA, IFAD’s policy and the individual duties and responsibilities of the respondents in the selected duty stations.

17. Respondents reported a clear understanding of SEA policies in IFAD (98.14 per cent) and 97.19 per cent concurred that their organization takes the zero-tolerance stance for SEA seriously. Specifically, more than 99 per cent of respondents indicated that they understood the prohibitions around SEA. In particular, they were aware that it was not acceptable to engage in sexual relations with someone under the age of 18, even with their consent.
18. In all, 96.19 per cent of respondents indicated their organization takes action to prevent SEA, and 94.29 per cent considered that their organization provided information on how to report SEA as well as where to direct/refer victims of SEA (89.53 per cent – an increase on the 2020 figure of 82.95 per cent).
19. None of the respondents stated that they had knowledge of United Nations personnel at their duty station engaging in transactional sex or other forms of SEA in the past 12 months. The survey indicated that 98.17 per cent of respondents had not experienced SH over the past 12 months in their duty stations – an increase over the 2020 result of 94.57 per cent.
20. Respondents indicated that they would report acts of SEA involving colleagues and personnel employed by other United Nations entities (98.23 per cent), as well as individuals employed by other United Nations implementing partners, suppliers or vendors (100 per cent, up from 94 per cent in 2020). Again, 94.29 per cent of respondents considered that their organization provided clear information on how to report SEA while 93.27 per cent said they would report without fear of retaliation (88.37 per cent in 2020).
21. The survey results for 2021 continue to show a very positive trend in the understanding and recognition of SH/SEA, of IFAD’s policy and of individual duties and responsibilities. The results also suggest a continuing need to raise awareness of the importance of identifying victim support mechanisms at the local level in collaboration with all partners, especially United Nations country teams and governments.
22. As part of efforts to enhance SEA/SH prevention, IFAD is participating in the United Nations system-wide innovation challenge, launched in close cooperation with the World Food Programme (WFP) Innovation Accelerator. The objective of the challenge is to identify and support tangible and implementable projects in the areas of leadership, culture and prevention of SH. The challenge has been launched and the next steps include the selection of proposals from a team including representatives of the Rome-based agencies (RBAs) and other organizations.

B. Mainstreaming the SH and SEA no-tolerance policy in IFAD’s operations

23. Since the adoption of the SH/SEA policy in April 2018, IFAD, through ETH, has constantly raised awareness of its no-tolerance policy with implementing partners. This has been achieved through SH/SEA training during the start-up of IFAD-funded projects or through similar events via virtual classrooms. This practice has been incorporated into the matrix of commitments included in the Report of the Consultation on the Twelfth Replenishment of IFAD’s Resources.²
24. Awareness is also being raised through documentation such as the General Conditions for Agricultural Development Financing – an integral part of IFAD financing agreements – and the IFAD Project Procurement Guidelines, which include references to the SH/SEA policy. Letters to governments on procurement and financial matters also refer to the policy. Other documents made available to project staff include a short best-practices guide for borrowers/recipients of IFAD funding.³

² [GC 44/L.6/Rev.1, annex I.](#)

³ [Guide for Borrowers/Recipients.](#)

25. The updated Social, Environmental and Climate Assessment Procedures (SECAP), include a SH/SEA risks assessment at project concept and design stages. Where appropriate, mitigation measures are integrated into the final design. As part of the 2022–2023 SH/SEA Action Plan, a model code of conduct for project staff, with references to the policy, is being developed for inclusion in project implementation manuals. This helps partners gain a clear understanding of the policy and associated obligations.

III. Conclusion

26. Combating SH/SEA is a long-term commitment that can be achieved only through significant concrete action and collaboration between institutions, governments and other parties at local level. IFAD’s collaboration and knowledge-sharing on SH and SEA is continuous. It participates in the United Nations SEA working group under the leadership of the Office of the Special Coordinator on improving the United Nations response to SEA, the United Nations System Chief Executives Board for Coordination (CEB) task force on addressing SH and the network of international financial institutions (IFIs).
27. As a result of this collaboration, specific initiatives are ongoing, including the innovation challenge, to identify and support projects in the areas of leadership, culture and prevention of SH, and the development of principles underpinning a victim-centred approach. These initiatives will be integrated into IFAD’s relevant documentation as part of the 2022–2023 SH/SEA Action Plan.
28. The IFAD 2021 SEA survey results confirm the positive trend observed over the past years and demonstrate that respondents have a clear understanding of SH/SEA, IFAD’s policy and their individual duties and responsibilities. It is expected that this trend will be maintained with the increase in SEA focal points and of the role they play in country offices as well as with governments and other partners.

2022–2023 Action Plan – IFAD’s Policy to Preventing and Responding to Sexual Harassment (SH) and Sexual Exploitation and Abuse (SEA)

	Actions	Status	Planned actions (2022-2023)
Strategic area I: Preventing SH and SEA			
Update IFAD policies/procedures/processes	Where appropriate, update relevant policies/procedures/trainings to embed references to SH/SEA and promote a victim-centred approach based on respect for the victim’s dignity as well as principles such as confidentiality and required consent.		2023
SH and SEA training and awareness-raising	Monitor staff compliance with SH/SEA online training courses and roll out mandatory refresher training programme.	Continuous	Continuous
	Deploy SH/SEA training for implementing partners, project staff at project start-up workshops and/or other regional events completed and/or planned so far in 2022: <ul style="list-style-type: none"> • January 2022 – start-up <ul style="list-style-type: none"> – Mali (completed) • February 2022 – start-up <ul style="list-style-type: none"> – India (postponed) – Uganda (postponed) – Zimbabwe (postponed) – Pakistan (completed) – Nepal (completed) • March 2022 – start-up <ul style="list-style-type: none"> – Chad (planned) – Honduras (planned) – Kenya (planned) – Mexico (planned) – Congo (planned) • April 2022 – start-up <ul style="list-style-type: none"> – Lesotho (planned) – Nigeria (planned) – India (planned) – Uganda (planned) – Zimbabwe (planned) – Rwanda (planned) • May 2022 – start-up <ul style="list-style-type: none"> – Benin (planned) • June/July 2022 – start-up <ul style="list-style-type: none"> – Viet Nam (planned) – Kirgizstan (planned) 	Ongoing	Continuous

	<i>Actions</i>	<i>Status</i>	<i>Planned actions (2022-2023)</i>
	<ul style="list-style-type: none"> • September 2022 – start-up <ul style="list-style-type: none"> – Brazil (planned) • October/November 2022- start-up <ul style="list-style-type: none"> – Haiti (planned) – Brazil (planned) – Tajikistan (planned) 		
Decentralization	Include refresher SH/SEA training as part of the decentralization processes.	2022	
Revision of procedures on SH	Review SH procedures and align with the United Nations SH model policy as appropriate.	Ongoing	2023
Enterprise risk management	Contribute to corporate risk management on unsatisfactory conduct and misconduct-related risks, including SH and SEA, and contribute to the development of mitigation strategies.	Continuous	Continuous
SH/SEA communication	Production of a short video on IFAD's efforts to prevent and respond to SEA in the field.	Ongoing	2023
	Ongoing internal communications and updates on SH/SEA.	Continuous	Continuous
Management compact	Develop a compact for Directors and Senior Management on diversity, equity and inclusion, workplace culture and SH/SEA; reiterate the commitment made by Management to integrate the diversity and workplace culture principles and a work environment free of all forms of harassment and discrimination in all IFAD activities. Post the signed compact internally.	Ongoing	2022
Strategic area II: Responding to SH and SEA			
Reporting and complaint mechanisms	Review and further strengthen reporting and complaint mechanisms including at the IFAD Country Office (ICO) level.	Ongoing	2023
SEA victim and affected persons support mechanisms	Identify with the support of SEA focal points in-country mechanisms in place in various locations to provide assistance to SEA victims and affected persons and explore collaboration with governments, United Nations entities and other stakeholders.	Ongoing	2023
Strategic area III: Mainstreaming IFAD no-tolerance for SH/SEA in its operations and funded activities			
SEA focal point programme	Expansion of the SEA focal point programme in all ICOs. Identify all focal points and alternates, ETH to develop and roll out a specific training to enable them to perform the SEA focal point role. APR – completed LAC – completed NEN – completed ESA – completed WCA – completed Additional session planned on 14 March 2022.	Completed	2022
	Manage SEA focal point programme.	Continuous	Continuous
Project implementation manual (PIM)	<ul style="list-style-type: none"> - Revise the PIM to embed references to IFAD's no-tolerance policy on SH/SEA. - Propose a template code of conduct for implementing partners to be added in the PIM. 	2023	

	<i>Actions</i>	<i>Status</i>	<i>Planned actions (2022-2023)</i>
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
CEB SH task force/United Nations SEA working group	Participate in meetings of the CEB task force on addressing SH within the organizations of the United Nations system and meetings of the SEA working group.	Continuous	Continuous
Strengthen SEA collaboration and 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).	Ongoing	2022-2023
Innovation challenge	Participate in the United Nations system-wide innovation challenge in close cooperation with the WFP Innovation Accelerator to identify and support tangible and implementable projects in the areas of leadership, culture and prevention of SH.	Ongoing	2023

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	
	<p>NEW. Deploy SEA training in all languages for start-up workshops in all divisions (LAC, NEN, ESA and WCA).</p> <ul style="list-style-type: none"> • 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

	<i>Actions</i>	<i>Status</i>	<i>Planned actions (2020-2021)</i>
	<ul style="list-style-type: none"> • 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 		
	<p>Deliver SH/SEA training in classroom settings and/or by videoconference through, inter alia, the Operations Academy, regional events, workshops and corporate induction seminars.</p> <p>SH/SEA training events in classroom setting with staff and implementing partners:</p> <ul style="list-style-type: none"> • 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
	<i>NEW.</i> 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
<i>NEW.</i> Managers and supervisors SH/SEA toolkit	<p>Develop toolkit for managers and supervisors on addressing staff workplace concerns with a focus on SH/SEA.</p> <ul style="list-style-type: none"> • 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
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

	<i>Actions</i>	<i>Status</i>	<i>Planned actions (2020-2021)</i>
<i>NEW.</i> 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	<i>NEW.</i> 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
<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.	Completed	
SEA focal points	<i>NEW.</i> 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	
	<i>NEW.</i> Organize global SEA focal points event to discuss and share knowledge and experiences.		2021
	<i>NEW.</i> Develop SEA focal point action plan for the implementation of awareness-raising activities in the field.	Completed	
	<i>NEW.</i> Expansion of the SEA focal point programme in all ICOs.	Ongoing	2021
	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.	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	
	<i>NEW.</i> SECAP online screening tool includes gender-based violence (GBV) and SEA risks.	Completed	
	<i>NEW.</i> SECAP procurement integration tool includes GBV and SEA risk.	Completed	
	<i>NEW.</i> Review project implementation manuals to align with SH/SEA policy.	Completed	
	<i>NEW.</i> Revise standard letter to the borrower to include references to SH/SEA policy.	Completed	
Strategic area IV: Coordination and cooperation			

	<i>Actions</i>	<i>Status</i>	<i>Planned actions (2020-2021)</i>
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. <i>NEW.</i> 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. <ul style="list-style-type: none"> - 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 subgroup 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 on 17 August 2021 - Participation in the SEA working group conference call on 24 August 2021 - Participation in the SEA working group conference call on 31 August 2021 	Continuous	Continuous

	<i>Actions</i>	<i>Status</i>	<i>Planned actions (2020-2021)</i>
	<ul style="list-style-type: none"> - 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 		
<i>NEW.</i> Linkages with stakeholders in the field	<p>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).</p> <ul style="list-style-type: none"> - 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
<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.	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

	<i>Actions</i>	<i>Status</i>	<i>Planned actions (2019)</i>
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	<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 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)</p>	Completed	Operations Academy in other regions – Completed

	<i>Actions</i>	<i>Status</i>	<i>Planned actions (2019)</i>
	26/11/2019 – LAC Brazil, ICO staff on SH/SEA (videoconference) 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. 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	
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, 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	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.	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	