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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**

**Addendum**

**Management's response to Member States' comments**

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| Comments from United Kingdom   | Management response   |
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| <p>The United Kingdom welcomes IFAD's strong continued focus on SEAH and we congratulate IFAD on the continued progress, including efforts to innovate as noted in paragraphs 13 and 14.</p> <p><u>Focal points</u> – could IFAD expand on the scope/name of IFAD's SEA focal points to include SH, given both SH and SEA are rooted in power imbalances and gender inequalities and cause unacceptable harm in HQs and the field.</p> | <p>The SEA focal points have received training on the IFAD SH/SEA policy, which covers both forms of sexual misconduct. Included in the focal points' role is the promotion of the SH/SEA policy in their respective duty stations and with local partners. The nomenclature was meant to best align with the UN country teams for preventing sexual exploitation and abuse (PSEA).</p>   |
| <p><u>Reporting</u> – Welcome IFAD's continued prompt reporting of credible allegations of SEA/SH to member states and use also of the UNSG's SEA tracking system. What are the links between these two systems?</p>   | <p>Both reporting systems are independent – one is being managed by the Secretary-General of the United Nations (UNSG) and the other by IFAD through its Member States Interactive Platform (MSIP). The UNSG tracker concerns exclusively allegations of SEA. IFAD is committed to promptly report credible SEA allegations on both systems.</p> <p>While in the UN common system there is no tracker to promptly report SH allegations, at the request of its Executive Board IFAD is also reporting credible SH allegations on the MSIP.</p>  |
| <p><u>Misconduct Disclosure Scheme</u> – good to see that IFAD is using ClearCheck. Has IFAD also considered signing up to the Misconduct Disclosure Scheme to ensure it is aware of prospective staff misconduct where they have worked for an aid organisation outside the UN previously?</p>  | <p>IFAD is one of the 29 UN organizations that actively participate in the ClearCheck database. In addition to the database, IFAD conducts thorough background checks through OneHR, a UN service entity. All IFAD applicants are required to disclose on their application whether they have been subject to any investigation or sanction for sexual misconduct.</p> <p>We take note of the Misconduct Disclosure Scheme and its purpose to facilitate sharing of sexual misconduct data between non-UN employers. IFAD is committed to consider any initiatives to strengthen its background checks for applicants including following the discussions in the UN on the potential expansion of the ClearCheck database to other organizations and other forms of misconduct.</p> |

| Comments from United Kingdom  | Management response   |
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| <p><u>Model code of conduct</u> – Welcome the development of a model code of conduct for project parties. Will IFAD align this with the IASC Six Core Principles on PSEA?</p>   | <p>The IASC principles are incorporated in various sections of the IFAD SH/SEA policy, which applies to IFAD personnel and project parties. The Code of Conduct for Project Parties incorporates the SH/SEA policy as well as the IFAD Policy on Preventing Fraud and Corruption in its Activities and Operations. The objective of the Code of Conduct for Project Parties is to set out the standards of conduct expected from each project party in charge of the implementation of an IFAD-funded project. <a href="#">The Code of Conduct for Project Parties</a> is publicly disclosed on the IFAD corporate website.</p> |
| <p><u>Updates to policies, procedures, trainings</u> (noted in the 2022/2023 action plan) – Encourage IFAD to ensure alignment with IASC six core principles on PSEA, IASC Minimum Operating Standards and CHS on Quality and Accountability PSEA elements through any further policy updates. We would also encourage IFAD to more clearly prohibit sex with any person under age 18 in its code of conduct.</p> | <p>IFAD is committed to regularly updating its SH/SEA-related documentation and policy to reflect best practices. The IASC Six Core Principles are fully incorporated into the various sections of the SH/SEA policy. IFAD has a no-tolerance stance on SH/SEA and strongly prohibits sex with any person under 18 years of age. This message is clearly disseminated in awareness-raising materials such as the <a href="#">No Excuse Card</a>.</p>  |

| Comments from Sweden  | Management response   |
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| <p>Sweden welcomes IFAD's continued work to prevent and respond to sexual harassment, sexual exploitation and abuse. We note with appreciation that staff members from all country offices where IFAD funds operations have been trained to perform the role of SEA focal points. We expect that all SEA focal points are provided with sufficient resources to perform their duties, as appropriate, and that follow-ups and additional training will be held regularly.</p>                                       | <p>SEA focal points play a key role locally in promoting IFAD's SH/SEA policy. They actively raise awareness and facilitate access to reporting mechanisms. In each ICO, the SEA focal point is supported by an alternate and, where possible, one of the two roles should be held by a woman. While no specific time or budget is allocated for this corporate role, the Ethics Office coordinates and monitors the SEA focal points programme and provides all SEA focal points/alternates with tools and support to enable them to deliver on their respective plan of activities.</p>   |
| <p>We believe a survivor and victim-centred approach is important and welcome initiatives such as the development of the application to assist victims and survivors of sexual misconduct in reporting their experience and in seeking support in their language.</p>   | <p>IFAD is fully committed to further strengthen its prevention and response to SH/SEA as well as to provide support to victims and affected persons. Such commitment is duly reflected in IFAD's SH/SEA policy instruments (see paragraphs 45 and 46).</p>   |
| <p>We see cooperation and coordination within the UN system as integral for an effective organization, and believe participation in projects like the United Nations "Clear Check" is important. In consideration of this, we would appreciate more information on how IFAD is working with the CEB SH Task Force for introducing a uniform definition of SH among UN organizations and developing a model SH policy that organizations can use to align their own specific institutional and legal frameworks.</p> | <p>As noted above, IFAD actively participates in the ClearCheck database. In addition to the database, IFAD conducts thorough background checks including through OneHR, a UN service entity.</p> <p>IFAD is represented in the CEB SH task force by the Ethics Office, which also leads the IFAD multidivisional SH/SEA task force. The CEB SH task force's work on a model SH policy is expected to strengthen sexual harassment policies throughout the UN system. The model SH policy is expected to provide a uniform SH definition, as well as proposals for formal and informal reporting, support to affected individuals and protection against retaliation.</p> <p>The IFAD 2022-2023 SH/SEA action plan foresees the review of the UN model SH policy and, where appropriate, the alignment of IFAD's applicable policies, rules and procedures with the UN model SH policy.</p> |

An important part of the work is raising awareness among implementing partners and enhance cooperation with the RBAs, other UN organizations and relevant partners. In this light, we continue to note several postponements of SH and SEA training and awareness raising for implementing partners and project staff. We would appreciate information on when the training will be held.

IFAD, through its Ethics Office, is committed to provide SH/SEA training at workshop sessions organized for the start-up of any project funded by IFAD. The organization and scheduling of such events takes into consideration the availability of implementing partners and project staff. IFAD continues to follow up and work closely with its partners to support the organization of start-up events.

| Comments from Switzerland  | Management response  |
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| <p>While we welcome having a confidential system for prompt reporting of credible SH/SEA allegations in place, access to the dedicated interactive platform is not obvious for member states and we suggest improvements regarding access and visibility of the platform.</p> <p>The work in progress on the code of conduct for partners is appreciated. At the same time it would be helpful to know what exactly does IFAD request/require from its implementing partners in terms of SH/SEA? And what happens if the selected partners are not yet up to the standard?</p> | <p>The SH/SEA page has been developed internally taking into consideration data protection privacy requirements and the need to protect the integrity of internal processes. In order to facilitate access to the SH/SEA page on the MSIP, <a href="#">a quick reference card</a> was included within the letter to Member States on 16 December 2020, regarding the launch of the confidential SH/SEA prompt reporting page. Queries on the MSIP can be sent to <a href="mailto:igmr@ifad.org">igmr@ifad.org</a>.</p> <p>The Code of Conduct for Project Parties reiterates the responsibilities and obligations of IFAD's partners in relation to the application of the IFAD SH/SEA policy. The obligations for implementing partners are included in the policy, which has been fully integrated into the General Conditions for Agricultural Development Financing that apply to all financing agreements entered into by IFAD.</p> <p>Obligations for implementing partners set forth in the SH/SEA policy include:</p> <ul style="list-style-type: none"> <li>• Promptly inform IFAD of any SH/SEA allegations they may receive or become aware of in relation to the IFAD-funded project;</li> <li>• Take timely and appropriate action with regard to allegations concerning their own personnel and inform IFAD of the outcome of actions taken with respect to allegations of SH/SEA;</li> <li>• Include, in national contracts with project staff, contractors, suppliers and other third parties to be financed with IFAD funds, provisions prohibiting acts of SH/SEA and allowing for the immediate termination of a contract based on proven acts of SH/SEA in connection with IFAD-funded or -managed activities or operations.</li> </ul> <p>In the event of a breach, remedies such as suspension and cancellation of the loan and/or grant accounts in whole or in part can be applied by IFAD in accordance with article XII of the General Conditions.</p> |

| <b>Comments from Japan</b>  | <b>Management response</b>  |
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| <p>Regarding SEAH, the DAC Recommendation (the DAC Recommendation on Ending Sexual Exploitation, Abuse, and Harassment in Development Co-operation and Humanitarian Assistance) was adopted in 2019. Japan would like to request IFAD to consider for adhering to the Recommendation, following other organizations such as UNICEF and UNHCR.</p> | <p>IFAD's approach to preventing and responding to SH/SEA is in line with the 2019 recommendations on Ending Sexual Exploitation, Abuse, and Harassment in Development Co-operation and Humanitarian Assistance issued by the Development Assistance Committee of the Organisation for Economic Co-operation and Development. With the support of its Member States, IFAD will continue to monitor and align its approach with the DAC recommendations as well as best practices in the United Nations system and IFI networks.</p> |