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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Action: The Executive Board is invited to review the 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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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 sessions[1] 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 2018, IFAD has implemented its 2018–2019 and 2020–2021 SH/SEA action plans, and the 2022–2023 action plan is under way (annexes I and II). Action has been taken to strengthen policies, procedures, contracts and letters of appointment, and training is systematically provided to both the IFAD workforce and implementing partners. The obligation to abide by the IFAD SH/SEA policy has also been extended to borrowers/recipients of IFAD funding through amendments to the General Conditions for Agricultural Development Financing and the IFAD Project Procurement Guidelines.

3. Since 2019, IFAD has been participating in both the United Nations "Clear Check" secure database system, which serves as a reference tool for screening applicants for sexual misconduct, and the United Nations 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. IFAD has expanded its SEA focal points programme under the coordination of ETH. More than 70 staff members have been trained to perform the role of SEA focal points/alternates in all country offices where IFAD funds operations. The focal points also ensure closer collaboration with local United Nations SEA networks and resident coordinators.

5. In line with past practice, the 2022–2023 SH/SEA action plan has been shared with the Executive Board and with the Office of the Special Coordinator on improving the United Nations response to SEA. In addition, the President of IFAD sends a year-end Management letter about protection from SEA and reports SEA allegations to the Secretary-General. A copy of the letter 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

6. IFAD continues its prevention efforts with staff, all individuals holding an IFAD contract (non-staff) and implementing partners. Staff and non-staff personnel are expected to complete a mandatory SH/SEA online training course and recertify as

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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, EB 2021/134/R.23, EB2022/135/R.14.

part of the refresher programme. Completion of the course is also a prerequisite for the finalization of the performance evaluation process for staff members.

7. 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.[2]

8. Since the submission of the update on SH/SEA to the last Executive Board session, more than 695 staff, 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. In addition, since its launch this year, 300 staff have completed the new stand-alone module developed by ETH on SH in the workplace.

9. The SEA focal points and alternates work closely with ETH to ensure that SH/SEA training is included in start-up workshops with project staff. They circulate SH/SEA awareness-raising materials and information on reporting mechanisms in their respective offices and during start-up events; liaise with local United Nations Country Teams and resident coordinators; and contribute to the local United Nations SH/SEA strategy. Where possible, the SEA focal points encourage governments to have SH/SEA awareness material translated into local languages. ETH continues to support and monitor the activities of SEA focal points.

10. Consistent with previous years, IFAD is participating in the 2022 United Nations SEA survey carried out by the Office of the Special Coordinator on improving the United Nations response to SEA. In July 2022, ETH sent the survey to 254 IFAD staff in the 41 duty stations identified as high risk for SEA by the United Nations and where IFAD has country offices. As per past practice, the survey results will be shared with the Board as soon as they are made available to IFAD.

11. The development of a compact for senior managers and directors is ongoing. The objective of the compact is to reiterate their commitments to a no-tolerance stance on all forms of discrimination and harassment, including SH/SEA, and the need to promote a workplace that fosters diversity, equity and inclusion. Once ready, the compact will be signed and included in each manager's personnel file with the Human Resources Division and will be posted internally.

12. As part of efforts to enhance SH/SEA prevention, IFAD participated 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 was to identify and support tangible and implementable projects in the areas of leadership, culture and prevention of SH.

13. A total of 53 applications were received from across the United Nations system including a proposal by IFAD. With the support of ETH, the multidisciplinary IFAD team was placed second among the 10 winning organizations. The team proposed the development of an application to be downloaded on mobile phones to assist victims and survivors of sexual misconduct in reporting their experience and in seeking support in their language.

14. The proposed application would provide information on IFAD's SH/SEA policy and available support, training and reporting processes, and connect users to local support services. It would include the necessary security and confidential features and be used as an additional reporting mechanism to the current confidential helplines made available by IFAD, which include ETH's and AUO's respective helplines and confidential e-mail addresses including a WhatsApp-enabled mobile number set up by ETH, and the SEA focal points in all IFAD country offices, all of

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[2] Guide for borrowers/recipients.

whom have been trained to receive SH/SEA reports and forward them promptly to ETH.

15. The application would be developed locally, for eventual replication in other regions and duty stations where IFAD funds operations. Internal discussions are ongoing on the development and funding of the project.

16. Work is also ongoing to produce a video to further raise awareness about IFAD's SH/SEA policy and approach in IFAD field operations. The goal is to present an overview of IFAD's efforts and impact on the ground, highlighting key features of IFAD's approach, while hearing from local stakeholders who are actively involved in implementing the policy.

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

17. 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. Also, informative documents have been developed by ETH and are made available to project staff, including the guide for borrowers/recipients of IFAD funding (also publicly available on the IFAD website).

18. In support of the SH/SEA policy, a model code of conduct for project parties is being finalized. The objective of this code is to set out the standards of conduct expected from each project party involved in the implementation of IFAD-funded projects. The code refers to both the IFAD SH/SEA policy and the Revised IFAD Policy on Preventing Fraud and Corruption in its Activities and Operations. It proposes guiding principles to ensure that the highest ethical standards and conduct are followed in the implementation of IFAD-funded projects. The code will be translated into the languages of the Fund and included in project implementation manuals.

19. Implementation partners are also made aware of IFAD's SH/SEA no-tolerance stance through the General Conditions for Agricultural Development Financing and the IFAD Project Procurement Guidelines, which include references to the SH/SEA policy. The letters to governments on procurement and financial matters also refer to the policy and references to the SH/SEA policy have been embedded into a new proposed handbook on project financial management and financial control being developed for borrowers/recipients.

20. Collaboration is ongoing with the Rome-based agencies and United Nations organizations through participation 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, in the United Nations System Chief Executives Board for Coordination (CEB) task force on addressing SH and in the network of international financial institutions (IFIs).

III. Conclusion

21. Prevention measures paired with visible and accessible reporting mechanisms are key for organizations to combat SH/SEA internally and with their implementing partners. The presence on the ground of staff is also a key element that provides opportunities to engage at local level with governments and other local partners including the United Nations Country Teams and resident coordinators.

22. Combating SH/SEA is a long-term commitment that can be achieved only through significant concrete collaboration of all parties involved. IFAD is committed to continue doing its part and updating the Board on its actions to prevent and respond to SH/SEA.

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.	Ongoing	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: • **January 2022** – start-up – 18 January, Mali (completed) • **February 2022** – start-up – 19 February, Nepal (completed) – 26 February, Pakistan (completed) – India (event postponed waiting for new date) – Uganda (event postponed waiting for new date) – Zimbabwe (event postponed waiting for new date) • **March 2022** – start-up – 8 March, Congo (completed) – 16 March, Sri Lanka (completed) – 17 March, Morocco (completed) – Chad (event postponed waiting for new date) – Honduras (event postponed waiting for new date) – Kenya (event postponed waiting for new date) – Mexico (event postponed waiting for new date) • **April 2022** – start-up – 1 April, Sri Lanka (completed) – 4 April, Gabon (completed) – 13 April, Tajikistan (completed) – Nigeria (event postponed waiting for new date) – India (event postponed waiting for new date) – Uganda (event postponed waiting for new date) – Zimbabwe (event postponed waiting for new date)	Ongoing	Continuous

	Actions	Status	Planned actions (2022-2023)
	• **May 2022** – start-up – 17 May, Central African Republic (completed) – 24 May, Kenya (completed) – Benin (event postponed waiting for new date) • **June/July 2022** – start-up – 7 June, Argentina (completed) – 9 June, Lesotho (completed) – 14 June, Cambodia (completed) – 22 June, Côte d'Ivoire (completed) – 27 June, Maldives (completed) – 29 June, Cuba (completed) – 28 July, Rwanda (planned) – Kyrgyzstan (event postponed waiting for new date) • **September 2022** – start-up – Brazil (planned) • **October/November 2022** – start-up – Haiti (planned) – Brazil (planned) – Tajikistan (planned)		
Decentralization	Include refresher SH/SEA training as part of the decentralization processes.	Ongoing	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

	Actions	Status	Planned actions (2022-2023)
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 provided on 14 March 2022.	Completed	2022
	Manage SEA focal point programme.	Continuous	Continuous
Project implementation manual (PIM)	- 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.	Ongoing	2023
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.	Completed	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	
	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 – Türkiye • 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 – Viet Nam • 9 December 2020 – project staff meeting – Colombia • 9 April – Türkiye (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
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

	Actions	Status	*Planned actions (2020-2021)*
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

	Actions	Status	
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

	Actions	Status	
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	

Strategic area IV: Coordination and cooperation

	Actions	*Status*	*Planned actions (2020-2021)*
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 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 on17 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

	Actions	Status	*Planned actions (2020-2021)*
	- 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	

	Actions	Status	Planned actions (2019)
	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	