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Investing in rural people

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 and 129th sessions¹ on the implementation of IFAD's Action Plan and the concrete measures being taken to align IFAD with the Secretary-General's strategy as described in the report, Special Measures for Protection from Sexual Exploitation and Abuse: A New Approach (A/71/818).²
2. 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 SH/SEA Action Plan (annex II); strengthened policies and procedures; conducted awareness-raising events; developed a mandatory SH/SEA online training course; and launched a SEA focal point programme in all regions where the Fund operates.
3. Actions taken include the amendment of letters of appointment and contracts to include references to the SH/SEA policy. In December 2018, the Board approved amendments to the General Conditions for Agricultural Development Financing to include obligations for Borrowers/Recipients to comply with SH/SEA policy. As a result, Borrowers and Recipients of IFAD financing are now required to ensure that their projects are implemented in accordance with the provisions of the SH/SEA policy and to inform IFAD of any non-compliance in IFAD-funded activities and operations. Non-compliance may trigger appropriate measures by IFAD, including the suspension or cancellation of financing for failure to take timely and appropriate action in addressing the matter to the Fund's satisfaction.
4. In December 2019, the Board approved amendments to the IFAD Project Procurement Guidelines to embed the SH/SEA policy therein. Self-certification on compliance with IFAD SH/SEA policy and the IFAD Anticorruption policy is requested as part of bidding documents and contracts with vendors, suppliers and other parties receiving IFAD funds.
5. In 2019, under the leadership of ETH, IFAD launched its first SH and SEA awareness campaign entitled "Speak Up, Report, Support" at headquarters and in the IFAD Country Offices (ICOs) and regional hubs. The campaign — which proved a success among staff and non-staff (consultants and interns) — included a video featuring colleagues from across the globe highlighting the importance of each person's commitment to this cause. The video was shared at the December 2019 Board session and is available on the corporate website and through other public media tools.
6. Guidelines to Prevent Harassment, Sexual Harassment and Discrimination at IFAD Events were released and made available on the IFAD corporate website and hosts of events are being reminded to systematically include a reference to the guidelines in invitations.
7. At its April session, Management presented its 2020–2021 SH/SEA Action Plan (annex I). While the 2018–2019 plan allowed IFAD to put in place the necessary legal framework and develop its prevention strategy, the 2020–2021 plan will focus on creating more synergies with the United Nations, international financial

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 and EB 2019/129/R.5.

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

institutions (IFIs) and other partners in the field, and seize opportunities for strengthened collaboration on SH/SEA and assistance to victims in particular.

8. The Board thanked Management for its regular updates and expressed its continuing support in order to ensure that IFAD keeps strengthening its prevention of, and response to, sexual harassment, sexual exploitation and abuse, thus implementing its commitment to zero tolerance. The Board welcomed the 2020–2021 SH/SEA Action Plan and emphasized the need for effective SH/SEA prevention and response measures in the light of the COVID-19 pandemic, which may have exacerbated sexual violence against women and girls. The 2020–2021 Action Plan was amended to include increased collaboration with the United Nations and other partners in the field to identify SEA risks during COVID-19.
9. The Board noted with appreciation the participation of IFAD in the United Nations Secretary-General’s SEA tracker and welcomed the steps taken by Management to implement by 2020 a prompt reporting system on credible SH/SEA allegations, using the Member States Interactive Platform.
10. Consistent with IFAD’s commitment to the United Nations’ collective efforts to combat SEA, on 29 April 2020 the President of IFAD sent IFAD’s 2020–2021 SH/SEA Action Plan to Ms Jane Holl Lute, Special Coordinator on Improving United Nations Response to Sexual Exploitation and Abuse.

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

A. Prevention and response

11. IFAD continues to prioritize prevention and response to SH and SEA, in line with its strong commitment to promote zero tolerance to SH/SEA internally as well as externally with stakeholders and governments.
12. Since the last session of the Board in April, approximately 300 individuals have received SH/SEA training either online or in videoconference classroom sessions. SH/SEA training was provided to staff and project personnel at project start-up events as well as procurement workshops in Burkina Faso, Cameroon, Gabon, Paraguay, Sao Tome and Principe, Senegal and Sierra Leone. A pilot with West and Central Africa to systematically include SH/SEA training at every start-up workshop is being replicated in other regions.
13. Mandatory SEA online training is being closely monitored by ETH, and all new staff and non-staff must take the course within two months of starting their duties. Management and supervisors are kept regularly informed of the completion of the courses for the staff in their respective divisions. A refresher programme is being implemented by ETH and re-certification of ethics training is required after a period of three years of the initial certification date. All IFAD staff and persons hired under non-staff contracts will be required to complete the refresher programme.
14. In May, ETH launched the Ethics Community Tool (ECT), a dedicated SEA knowledge-sharing platform to link up the 20 staff acting as SEA focal points in all regions. The ECT is managed by ETH and contains, inter alia, SEA awareness-raising materials in all official languages of the Fund as well as other languages as required, and relevant information on SEA. Focal points can also upload information and share experiences in their respective duty stations.
15. A plan of activities for SEA focal points proposed by ETH was adopted. This included awareness-raising actions in their respective duty stations with staff and implementing partners, and collaboration with local networks for protection against sexual exploitation and abuse (PSEA).

16. As part of the plan of activities and in consultation with ETH, SEA focal points are liaising with United Nations PSEA networks to exchange and coordinate SEA activities, in particular during COVID-19 response. SEA focal points also reported close coordination with the United Nations Department of Safety and Security on issues regarding gender-based violence during the pandemic.
17. Responding to a call from the United Nations Development Coordination Office for the One United Nations (One UN) initiative, Resident Coordinators in various duty stations are formulating One UN PSEA action plans. ETH has been supporting IFAD SEA focal points in contributing to the formulation and implementation of local UN PSEA plans and strategies.
18. IFAD has reiterated its participation in the 2020 United Nations SEA survey carried out by the Office of the Special Coordinator on improving the United Nations response to SEA in duty stations identified by the United Nations as being at high risk for SEA. The survey closed on 31 July 2020 and the Board will be kept updated on its results, which are expected to be released in October 2020
19. Further to the survey conducted on IFAD's workplace culture, steps have been taken by Management to address areas of concern such as disrespectful behaviour at work (e.g. shouting and other forms of aggressiveness), discriminatory treatment and threats to block career opportunities.
20. In March, the President issued a blog reiterating his own and Management's commitment to address the survey results, which he invited everyone to discuss in departments, divisions and units, and report back on outcomes. Culture Champions were designated among the Executive Management Committee (Associate Vice-President, Corporate Services Department; Associate Vice-President, External Relations and Governance Department; Associate Vice-President, Programme Management Department; and the General Counsel) and they expressed their commitment to achieving the behavioural shifts needed to affirm IFAD's values.
21. The Culture Champions communicated the establishment of a task force currently composed of representatives of Human Resources Division; Change, Delivery and Innovation Unit; Communications Division; ETH and the IFAD Staff Association to work on an action plan comprising tailored initiatives to promote a positive working environment in IFAD, irrespective of the duty station.
22. The proposed overall approach will focus on cultural and behavioural change championed by Senior Management. Actions will include qualitative assessments, intervention programmes, dialogue at all levels, policy changes, awareness/training programmes and role-modelling. Appropriate relevant external expertise will be retained to advise and facilitate this initiative, and it is expected that activities will start in September and will continue through 2020-2021.
23. IFAD is committed to continue reporting credible SEA and SH allegations at each session of the Executive Board, with due consideration given to the obligation to respect the privacy and integrity of investigative processes. In response to a request from the Executive Board, Management is implementing a system that will promptly report any credible SH and SEA allegations received between sessions of the Board, using the new Member States Platform. It is envisaged that the platform will go live by year-end. Since the April session of the Board, no credible SH/SEA allegations have been received.
24. IFAD is also populating the system-wide "ClearCheck" secure online database for sharing information among United Nations bodies on individuals whose employment was terminated for sexual misconduct.

B. Mainstreaming SH and SEA in IFAD's operations

25. Paramount to an effective prevention and response strategy is the engagement of IFAD's implementing partners. Training courses on SH/SEA are provided to project

staff during procurement workshops and at the start-up of project events on a continuous basis. Partners are informed of IFAD's policy and of the certification obligations demanded from third parties, bidders and contractors funded by IFAD. Compliance with IFAD requirements will be monitored during project supervision.

26. The template of the Letter to the Borrower/Recipient sent to governments for all IFAD-funded projects, and containing instructions on financing, financial accountability and auditing arrangements, has been amended to include references to the SH/SEA policy. Similarly, the General Conditions for Agricultural Development Financing and Project Implementation Guidelines have also been recently amended to fully embed the SH/SEA policy.
27. A thorough revision of the IFAD Social, Environmental and Climate Assessment Procedures (SECAP) is being completed and the procedures are being strengthened to address risks associated with gender-based violence, including SH and SEA so that appropriate measures can be identified to mitigate those risks.

C. Collaboration and partnerships

28. IFAD continues to participate in the United Nations System Chief Executives Board for Coordination (CEB) Task Force on Addressing Sexual Harassment and the Inter-agency Standing Committee (IASC) Results Group on Accountability and Inclusion. Since April, one meeting was held with the CEB Task Force. IFAD reported that the revision of its SH procedures to further align them with the United Nations System Model Policy on SH is being carried out in collaboration with the Office of the General Counsel, the Human Resources Division and the AUO.
29. To ensure alignment with best practices for safeguarding against SH and SEA, in particular during COVID-19 response and recovery, ETH liaised with the IASC and other partners. It participated in webinars on sexual misconduct, addressing protection and gender concerns during COVID-19 and PSEA for implementing partners. All information and learning packages are disseminated to IFAD SEA focal points through the ECT.
30. Collaboration and coordination with other United Nations entities and IFIs as well as with governments in various duty stations is key to ensuring that SEA risks are identified and assistance to local victims is coordinated. In addition to IFAD's participation in local PSEA networks overseen by the Resident Coordinator, IFAD is also proposing a standard SEA collaboration clause in agreements with United Nations entities/IFIs for the hosting of ICOs.
31. IFAD continues to collaborate with the Rome-based agencies (RBAs) and participates in several ethics, human resources, legal and investigation networks of United Nations organizations and IFIs, and engages in knowledge-sharing and policy dialogue with many partners and stakeholders.

III. Conclusion

32. Protection from SEA during the COVID-19 pandemic has highlighted the need for further in-country collaboration and coordination across organizations and relevant government ministries as resources decrease. The role of IFAD SEA focal points in duty stations will be essential in the promotion of IFAD's SH/SEA policy with stakeholders and implementing partners and in ensuring IFAD's ongoing contribution to in-country PSEA networks.
33. Building on its achievements, IFAD is committed to developing and maintaining the best standards to prevent and protect against SH/SEA, and to this end will continue its collaboration with partners in the United Nations, including the RBAs and IFIs. Given the strong support from its membership, IFAD will continue its policy of no tolerance with respect to all forms of harassment, discrimination and abuse in the workplace and in connection with its operations and funded activities.

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

	Actions	Status	Planned actions (2020-2021)
Strategic area I: Preventing SH and SEA			
NEW IFAD Policy on Preventing and Responding to SH and SEA	Update the policy with the recent amendments to the General Conditions for Agriculture Development Financing and Project Procurement guidelines.	Ongoing	Q1 2020
SH and SEA training and awareness-raising	Monitor staff compliance to SEA online training course and roll-out mandatory refresher training programme.	Continuous	2020
	Strengthen further SH online training course module and roll-out mandatory refresher training programme.	Ongoing	2020
	Conclude Pilot with WCA on SEA training in Project Start-up workshops and take stock of lessons learned and challenges for adjustments as required.	Completed	Q1 2020
	NEW. Deploy SEA training in all languages for start-up workshops in all divisions (LAC, NEN, ESA and WCA). <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 • 7 August 2020 Start-up – Gabon 9-11 September 2020 Start-up – Morocco (Planned) • 2-6 November 2020 Start-up – Tunisia (Planned) 	On-going	2020-2021
	Deliver SH/SEA trainings in classroom settings and/or video conference through inter alia the Operations Academy, regional events, workshops and corporate induction seminars. SH/SEA trainings in classroom setting with staff and implementing partners: <ul style="list-style-type: none"> • 3 February 2020: Start-up Workshop – Togo (video conference). • 3 March 2020 – FMD Workshop – Senegal (video conference). • 6 April 2020: Procurement workshop – Cameroon • 20 April 2020: Procurement workshop – Cameroon • 28 September-1 October 2020 – Operations Academy (ESA) (Planned) • 19-22 October 2020 – Operations Academy (ESA) (Planned) 	Continuous	Continuous
NEW. Include mandatory SH/SEA training in the automated Consultant onboarding processes.		Ongoing	2020

	<i>Actions</i>	<i>Status</i>	<i>Planned actions (2020-2021)</i>
	Monitor consultant compliance to SH/SEA online training.	Continuous	Continuous
Revision of procedures on SH	Review SH procedures/employment contracts and align with the United Nations SH model policy as appropriate.	Ongoing	2020-2021
<i>NEW.</i> Managers' and supervisors' SH/SEA Toolkit	Develop Toolkit for managers and supervisors on addressing staff workplace concerns with a focus on SH/SEA. <ul style="list-style-type: none"> Listen Up & Support Tips Reference Guide for managers/supervisors issued by ETH in March 2020 	Ongoing	Q2 2020
Enterprise risk management	Contribute to the Corporate Risk Dashboard on unsatisfactory conduct and misconduct-related risks, including SH and SEA, and contribute to the development of mitigation strategies.	Continuous	Continuous
<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.		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.	Ongoing	2020
SEA focal points	<i>NEW.</i> Deploy confidential IT platform (Ethics Community Tools) managed by ETH to allow SEA focal points to connect with each other and with ETH to exchange knowledge and best practices.	Completed	Q2 2020
	<i>NEW.</i> Organize global SEA focal points event to discuss and share knowledge and experiences.		2020-2021
	<i>NEW.</i> Develop SEA Focal point action plan for the implementation of awareness-raising activities in the field.	Completed	Q1 2020
	Manage SEA Focal Points programme.	Continuous	Continuous
<i>NEW.</i> SEA victim and affected persons support mechanism	Explore mechanisms in place in various locations — including at government and other stakeholder/partner levels — for SEA victims and affected persons.	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.	Ongoing	2020

	<i>Actions</i>	<i>Status</i>	<i>Planned actions (2020-2021)</i>
	<i>NEW</i> Review Project Implementation manuals to align with SH/SEA policy.	Completed	Q2 2020
	<i>NEW</i> Revise standard letter to the Borrower to include references to SH/SEA policy.	Completed	Q3 2020
Strategic area IV: Coordination and cooperation			
Engagement with Ethics Network (United Nations and IFIs) and RBAs	Participate in regular meetings of the Ethics Network of Multilateral Organizations (United Nations and IFIs) and RBAs.	Continuous	Continuous
Inter-Agency Standing Committee Task Team on Accountability and Inclusion	Participate in meetings of the Task Team on Accountability and Inclusion to discuss best practices in SEA awareness-raising and protection strategies for local beneficiary populations. <i>NEW.</i> Follow-up with IASC/UN efforts on PSEA during COVID-19 response and foster collaboration in the field.	Continuous	Continuous
CEB SH Task Force	Participate in meetings of the CEB Task Force on addressing Sexual Harassment within the organizations of the United Nations System. - Participation in the CEB SH Task Force conference-call, 24 February 2020 - Participation in the CEB SH Task Force conference call 15 July 2020	Continuous	Continuous
<i>NEW.</i> Linkages with stakeholders in the field	Liaise with stakeholders in field locations (the United Nations, IFIs, governments and others) for closer SH/SEA coordination, knowledge-sharing and collaboration (including Resident Coordinators and local SEA Networks, as appropriate).	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 on Preventing and Responding to SH and SEA	Drafting and release of the policy on SH/SEA.	Completed	
	Translation of the SH/SEA policy into the Fund's four languages and public disclosure on the IFAD intranet and website.	Completed	
SEA online training	Develop an IFAD-specific mandatory online training course in Arabic, English, French and Spanish.	Completed	
	Roll out the online SEA training.	Completed	Continue monitoring compliance
SH and SEA classroom training and awareness-raising sessions	<p>Training delivered by ETH in classroom settings through the Operations Academy, regional events and workshops.</p> <p>10/04/2018 – WCA Regional Forum in Mauritania 24-25/04/2018 – Operations Academy (headquarters) 4/07/2018 – Operations Academy (headquarters) 22/10/2018 – FMD Workshop in Indonesia 24/10/2018 – APR Operations Academy in Indonesia 14/11/2018 – NEN Regional event in Morocco 23/1/2019 – ESA Operations Academy in Nairobi 18/3/2019 – LAC Operations Academy in Panama 24/6/2019 – WCA event in Senegal 28/6/2019 – SH/SEA campaign in HQ and ICOs/Hubs 18/7/2019 – SH/SEA campaign dedicated session with 4 ICOs/Hubs in LAC region (Panama, Peru, Brazil, Guatemala) 09/07/2019 – OPR/WCA, Abidjan, Côte d'Ivoire Project Procurement Training (video conference) 04/09/2019 – Training to OPR staff on procurement related to SH/SEA (video conference) 09/09/2019 – WCA Workshop, Yaoundé, Cameroon, Project Procurement Training (video conference) 16/09/2019 – WCA Workshop, Accra, Ghana, Project Procurement Training (video conference) 23/09/2019 – FMD Workshop, Nairobi, Kenya, Project Procurement Training (video conference) 16/09/2019 – WCA Workshop, Accra, Ghana, Project Procurement Training (video conference) 23/09/2019 – FMD Workshop, Nairobi, Kenya, Project Procurement Training (video conference) 07/10/2019 and 24/10/2019 – SEA Focal Point training (in person and video conference) 19/11/ 2019 – LAC Panama, ICO staff on SH and SEA (video conference) 22/11/2019 – LAC Peru, ICO staff on SH/SEA (video conference) 26/11/2019 – LAC Brazil, ICO staff on SH/SEA (video conference) 28/11/2019 – Corporate Induction Workshop, IFAD HQ</p>	Completed	Operations Academy in other regions – Completed

	<i>Actions</i>	<i>Status</i>	<i>Planned actions (2019)</i>
	04/12/2019 – APR Procurement Workshop, China (video conference) 11/12/2019 – APR Procurement Workshop, India (video conference) 16/12/2019 – ESA Procurement Workshop, South Africa (video conference) 18/12/2019 – NEN Procurement Framework Workshop (video conference)		
Anti-harassment online training course	Revise the current anti-harassment mandatory training to include specific references to SH and SEA.	Completed	
Background checks	Update personal history forms to include questions on SH and SEA. Introduce provisions on the human resources framework to withdraw offers of appointment or terminate appointments and other contracts in the presence of evidence of SH or SEA.	Completed	
	Explore the possibility of joining the United Nations common database project designed to maintain a record of individuals found to have engaged in SH.	Completed	
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. 16/07/2019 – India, Viet Nam	Completed	

	<i>Actions</i>	<i>Status</i>	<i>Planned actions (2019)</i>
	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	