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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, the IFAD SH/SEA task force, led by the Director of the Ethics Office (ETH) and composed of representatives of the Office of the General Counsel, Human Resources Division, Office of Audit and Oversight (AUO), Communications Division, Programme Management Department and Corporate Services Department, reported to the Executive Board at its 123rd, 124th, 125th, 126th, 127th, 128th, 129th, 130th and 131st sessions¹ on the implementation of IFAD's SH/SEA Action Plan and the concrete measures being taken to align IFAD's approach with the Secretary-General's strategy as described in the report entitled Special Measures for Protection from Sexual Exploitation and Abuse: A New Approach (A/71/818).²
2. Since the release of the IFAD policy to Preventing and Responding to Sexual Harassment, Sexual Exploitation and Abuse (the SH/SEA policy) in April 2018, IFAD has implemented its 2018–2019 SH/SEA Action Plan (annex II); strengthened its policies and procedures, including the General Conditions for Agricultural Development Financing and the IFAD Project Procurement Guidelines; conducted awareness-raising events and a campaign to combat SH/SEA entitled "Speak Up, Report, Support"; developed a mandatory SH/SEA online training course; released the Guidelines to Prevent Harassment, Sexual Harassment and Discrimination at IFAD Events; and launched an SEA focal point programme in all regions where the Fund operates.
3. The 2020–2021 SH/SEA Action Plan (annex II) was shared with the Executive Board³ and with the United Nations Special Coordinator on improving the United Nations response to sexual exploitation and abuse. The plan focuses on collaboration with the United Nations and other partners in the field to strengthen prevention and response efforts, particularly in the light of the COVID-19 pandemic.
4. As per standard practice, on 30 December 2020, the President of IFAD sent a year-end Management letter on protection from SEA and the reporting of SEA allegations to the United Nations Secretary-General. The letter described IFAD's actions in 2020: the launch of a prompt reporting system using the dedicated Member States Interactive Platform (MSIP), which provides timely anonymized information on each SH/SEA report in which sufficient details exist to indicate that the allegation is credible; awareness-raising events; SH/SEA training including for implementing partners; release of the Guidelines to Prevent Harassment, Sexual Harassment and Discrimination at IFAD Events; and collaborative and knowledge-sharing events with the United Nations system and the international financial institutions (IFIs) network. A copy of this correspondence is available on MSIP.

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

A. Prevention and response

5. Since the Executive Board session held in December 2020 and up to 1 March 2021, approximately 380 staff members, persons hired by the Fund under a non-staff contract and project personnel have received SH/SEA training either online or in videoconference classroom sessions.

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.

² See GC 41/L.3/Rev.1, GC 44/L.6/Rev.1.

³ See EB 2020/129/R.5.

6. Mandatory online SEA training is being closely monitored by ETH and all new staff and non-staff must take the course within two months of starting their employment with IFAD. In addition, completion of the mandatory training is a prerequisite for the finalization of the 2020 performance evaluation process for staff members. Since the last session of the Board, 97 per cent of the IFAD workforce has completed the mandatory SEA training. Starting this year, all individuals having taken the training in the last three years are required to re-certify as part of the refresher training programme.
7. Prevention efforts are also being deployed in the field through the IFAD SEA focal point programme managed by ETH. Staff members performing the role of SEA focal point are provided with relevant materials⁴ in all languages used by the Fund to raise awareness locally on IFAD's zero tolerance policy. SEA focal points collaborate with the United Nations country teams, resident coordinators and the United Nations Department of Safety and Security on SEA-related matters.
8. In 2020, 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 26 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, the majority of the questions concerned the level of personal awareness and accountability with respect to SEA.
9. A total of 94 of 152 IFAD staff members at the selected duty stations responded to the survey, of whom 49 were women and 45 men, and 86 respondents completed the survey. Overall, the survey results show a positive trend and an increase from the 2019 results 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.
10. Respondents reported a clear understanding of SEA and the zero tolerance stance (99 per cent) with 98.88 per cent responding that there are clear policies on the prevention of SEA at their duty stations. In particular, respondents indicated their understanding of the prohibitions around SEA with 100 per cent indicating that it was not acceptable, even with their consent, to have sexual relationships with someone under the age of 18.
11. A total of 94 per cent of respondents indicated they would take action to prevent SEA, and the same proportion of respondents considered that their duty station takes action on raising awareness to prevent SEA. A total of 97.73 per cent of respondents stated that they do not have knowledge of instances where United Nations personnel at their duty station have engaged in transactional sex or other forms of SEA over the last 12 months. With regard to reporting SEA, 100 per cent of respondents stated that they had not reported instances of SEA in the last 12 months. The survey indicated that 94.57 per cent of respondents have not experienced SH over the last 12 months in their duty stations.
12. Respondents indicated that they will report colleagues (98 per cent), including those from other United Nations organizations (94 per cent), suspected of engaging in SEA, with 87.5 per cent of respondents agreeing that their duty station provides clear information on how to report SEA. Results demonstrate that 82.95 per cent of respondents agree that they have received clear information in their duty stations on where to direct or refer victims of SEA.
13. The survey results show a positive trend in the understanding and recognition of SH/SEA, IFAD's policy and individual duties and responsibilities of the respondents

⁴ These include booklets, PowerPoint presentations, videos, "no excuse" cards, SH/SEA question-and-answer sheets and United Nations awareness-raising resources, including a checklist on protection from SH/SEA during the COVID-19 pandemic.

in the selected duty stations. Evidence also suggests a continuous need to raise awareness, in particular on personal accountability in reporting incidents and the importance of identifying victim support mechanisms at local level in collaboration with all partners, and especially United Nations country teams and governments.

14. Other prevention efforts include IFAD's participation in the Secretary-General's real-time SEA tracking system, which provides information on SEA allegations in the United Nations system-wide and in the United Nations "Clear Check" secure online database, which serves as a reference tool for screening applicants for sexual misconduct.
15. In December 2020, in line with the IFAD 2020-2021 Action Plan, the confidential SH/SEA prompt reporting page on MSIP was launched. The purpose of this page, which is also accessible to the IFAD workforce, is to provide timely anonymized information on each SH/SEA report in which sufficient details exist to indicate that the allegation is credible. In order to protect privacy and the integrity of internal processes, minimal information is reported on the status and outcome of cases. Reporting includes SH/SEA allegations concerning IFAD workforce as well as the personnel of external parties implementing IFAD-funded operations and activities.
16. In line with the action plan deliverables and building on the reference document released in 2020 providing tips to managers on how to listen to victims of harassment and support them, ETH is developing a dedicated guide for managers and supervisors on preventing and responding to harassment, including sexual harassment. The objective of the guide is to recall the obligations and responsibilities of managers and supervisors in fostering a positive working environment in their teams and to provide concrete information on prevention and early intervention identifying internal resources available to assist them in their role.
17. Following the workplace culture survey conducted in December 2019, the task force on IFAD's workplace culture, led by "culture champions" from the Executive Management Committee, submitted its final report and prioritized action plan for review. The report followed extensive consultations in 2020 to understand the results of the survey, engaging approximately 140 IFAD leaders and colleagues, including those based in IFAD Country Offices (ICOs), to discuss IFAD's workplace culture and how best to make positive change. The task force report singles out six areas for change that will have high impact and high results: building psychological safety; creating high-purpose mission-driven environments; decentralizing authority; activating the core values; enhancing work-life balance; and growing trust. The prioritized action plan includes concrete ways to, for example, increase delegation, incentivize boundary setting, and bring IFAD's core values to life through behaviours. During a dedicated Executive Management Committee meeting to discuss the report and next steps, a decision was made to ensure follow-up through an integrated corporate approach that will address the issues identified and engage staff in selecting the final actions to strengthen IFAD's workplace culture.

B. Mainstreaming SH and SEA in IFAD's operations

18. Since the adoption of the SH/SEA policy in April 2018, IFAD through ETH provided SH/SEA training courses to thousands of implementing partners during the start-up of projects funded by IFAD or other similar events through classroom set-ups using virtual platforms. Moving forward, and as indicated in the matrix of commitments included in the Report of the Consultation on the Twelfth Replenishment of IFAD's Resources,⁵ IFAD is committed to scale up this practice for the start-up of new projects.
19. Paramount to a successful SH/SEA prevention strategy is raising awareness on IFAD's zero tolerance stance with partners. The letter to borrowers/recipients sent

⁵ GC 44/L.6/Rev.1, annex I.

to governments for all IFAD-funded projects notifies partners of their obligations with respect to the SH/SEA policy. More recently, ETH released a short best practices guide for borrowers/recipients of IFAD funding that provides support in understanding the requirements of the IFAD policy.⁶ The guide is part of the IFAD documentation shared with governments in relation to project implementation and is publicly disclosed on the corporate website. The guide is available in all the languages of the Fund.

20. In particular, the guide provides information on the policies, mechanisms and obligations that directly affect staff, consultants and partners of IFAD-funded operations and activities and how they must act to prevent and report on allegations of SH and SEA. Information is provided on how the SH/SEA policy is fully embedded in the General Conditions for Agricultural Development Financing, the Project Procurement Guidelines and IFAD's project implementation guidelines. In line with the updated Social, Environmental and Climate Assessment Procedures (SECAP), gender-based violence including SH/SEA risks are addressed at project design and appropriate mitigation measures integrated into the final design.

C. Collaboration and partnerships

21. Collaboration and knowledge-sharing with the United Nations system have taken place continuously through IFAD's 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. Among the collaboration efforts is the sharing of information, lessons learned and best practices as well as the development of guidance on how to respond to SEA allegations for use by resident coordinators and representatives of United Nations organizations in country offices.
22. IFAD is actively participating in the United Nations System Chief Executives Board for Coordination (CEB) task force on addressing SH. The task force has made substantial progress in the areas of policy, accountability, support and outreach and has developed relevant products that have been implemented in IFAD, such as the United Nations screening database "Clear Check" and the Guidelines to Prevent Harassment, Sexual Harassment and Discrimination at IFAD Events.
23. IFAD also continues its active participation in the IFIs network on SH/SEA whose objective is to seek opportunities for greater harmonization of approaches and practices. Concrete initiatives are under development, such as an initiative to establish country platforms for collaboration where development partners and in-country stakeholders, including government agencies, can discuss and support initiatives to strengthen SH/SEA.
24. Alignment with best practices with respect to prevention and response to SH/SEA is essential, in particular during the COVID-19 pandemic where collective action and coordination are key moving forward. To this end, IFAD through ETH participated in various meetings, such as: the Inter-Agency Standing Committee (IASC) Results Group 2 on Accountability and Inclusion, and the high-level roundtable of the Development Assistance Committee (DAC) of the Organisation for Economic Co-operation and Development (OECD) on ending SH/SEA in development cooperation and humanitarian assistance.
25. Finally, building on the existing close collaboration and joint commitment on SEA, the ethics offices of the Rome-based Agencies organized an event to share experiences on working together to enhance prevention and response to SEA. The event, which was hosted by the coordinator for protection from SEA and SH with the United Nations Office for the Coordination of Humanitarian Affairs, was attended by more than 150 individuals from the three organizations as well as Member States representatives.

⁶ IFAD Policy to Preventing and Responding to Sexual Harassment, Sexual exploitation and Abuse – Guide for Borrowers/Recipients of IFAD Funding: <https://www.ifad.org/en/document-detail/asset/42415812>.

III. Conclusion

26. SH and SEA are grave breaches of trust and have no place at IFAD, in its work environment and in relation to the projects it funds. They have devastating, long-lasting consequences for victims, their families and their communities. Combating SH/SEA is a long-term commitment that must be translated into relentless concrete collaboration by all actors at all levels, including the United Nations system, IFIs and government partners. This has been evidenced during the COVID-19 pandemic where organizations' physical presence may have been restricted in the field and where in-country collaboration in particular with United Nations country teams has been essential to maintain a strong focus on prevention and response to SH/SEA.
27. IFAD is committed to fully implementing all deliverables covered in the action plan and updating the Executive Board accordingly.

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 2021
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 module 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). <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 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 	On-going	2020-2021
	Deliver SH/SEA training in classroom settings and/or by videoconference through, inter alia, the Operations Academy, regional events, workshops and corporate induction seminars.	Continuous	Continuous
SH/SEA training events in classroom setting with staff and implementing partners: <ul style="list-style-type: none"> • 3 February 2020: Start-up workshop – Togo (videoconference). • 3 March 2020 – FMD workshop – Senegal (videoconference). 			

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	Actions	Status	Planned actions (2020-2021)
	<ul style="list-style-type: none"> 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 		
	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. <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 Ongoing	Q4 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
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.		2021
	Ongoing internal communications and updates on SH/SEA.	Continuous	Continuous
Strategic area II: Responding to SH and SEA			
Reporting and complaint mechanisms	Review and further strengthen reporting and complaint mechanisms aligned with best practices.	Ongoing	2020-2021
NEW. Prompt reporting of credible SH/SEA allegations to IFAD Member States	Explore a confidential and secure system of continuous reporting of credible SH and SEA allegations to IFAD Member States.	Completed	2020

	Actions	Status	Planned actions (2020-2021)
SEA focal points	NEW. Deploy confidential IT 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.		2020-2021
	NEW. Develop SEA focal point action plan for the implementation of awareness-raising activities in the field.	Completed	
	Manage SEA focal Points programme.	Continuous	Continuous
NEW. SEA victim and affected persons support mechanism	Explore mechanisms in place in various locations — including at government and other stakeholder/partner levels — for SEA victims and affected persons.	Ongoing	2021
	Strengthen IFAD's approach to supporting SEA victims and affected persons in the field, which may involve collaboration agreements with governments, United Nations entities and other stakeholders.	Continuous	2021
Strategic area III: Mainstreaming SH and SEA in IFAD's operations and funded activities			
SH and SEA in operations	Finalize SECAP to include risk assessment in projects and country strategic opportunities programmes.	Completed	
	NEW 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			
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. <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 	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, 2 March 2021 (planned) - Participation in the CEB SH task force conference call, 4 March 2021 (planned) - Participation in the CEB SH task force conference call, 9 March 2021 (planned) 		
<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 a IFIs SH/SEA workshop hosted by the World Bank, 18 November 2020 - Participation in the IFIs SH/SEA 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 IFIs SH/SEA meeting hosted by the World Bank, 23 February 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 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 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)</p>	Completed	Operations Academy in other regions – Completed

	<i>Actions</i>	<i>Status</i>	<i>Planned actions (2019)</i>
	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	
	Develop and administer a specific training programme for SEA focal points to receive allegations of SEA in ICOs and hubs.	Completed	

	<i>Actions</i>	<i>Status</i>	<i>Planned actions (2019)</i>
	16/07/2019 – India, Viet Nam 13/08/2019 – Brazil, Panama, Peru 21/08/2019 – Bangladesh, China, Ethiopia, South Africa 19/09/2019 – Democratic Republic of the Congo, Egypt, Sudan 01/10/2019 – Indonesia 10/10/2019 – Côte d'Ivoire, Kenya, Nigeria, Senegal		
Investigation	Give SH and SEA high priority for investigation.	Completed	
	SEA investigation training for AUO investigators.	Completed	
Strategic area III: Mainstreaming SH and SEA in IFAD's operations and funded activities			
SH and SEA risk assessment in operations	Include SH and SEA risk assessment in project design and implementation, and indicators in supervision missions.	Completed	
Project procurement guidelines	Include a reference to SH and SEA in the project procurement guidelines.	Completed	
General Conditions for Agricultural Development Financing (loans/grants)	Propose amendments to the Executive Board in December 2018 to include obligations to report SH and SEA, and associated measures.	Completed	
Strategic area IV: Coordination and cooperation			
Engagement with Ethics Network (United Nations and IFIs) and RBAs	Participate in regular meetings of the Ethics Network of Multilateral Organizations (United Nations and IFIs) and RBAs.	Continuous	
	Explore the possibility of joining the WFP joint Member State/Management Committee to review and discuss best practices in addressing forms of harassment, including SH, sexual exploitation and abuse.	Completed	
Inter-Agency Standing Committee Task Team on Accountability to Affected Populations and Protection from Sexual Exploitation and Abuse	Participate in meetings of the Task Team on Accountability to Affected Populations and Protection from Sexual Exploitation and Abuse to discuss best practices in SEA awareness-raising and protection strategies for local beneficiary populations.	Continuous	
CEB SH Task Force	Participate in meetings of the CEB SH Task Force and explore the possibility of: joining the United Nations system-wide efforts to harmonize best practices for effective SH background checks; introducing a uniform definition of SH among United Nations organizations; and developing a model SH policy that organizations can use to align their own specific institutional and legal frameworks.	Ongoing	