

Progress report on delivering the donor commitments from the October 2018 London Safeguarding Summit

PUTTING PEOPLE FIRST
TACKLING SEXUAL EXPLOITATION, ABUSE
& HARASSMENT IN THE AID SECTOR

OCTOBER 2019

Contents

Summary and overview	1
1. Main areas of collective action since October 2018	2
2. Further detail on progress	5
3. What next?	21
Annex 1: Donor reporting information and links to resources	22
Annex 2: Donor commitments from 2018 London Summit	25

Summary and overview

Following the revelations in February 2018 of sexual exploitation and abuse and sexual harassment (SEAH) in the aid sector, the informal Technical Working Group (TWG) of like-minded donors convened its first meeting in March of that year, determined to take collective action to drive up standards across the sector to prevent and respond to SEAH.

On 18 October 2018, the UK Department for International Development (DFID) hosted a [summit](#) in London on tackling SEAH in the international aid sector. This was a pivotal moment for stakeholders across the sector – including donors representing 90 per cent of global Official Development Assistance (ODA), the United Nations (UN), international financial institutions (IFIs), UK non-governmental organisations (NGOs), UK private sector supply partners, research funders, CDC Group, and Gavi and the Global Fund – which came together and made [commitments](#) for root-to-branch change in the way the sector operates.

Following multiple meetings of the donor TWG, 22 donors presented to the London summit a set of 22 [political commitments](#), designed to bring about four long-term strategic shifts:

1. Ensure **support for survivors, victims and whistle-blowers**, enhance accountability and transparency, strengthen reporting and tackle impunity;
2. Incentivise **cultural change** through strong leadership, organisational accountability and better human resource processes;
3. Agree **minimum standards** and ensure we and our partners meet them;
4. Strengthen **organisational capacity and capability** across the international aid sector, including building the capability of implementing partners to meet the minimum standards.

Each of the 22 donor countries agreed to take action on the commitments according to their priorities and systems and to assess progress 12 months later. This report provides a high-level summary of that progress. Each donor may separately provide more detail of their own work if they wish. The references with hashtags (#) show which of the 22 commitments the work described most closely relates to. The European Union - represented by DG DEVCO and DG ECHO - has been an active member of the TWG since it began in March 2018. The EU was unable to sign up to the donor commitment document at the London summit, but are in the process of looking to do so. But they have remained active participants in the TWG and provided text for this update.

A separate [report](#) provides an overall summary of progress covering all eight groups who made commitments at the London summit, including highlights from this report.

The advances described below remain works in progress, requiring long-term commitment and consistent effort. The challenges are complex, not least of which is how to effectively build and implement a victim and survivor-centred response at the core of all we do and to effect meaningful organisational and culture change across the aid sector. Donors remain committed to driving down the risk of SEAH during the delivery of aid as a priority.

1. Main areas of collective action since October 2018

The TWG has continued to meet regularly since October 2018. Whilst simultaneously pursuing work on other commitments individually, collective donor efforts have focused on the following: DAC Recommendation to drive up standards and underpin donor accountability (#17); further embedding international minimum SEAH standards (#14); aligning funding templates to improve donor coherence (#15); joint donor messaging in support of the UN Secretary-General's Special Measures approach (#12); and meeting commitments under UN Secretary-General's Circle of Leadership and Voluntary Compact (#11).

DAC Recommendation (#17)

Donors committed to support the Organisation for Economic Co-operation and Development (OECD) Development Assistance Committee (DAC) to formulate a new instrument to set and implement standards on preventing and managing the risks of sexual exploitation and abuse in development co-operation, and drive donor accountability in meeting them. DAC recommendations are operational instruments that members undertake to adhere to. Whilst not legally binding, there are high expectations of compliance, with accountability for implementation and review carried out through the [DAC peer-review mechanism](#). The DAC Network on Gender Equality ([GenderNet](#)) will develop a monitoring and learning process and a toolkit to support implementation of the Recommendation.

During eight months of negotiation countries agreed to expand the scope to include sexual harassment and the [DAC Recommendation on Ending SEAH](#) was adopted on 12 July 2019 by its 30 members, 21 of whom were signatories to the London donor commitment document. The Recommendation sends a strong political signal that SEAH perpetrated by those who deliver humanitarian and development assistance will not be tolerated and will be vigorously tackled.

This is the first international instrument to address SEAH across the international aid sector and underpins the collective political commitment to take decisive action to pursue organisational and cultural change to stamp out SEAH. The instrument has six key pillars that encompass the key shifts of the London donor commitments, to develop victim/survivor-centred responses, incentivise cultural organisational change and accountability, support alignment with international minimum standards and develop capability amongst Member States to implement and be accountable for preventing and responding to SEAH. The instrument also encourages organisational change to address persistent gender inequalities and power imbalances, such as the recruitment and career development of women in senior leadership and throughout organisations (#9). Implementation of the Recommendation will include the development of guidelines and support to Member States.

The [DAC Recommendation](#) was launched at a high-level round table of the United Nations General Assembly (UNGA) on 26 September 2019, with a call to support implementation of the Recommendation and an invitation to the UN, country partners and other entities to *adhere* to the Recommendation. For information on how to do this contact: SEA_Taskforce@oecd.org

International Standards (#14)

Commitment #14 saw donors recognise the Inter-Agency Standing Committee (IASC) Minimum Operating Standards (MoS) on Protection from Sexual Exploitation and Abuse (PSEA) and the PSEA elements of the Core Humanitarian Standard on Quality and Accountability (CHS) as essential international standards for tackling sexual exploitation and abuse (SEA). This was confirmed in the 2019 DAC Recommendation which uses the standards as a foundation to highlight the following six areas of focus to strengthen SEAH prevention and response in development and humanitarian work:

1. Policies and professional conduct standards that foster organisational change and leadership on SEAH in the provision of international aid.
2. Support for survivor- and victim-centred response and support mechanisms.
3. Organisational reporting and response systems and procedures.
4. Training, awareness raising and communication on SEAH.
5. International co-ordination for SEAH prevention and response.
6. Development of mechanisms for monitoring, evaluation, and reporting on SEA and SH prevention and response.

Individual donors have taken forward elements of the standards through specific measures to develop policy that encompass the expected measures (see details under strategic shift sections below).

Aligning funding templates to improve donor coherence and accountability (#15)

The Netherlands is leading an initiative with Australia, Germany, Norway, the UK and USA to develop joint donor principles and language on SEAH for potential application to future multilateral funding arrangements, building on recent initiatives by individual countries. The aim of this work is to help articulate donor requirements in a more coherent way (including clearly setting out the international standards we expect organisations to adhere), to strongly embed protection from sexual exploitation and abuse and sexual harassment (PSEAH) accountability within organisations and to improve reporting. The initiative will be tested with the wider donor group and with multilaterals in the autumn, with a view to achieving alignment from January 2020.

Joint donor messaging in support of the UN Secretary-General's Special Measures to tackle SEA (#12)

Donors have used their collective leverage to support the Secretary-General's [Special Measures](#) to tackle SEA across all UN operations, delivering strong messaging and lobbying for change. Some initiatives pre-dated the London summit, for example, the high-level political declarations at the G7 Whistler and OECD DAC Tidewater meetings. Since then joint statements have been delivered at the UN Executive Board meetings, SEAH roundtables at the Commission on the Status of Women meeting in March 2019 and at the World Bank/IMF meetings.

Support for the Secretary-General's Special Measures

- In a joint statement in June 2018 to the UN Funds and Programmes Chief Executive Boards (UNDP/UNFPA/UNOPS, UNICEF and UNWOMEN) donors requested that each entity should, as required under the Secretary-General's report on special measures for PSEA, formally present their respective certifications on SEA (including updates on allegations and actions) to their Executive Boards at each Annual Session.
- In December 2018 a joint letter from 16 donor group Ministers to the UN Secretary-General called for further action by the UN on safeguarding issues, including to tackle concerns raised about staff conduct in specific UN agencies. The letter also flagged opportunities in 2019 for the UN and its Member States to take further coordinated measures in line with agreed international safeguarding standards.
- In 2019 decisions from Executive Boards reinforced support for: zero-tolerance to inaction on receiving reports of SEAH; victim-centred approaches to SEA; independent evaluations, strengthened ethics, audit, investigation functions and whistle-blower policies; stronger alignment within the UN system; and continued updates on progress at Executive Board annual sessions in 2020.

Donors will continue to support the UN Secretary-General's (UNSG) Special Measures to tackle SEA through collective action and through individual membership of the Secretary-General's Circle of Leadership and Voluntary Compact initiatives.

Encouraging support for the UN Secretary-General's Circle of Leadership (#11)

By September 2018, 47 heads of state had signed the [collective statement](#) on prevention of and response to sexual exploitation and abuse in UN operations. By August 2019, this had risen to 87 sitting and former heads of state. The Circle of Leadership remains an important and visible demonstration of high-level support for the UNSG's Special Measures on SEA. A social media campaign at the General Assembly (September 2019) further marked the high-level political commitment and initiatives (see @antonioguterres, #honoringourvalues, #UNGA; [Antonio Guterres - Circle of Leadership - Zero Tolerance](#)).

Supporting the Voluntary Compact (#11)

Donors continue to support the [Voluntary Compact](#), a commitment by the UN and Member States to prevent SEA, demand [accountability](#), and provide meaningful support to survivors through a zero-tolerance approach to inaction when SEA is reported. Whilst mainly directed at peacekeeping activity, it applies also to the staff and officials of all UN agencies engaged in development and humanitarian work, with a focus on increasing transparency, ensuring greater accountability and ending impunity within the UN system, and encouraging reporting on progress. As of September 2019, 103 Member States are members of the Voluntary Compact including the 22 donors who made commitments to the 2018 London summit.

2. Further detail on progress

Progress since October 2018 and continuing priorities are outlined below under the four strategic shifts we collectively aim to bring about as set out in the commitment document. For each shift, a selection of specific examples of actions taken are provided.

Strategic shift 1: Ensure support for survivors, victims and whistle-blowers; enhance accountability and transparency; strengthen reporting; and tackle impunity

The DAC Recommendation (#17) incorporates this strategic shift into its objectives on professional conduct standards, survivor-victim centred response and organisational reporting systems (pillars 1-3 of the Recommendation). A survey of all DAC Member States in October 2018 set a baseline that indicated gaps and opportunities for addressing improved practice and this will inform work-planning priorities for 2019-20.

Embedding support for survivors

Australia: The Department of Foreign Affairs and Trade (DFAT) launched the Preventing Sexual Exploitation, Abuse and Harassment (PSEAH) Policy in April 2019. The policy outlines expectations and requirements for DFAT staff and partners to manage the risk of sexual exploitation, abuse and harassment in the delivery of DFAT business. In recognition that no sector, region or workplace is immune from these issues, the Policy applies to all DFAT business, including its development activities.

The policy sets out that *action to address SEAH should be underpinned by a “do no harm” approach prioritising the rights, needs, and wishes of the victim/survivor, while ensuring procedural fairness to all parties.* This approach:

- *treats the victim/survivor with dignity and respect*
- *involves the victim/survivor in decision making*
- *provides the victim/survivor with comprehensive information*
- *protects privacy and confidentiality*
- *does not discriminate based on gender, age, race/ethnicity, ability, sexual orientation, or other characteristics*
- *considers the need for counselling and health services to assist the victim/survivor with their recovery*

France has established a reporting process, including a dedicated telephone line and e-mail contact, that provide all the necessary guarantees of confidentiality, respect for the rights of victims and presumption of innocence.

Japan: In May 2019, [Japan collaborated with UNICEF](#) on efforts to prevent sexual abuse and exploitation in Cyclone Idai-affected districts of Zimbabwe, supporting PSEA training and strengthening child protection services to prevent and respond to violence, abuse and exploitation, including transactional sex, due to poverty and limited security.

New Zealand: The Ministry of Foreign Affairs and Trade (MFAT) has been working with its international development community to develop a specific policy on the prevention of SEAH. The policy embodies New Zealand's commitment to the 22 donor commitments on SEAH. At the heart of the policy is a 'do-no-harm approach' whereby the needs of victims/survivors are prioritised.

Spain will launch the DAC Recommendation on ending SEAH at the International Day for the Elimination of Violence Against Women celebrations (25th November), with Spanish Cooperation partners. This will initiate a participatory process of 5-10 new SEAH measures to implement during the 5th Spanish Cooperation Master Plan that runs until 2021. The Gender Group of the Cooperation Council, an advisory body for the implementation and follow-up of Spanish development policy, will participate in this process. To enable greater communication, the Recommendation will be translated into Spanish and disseminated among middle-income countries that already have international cooperation agencies operating in Latin America.

Donors have undertaken varied initiatives to improve their systems to make it easier to report allegations (#1) and to ensure those who report or are victims/survivors receive appropriate support (#2); strengthened their recruitment practices (#3) and put in place improved accountability measures, including publishing the number of incidents reported (#4).

Accountability: reporting

Australia: The April 2019 DFAT PSEAH Policy is underpinned by a principle of zero tolerance of inaction so that every allegation is acted upon. The Policy includes incident reporting to better monitor sexual exploitation, abuse and harassment. The new SEAH reporting regime and [notification form](#) will help to improve assurance and assist DFAT to work with organisations to improve safeguards.

Canada: Global Affairs Canada has established a dedicated mailbox to receive confidential SEA reports from partners.

France has developed a manual for prevention and response to situations of violence and harassment in the public service.

Germany: The German Federal Foreign Office (GFFO) has drafted a reporting policy to clarify and standardise SEAH reporting processes, to be included in all humanitarian assistance projects delivered by NGO implementing partners. The German Development Cooperation (GIZ) is currently reviewing its sexual harassment policy to include sexual abuse and exploitation and improving its complaints mechanisms. An online whistleblowing portal went live in the summer of 2019.

Luxembourg's ethical framework for the conduct of public servants is fixed in law (1979), incorporating a [code of conduct](#) that includes the handling of SEA incidents for staff and implementing partners. Reporting is grounded in a survivor-centred approach, with dedicated staff to support PSEA. This ensures informed consent for the survivor to decide whether to report or not and to decide whether to pursue proceedings or not. Luxembourg takes a gender-responsive lens to SEA risk management response and will develop a gender equality guidance note within the next six months, along with a SEA policy to promote gender equality in partner countries.

USA: The U.S. Agency for International Development (USAID) is conducting a formal business process review related to how the Agency handles allegations of sexual misconduct internally within the workplace, as well as externally with partners. The reviews will lead to concrete, actionable improvements to ensure the Agency's procedures are more survivor-focused, transparent, responsive, and accountable. USAID is also aligning its response to SEA with existing requirements on child safeguarding and counter-trafficking-in-persons (C-TIP) to make the Agency's organisational structure more efficient and ensure a holistic approach to the spectrum of misconduct that can be present in development and humanitarian settings.

As a key part of supporting victims/survivors and enhancing accountability, donors are strongly committed to improving complaints mechanisms across the international aid sector.

Accountability: complaints mechanisms

The Netherlands, with **UK** support, is leading a workstream that will test and review best practice on reporting systems (including ombuds mechanisms) and their impact on accountability and support for survivor-centred needs and rights (#6).

The Netherlands has committed resources for initiatives which could be piloted in Jordan and/or Bangladesh, depending on the outcome of in-country partner consultations.

As UN Member States, donors also support the work of the United Nations Office of the Victims' Rights Advocate (OVRA) and the UN Victims Support Trust Fund (#5).

UN Office of the Victims Rights Advocate and UN Trust Fund for Victims of SEA

In 2016 the UNSG set up a Trust Fund to support victims of SEA, focused on specialised services for victims and strengthening community complaints mechanisms. The fund currently holds approximately US\$2m in voluntary contributions, including from TWG members Australia, Canada, Finland, Italy, Japan, Luxembourg, Norway and Switzerland.

The UK provided £50,000 for an expert consultation to inform the development of a statement of victims' rights, due for publication in early 2020 and £200,000 for a pilot focused on mapping local capacity to assist and support victims.

Donors and multilaterals alike are concerned to avoid the hiring and recirculation of offenders in the aid sector, holding them to account and effectively find ways to take them out of the aid system (#3).

UK: The UK is working with INTERPOL to improve criminal records checks across the sector, supporting organisations to get better criminal records checks for staff. Two regional hubs are being set up to take this forward.

Moving forward, the future work programme to deliver the DAC SEAH Recommendation (#17), a Resource and Support Hub (#19) and the Netherlands-led work on complaints systems (#6) will focus efforts to improve victim/survivor-centred responses, including how best to engage beneficiaries and how to improve accountability and complaints procedures.

Strategic shift 2: Incentivise cultural change through strong leadership, organisational accountability and better human resource processes

The UN Secretary-General has called on Member States to support his Special Measures approach. All but one signatory to the donor commitments are signatories to the Voluntary Compact and have a national who is a member of the UNSG's Circle of Leadership (#11).

Many donors are leading processes of cultural change within their own organisations, and extending that culture change externally to international development organisations which they fund.

Incentivising cultural change and strengthening accountability

Australia is providing united leadership to accelerate cultural change across its government agencies that have representation overseas. In November 2018, 30 heads of agencies signed a “One Government, One Approach, Zero Tolerance” statement. The statement commits agencies to lead by example and to protect staff and affected populations from exploitation, abuse and harassment.

Belgium: In 2016 the Belgian Minister for Development Cooperation introduced new rules for NGO cooperation that included principles on integrity. These were followed by policy management integrity guidelines in 2017, and the creation of an Integrity Task force in 2018, representing all Belgian development cooperation actors. Following the revelations of abuse in the aid sector in 2018, an Integrity Charter was signed by development cooperation actors, including the Directorate General for Development Cooperation and Humanitarian Aid (DGD), the Belgian Development Agency (Enabel), the Belgian Investment Company for Development Countries (BIO) and members of civil society organisations and institutional actors. The Charter commits the signatories to have an ethical code of conduct that includes informing employees about integrity values, nominating a person responsible for integrity trust, taking measures to analyse and control risks, including integrity clauses in their partnership agreements, and establishing reporting mechanisms.

European Union: The European Commission is in the process of reviewing its internal policy on the prevention of sexual and psychological harassment. This new policy will focus on a preventive approach, through training and awareness-raising. The policy will reiterate the Commission's strong commitment to ensuring a work environment that is free of any kind of discrimination, harassment, and other forms of divisive or inappropriate behaviour.

France: The President has committed to tackle sexual violence in all social and economic areas, including through a ministerial action plan to prevent and respond to sexual and gender-based violence, developed and implemented by the Ministry for Europe and Foreign Affairs. The Ministry is increasing its focus on gender equality and gender balance within its agencies, including increasing the number of women in management and ambassador positions; raising awareness and providing training on gender issues for all ministry employees; and mainstreaming gender equality in the strategies and actions of the 12 ministry agencies.

Japan: Japan International Cooperation Agency (JICA) has set up an internal cross-departmental coordination group on SEAH. An action plan is currently being formulated. JICA is going to incorporate SEAH aspects into existing internal control mechanisms such as the code of conduct.

Luxembourg is in the process of developing a new code of conduct on PSEAH based on gender equality principles and driven by a determination to maintain a culture of transparency, accountability and integrity in managing SEAH. The creation of safe spaces to express concerns about inappropriate behaviour and gender discrimination are key elements.

Switzerland developed a 5-point action plan including a) a harmonised internal code of conduct for personnel, b) a review of internal compliance management, c) capacity-building of staff, d) case management and e) dialogue with partners, including multilaterals and NGOs.

UK: The Scottish Government encourages public, private and third sector organisations to sign up to the [Partnership for Change](#) and to set a voluntary commitment for gender balance on their boards of 50/50 by 2020. The First Minister was appointed the inaugural #HeForShe Global Advocate by UN Women, with the Scottish Government becoming signatories to the UN Women's global solidarity movement for gender equality.

USA: In the autumn of 2019, USAID will release two new policies informed by comprehensive gap analyses—one addresses sexual misconduct within the workplace, and another addresses SEA. USAID has clarified the roles and responsibilities of its staff and implementing partners and published [tool kits](#) for employees and managers. A new Agency-wide training programme, planned for launch in 2020, will increase the capacity of staff to respond to sexual misconduct, including reports of SEA, by promoting respectful, inclusive, and safe environments in the workplace and programmes.

Donors and their partners are also reviewing and strengthening recruitment and reference procedures to support prevention and have worked to further improve and promote workplace cultures of respect and accountability (#10).

Incentivising cultural change and strengthening accountability

Canada: Global Affairs Canada has introduced a requirement for a PSEA code of conduct in funding agreements for NGOs.

UK: DFID has updated its referencing policy to allow the sharing of any 'live' sanctions on an employee's record in reference requests and to disclose information to third parties if a risk assessment determines there could be an SEAH safeguarding issue. DFID also established a Safeguarding Delivery Board, which meets quarterly and is chaired at Director-General Level, to monitor progress on accountability and culture change within the organisation. DFID reports annually to its Management Board.

DFID is developing a pilot for an Aid Worker Passport that will strengthen employment checks, closing the loop on individuals who work in the sector but abuse others, whilst equipping those who conduct themselves appropriately with a trusted source of evidence that details their positive work history. The initiative is due to be piloted in 2020.

The UK and Scottish Governments each plan to introduce legislation that will make it harder for offenders to commit SEAH overseas with impunity. The UK government has introduced measures in the [Domestic Abuse Bill 2019](#) that will extend the jurisdiction of the UK courts so that UK nationals and residents who commit certain violent and sexual offences outside the UK may be brought to trial in the UK. Meanwhile, the Scottish Government [Disclosure \(Scotland\) Bill](#) 2019, proposes to extend the Protection of Vulnerable Groups scheme to ensure that work overseas that would be regulated if done in Scotland, should also be specified a regulated role and benefit from the same level of safeguarding as regulated roles in Scotland. These bills are currently going through due process.

Support for the [Inter-Agency Misconduct Disclosure Scheme](#): Set up by humanitarian, development and civil society organisations (CSOs) to share relevant misconduct information about individuals, this initiative was launched at the October summit. It enables organisations to legally share recorded information about SEAH misconduct by staff. At least 1,500 requests for data have been made and at least 1,000 sets of data have been provided, with an impact on multiple recruitment decisions this year.

The Scheme is supported and promoted by DFID and complements the UN [ClearCheck](#) system for screening UN personnel dismissed for substantiated allegations of SEAH. There are 14 signatories to the Misconduct Disclosure Scheme who between them have the potential to cover over 1 million staff working in the aid sector. It remains open to further signatories across the international aid sector.

Donors are engaging across the multilateral system, leading and participating in international events to incentivise cultural change and improve organisational accountability, including engagement in high-level events such as the Commission on the Status of Women, the United Nations General Assembly, the World Bank / IMF meetings and the UN Chief Executive Boards (CEB) meetings.

As noted above, donors have used their collective leverage to ensure that the UN Funds and Programmes report and certify SEAH allegations annually to their Boards, and to the UN Secretary-General, alongside updates on strategies, actions, resources and partnerships. Donors will continue to proactively engage and encourage all agencies to comply.

Some donors are either now either publishing the number of incidents reported to them through their annual public reports or intend to do so soon (#7) and most now have at least one senior-level champion accountable for work on SEAH (#8).

Transparency and public reporting

UK: DFID has a lead Director General accountable for our work on tackling SEAH and began reporting publicly on progress and case numbers in 2018. The [2019 data](#) was:

There were fewer than 5 substantiated internal staff cases in the 2018-19 period covered by this report. The total number of allegations made about DFID staff in 2018-19 was also fewer than 5.

Since setting clear expectations that DFID partners would report credible suspicions and actual allegations of abuse [relating to DFID programmes], we have seen an increase in

the number of safeguarding concerns being reported by DFID implementing partners, up from 73 referrals in 2017-18, to 260 in 2018-19.

DFID receives reports of different types of safeguarding concerns. The most commonly reported in 2018-19 related to sexual exploitation and abuse of adults (28%), followed by other safeguarding concerns (27%) and sexual harassment (23%).

In 2018-19, 82% of referrals were reported to DFID by partners, 15% were reported by DFID staff and 3% were reported anonymously.

Australia: Stronger reporting through DFAT's new PSEAH Policy will help to better monitor SEAH and focus partners attention on this issue.

The Netherlands will start reporting the incidence of cases publicly from the end of 2019.

Sweden is reporting case incidence through the Swedish international development agency (Sida) and have appointed a senior-level champion.

The DAC Recommendation on SEAH includes a cultural change pillar that will ensure development of guidance and support for Member States. This will be embedded through the 2019/20 DAC programme of works and budget.

France, the Netherlands, Sweden and the UK participate in a *critical review group* of the Multilateral Organisation Performance Assessment Network (MOPAN) to develop SEAH indicators in MOPAN methodology and thereby improve assessment of multilateral accountability (#13). A case study to develop measures to assess the performance of agencies in preventing and responding to SEAH is being completed.

MOPAN is expected to conduct about 8 assessments of multilateral agencies per year between 2020 and 2025, integrating the new measures. This should help reduce the need for donors to conduct their own bilateral assessments. The case study findings also have the potential to inform monitoring methodology on SEAH at a generic level, of interest to wider audiences in the aid sector, including the DAC, given the alignment of the MOPAN Approach with the DAC Recommendation on PSEAH.

Donors will continue to engage collectively at strategic levels with the multilateral system to support and encourage all agencies to deliver the Secretary-General's Special Measures approach (#11, #12 and #13). Most have and will continue to work on internal culture change, including through recruitment and referencing initiatives and promotion of inclusive cultures (#9 and #10).

Strategic shift 3: Adopt minimum standards, and ensure we and our partners meet them

Donors committed to ensure that we and our partners adhere to one or both sets of international minimum standards to prevent and respond to sexual exploitation and abuse (#14), enabling donors to align approaches and achieve more clarity and accountability. Both sets of standards, the [Core Humanitarian Standard](#) and the IASC [Minimum Operating Standards](#) on PSEA, integrate the six core standards of the [UN Secretary-General's 2003 bulletin](#) on the prohibition of SEA. Donors consider these standards applicable to both humanitarian and development assistance. Many donors have incorporated the UNSG's

special measures for protection from SEA Section 3 standards ([ST/SGB/2003/13](#)) into their staff codes of conduct and require the same standards of partners. The standards also form the basis of discussions on aligning funding and procurement agreements as minimum commitments that require awareness raising, staff training, disciplinary integrity and minimum contract conditions.

Australia – The DFAT PSEAH Policy sets out seven minimum standards to assess and control the risk of SEAH. These minimum standards apply to all DFAT business activities (including development) and are applied commensurate to the level of risk. The DFAT PSEAH Policy minimum standards are consistent with the Core Humanitarian Standard and the IASC Minimum Operating Standards on PSEA.

Denmark requires their Danish strategic NGO partners working in fragile contexts to become independently CHS certified or verified. CHS is a central instrument in Denmark's commitment to ensure partners have adequate standards for preventing and responding to SEAH. Today, CHS is also integrated into the funding guidelines for the Danish Emergency Relief Fund (DERF), which provides acute humanitarian funding opportunities for Danish NGOs and their local partners. Danish NGOs who are verified or certified by CHS are prequalified when applying for DERF-funding.

European Union: The Directorate General for International Cooperation and Development has recently strengthened the ethics clauses in grant and procurement templates to make clear that physical abuse and SEAH represent professional misconduct, which can lead to suspension or termination of a contract.

Germany: The GFFO has integrated the IASC Minimum Operating Standards (MOS) into its revised Due Diligence Assessment for humanitarian NGOs (*Quality Profile*), currently in the process of being implemented.

When it comes to the United Nations, donors will continue to engage, as Member States, especially through Executive Boards. This will include follow-up to the [independent review](#) that UNICEF's Executive Director requested in 2018 of UNICEF's own response to PSEA. The review examined UNICEF against the four pillars of management and coordination, community engagement, prevention and response to the IASC Minimum Operating Standards for PSEA, with wide-ranging recommendations on strengthening all areas. This included recommendations around the need to update the 2012 IASC Minimum Operating Standards, shifting the focus on communities and survivors from *beneficiaries* to *rights-holders*, active promotion of deterrence as a prevention measure, attention to improve the chronic under-reporting of SEA incidents and improved rights-based support for survivors.

Donors will also continue to engage with the CHS Alliance (CHSA) to strengthen implementation of standards amongst donors and to pursue initiatives to better address PSEAH.

The CHSA, as part of its promotion of verification, offers a donor self-assessment tool which helps to assess the degree to which donor policies enable grant recipients to work in line with the CHS. Luxembourg is one of the first government donors to pilot this tool and the experience will be shared with others interested in taking this forward. The UK Disaster Emergency Committee (DEC) has also undertaken this process.

Donors are working with CHSA and the Humanitarian Quality Assurance Initiative (HQAI) to explore the potential for strengthening the [CHS Verification Scheme](#) and using possibly expanded CHS audits as part of their due diligence mechanisms, especially the SEAH content. This includes making the verification options more accessible to different kinds of organisations that want to verify adherence to the CHS, and to explore alignment of donor requirements with CHS in order to reduce duplication and improve efficiencies. Others are focusing on the potential to align SEAH requirements between donors in funding instruments (#15).

CHSA and HQAI – verifying the CHS

Australia, Denmark, Germany, Luxembourg, Sweden, Switzerland and the UK are working collectively with CHSA and HQAI to strengthen verification options for CHS quality assurance and to develop more affordable and accessible models that reflect the needs of organisations according to size and capacity. CHSA is working on their updated [strategy](#) to focus on the application of the standards in operational settings and build more capacity support for implementation of the CHS. A new HQAI strategy is being developed for adoption by the HQAI Board in December 2019. HQAI released a [video](#) in September linking the perspectives of different actors in the accountability chain, including giving a voice to beneficiaries to whom aid needs to be most accountable.

Donors are also exploring the opportunities to engage on third-party auditing of partner compliance with the standards in order to improve efficiencies and reduce transaction costs by reducing the number of assessments and donor requests for verification.

CHS Alliance PSEAH Contact Group

Australia and the UK are members of the CHSA PSEAH Contact Group that will engage through a series of webinars in the autumn to consider topics such as donor due diligence policies on PSEAH, whistleblower protection, SEAH investigations and victim/survivor support and the potential development of a new PSEAH assessment tool. The CHSA welcomes all donors who are members of the CHSA to join the PSEAH Contact Group.

Donor alignment on funding agreements

The Netherlands is leading an initiative with Australia, Germany, Norway, the UK and USA to develop joint donor principles and language on SEAH for potential application to future multilateral funding arrangements, building on recent initiatives by individual countries. The aim of this work is to help articulate donor requirements in a more coherent way (including clearly setting out the international standards we expect organisations to adhere), to strongly embed PSEAH accountability within organisations and to improve reporting. The initiative will be tested with the wider donor group and with multilaterals in the autumn, with a view to achieving alignment from January 2020.

Many donors have strengthened donor funding requirements (#15) and reviewed and revised their business models and planning processes to reflect a stronger focus on SEAH (#16).

Australia: DFAT is working closely in partnership with NGOs, multilaterals and other implementing partners to increase awareness of obligations and expectations under the PSEAH policy. This is being supplemented by outreach activities to DFAT agreement managers both in Australia and overseas to support them in ensuring partners are clear on the policy.

DFAT's PSEAH policy is being implemented across the full spectrum of DFAT business and all DFAT staff are expected to comply with the principles and reporting requirements set out in the policy. Guidance material has been developed and a dedicated mailbox established to enable reporting. Contracts and Agreements for all partners are being updated. Enhanced due diligence processes have been implemented. The DFAT PSEAH Policy and staff policies have been aligned.

Finland continued to maintain a high profile on tackling SEAH in the UN and IFIs, including with governing bodies of multilateral agencies and in high-level bilateral discussions. An important development was a new clause on SEAH in its model financing agreement. The Development Policy Steering Group of the MFA leads regular SEAH discussions. A SEAH workshop for all ministry and embassy staff was organised during annual development policy days.

France is reviewing internal mechanisms and introducing SEAH requirements in funding agreements for NGOs in collaboration with its implementing partners. France is also communicating with multilateral organisations and other partners on SEAH.

Germany is in the process of introducing SEAH-sensitive contractual clauses in its standard contracts and agreements in the context of humanitarian assistance, financial co-operation and technical co-operation.

Ireland introduced a new standardised grant management system that includes provisions to ensure that grant partners have child protection policies in place. A new safeguarding monitoring tool has also been piloted for grants to major civil society and humanitarian NGO partners. Ireland is in the process of developing a safeguarding policy that will outline the minimum standards expected of partners in safeguarding against harm and abuse in line with international standards.

Italy: The Italian Agency for Development Cooperation has reviewed its ethical code, resulting in a dedicated code of conduct section on SEAH. This forms an integral part of the overall ethical code with which all partners must comply.

New Zealand has embedded PSEAH risk management, planning and monitoring processes into its systems, including work on unacceptable behaviours and disciplinary policies, alongside a "Speak up Safely" programme of work.

Sweden has created a new multi-year agreement with several UN-organisations that include the prevention of SEAH. The Swedish international development agency (Sida) has also updated its [Principal values for Sida and cooperation partners](#) which accompanies all agreements made with implementing partners. These now encompass SEAH, which gives Sida the legal mandate to terminate support if serious abuses of the principal values are discovered.

USA: USAID has revised its standard provisions for contracts and grants to clarify that all USAID implementing partners must adhere to international standards on SEA and, should a violation of these standards occur, partners must consult with USAID to resolve it. USAID also issued notices to its grantees and contractors to encourage them to report credible allegations of SEA to the relevant USAID Agreement Officer or Contracting Officer, and to the Office of Inspector General.

Work on standards will continue through the new DAC Recommendation adopted in July 2019 (#17), which applies to all 30 DAC members and others who choose to adhere. Implementation will focus on minimum standards, donor accountability, organisational cultural change, building capability in the aid sector, and all with an increasingly strong victim/survivor-centred approach. Sexual harassment will be integrated as a fundamentally related issue for the first time in SEA standards. Both are rooted in power imbalances and in particular gender inequality. Promoting gender equality in tackling harmful social norms and poor organisational culture is an essential part of the response to SEAH overall, and the DAC Recommendation will ensure a particular focus on vulnerable groups, including women and children, and those most at risk of discrimination, including disability, gender identity and sexual orientation, race, ethnicity, age or religion.

Going forward, donors will also continue to engage with the CHSA and the IASC to implement the standards and to further develop, align and, if possible, harmonise PSEAH standards across the board.

Strategic shift 4: Strengthen organisational capacity and capability across the international aid sector, including building the capability of implementing partners to meet the minimum standards

All donors are working to strengthen organisational capacity and capability in their own agencies, and many of them also with their implementing partners (#18 and #20). Another commitment of the summit was to explore options for the development of a Resource and Support Hub (#19).

Support for building capability across the sector with partners

UK Resource and Support Hub

The procurement process for a 5-year Resource and Support Hub has been completed, with the contract anticipated to start by end October 2019. The hub will aim to build capability and capacity for small organisations, bringing together relevant tools, guidance and support via an online platform, and signposting quality assured services including qualified investigators, legal support and counselling.

Scottish support work

The Scottish Government funded BOND's sister organisation, Scotland's International Development Alliance, to develop a safeguarding support package for the sector in Scotland. "[Safer for All](#)" was launched in December 2018, and has since been adapted, and adopted, for use in some Scottish Government projects in Malawi and the Scottish Government is supporting the development of a similar Malawian safeguarding initiative.

Canada Resource Hub

Canada has partnered with the **Canadian Council for International Cooperation** as the key umbrella organisation for Canada's international development and humanitarian partners to deliver a resource hub for civil society organisations in Canada. Resources and services will be offered to respond to specific PSEA capacity gaps, with an emphasis on ensuring access for smaller organisations.

Australia Child Safe Volunteering Hub

Australia has established a new Child Safe Volunteering Hub to strengthen child safeguarding outcomes around orphanage "voluntourism". The hub will mobilise technical expertise to strengthen child safeguarding practices, promote responsible volunteering, and advocate for alternative care models in the non-profit, education and tourism sectors in South-East Asia, where orphanages exist.

The IASC also has plans to develop a Global Platform to provide tools, resources and training on SEA, directly accessible to national and international organisations through a help desk function. There are opportunities for cross-learning and support as these initiatives develop.

Donors are investing considerable efforts into strengthening organisational capability internally and with partners.

Capability building

Training

Australia is implementing its *PSEAH Policy* from 1 July 2019 across DFAT - amending other departmental policies, guidance and templates, providing support across the organisation and developing a training package for staff. A training strategy is being developed to equip DFAT staff to understand and assess the risk of SEAH and to better inform discussions of SEAH risks with partners.

Canada: Global Affairs Canada has developed online training to educate staff on what constitutes SEA in international assistance, Canada's international commitments to SEA prevention and response, and roles and responsibilities of staff when cases arise.

UK: DFID continues to work on building staff capability, taking forward an internal work plan and dedicated training events targeting key staff (e.g. Senior Civil Servants, Deputy Heads of Offices, Senior Responsible Owners for programmes). Over 400 staff were reached through a Safeguarding Learning Week (March 2019).

European Union: On behalf of the European Commission, the Directorate General for International Cooperation and Development organised a series of PSEA safeguarding awareness raising training events for general staff and staff with specialist responsibilities (e.g. auditors, evaluators, legal, data protection, etc.). These courses were open to colleagues from other EU Institutions. Importantly, this initiative included dedicated Leadership Awareness Sessions on Safeguarding for Senior Management and staff from EU Delegations.

Germany has launched several initiatives: (i) internal PSEA training by the GFFO to increase sensitivity to SEA of staff members working in humanitarian assistance; and (ii)

GIZ training to boost staff sensitivity to and awareness of SEA. GIZ will also implement a new code of ethics in the autumn.

Italy has trained defence mission staff on gender-based violence, with a strong component on SEAH.

Japan has been conducting awareness raising training on SEAH for its staff, experts, and volunteers before deploying them overseas.

The Netherlands held a workshop for MFA staff working with multilateral partner organisations on effective SEAH policies. Training on PSEAH and effective integrity policies for MFA staff working with NGOs has been initiated. In 2020 this will be extended to all MFA staff working with all partner organisations (NGOs, UN, private sector).

New Zealand has launched a wide-ranging 12-month programme of work focused on training, complaints mechanisms and support systems.

Norway has developed an e-learning course, on PSEAH and reporting of incidences for all MFA and development agency staff.

Sweden has informed all embassy staff on SEAH and procedures to report on cases. Sweden's development agency, Sida has conducted a pilot training exercise on sexual harassment for implementing partners in Guatemala.

USA: USAID is planning a new Agency-wide training program for 2020 that will increase the capacity of staff to respond to sexual misconduct, including reports of SEA, by promoting respectful, inclusive, and safe environments in the USAID workplace and programmes.

Guidance and resources

Australia has drawn upon the experience and learnings gained from their strong [Child Protection Policy](#) and Framework (which itself is being reviewed to closely align both policies) as a foundation for the development of the new [PSEAH Policy](#). Both of these policies are additionally supported respectively by PSEAH and Child Protection Risk Guidance Notes to assist staff and partners with implementation.

Canada has published a new webpage on [sexual exploitation and abuse in international assistance](#), which includes updated reporting requirements including a centralised address and standard reporting form for partner organisations.

Ireland is undertaking the development of a Department of Foreign Affairs and Trade Safeguarding Policy under the auspices of a new Department Safeguarding Reference Group. The Reference Group has developed a draft safeguarding policy and is coordinating consultation on it across the Department's divisions.

New Zealand is consulting on a new SEAH policy, to be delivered in the autumn.

USA: USAID plans to develop and release tool-kits on PSEA to assist partners.

Donors are working closely with their civil society partners to help drive cultural change, leadership and organisational accountability. This has resulted in many initiatives over the last year that will continue to reverberate in support for best practice, lesson learning and achieving a step-change throughout the sector. There has also been intensive and focused work with private sector contractors and efforts to link up capability building efforts between civil society and private sector organisations.

Working with civil society organisations

Australia co-funded a review of the Australian NGO sector's practice and response to PSEAH. DFAT and the Australian Council for International Development (ACFID) are working closely to implement the 31 recommendations made in the report, largely in line with the donor commitments. Australia also consulted with the NGO sector on the development of a new PSEAH Policy, informed by the findings from the co-funded report. Australia engages regularly with implementing partners to support their capacity to meet standards under the new policy.

Canada: Global Affairs Canada meets regularly with the Canada Council for International Cooperation Steering Committee to Address and Prevent Sexual Misconduct. This partnership aims to share best practices and increase civil society capacity for prevention and response, especially among smaller organisations.

Denmark has engaged in closed dialogue with Danish NGOs regarding PSEAH, which has resulted in a broad PSEAH scoping study and in joint PSEAH commitments for Danish NGOs. The joint PSEAH commitments align with the CHS and the OECD DAC PSEAH recommendations. The Danish guidelines for strategic partnerships with Danish NGOs, the guidelines for Danish organisations managing pooled funds and networks, as well as the template for development engagement have also been updated with PSEAH requirements that align with the CHS and the OECD DAC recommendations.

European Union: The Commission has continued to work closely with CSOs towards fostering organisational change and leadership on SEAH in the provision of international aid. The Commission has included panel sessions on transparency and accountability in addressing misconduct cases in major events with civil society and partners.

Finland's MFA updated the Ethical Code of Conduct for Development Cooperation in conjunction with CSO partners and organised a seminar on tackling SEAH in co-operation with the Finnish CSOs.

France is working closely with its implementing partners to address SEAH, including on the development of SEAH requirements in funding agreements for NGOs.

Germany is supporting [VENRO](#) (the umbrella organisation of development and humanitarian assistance NGOs in Germany) in providing capacity development for implementing partners through PSEA training initiatives for VENRO members.

Ireland: Participates in the Dóchas (Association of Development NGOs) Working Group on Safeguarding. Dóchas is working with CEOs of member organisations on the development of an NGO Safeguarding Leadership Charter.

Japan: For fiscal year 2019 MOFA is financially supporting and working with an NGO study group to develop child safeguarding guidelines for Japanese NGOs.

Luxembourg is working with its NGO partners to strengthen prevention, detection and response to sexual exploitation and abuse and sexual harassment and is in the process of finalising a charter that requires all partners receiving funding to adhere to minimum standards. This seeks to ensure that all organisations are accountable for the delivery of Luxembourg's Official Development Assistance (ODA) whilst also ensuring appropriate support for small NGOs at the national level.

The Netherlands: The Ministry of Foreign Affairs and a group of dedicated NGOs, under the leadership of [Partos](#), has developed and implemented a joint action plan, [Integrity](#). This aims to improve SEAH standards and integrity, focusing on preventive measures, safe reporting and accountability. Measures include upgrading standards in line with the CHS (#14) and an [Integrity System Guide](#) has been developed to support these endeavours. It includes screening to make recruitment processes more SEAH-sensitive (#3). A new reporting form for serious cases of sexually (and other forms of) unacceptable behaviour has been developed by the MFA. Since January 2019, the MFA has been operating a portal for implementing partners to register reports of incidents.

New Zealand has been consulting and undertaking capacity building with NGOs over the last 9 months through an NGO partnership programme, integrating PSEAH work alongside that on due diligence, capacity building and reporting.

Switzerland: The Swiss Agency for Development Cooperation (SDC) has a professional mandate for 2019-2020 to support Swiss NGOs to strengthen their PSEAH instruments and introduce or update compliance mechanisms, as appropriate. Special attention is given to prevention and survivor-centred response with a focus on sensitisation, culture change, PSEAH policies and capacity building within organisations, as well as the inclusion of local partner CSOs and their beneficiaries.

UK: DFID is working through the UK network for organisations working in international development (Bond) to support development of a set of leadership principles, including cultural indicators on SEAH, for organisations to benchmark themselves against. DFID also funded guidance on [Complaints & Definitions](#) (including a tool to facilitate reporting of safeguarding concerns and relevant case studies). NGO Task Teams have finalised guidance for NGOs on [Safeguarding and Governance](#). The UK NGO sector will report back on progress at a [Safeguarding for Development Conference](#) in December 2019.

USA: USAID has engaged its staff and partners—in Washington and the field—to ensure that the initiative to prevent and address SEA is responsive to those closest to these issues. In June 2018, USAID held the first round of worldwide staff and local-partner consultations, and the second from June to August 2019. These consultations took place in more than 70 countries, and provided valuable information on the local experience and contextual considerations related to SEA. These consultations directly shaped concrete steps to reduce the risk of SEA on the strategic, programmatic and operational levels. The upcoming PSEA policy seeks to prevent SEA, ensure people can safely access USAID funded services and activities, provide meaningful feedback to implementing partners, and report and address violations when they do occur. USAID also plans to develop and release tool kits to assist partners in integrating the PSEA policy throughout their programmes, and to strengthen their efforts to prevent and respond to SEA.

The DAC Reference Group on PSEA comprised of Member State delegates, co-chaired by Austria, Ireland and the UK, included representative civil-society networks. This enabled

the reference group to work closely with civil society organisations to ensure that the Recommendation would support both members and implementing partners alike in aligning their actions on SEAH. The Recommendation was informed by surveys of both donor and CSO practices.

Donors are working closely with the private sector to support best practice on SEAH prevention and response. UK private sector suppliers have established a Safeguarding Leads Network which meets quarterly to share lessons and monitor progress against their commitments. More details can be found in the parallel [cross-sector progress report](#). In the Netherlands the government works with the private sector through the Netherlands Enterprise Agency ([RVO](#)).

Working with private sector suppliers

UK: DFID's Secretary of State met with senior staff from DFID's major suppliers specifically to discuss safeguarding work. DFID's Safeguarding Unit ran safeguarding sessions at the DFID Supplier Conference in September 2019 which focused on how leaders of both private sector suppliers and NGO partners can champion culture change in their organisation to address SEAH.

DFID regularly participates in the private sector Safeguarding Leads Network meetings and has built collaboration between NGOs and private sector suppliers into the UK NGO platform's safeguarding workplan to implement the NGO London summit commitments. DFID is also ensuring that private sector suppliers are involved in the development of initiatives to prevent offenders of SEAH from moving around the sector.

The Netherlands: The MFA in collaboration with the RVO has informed all 2,400 partners of the enhanced SEAH policy; established a new assessment framework to review partners' SEAH policies, which will be applied to all new programmes administered by the RVO; and included a new SEAH clause in funding agreements with private sector partners, similar to that included in agreements with NGOs and multilateral organisations. By the end of 2019 a new portal for registration of serious cases of misconduct by RVO partners will go live.

A multitude of initiatives to strengthen organisational capacity and capability across the sector, within donor organisations and with implementing partners, have been initiated in the last year. These constitute the start of long-term commitments to collectively and individually build capacity in the sector. They provide strong potential for sharing lessons, best practice and developing new approaches going forward. Four separate resources hubs to be initiated by Australia, Canada, the UK and the IASC should provide much opportunity for cross learning between donors and multilaterals, with implementing partners, and through the DAC as implementation of the Recommendation moves forward.

3. What next?

In October 2018, the TWG members agreed to meet no later than 12 months from the Summit to assess progress [#22]. Since then the TWG donors have liaised regularly through quarterly TWG meetings, informal subject specific exchanges and through the DAC process. The TWG donors remain committed to driving down the risk of sexual exploitation and abuse and sexual harassment during the delivery of aid as a priority.

Building on progress made this year, and recognising that much remains to be done, donors will continue to work through the DAC PSEAH Reference Group to support and implement the DAC Recommendation. Donors will also continue to meet through the TWG to test practical initiatives and exercise collective leverage across the aid system on SEAH, with an eye toward institutionalising the work of the TWG at the DAC during 2020. And donors will continue to drive progress in bilateral and multilateral meetings to strengthen accountability for SEAH prevention and response.

Tackling SEAH is a long-term agenda that will require iterative learning and reflection and a long-term commitment to tackle harmful social norms and organisational cultural change. This will be monitored under the DAC Recommendation through the DAC peer-review mechanism at a minimum, with other options for more frequent monitoring and review to be considered within five years of the DAC Recommendation's adoption.

Donors will take stock of how this report is received and consider if there is value in providing a further update report in a year's time.

Annex 1: Donor reporting information and links to resources

<p>Australia</p> <p>Preventing Sexual Exploitation, Abuse and Harassment Policy, aligned to IASC MoS on PSEA and the PSE elements of the CHSA</p> <p>Reports of sexual exploitation and abuse of children, or concerns about child welfare are covered by DFAT's Child Protection Policy. To report sexual exploitation, abuse and harassment or concerns about the welfare of a vulnerable person: mailto:seah.reports@dfat.gov.au</p>	<p>Australia's Website on PSEAH https://dfat.gov.au/international-relations/themes/preventing-sexual-exploitation-abuse-and-harassment/Pages/default.aspx</p> <p>Australia's Website on Child Protection https://dfat.gov.au/international-relations/themes/child-protection/Pages/child-protection.aspx</p>
<p>Belgium</p>	<p>Integrity links: https://bosa.belgium.be/en/node/169</p>
<p>Canada</p> <p>Global Affairs Canada expectations for reporting sexual exploitation and abuse in international assistance</p> <p>SEA concerns are reported through Global Affairs Canada Reporting Form – Sexual exploitation and abuse allegations in international assistance via email to the Global Affairs Canada PSEA Focal Point at: mailto:PSEA-PEAS@international.gc.ca</p>	<p>Global Affairs Canada: Sexual exploitation and abuse in international assistance</p> <p>Canadian CSO's Pledge: CCIC Leaders' Pledge</p>
<p>Denmark</p> <p>Guidelines for strategic partners include requirements to adhere to the Core Humanitarian Standard through independent verification or certification.</p>	<p>Guidelines: https://um.dk/da/danida/samarbejtpartnere/civ-org/adm-ret/strategiske-partnere/</p> <p>Extract on CHS, p. 3-4, under General obligations of the organisation:</p> <ul style="list-style-type: none"> • Organisations funded under Lot HUM will demonstrate adherence to the quality criteria in the Core Humanitarian Standard through independent verification or certification. • Organisations funded under Lot CIV and lot LAB engaging in areas affected by conflict or recurrent natural disaster are expected to live up to established international standards for interventions in situations where the protection, well-being and dignity of vulnerable and marginalized groups are not ensured by duty-bearers. Subject to a concrete assessment by the MFA, the initiation of a self-assessment or an independent verification or certification against the Core Humanitarian Standard (CHS) may therefore be required as a prerequisite for such engagements. • The organisation will ensure that necessary measures are in place to protect people, including beneficiaries and staff, from sexual exploitation and abuse and sexual harassment by the organisation's staff and associated personnel e.g.

	<p>partners, consultants, volunteers etc. Reference is made to the CHS Alliance Protection from Sexual Exploitation and Abuse (PSEA) index and PSEA Implementation Handbook.</p>
<p>France</p> <p>French feminist foreign policy and diplomacy</p>	<p>France's international strategy for gender equality (2018-2022) : https://www.diplomatie.gouv.fr/IMG/pdf/meae_strategy_e_-_en_cle076525.pdf</p> <p>Reporting mechanism and protection of whistle-blowers: https://www.diplomatie.gouv.fr/fr/le-ministere-et-son-reseau/lanceurs-d-alerte/</p>
<p>Germany</p> <p>Information on measures against SEA on Website of GFFO</p> <p>SEAH concerns for projects supported by GFFO can be reported to the existing regional or organisational contact, but can also be reported directly to a SEA focal point</p> <p>GIZ Code of conduct and basic principles:</p> <p>Whistle blowing portal:</p>	<p>https://www.giz.de/en/aboutgiz/code_of_conduct.html</p> <p>https://www.giz.de/en/aboutgiz/55506.html</p>
<p>Ireland</p> <p>Safeguarding policy under development.</p>	<p>Dóchas seminar, 2019: Silence is not an option</p> <p>Dóchas safeguarding resources</p>
<p>Japan</p>	<p>Japan's website on SEA in the aid sector (in Japanese): https://www.mofa.go.jp/mofaj/gaiko/oda/about/doukou/page24_000019.html</p> <p>This includes a Japanese translation of the Donor Commitment Statement (October 2018)</p>
<p>Netherlands</p> <p>Reports on incidents: integriteit@cbf.nl</p> <p>Integrity System Guide</p> <p>Joint Integrity Action Plan</p>	<p>Netherlands Enterprise Agency (RVO).</p> <p>https://www.partos.nl/fileadmin/files/Images/Integriteit/24905_GDN_PARTOS_HANDREIKING_UK_DEF.pdf</p> <p>https://www.partos.nl/fileadmin/files/Pdfs/Actieplan_Integriteit_def.pdf</p>
<p>New Zealand</p> <p>MFAT to officially release its PSEAH policy in early October.</p>	
<p>Norway</p> <p>Reporting of SEAH incidences to Norad's Fraud and Integrity Unit or MFA Foreign Service Control Unit.</p> <p>Norad: https://norad.no/en/front/about-norad/whistleblowing/ MFA: https://www.regjeringen.no/en/topics/foreign-affairs/international-law/mfa_whistleblowing/id495009/</p>	<p>Norwegian Government calls on aid sector to intensify efforts to prevent sexual exploitation https://www.regjeringen.no/en/aktuelt/letter_aidsector/id2590298/</p> <p>(Norwegian only) : https://norad.no/globalassets/filer-2015/varsling/handtering-av-varsler-om-trakassering-hos-norads-partnere.pdf</p>

<p>United Kingdom</p> <p>SEAH concerns should be reported through DFID’s Safeguarding Investigations Team: reportingconcerns@dfid.gov.uk or +44 1355 843747), who also consider onward referral of all criminal cases to the National Crime Agency (NCA) contactable via trackerteam@nca.x.gsi.gov.uk or +44 207 238 2371.</p>	<p>Link to DFID safeguarding resources: https://www.gov.uk/guidance/safeguarding-against-sexual-exploitation-and-abuse-and-sexual-harassment-seah-in-the-aid-sector</p> <p>DFID enhanced-due-diligence-safeguarding-for-external-partners</p> <p>Scottish Government funded “Safer for All” – Safeguarding Support Package by Scotland’s International Development Alliance: https://www.intdevalliance.scot/how-we-help/safeguarding</p> <p>Safeguarding reporting mechanisms for UK NGOs: Complaints & Definitions and Safeguarding and Governance</p> <p>Bond (UK NGO alliance) safeguarding page</p> <p>Scottish Alliance (Scottish NGO alliance) safeguarding page</p>
<p>United States of America</p> <p>USAID’s Administrator’s Action Alliance for Preventing Sexual Misconduct (AAPSM) https://www.usaid.gov/PreventingSexualMisconduct</p> <p>Complaints regarding USAID funded programs can be submitted anonymously with an online form through the Office of Inspector General Hotline website, via telephone at 1-800-230-6539 or 202-712-1023, via email at ig.hotline@usaid.gov, via fax at (202) 216-3801, or by mail to the following address: U.S. Agency for International Development, Office of Inspector General, P.O. Box 657, Washington, DC 20044-0657</p> <p>USAID employees are required, and implementing partners are encouraged, to report all allegations of sexual misconduct that affect beneficiaries — whether the allegations involve USAID personnel, grantees or contractors.</p> <p>All allegations of workplace sexual harassment at USAID — regardless of hiring mechanism — should be reported to the Office of Civil Rights and Diversity (OCD) at ocrdmailbox@usaid.gov</p>	<p>Factsheet on AAPSM</p> <p>USAID Guidance for Partners on SEA</p> <p>USAID's Draft Policy on Protection from Sexual Exploitation and Abuse</p> <p>Strengthening Prevention of Sexual Exploitation and Abuse in the Partner Community USAID Contractor-Mission Relationship</p> <p>USAID AAPSM Manager’s Toolkit</p> <p>Flowchart for USAID Staff and Implementing Partners</p>

Annex 2: Donor commitments from 2018 London Summit

Commitments made by donors to tackle sexual exploitation and abuse and sexual harassment in the international aid sector

Introduction

Sexual exploitation and abuse and sexual harassment¹ often result from power imbalances linked to social and gender-related inequalities. These acts can constitute violations or abuses of human rights. The targets are often the most vulnerable members of society. The risks are heightened in humanitarian or fragile and conflict-affected contexts, where power imbalances can be particularly acute and the displaced have little recourse. Women, children and people with disabilities are likely to be among the most vulnerable in such contexts.

Any sexual exploitation and abuse and sexual harassment is unacceptable. Whether of a beneficiary in a programme we fund, our employees, colleagues, or an aid worker, we take a zero-tolerance approach, which means acting on every allegation in line with agreed procedures of each organisation, and expecting our partners to do the same.

We are determined to drive the necessary changes in culture, values, programming and accountability to promote integrity and the highest possible standards of behaviour by everyone in the aid sector. This means that we believe the commitments apply to us and, by extension, the partners that receive funding from us, unless stated otherwise.

In the short- to medium-term, we expect the number of reported cases to increase as individuals become more confident to come forward, as reporting systems improve and as accountability increases. But we expect the number of cases detected or reported to decrease in the longer term, as we implement the commitments below.

We will focus on prevention and empowering beneficiaries and local communities. We will adopt a survivor-centred response that prioritises support based on the wishes and characteristics of survivors, and we will work with implementing partners to do the same. We will strengthen the mechanisms by which we hold ourselves and our partners to account, and will seek to increase capacity and capability on these issues.

Many of us signed related high-level political statements in June 2018 at one, or both, of the meetings of the [G7 Development Ministers in Whistler](#) and the Development Assistance Committee (DAC) of the Organization of Economic Co-operation and Development (OECD) at [Tidewater](#). Today's set of political commitments builds on those statements, but goes much further in terms of the level of ambition and detail.

We have committed collectively to focus on four strategic shifts to prevent sexual exploitation and abuse and sexual harassment and to respond better when it does occur. Collectively and individually, we will take actions in the coming months to achieve this. We encourage other donors to sign up to these commitments or take similar measures as soon as possible. We also encourage

¹ Definitions come from those set by the United Nations and are for reference only. See last page for more detail.

governments that receive aid directly from us and governments that are neither aid donors nor recipients, to support these strategic shifts, and to consider how they might tackle these issues through their own work.

Strategic Shift 1: Ensure support for survivors, victims and whistle-blowers; enhance accountability and transparency; strengthen reporting; and tackle impunity.

1. Wherever possible actively include beneficiaries in the design, implementation and refinement of programmes and improved complaints and feedback mechanisms that will empower individuals to come forward with the confidence that they will be heard, that their concerns will be fairly pursued, that feedback will be provided to them as soon as possible and that their safety will be of the utmost concern.
2. Clearly communicate requirements and best-practice guidance for the reporting of incidents, and work towards aligned reporting practices and the sharing of information. Considerations of confidentiality, the protection of relevant individuals, and relevant legislation will be central to this work.
3. Review, and where necessary, renew efforts within and between aid agencies and across governments and the wider international system, to avoid the hiring and recirculation of perpetrators in the aid sector, and to hold them to account, including by helping to bring them to justice, when appropriate, all in line with due process and relevant legal obligations.
4. Ensure that relevant information about allegations, confirmed cases, prevention measures and response activities, are an integral part of reporting mechanisms, which for some donors will include annual public statements. The confidentiality of information and the safety of individuals will be paramount.
5. Adopt a victim/survivor-centred approach to help victims and survivors to access tangible and practical help to recover from the effects of abuse, exploitation and harassment, for example, by supporting the work of the United Nations' (UN) Office of the Victims' Rights Advocate (OVRA) and the UN Victims Support Trust Fund.
6. Review best practice and lessons from ombudsman schemes to explore the potential to improve systems of complaints mechanisms, referral pathways and independent accountability.

Strategic Shift 2: Incentivise cultural change through strong leadership, organisational accountability and better human resource processes.

7. Have one or more named senior-level champion(s) accountable for work on sexual exploitation and abuse and sexual harassment, while stressing that the responsibility for safeguarding rests with all individuals in an organisation.
8. Encourage at least annual discussion at the Board or equivalent level in all organisations of sexual exploitation and abuse and sexual harassment and how the organisation is addressing them.
9. Encourage the recruitment and career development of women at the senior management level and throughout organisations to send a clear signal about the importance of gender balance and a diverse and inclusive workforce.

10. Review, and where necessary, strengthen recruitment and referencing processes to build workplace cultures of respect and accountability, and so help prevention.

11. For members of the UN Secretary-General's Circle of Leadership and signatories to the Voluntary Compact, encourage other Member States to join this collective statement of intent, and encourage a review of progress within the next 12 months.

12. Encourage delivery of the UN Secretary-General's 2017 *Special measures for protection from sexual exploitation and abuse* strategy through joint donor messaging that recognises the need for related action plans with clear deliverables and milestones from each relevant UN organisation. Encourage the International Financial Institutions to deliver on the collective and individual commitments they have made, and ensure the monitoring of implementation.

13. Those members of the donor group who participate in the Multilateral Organisation Performance Assessment Network (MOPAN) will support and advance the discussion on enhancing assessment in relation to sexual exploitation and abuse and sexual harassment to help the improved effectiveness of multilateral organisations.

Strategic Shift 3: Adopt minimum standards, and ensure we and our partners meet them

14. Demonstrate adherence to one or both sets of international minimum standards related to preventing sexual exploitation and abuse (PSEA), namely the Inter-Agency Standing Committee Minimum Operating Standards on PSEA, and/or the PSEA elements of The Core Humanitarian Standard on Quality and Accountability. In the longer term, we will look to review and strengthen measures for verification of that adherence, and how the standards could also cover sexual harassment.

15. Review, and where necessary, strengthen formal funding templates and due diligence tools to reflect those standards, and include clear and specific language on sexual exploitation and abuse and sexual harassment, including common definitions. This also includes reviewing, and, where necessary, strengthening, language for our funding partners which requires them to apply the same minimum standards in their sub-granting and contracting requirements for downstream partners.

16. Review and, if necessary, revise project monitoring arrangements (e.g. frequency, scope and indicators), to ensure a stronger focus on sexual exploitation and abuse and sexual harassment issues.

17. Support the OECD Development Assistance Committee (DAC) to formulate a new DAC instrument that in 2019 will set standards on preventing and managing the risks of sexual exploitation and abuse in development cooperation, and drive donor accountability in meeting them.

Strategic Shift 4: Strengthen organisational capacity and capability across the international aid sector, including building the capability of implementing partners to meet the minimum standards

18. Review and if necessary strengthen core oversight and management systems for tackling sexual exploitation and abuse and sexual harassment, and use victim/survivor-centred responses.

19. Explore options for a Resource and Support Hub to develop and communicate the evidence base, best practices and guidance on tackling sexual exploitation and abuse and sexual harassment, with a focus on providing support to smaller organisations.

20. Provide guidance and minimum training requirements for relevant staff on the prevention of and response to, sexual exploitation and abuse and sexual harassment.

Next steps

21. Each of us commits to taking action on the above through our own systems, processes and stakeholders, as consistent with relevant domestic and international law, and taking into consideration relevant existing structures and operating models. It is up to each of us to decide which measures are the most urgent and how we will communicate progress to our stakeholders.

22. We will meet no later than 12 months from now to assess progress, while continuing to liaise regularly to keep up the pace of progress and share lessons on this vital issue.

London, 18 October 2018

Endorsed by*:

Australia
Austria
Belgium (Ministry of Development Cooperation)
Canada
Denmark
Finland
France (Ministry for Europe and Foreign Affairs of France)
Germany
Iceland
Ireland
Italy
Japan (Ministry of Foreign Affairs of Japan)
Luxembourg (Ministry of Foreign and European Affairs)
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New Zealand (Ministry of Foreign Affairs and Trade)
Norway
Spain
Sweden
Switzerland
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* This list is correct as of 17 October 2018. If you would like to add your country to this document please contact the DFID Safeguarding Unit through the Public Enquiry Point: enquiry@dfid.gov.uk