Update on the Inter-Agency Misconduct Disclosure Scheme
“I leave my child with my little sister, who is ten years old, and I dress good and I go where the NGO workers drink or live and one of them will ask me for sex. Sometimes they give me things like food, oil, soap and I will sell them and get money.”
“In this community no-one can access Corn-Soya Blend without having sex first.”
What is the Misconduct Disclosure Scheme?

• The scheme is designed to systematically address the problem of abusers simply moving countries or organisations when their behaviour is picked up

• The scheme complements other elements of a PSEA approach and other processes (such as disciplinaries for other grounds)

• The scheme makes checks easier to conduct for signatories

• The Scheme provides a public commitment to making additional checks
Background

- The scheme was created in 2018 and launched in January 2019.
- We anticipate an increase in signatories in early 2020 once existing signatories have successfully started implementation at scale.
- The scheme is linked to other specific efforts to prevent sexual exploitation and abuse through the employment cycle
  - the **Interpol pilot** of an international criminal vetting system for the Aid Sector
  - the DFID-led **Humanitarian Passport scheme**
  - The UN **ClearChecks** database
- Implementation is on a rolling basis
What does it do?

• The Scheme consists of two main commitments:
  • A commitment to systematically check with previous employers about any SEA issues relating to potential new hires
  • A commitment to respond systematically to such checks from others.
• These checks may be linked to other background checks.
• It enables any hiring organisation to get **better information** to make a better hiring decision
• It doesn’t take a view on your investigations and disciplinary processes – it’s about how you share the outcomes of those processes.
What it **doesn’t** do?

- It doesn’t ‘blacklist’ or ‘whitelist’ people
- It doesn’t make the hiring decision for you
- It doesn’t condemn staff to being unemployable
- It’s not a substitute for a comprehensive Prevention of Sexual Exploitation and Abuse approach
What’s happened so far?
The Scheme has already impacted on over **1,850** recruitments this year

**1,859** requests for misconduct data have been made

**1,380** sets of misconduct data have been provided by both signatories and non-signatories
Implementation

12 signatories have commenced implementation

Checks are so far *not* yet systematic, as signatories are still rolling out across their organisations

Despite this, data returns are good, with 74% of data requests responded to

There remain challenges for implementers with fears around implementation slowing roll out
We’ve compiled the legal advice received so far. Doesn’t replace individual case-specific advice, but provides a supportive indicative framework. Will be uploaded in public format to SCHR website later this year.
We’ve struggled to obtain registry data

Aim is to allow signatories to update their own data

Reformatting and uploading later this year

Concern around protecting the identities of staff involved in disciplinary processes
Impact

The scheme has already resulted in \textit{at least} 10 applicants being \textbf{rejected at the final stage of recruitment} based upon negative or absent misconduct data.

\textit{This demonstrates that even in the current environment, abusers are still applying for jobs with large, high profile humanitarian organisations like ours.}
Implications of data

Although not statistically valid, the current 1,850 item data set suggests that 1 in 138 new recruits will have negative or absent misconduct data. This suggests that without systematic checks on all hires, the issue of abusers moving between agencies will remain a significant risk for all humanitarian agencies - beneficiaries, staff, reputation and funding.
Outreach

• Since July, we have provided briefings to around 50 interested signatories including donors, NGOs and UN agencies
• Combination of joint briefings, individual briefings and a CHS alliance webinars.
• We have a pipeline of 10 ‘early adopters’ who we hope will sign up by the end of the year
• We’ve produced sensitisation tools including the how-to guide and the script
• We’ve also provided 1-1 advice on internal mobilisation
Continuing external and internal pressure

• There remains an ongoing sense among safeguarding staff, donor governments, and the general public that efforts to date remain insufficient

• Following conversations with a wide range of safeguarding staff, we’re concerned at widespread and growing frustration at slow progress

• Safeguarding and field staff are key assets in addressing these challenges, so we need to ensure we understand and communicate why progress is slow.
Mercy Corps ethics director also knew of sexual abuse allegations against co-founder

Ellsworth Culver, Mercy Corps co-founder, in a 2004 photo.

The ethics director of Mercy Corps learned early last year that the daughter of co-founder Ellsworth Culver had accused her father of sexually abusing her as a child, but it is not clear what happened after that.

By Noelle Crombie | The Oregonian/OregonLive
Aid

Aid agencies accused of failure to make good on Oxfam abuse scandal pledges

MPs point to lack of progress on promised safeguarding improvements for whistleblowers and survivors

▲ A handwashing station in Tengbeh Town, Freetown, Sierra Leone. Charities have made little headway on transparency, British MPs have said. Photograph: Tommy Trechsel/Oxfam International
<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>January 8th 2019</td>
<td>Scheme commenced</td>
</tr>
<tr>
<td>June 2019</td>
<td>Mid-term Review of Implementation Meeting</td>
</tr>
<tr>
<td>August 2019</td>
<td>Legal database online</td>
</tr>
<tr>
<td>October 2019</td>
<td>Registry with contact points online</td>
</tr>
<tr>
<td>Mid October 2019</td>
<td>First structured data collection</td>
</tr>
<tr>
<td>End October 2019</td>
<td>First edition of how-to guide published online</td>
</tr>
<tr>
<td>End October 2019</td>
<td>Legal Database has information on 10 jurisdictions</td>
</tr>
<tr>
<td>Early November 2019</td>
<td>Communication to all signatories on data and state of play</td>
</tr>
<tr>
<td>Mid November 2019</td>
<td>Presentation to IASC PSEA Focal points on the scheme</td>
</tr>
<tr>
<td>Early December 2019</td>
<td>Reach out to other key donors</td>
</tr>
<tr>
<td>End December 2019</td>
<td><strong>Target:</strong> Legal Database has information and legal links on 30 jurisdictions</td>
</tr>
<tr>
<td>January 15th 2020</td>
<td><strong>Target:</strong> 20 signatories</td>
</tr>
<tr>
<td>End January 2020</td>
<td>Data submission for full year 2019</td>
</tr>
<tr>
<td>End January 2020</td>
<td>Analysis and presentation of FY 2019 data on SCHR website</td>
</tr>
<tr>
<td>End December 2019</td>
<td>Delisting of signatories that are not implementing in at least one part of their organization and/or have failed to report FY 2019 data</td>
</tr>
<tr>
<td>February 2020</td>
<td>Publishing of 2nd edition of how to guide if needed</td>
</tr>
<tr>
<td>March 2020</td>
<td>Large-scale marketing of scheme seeking mass-sign up</td>
</tr>
<tr>
<td>June 2020</td>
<td><strong>Target:</strong> 80 Signatories including at least 5 local organisations</td>
</tr>
<tr>
<td>September 2020</td>
<td>Increase pressure for sign up</td>
</tr>
<tr>
<td>December 2020</td>
<td><strong>Target:</strong> 200 signatory organisations</td>
</tr>
<tr>
<td>January 15th 2021</td>
<td><strong>Target:</strong> Legal Database has information on 50+ jurisdictions</td>
</tr>
<tr>
<td></td>
<td>Data submission for full year 2020</td>
</tr>
</tbody>
</table>
Questions and Answers...

More info:  
https://www.schr.info/the-misconduct-disclosure-scheme

Contact Gareth Price-Jones at schr@ifrc.org

Or Inez Ksiazek at inez.ksiazek@oxfam.org