

Welcome to the RSH webinar

Robust or Risky Recruitment

WE WILL BE
STARTING
SHORTLY



RESOURCE
& SUPPORT
HUB



#SafeguardingResourceandSupportHub



@SafeguardingRSH



@Info Rshub

Making recruitment safe

Sarah Maguire



What's the problem?

- Sexual exploitation, abuse and harassment in our sector are perpetrated by real people who are recruited and retained by organisations which want to do good, not harm
- Perpetrators can be determined to find and use loopholes
- Perpetrators don't wear labels



RESOURCE
& SUPPORT
HUB



So we need to

1. Kick perpetrators out and make sure they don't get back in
2. Prevent perpetrators moving between organisations
3. Actively tackle impunity



RESOURCE
& SUPPORT
HUB



Some concrete problems we all face

1. People who lie
2. Self-selected references
3. Slow reference returns from previous employers
4. Project-based recruitment
5. Volunteers, community activists, tiny CSOs
6. Different jurisdictions – employment / labour laws
7. Confusion / misunderstanding of legal obstacles
8. Pressure to deliver at speed (especially in emergencies)
9. Tension between disclosure and protecting victims



RESOURCE
& SUPPORT
HUB



How to start?

- Break out of 'this is how we do things' / bureaucratic approaches – Take risks
- Be honest internally about how our processes allow perpetrators to stay / get rehired / move around
- Be prepared to collaborate



RESOURCE
& SUPPORT
HUB



Some concrete thing we can all do

- A. Improve reference checking – not just the prospective employees' three friends
- B. Include safeguarding questions in recruitment processes
- C. Push responsibility for safe recruitment to country level (with oversight from HQ)
- D. 'Speak out' culture so perpetrators get identified quickly and got rid of
- E. Signal zero-tolerance approach at earliest stages of recruitment
- F. Enlist the support of our clients/ donors for safe recruitment and retention
- G. Join or implement the [Misconduct Disclosure Scheme](#)
- H. Ask women and girls in communities



RESOURCE
& SUPPORT
HUB



Your experience?

Ideas

Things that went well

Things that went... not so well

Share your experiences and ideas in the chat!



RESOURCE
& SUPPORT
HUB



Thank you

Sarah Maguire

Email: Sarah_Maguire@dai.com



RESOURCE
& SUPPORT
HUB



The Inter-Agency Misconduct Disclosure Scheme

Using the Scheme to strengthen recruitment

Gareth Price-Jones



RESOURCE
& SUPPORT
HUB



A reminder of the scheme:

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

No centralised database - It facilitates the sharing of misconduct data held by former employers to future employers

It enables any hiring organisation to get better information to make a better hiring decision



RESOURCE
& SUPPORT
HUB



Scale as at end of 2019

The Scheme had already impacted on over **3,732** recruitments last year

2,965 requests for misconduct data had been made

2,134 sets of misconduct data had been provided by both signatories and non-signatories



RESOURCE
& SUPPORT
HUB




Scale at November 2020

- Number of Implementing Organisations has increased from 14 at the start of 2020 to **60** now
- Of those implementing, many have reported that they have **improved the Systematisation** of both requesting checks and responding to checks requested by others – we'll know the extent of this in January 2021
- We're also in the final stages of welcoming **new types of IOs** – Donors, UN and Private Sector
- However, no progress yet on **local** Implementing Organisations



RESOURCE
& SUPPORT
HUB





Why do we need the scheme?

- Strong anecdotal and case evidence that we are hiring people with known previous misconduct
- Previous misconduct is not picked up by police checks as behaviour is generally non-criminal or not investigated/proved to a criminal standard
- Previous employers are reluctant to share data on previous misconduct



RESOURCE
& SUPPORT
HUB



“In this community no-one can access Corn-Soya Blend without having sex first.”

Search for ‘DFID Safeguarding’ on YouTube



RESOURCE
& SUPPORT
HUB



Why is data not shared?

Legal

- Fear of being sued under data protection, employment and libel laws
- Fear of 'blacklisting' or discriminating against individual employees without sufficient justification

Practical

- Concern about the quality of evidence against abusers
- Concern about the quality of processes
- Concern about the quality of documentation
- Concern that checks may delay or block up recruitment processes/over-burden staff



RESOURCE
& SUPPORT
HUB



A note on risk Perception

Which weighs most?
Which is most visible?



RESOURCE
& SUPPORT
HUB



How does the Scheme address the issues?

Legal

Fear of being
Fear of 'black
without suffi

Provides legal reassurance (as far as possible)

Focuses on providing information for a better hiring decision – not a yes/no answer

Practical

Concern abo
Concern abo
Concern abo
Concern tha

Provides safety in numbers

Provides a framework that avoids unnecessary

Provides peer support

Provides evidence of impact



RESOURCE
& SUPPORT
HUB



What does it look like in practice?

Inter-Agency Misconduct Disclosure Scheme

Template Statement of Conduct Dec 2018 (Reformatted Jan 2020)

English Version

ORGANISATION XXX

Organisation XXX participates in the Inter-Agency Misconduct Disclosure Scheme. This Statement of Conduct adopts the definitions used in the Scheme.

STATEMENT OF CONDUCT – CONFIDENTIAL

This Statement is provided in answer to a request by (name), (title), (organisation)

1. Name of Candidate: xxxxxxxxxxxx

2. Duration of employment / term with Organisation XXX: from XX/XX/XX to XX/XX/XX

3. Was the Candidate foundⁱ to have committed Misconduct (sexual exploitation, sexual abuse or sexual harassment) during the period of employment defined above?

(a) Yes

The nature of the Misconduct is: xxxxxxxxxxxx

(b) No

(c) I am unable to specify the nature of the Misconduct because of the following legal / regulatory requirements: xxxxxxxxxxxx

3.1. If the answer is **yes**, was a Disciplinary Measure imposed upon the Candidate?ⁱⁱ

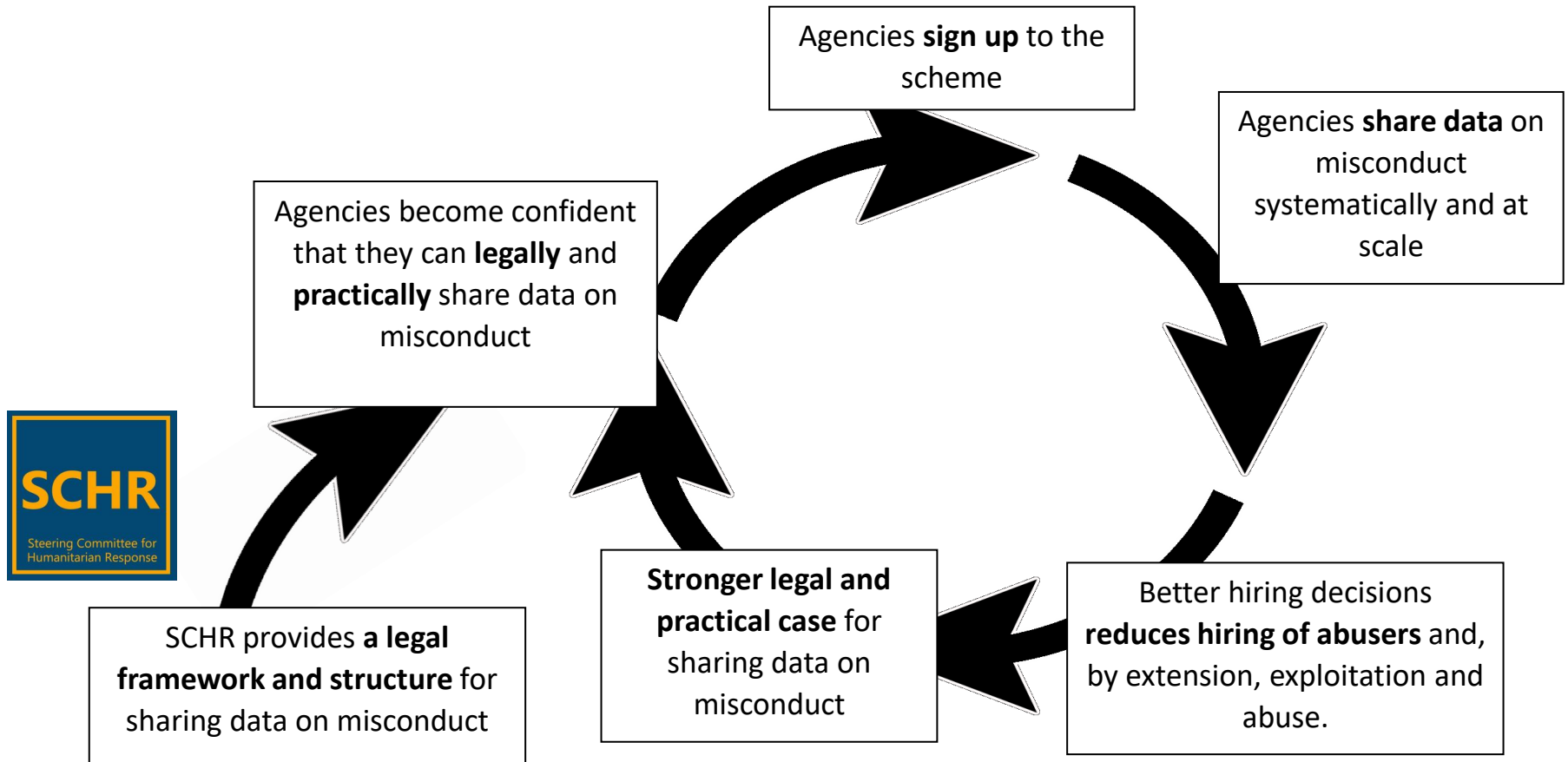
(a) Yes, the Disciplinary Measure was xxxxxxxxxxxx

Date of Disciplinary Measure: XX/XX/XX

(b) No, for the following reasons: xxxxxxxxxxxx

(c) I cannot provide an answer to this question for the following reason(s):

Creating a virtuous cycle at scale



RESOURCE
& SUPPORT
HUB



Impact

The scheme has already resulted in at least 45 applicants being rejected at the final stage of recruitment based upon negative or absent misconduct data.

This demonstrates that even in the current high-profile environment, documented abusers are still applying for jobs with humanitarian organisations



RESOURCE
& SUPPORT
HUB



Thank you

Gareth Price-Jones
Email: schr@ifrc.org
Web: www.schr.info

Contact for more info



RESOURCE
& SUPPORT
HUB

