GLOBAL PARTNERSHIP *for* EDUCATION

Safeguarding Against Sexual Harassment, Abuse and Exploitation, and Other Forms of Misconduct

Meeting of the Board of Directors – December 6-7, 2018 – Dublin, Ireland

Topics

1. Update on Secretariat Actions to date

2. Grant Agent Minimum Standards

3. Introduction of a Code of Ethical Conduct for Governance Officials

Grant Agent Minimum Standards

- May 2018 – request for information from Grant Agents on their current policies and practices
- Many have safeguarding policies in place – variable depth and scope – differences in how cases are handled
- Most policies are silent or prevent disclosure of incidents without specified approvals. Main reason cited in protection of identity of children.
- Review provides a good basis for a minimum standard
- GA can demonstrate existence of policies and procedures for the protection of staff and program beneficiaries, and protects individuals from retaliation for reporting information

Decisions

1. Strengthening Safeguards – Outlines GPE's commitment – aligns with joint statements made by 10 IFIs earlier in 2018

2. Approves Code of Conduct

3. Amends the GA Minimum Standards / Requests Confirmation that GAs meet standards / FRC to consider consequences if not met / Calls for disclosure of such cases to Secretariat / Secretariat to report to GEC and Board if risk to GPE Reputation





Code of Ethical Conduct



- Good Practice – Current Policy Gap – Reputational Risk

- Sets out standards and expected behaviors of Governance Officials

- GPE Secretariat subject to World Bank Code of Conduct

Integrity

- Demonstrate transparency, impartiality, fairness, and truthfulness, comply with GPE Conflict of Interest Policy
- Inform Chair of GEC or Ethics Officer if involved in situation that might expose GPE to reputational risk and consider position
- Don’t intimidate other Governance officials or Secretariat
- Don’t abuse one’s position
- Actively discourage giving or receiving gifts of high monetary value or favors related to position on Board.



Duty of Care and Accountability



Duty of Care

Respect responsibilities to own organization, and constituency, but act in the best interest of GPE

Accountability

Take responsibility for conduct.

Respect confidential processes/documents.

Share documents as required with constituency.

Embody GPE values (inclusiveness, respect, non-discrimination)



Courtesy and Respect

Act on the basis of equity and non-discrimination in interactions.

Practice and promote respectful deliberations

Treat fellow governance officials and Secretariat with courtesy and respect.

Sexual Exploitation and Sexual Abuse

- Zero tolerance for such behavior
- To avoid perception – Governance Officials should not date, be romantically involved with, or engage in sexual relations with members of the Secretariat

Compliance and Reporting

Compliance with the Code

- Will be published on website
- Governance officials must sign
- Advice can be sought from Ethics Officer

Reporting Potential Ethical Misconduct

- Report to Ethics Officer
- Retaliation will not be tolerated
- Knowingly reporting false information is contrary to code. If Secretariat involved – may be subject to disciplinary action per World Bank rules.

Process and Consequence



Process for Addressing Misconduct

Real Time Issues – Ethics Officer/Secretariat Management issue verbal clarification/instruction

Formal Allegation – addressed by GEC with support of Ethics Officer

Assessment of potential cases will reflect due process and be strictly confidential

Consequences

Formal Reprimand

Conditional Reprimand

Indefinite Removal



GEC Deliberations

Strong support for this work

Key to frame this as being proactive rather than reactive to risks

On Safeguards – emphasis should be placed on cognizance of local legislation and regulations, impartial investigation, obligation to report incidents (where appropriate).

Specific mention of the vulnerabilities and needs of children be made more explicit.

Committee members put forward several suggestions to improve the minimum standards on safeguards. Standards are relatively high level without significant detail

GEC encouraged the GPE Secretariat to pursue this work and consider the development of an overarching safeguarding policy.

GEC Update on Other Items

Affirmative Vote – Covered through Consent Agenda

GPE Membership Process – No urgency on this but see the need to tackle membership criteria for both civil society and private sector given the number of potential organizations globally.

Travel Policy for Board and Committees – Supportive of a review and agreed with the FRC position not to recommend to the Board at this time. Overall sense that greater coherence is needed in this regard.

Private Sector Seat – Relatively minor impact on Board and Committee composition. Some debate as to whether to retain CSO/PS/PF constituency category or not. Need to review in conjunction with revised PS engagement strategy timeline.


Thank you.
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