



Post your thoughts!



Time to Walk the Talk: How to Address Misbehaviour in International Health Cooperation – Reflections on the Oxfam Scandal

Dear participant

As the recent big scandal over sexual misconduct by aid workers at Oxfam has shown, NGOs are not only trying to solve the problem but are actually part of it! The Network Medicus Mundi Switzerland is concerned about these events and seeks solutions to prevent such experiences.

Please answer the following two questions by using the card as follows:

[1 – 3 bullet points only]

BLUE CARD: What needs to be done to address root causes of sexual exploitation and misconduct?

PINK CARD: How should organisations change to prevent GBV?

We will collect the cards before lunch and pin them for the Panel discussion.

Results of the Exercise

Addressing root causes

①

Supporting cultural changes

- > Importance of education
- > Making religious leaders as partners of change
- > Integrating male/boys into the programming / inclusive approaches
- > Awareness: Community dialogue
- > working with youth
- > empowerment of girls + women
- > open discussions on role models
- > inequality awareness

Addressing root causes (2)

Political work / Institutional

- > Implement Istanbul convention
- > Empower Survivors

Juridical

- > Protect survivors
- > Strengthening implementation of laws
- > Consequences for perpetrators

Preventing GBV within our organisation

Cultural

- > Deconstruct old boys club
- > Address power imbalance
- > Zero tolerance / transparency
- > Responsibility of the board^{ca}
- > Integrate gender-transformative reflection
- > Involvement of the management
- > Change selfconcept: We exist to serve
- > Change internal structures

Preventing G&BV within our organisation

INSTRUMENTS

- > Code of conduct
- > Trainings for staff and partners
- > Staff selection process (checklist)
- > Regular monitoring of our staff evaluation

- > safe spaces, Anlaufstelle ^{improve staff care}
- > Learning through survivors stories
- >> Whistleblowing support