

Protocol detailing how Forest4Climate&People project will prevent sexual exploitation, abuse and harassment.

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Context

Forest4Climate&People is an 18 month project funded by DFID through its CLARE programme (administered through IDRC). It is run by Bangor University and implemented jointly by Bangor University and a small team within ESSA-forets (University of Antananarivo) known as LRA (Laboratoire des Recherche Appliquées).

Project aim: 1) To ensure that social issues (implementation of social safeguards, effective benefit sharing, consideration of the role of tenure) vital for effective and equitable outcomes from REDD+ and forest restoration are fully addressed in policy design and implementation in Madagascar. 2) To review the evidence on the influence of current tenure rules in Madagascar on both the likely effectiveness of avoided deforestation/forest restoration efforts and the impacts on forest edge communities and ensure this information can be used by relevant stakeholders.

Project website: <http://forest4climateandpeople.bangor.ac.uk/>

Relevant existing policies within Bangor University

Bangor University has three existing policies which are at least of some relevance to the subject of this protocol. These apply to all staff employed by Bangor and in the context of this project therefore explicitly apply to the behaviour of both Julia P G Jones and Neal Hockley when in Madagascar but also govern the design of the project as we have an obligation to ensure these policies are delivered.

Safeguarding Policy <https://www.bangor.ac.uk/governance-and-compliance/policy-register/documents/Safeguarding%20Policy%20Approved%20v1%20Oct%2018.pdf>

The key principles relevant to the implementation of this project are: 1. Providing, as far as is reasonably practicable, an environment that is safe from harm for all members of the University community. 2. Upholding the rights of children, young people and vulnerable adults to protection from harm, freedom from injury and a safe and healthy environment. 3. Ensuring that appropriate procedures are in place to safeguard against abuse or harm for children, young people and vulnerable adults. 4. Ensuring that appropriate procedures are in place for dealing with allegations of abuse.

Dignity at Work and Study Policy

https://www.bangor.ac.uk/humanresources/policies/employment/dignity_at_work_EN.pdf

The key principles most relevant to the implementation of this project are: 1. The University acknowledges its legal responsibilities with regard to harassment, bullying, discrimination and victimization. 2. The University will take seriously all allegations of harassment, bullying, victimization and discrimination and will enquire impartially and promptly when allegations are made. 3. The University will not tolerate harassment, bullying, victimization or discrimination in any forms. Allegations of incidents will be regarded extremely seriously. Action will be taken with

reference to the appropriate staff or student procedures and could be grounds for disciplinary action, which may include dismissal.

Student Sexual and Domestic Violence Policy https://www.bangor.ac.uk/inclusive-community/harassment/documents/SexualViolencePolicyJul18_000.pdf

The scope of this policy is for students at Bangor University and so it is not explicitly relevant to this project. However it contains some good information about the prevalence and impacts of sexual and domestic violence and both Bangor members of staff on the project are familiar with this policy.

Relevant policies within LRA (our Malagasy partners)

The team employed through LRA to manage this project have terms in their contract which cover appropriate behavior. The text (from the contracts of all the Malagasy team) is pasted below (in its original French).

1.1 Règles d'intégrité

Plusieurs principes d'intégrité doivent être respectés, en conformité avec les lois en vigueur dans les pays d'intervention. Il s'agit de :

- ***l'égalité de traitement avec les autres** sans égard à leur sexe, situation de famille, couleur de peau, religion ou conviction, culture, éducation, origine sociale, handicap, âge, identité sexuelle ou nationalité.*
- ***l'interdiction de toute forme de harcèlement sexuel** au travail intégrant toute conduite non souhaitée, de nature sexuelle qui interfère avec le bien-être de l'ensemble des collaborateurs.*
- ***la loyauté envers le LRA** en intégrant les principes de confidentialité des informations et des affaires concernant le laboratoire, par la non-divulgation à toute personne non autorisée (tiers). Cette obligation de secret reste d'application après expiration du contrat.*
- ***l'évitement de toute forme de conflits d'intérêts** en agissant de façon impartiale et loyale. Il est tenu de ne pas accepter de rémunération supplémentaire de tiers en rapport avec la prestation. Sauf accord écrit préalable du LRA, le contractant n'accepte pas, pendant la durée du contrat, d'autres missions susceptibles de le mettre en situation de conflit d'intérêts en raison de la nature même de la mission ou de ses contacts personnels/professionnels avec un tiers.*
- ***l'interdiction de toute forme de corruption dans l'exécution des travaux.***

How we will ensure these policies are applied in practice in the implementation of our project?

The requirement from IDRC to develop this protocol resulted in us having very positive and open discussion about these issues within our team (both those from LRA and those from Bangor University). We have discussed as a team what is appropriate behavior in the work place. All members of the team who have management responsibility over others recognize our responsibilities to treat everyone with respect. All members of the team should feel empowered to talk about anything which makes them uncomfortable with either Dr Sarobidy Rakotonarivo or Prof Julia P G Jones.

We feel that the highest risk aspect of the project is where team members, trainees or consultants travel to the field (villages in rural areas of Madagascar).

We will ask everyone who travels to the field as part of our project (team members, associated students, trainees attending training courses, consultants or sub-contractors e.g. those making the

film) to sign a code of conduct. We have developed this code in discussion across the project and also asking advice from colleagues working for a development NGO in Madagascar who have a similar code of conduct (adapted from the Red Cross Code of Conduct). The draft code of conduct is presented below:

Code of conduct for everyone involved in the Forest4Climate&People project.

When in the field with Forest4Climate&People consider your actions and ask for guidance if you are unsure

If you are ever in doubt about a course of conduct, ask yourself:

Is it consistent with the Forest4Climate&People Code of Conduct?

Is it ethical?

Is it legal?

Will it reflect well on me, my employer, Forest4Climate&People and our funders?

Would I want to read about it in the news or on the internet?

If the answer is “No” to any of these questions, don’t do it. If you are still uncertain, ask for guidance.

- 1) We recognize that when we are in the field [attending the Forest4Climate&People training course/working with the Forest4Climate&People/ doing research for the Forest4Climate&People) we are representing our employer and the project forest4climate&people. We will behave with integrity at all times.
- 2) We will treat everyone with respect regardless of their gender, family status, skin colour, religion or belief, culture, education, social origin, disability, age, or nationality.
- 3) We will avoid any form of sexual harassment including any unwanted conduct of a sexual nature.
- 4) We will not engage in or facilitate any form of sexual exploitation, abuse or gender-based violence. The payment or exchange of employment, goods or services for any sexual activity is strictly prohibited under all circumstances.
- 5) We recognise that sexual activity with persons under the age of 18 is prohibited. Mistaken belief regarding the age of a child is not a defence.
- 6) We will avoid any form of corruption.

We will ensure that people in the field know who is responsible for the project and have an opportunity to report our behavior to senior people on the project. Our team will wear name badges in the field (with project name and the logo of LRA and ESSA-forest) and information sheets we distribute locally will include the names and contact details (including local phone numbers) where people can report any concern about behavior. An example information sheet is given in Fig 1a.

Anyone involved in research for the project (members of the team or students working with the project) will have undergone ethics training which covers issues such as informed consent, data storage etc. We ran an initial ethics training in February 2020 (see Fig 1b).



Forest4Climate&People

Mpoaina eny fitaonany: ivan'ny fikajiana ny ala ary ny famboahana-hazo
Putting local people at the centre of decisions about forest
conservation and restoration



Project Title: Putting local people at the centre of decisions about forest conservation and restoration
(Forest4Climate&People)

Researchers: Sarobidy Rakotonarivo, Mirindra Rakotoarisoa, Manoa Rajaonarivelo

Project Summary: Madagascar has been through a rapid expansion of its protected areas over the last decade, with many new protected areas being recently created.



There is also a renewed interest in forest restoration in Madagascar instigated by dramatic announcements made by President Rajoelina soon after his inauguration to restore four million hectares by 2030 under Bonn's challenge.

Madagascar is also committed to the Sustainable Development Goals and the president was elected on a platform of development and poverty alleviation. Therefore forest conservation and restoration needs to work, both for the environment and local people.

We are a team from the University of Antananarivo and Bangor University in the UK. We are doing research on the influence of current tenure rules in Madagascar on both the likely effectiveness of avoided deforestation/forest restoration efforts and the impacts on forest edge communities.

If you want more information or would like to comment on the behaviour of the team in the field please contact Dr Rakotonarivo Sarobidy (sarobidy.rakotonarivo@gmail.com 034 61 620 01), or Prof Julia Jones (julia.jones@bangor.ac.uk).

Fig 1a: Example informant information which makes it clear how local people can contact the project managers to report inappropriate behavior in the field.



Fig 1b: Ethics training run by Forest4Climate&People at the University of Antananarivo in Feb 2020.