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# Communication on Progress Global Compact

2007

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## **1. DED IN BRIEF, DECLARATION OF SUPPORT**

### **DED in brief**

The German Development Service (DED) is one of the leading European development services for personnel cooperation. It was formed in 1963. Since then, over 15,000 development workers have committed themselves to improve the living conditions of people in Africa, Asia and Latin America. Currently, around 1,000 development workers are active in over 40 countries. Their aims are to fight poverty, promote a self-determined, sustainable development and to preserve natural resources. Other DED goals are implementing democratic principles by strengthening civil society and assisting decentralised structures in developing countries, gender equality by strengthening the role of women, and civil conflict transformation and peace building. Besides placing personnel within the framework of bilateral development cooperation, DED also offers services to international clients. For central planning and management of its activities, DED maintains an organisational structure in Germany and abroad, with over 240 permanent staff.

### **Declaration of support by the DED Management Board**

Support for the UN Global Compact is based on the conviction embodied in the DED Corporate Guidelines that self-determined sustainable development is only possible by including all actors from the public and private sectors and civil society. The Global Compact offers a platform for companies, state and civil society organisations to share experience and knowledge, and make joint contributions as partners to sustainable development. It is accordingly a particular concern for the DED Management Board to support the Global Compact and the dissemination of its 10 principles.

To assist with issues related to implementation and to mobilise staff, DED formed a Global Compact Support Group in June 2007, with staff from the relevant Head Office units. One DED staff member has taken the relevance of corporate social responsibility (CSR) at DED as the subject for her MBA thesis in Sustainable Management. In a survey of the senior executives, she discovered great interest in participating actively in implementing the Global Compact principles. This indicates that the relevance of membership in the Global Compact is reflected in the organisational structure and corporate culture at DED.

DED is working in all four areas (human rights, labour standards, environment and anti-corruption), although in the area of labour standards it has so far only been active in Principle 6. It promotes implementation of the principles at two levels – first, in the context of cooperation with private, state and civil society organisations in our partner countries, and second through implementation of the principles within our own business processes. Instruments such as the second Gender Equality Plan (2008-2011) are a key basis for this. DED is also furthering the dissemination of the Global Compact by entering into partnerships for development with other organisations and local Global Compact networks in partner countries in Africa, Asia and Latin America.

DED regularly reports, through the appropriate media, on the goals and results of its membership to its staff, partners and members of the general public interested in development policy.

To give added weight to our Global Compact membership, we will carry out an ideas competition in 2008 and 2009, and will present the results in the next Progress Report. Until then, I am happy to present our achievements to date.

Sincerely,

Dr. Jürgen Wilhelm

Managing Director, DED

## **2. IMPLEMENTING THE PRINCIPLES OF THE GLOBAL COMPACT**

### **HUMAN RIGHTS**

#### **Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights**

##### **Commitment**

Respect for human rights in their entirety is something not fully implemented in any country in the world – but established democratic states are generally closer to meeting this obligation than most young democracies or other forms of government in DED partner countries.

In many DED partner countries, human rights are violated. According to the Freedom House Index (2005) only 29% of DED partner countries can be classified as “free” nations. Accordingly, more than 70% of the people in DED partner countries live in conditions of severely restricted civil liberties – i.e. under conditions which offer no (legal) security for personal development and sustainable development of their region and country. Poverty reduction, human rights and democratisation are all interlinked and can best be achieved in combination.

The DED Corporate Guidelines show that DED is committed to strengthening civil society and assisting decentralised structures in its partner countries in order to implement democratic principles, conserve natural resources and reduce poverty. These aspects are a basis and a prerequisite for achieving and supporting human rights.

In its Code of Conduct (DED Handbook HB-Nr. 0.4.5), DED calls on its staff to ensure that their conduct is in compliance with the Charter of the United Nations and the values embodied in German laws. Respect for fundamental human rights, social justice, human dignity and gender equality are established standards of conduct.

##### **Systems, programmes**

In June 2004 the German Federal Ministry for Economic Cooperation and Development (BMZ) presented a “Development policy action plan for human rights” containing 17 measures. One of these was that respect for and protection and promotion of human rights should be mainstreamed in German development cooperation as a cross-cutting goal.

DED services include combating female genital mutilation (FGM) and meeting human rights obligations to promote democracy. DED regards protection of international human rights as a central task.

The DED Civil Peace Service (ZFD) is an additional instrument in Development Cooperation. The goal of the ZFD is to cooperate with local partner organisations in conflict regions to reduce or prevent violence, promote understanding and contribute to a sustainable and just peace. Operationalisation of these goals opens up a broad range of measures that include promoting human rights and democracy in our partner countries.

A **central policy focus** of the ZFD is strengthening the rule of law, e.g. by monitoring the human rights situation, protecting against human rights violations and establishing and strengthening local institutions. The measures described below for protecting international human rights are a selection of the measures carried out under this central policy focus.

(Source: Corporate Guidelines DED Handbook, HB No. 0.4.1, DED services, Code of Conduct, ZFD website [www.ziviler-friedensdienst.org](http://www.ziviler-friedensdienst.org)).

## **Measures and results**

### **Selection of measures carried out by DED and organisations in the partner countries:**

#### **DED measure in Cambodia (ZFD):**

Organisation of public fora by the Center for Social Development (CSD) and DED's ZFD to promote reconciliation work in Cambodia in connection with the Khmer Rouge tribunal. The goal is to support reconciliation and human rights work as a contribution towards promoting peace potential, civil conflict prevention and the rule of law in Cambodia.

#### **Results of the measure:**

So far, six fora have been organised with participants from eight provinces and 40 districts – 857 people in all. Before each forum, CSD invites several participants to Phnom Penh. There, they visit the tribunal, the Tuol Sleng torture prison, and the killing fields in Choeung Ek.

Period: 2007 onwards

Contacts: DED Country Office Cambodia / DED Bonn, Sectoral Department F1

#### **DED measure in Guatemala (ZFD):**

Cooperation with the Procuraduría de los Derechos Humanos — PDH (Human Rights Ombudsperson). Capacity development in the areas of peace education, conflict prevention and civil conflict transformation, and verifying observance of human rights.

Processing the National Police Historical Archive, discovered in June 2005, with priority going to digitising, preserving and investigating the files from the civil war period (1960-1996).

#### **Results of the measure:**

The PDH staff are able to use instruments and strategies for conflict analysis and transformation, and to pass on their knowledge in educational work.

The population of the region are aware of their rights and demand their respect by using the instruments

provided by the PDH and the state organs of justice. Processes of dealing with the history of violence and the memories of the victims of the war have been initiated. The survivors are defining measures to honour the victims as an essential prerequisite for restoring the social structure.

Processing the police archive is an important contribution towards coming to terms with the past. The information these contain is used to investigate and prosecute human rights violations committed in the civil war and to punish the perpetrators. The Guatemalan and international public are informed of the human rights violations during the civil war.

Period: 2004 onwards

Contacts: DED Country Office Guatemala / DED Bonn, Sectoral Department F1

### **DED measure in Uganda:**

Advising the Uganda Child Rights NGO Network (UCRNN) and its member organisations, and so strengthening social, cultural, economic and political rights through public education on fundamental rights, human rights violations, assisting and empowering children and their legal guardians in knowing and asserting their rights.

### **Results of the measure:**

UCRNN has a functional and effective system of generating, managing and distributing information and data, promotes monitoring and assertion of children's rights and carries out modern public relations work to achieve its goals and those of its members. UCRNN has a professional, modern organisational profile and develops its members' profiles.

Period: 2005-2007

Contacts: DED Country Office Uganda / DED Bonn, Sectoral Department F5

### **DED measure in Burkina Faso:**

Three-year cooperation programme "CAP-MFG" with the Danish embassy/BFA and the national NGO Mwangaza Action to combat female genital mutilation as a violation of fundamental human rights.

### **Results of the measure:**

The goal is to develop, disseminate and implement best practices in the field of combating female genital mutilation as a way of persuading people to abandon this practice in Burkina Faso. 11 civil-society partner organisations are being promoted through organisational consulting, advanced training, financing microprojects and publishing suitable didactic material.

Period: April 2007-2010

Contacts: DED Country Office Burkina Faso / DED Bonn, Sectoral Department F5



## **Overview of planned measures by DED and organisations in partner countries**

### **DED measure in Nepal (ZFD):**

Capacity development in civil conflict transformation for the staff of the National Human Rights Commission (NHCR).

### **Goal of the measure:**

The goal of the project is to train the staff of the National Human Rights Commission and enable them to analyse conflict development and use suitable de-escalation strategies and mediation processes to intervene to prevent and reduce violence, and use appropriate forensic methods of investigation to resolve human rights crimes, particularly those committed during the war.

Period: 2008 onwards

Contacts: DED Country Office Nepal / DED Bonn, Sectoral Department F1

## Principle 2: Businesses should ensure that they are not complicit in human rights abuses

### Commitment

The assumption that the development cooperation goal of reducing poverty will automatically promote peace has proved deceptive. Studies in the 90s actually showed that Development Cooperation *itself* has – unintentionally – contributed in some cases to an escalation of existing conflicts and promoted violence. The main problem was a lack of analytical tools to identify the interactions between Development Cooperation and violent conflicts.

Development Cooperation now directly supports measures for peace promotion and crisis prevention, for example through the Civil Peace Service (working *on* conflict). In addition, Development Cooperation operating in an area of potential conflict is required to direct its measures preventively so that these do not unintentionally promote or initiate violent conflict. Where there is a danger of this, corresponding countermeasures must be taken.

The latter is the demand for Development Cooperation which is generally sensitive to conflicts of a political and social nature and takes these appropriately into account in planning and implementation. In its strategy, DED has also formulated the goal of avoiding unintentional reinforcement of violent conflict and instead promoting existing peace potential, contributing to a stable basis for maintaining compliance with international human rights.

### Systems, programmes

The theme of conflict sensitivity is established at DED as a **cross-cutting theme**. Under its strategy, DED gives priority to a sensitive approach to current or potential conflicts, avoiding everything which could lead to an escalation or an increase in potential for violence. This means that all the measures assisted by DED are reviewed to check if they could unintentionally lead to violent escalation of conflicts. If this cannot be ruled out, corresponding sensitivity is required in dealing with escalating factors in the project. These must be eliminated or replaced by de-escalating factors.

As part of the work of the **Civil Peace Service**, DED assigns consultants to conflict regions, among other staff. The consultants advise the local DED staff, partner organisations and cooperation partners along with other interested national and international organisations on planning, implementing (including monitoring) and evaluating Development Cooperation projects as to what impact they may have on potentials for peace and conflict or on escalating factors. In this way, they not only raise the awareness of local partners concerning the role a project can play in conflicts, but also advise them on integrating these studies in routine project and programme work.

(Source: Conflict sensitivity, DED Handbook HB No. 1.1.9.5)

## Measures and results

### **Selection of implemented measures from DED Head Office:**

In cooperation with the BMZ sectoral project implemented by Deutsche Gesellschaft für Technische Zusammenarbeit GmbH (GTZ), representatives of DED and InWEnt organised three events on the topic “Implementing human rights in Development Cooperation”.

### **Results of the measure:**

The InWEnt and DED panel members felt there was sufficient scope in their organisations to integrate recognition of human rights more strongly in their work. The staff of DED and InWEnt were sensitised through training sessions on how to work with awareness of human rights.

Time frame: 2006

Contacts: DED Bonn, Section Sectoral Department F5

### **Selection of measures implemented by DED and organisations in the partner countries**

#### **DED measure in Ecuador (ZFD):**

Holding a workshop on the theme “Do no harm”, organised by ZFD. As a result of the workshop, DED Ecuador implemented a working group on the cross-cutting theme “Conflict sensitivity”. The aim of integrating this theme is to ensure that any DED commitment does not create undesired effects which reinforce conflicts or give rise to new conflicts.

#### **Results of the measure:**

The working group developed a concept for implementing “conflict sensitivity” as a cross-cutting theme in the DED programme. It will support and evaluate the implementation process. The advice on “conflict sensitivity” is being implemented by a DED partner organisation in the development measure.

Since 2006

Contacts: DED Country Office Ecuador / DED Bonn, Sectoral Department F1

#### **DED measure in Ghana:**

Opportunity for training for all DED experts in Ghana and their local partners on the topic “International human rights” as part of a training course on “Human rights orientation of German Development Cooperation”.

#### **Results of the measure:**

Training for over 45 people by November 2007.

Period: since November 2004

Contacts: DED Country Office Ghana / DED Bonn, Sectoral Department F5

## LABOUR STANDARDS

### Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation

#### Commitment

The German Development Service is committed to complying with the Germany's Equal Treatment Act (AGG), whose goal is to prevent or eliminate discrimination for reasons of race, ethnicity, gender, religion, philosophy, handicap, age or sexual orientation.

The German Development Service has established gender equality through strengthening the role of women in its **Corporate Guidelines** and has devoted the greatest attention to this issue in eliminating discrimination in recruiting and employment. No factual statements were possible about race, ethnicity, religion, philosophy or political beliefs, because these criteria are not statistically documented. The personal exercise of religious practices by staff (e.g. wearing headscarves) is neither prevented nor constrained by DED.

The introduction of a **Code of Conduct** based on standards of conduct under international law established guidelines for staff that enable them to take decisions in their professional and personal life which are rooted in ethical principles. All DED staff are committed to disseminate, support and forward the Code of Conduct. The **Code of Conduct** in turn obliges DED staff to ensure – among other things – that gender equality is respected.

A central principle to which DED staff commit is, “We treat everyone with respect without any distinction. We commit to removing every obstacle to equality.” (DED Handbook vol. 0, version 10.01.2005).

#### Systems, programmes

The theme of gender equality and equal opportunity is established at DED as a **cross-cutting theme**. Cross-cutting themes are binding on all. In projects in all sectors, they are an integral element of the process. In addition, cross-cutting themes must also be reflected in the thoughts and actions of the members of an organisation. DED also expects fundamental agreement with the DED principles in selecting its partner organisations. Deficits in practice do not preclude cooperation if there is clear understanding of the problem and openness to improving.

In 2001 the German Equal Opportunity Act was passed. This act establishes the equality of men and women and eliminates existing and prevents future gender discrimination. One aim is to promote women in order to remove existing disadvantages. Another aim is to improve compatibility of work and family. To monitor and promote application and implementation of the act, a equal opportunity commissioner was

elected in 2001. Together with the administration department, the first **gender equality plan** was drawn up. This has been implemented by management since 1 October 2003. With its concrete goals and catalogue of measures, the gender equality plan is a central instrument of human resources development at DED. The gender equality plan was updated for the period 2008-2011. The equal opportunity commissioner has a vote on all personnel planning committees (among others) and is part of all recruitment processes.

The Management Board has established a **competence group for gender mainstreaming** composed of staff from relevant DED Head Office departments and the equal opportunity commissioner. As part of quality management, the competence group has developed a specification for gender mainstreaming which is serving as the basis for formulating measures to improve mainstreaming participatively. For 2008 the competence group has planned a survey of staff on gender equality. Another important measure for establishing gender mainstreaming is the inclusion of the theme in the induction programme for new DED staff.

A representative for disabled staff was also appointed at DED Head Office in 2002.

(Source: Gender equality plan, Code of Conduct, Corporate Guidelines, general regulations, DED Handbook HB No. 0.5.2)

## Measures and results

### Measures implemented at DED Head Office:

DED offers all permanent staff, including management, the option of part-time work or teleworking. This improves compatibility between work and family. Parents and single parents of children under 12 are given additional flexitime days to handle childcare bottlenecks.

### Results of the measure:

This offer is predominantly utilised by female staff. Part-time staff represent 17.45% of total Head Office staff. DED has not refused any request for part-time work to date. Currently, there are two teleworking positions.

Period: since 2002

Contacts: DED Bonn, Equal Opportunity Commissioner

### Measures implemented at DED Head Office:

Care is taken to ensure that women in part-time positions can attend training and upgrading courses. If parents attend internal training or are on official travel for DED, DED also assists with temporary accommodation or childcare for children and assumes part of the costs. Care is also taken to ensure a high rate of attendance by women at upgrading courses relevant to management responsibilities.

**Results of the measure:**

The share of women attending the 554 training courses held in 2007 was 65.34%. Special upgrading courses with relevance for management responsibilities were also offered to female staff. For example, 12 female staff attended the upgrading measure “Persuading with ease”, which dealt with self-marketing and conflict resolution.

Period: since 2002

Contacts: DED Bonn, Equal Opportunity Commissioner

**Measures implemented at DED Head Office:**

To create optimum working conditions at PC workstations or office workplaces, all workplaces at DED Head Office were reviewed in 2004/2005 by the company doctor and office safety specialist as part of a standardised review of PC workstations, following which recommendations were made and their implementation monitored. For staff with health problems and/or disabilities, specially adapted furniture and fittings were procured, e.g. variable height standing desks and desks, flexible swivelling stools, ergonomic swivelling office chairs, multifunction equipment, keyboard wrist pads and gel mouse pads.

**Results of the measure:**

The modification of the office furniture and fittings and PC workstations to the specific needs of disabled staff resulted in a significant improvement in the design and use of office workplaces.

Period: 2004

Contacts: DED Bonn, representative for severely disabled staff / DED Bonn, Administration Department Z1

**Selection of measures implemented by DED and organisations in the partner countries****DED measure in Bolivia:**

A workshop on “Masculinidad – masculinity” was held, at which participants discussed their masculinity critically and openly across cultural divides.

**Results of the measure:**

DED staff and local professionals (15 participants in all) took part in the workshop. The goal of the workshop was to learn more about the concept of “masculinity” in the European and Latin American context, and particularly more about the very personal backgrounds to the theme. Participants stated that they wanted to incorporate “more dialogue”, “more respect and appreciation”, “more sensitivity”, “more sharing of responsibility” in their daily life as a result of the workshop.

Period: 2007

Contact: DED Country Office Bolivia

For further information: DED Brief vol. 1 2008

### **Overview of measures planned at DED Head Office**

The gender equality plan was updated for the period 2008-2011. The new edition of the plan includes establishing a parent-child office to improve compatibility of work and family. Measures are also being continued for an ongoing increase in the percentage of women in management positions through appropriate organisational and personnel measures. As part of DED's human resources development concept, special priority is given to promotion of women, specifically for assuming later management responsibilities. Other non-discrimination measures are being formulated and implemented. For example, greater opportunities are being created for equal treatment in written documents within DED.

Period: 2008

Contacts: DED Bonn, Equal Opportunity Commissioner

## ENVIRONMENT

### **Principle 7: Businesses should support a precautionary approach to environmental challenges**

#### **Commitment**

As a recipient of German Federal subsidies, DED is bound by law to **comply with the Federal Budget Code, the Contracting Ordinance and the individual contracting conditions** in all its procurement measures. These do not include any statements on core working norms and social standards, sustainability or environmental protection.

For domestic procurement DED uses standard master agreements, entered into on the basis of national or EU tenders through the Federal Procurement Branch and/or Federal Ministry of Finance, subject to the various guidelines and codes applying to national or EU contract awards.

(Source: Federal Budget Code, DED Handbook HB No. 1.1.9.3)

#### **Systems, programmes**

In activities for procurement and logistics, DED staff responsible for these tasks take into account not only the procedures prescribed in the Federal Budget Code but also **social and ecological standards** introduced voluntarily as additional criteria when awarding contracts by competitive bidding. There is also increased awareness among staff on ecological issues as a result of the work of the **Support Group** for implementing Global Compact membership at DED.

#### **Measures and results**

##### **Measures implemented at DED Head Office:**

DED buys all its electricity from regenerative fuels from Greenpeace Energy. This company meets the criteria for clean electricity of the environmental organisation Greenpeace e.V. Compliance with these criteria is regularly monitored by independent appraisers such as BET Aachen and TÜV-Nord certification organisations. By purchasing ecological electricity from Greenpeace Energy, DED is promoting the construction of new ecological electricity plants. Greenpeace Energy ensures that five years after changing to their supplies at the latest, the quantity of electricity used by DED is supplied by a power plant initiated by Greenpeace Energy or from a new plant. New plants include power plants built after 1 July 2000 – after the formation of Greenpeace Energy. Furthermore, other additional energy-saving measures were also carried out.



**Results of the measure:**

Each kilowatt hour of electricity from Greenpeace Energy saves 530 grams of carbon dioxide for the environment. Specific measures to enhance energy efficiency, such as reducing existing energy saving lamps, equipping utility rooms with time-controlled heating thermostats, installing movement sensors with time relays and twilight switches, and installing time switches, have saved 26,700 kWh a year at DED Head Office. In addition, by reducing the flow, some 210,000 litres of water are saved each year for each outlet.

Period: since 2007

Contacts: DED Bonn, Administration Department Z1

**Measures implemented at DED Head Office:**

FSC paper and use of recycled paper, reducing the number of workplace printers. DED uses exclusively FSC certified paper for all printers and copies at Head Office. The packaging, wrapping paper and hygienic articles used at Head Office are all made from recycled materials. All DED publications are printed on FSC or recycled paper. Paper printed on one side is collected at copier locations and used as scratch paper. In addition, numerous staff had their workplace printers removed as a trial. The necessary print orders are sent to centrally placed network printers with duplex print capability.

**Results of the measure:**

The use of FSC certified paper ensures sustainability from reforestation. This involves c. 10,000 kg of paper a year. Through the consistent use of recycled paper for publications, DED saves at least 1,300,000 sheets (DIN A4) of virgin fibre paper a year. The switch to network printing reduced the costs of supplies by 3-5%, and it is planned to reduce the remaining workplace printers by a further 50-70% in 2008 under a global concept.

Period: since 2007

Contacts: DED Bonn, Administration Department Z1 / DED Bonn, Unit S2 Press and Public Relations

**Measures implemented at DED Head Office:**

In tenders for cleaning services at DED Head Office, ecological standards were rated as a criterion for contract, in addition to price. The ecological criteria are weighted at between 1 and 2.5 times that of price in tenders for the DED Head Office contract.

**Results of the measure:**

As a result, the successful bidder was the one able to submit the required environmental certification in addition to a favourable price. The contractor has an environmental management system certified to ISO 14001 and uses exclusively cleaning materials with ecological certificates.

Period: since 2007

Contacts: DED Bonn, Administration Department Z1

## **Overview of planned measures in DED field structure in partner countries**

### **DED measure in Peru:**

DED Peru is introducing an environmental management system (simple audit, participative formulation of a catalogue of measures) for the Country Office. The experience will be transferred later to the offices of the partner organisations and other DED Country Offices in order to save electricity, water and supplies and to support prudent use of environmental resources.

### **Goal of the measure:**

Classification of solid waste and recyclables, consistent use of energy saving lamps and recycled paper, a battery collection point, switching off standby equipment and other possible measures are being developed and implemented in Peru.

Period: 2008 onwards

Contacts: DED Country Office Peru / DED Bonn, Regional Department R3

## **Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility**

### **Commitment**

In its **Corporate Guidelines** DED has explicitly identified **development policy educational work** in Germany as its task. Development policy commitment in partner countries is only credible to the extent that we further social development in Germany at the same time. Educational work influences knowledge, attitudes and opinions about global relationships and helps with subjective orientation. DED places its development policy educational work in the context of global learning.

### **Systems, programmes**

“Environment and development” is one priority area in educational work under the Federal Government's Action Programme 2015 (AP 2015) for poverty reduction. Prudent use of our environment is a challenge for the people in Germany and in DED's partner countries. In formal education, development policy themes are grouped together with environmental education to form the complex “education for sustainable development”. The AP 2015 priority area “Environment and development” creates a link with environmental education, resulting in valuable cooperation with implementing agencies like NABU, BUND, environmental education centres or nature schools.

The issue of sustainable use of our resources leads to a link with industry: alternative energy forms, water and soil fertility are also subjects for fora and interest groups in Germany.

The theme of ecological sustainability is established at DED as a cross-cutting theme. In its partner countries, DED focuses on companies and organisations which are open to consideration of ecological aspects. This aspect is taken into account in the context of analysing project executing agencies.

(Source: DED Corporate Guidelines, Action Programme 2015)

### **Measures and results**

#### **Measures implemented at DED Head Office:**

DED participates in the national “Cycle to work” campaign of Germany's cycling association ADFC.

#### **Results of the measure:**

48 participants (around one-quarter of DED Head Office personnel) have travelled some 17,900 kilometres by bicycle instead of car, representing a saving of 120 g/km or a total of 2,147 kg of CO<sub>2</sub> emissions compared to travel with a compact car. The measure is being repeated in summer 2008.

Period: June-August 2007

Contacts: DED Bonn, Training and Education Department B3

**Measure implemented at DED Head Office:**

The educational initiative “Education meets development”, development policy educational work with returnees in kindergartens, schools, universities and off-school youth education in Germany. The events are held by returning DED development workers.

**Results of the measure:**

In 2006 and 2007, some 4,000 educational events reaching over 80,000 people aged 4-40 years were held on the topics of “Environment and sustainable development”, “Creating incomes”, “Democratic participation”.

Period: since 2003

Contacts: DED Bonn, Training and Education Department B 22

**Measure implemented at DED Head Office:**

DED membership in the round table for the UN Decade “Education for sustainable development” with the goal of embedding education for sustainable development in nonformal and formal education.

**Results of the measure:**

The activities in the context of the round table have expanded the public interested in “Education for sustainable development”.

Period: since 2004

Contacts: DED Bonn, Training and Education Department B 22

**Overview of measures planned at DED Head Office:**

The CSR working group at the regional training centre in Reutlingen has the goal of introducing the topic of corporate social responsibility (CSR) into vocational and general schools.

**Results of the measure**

Training for seven multipliers on the topic of CSR, taking the examples of the tourism, travel and nutrition sectors. Developing and testing didactic material for vocational and general schools. Completion and commencement of implementation are scheduled for 2008.

Period: since 2006

Contacts: DED Bonn, Training and Education Department B 22

**Selection of measures implemented by DED and organisations in the partner countries****DED measure in Ethiopia:**

Programme “Resource conservation in Ethiopia”, with KfW Entwicklungsbank, GTZ and BMZ. Technical construction measures for soil retention (weirs, dams, terracing etc.) and water collection and use (dams, reservoirs, irrigation canals, seepage ditches etc.) were carried out and supplemented by

biological measures (cultivating fodder plants on banks, slopes, terrace margins and newly constructed erosion ditches).

**Results of the measure:**

Identifiable better use of existing water reserves, improved availability of water, clear reduction in soil erosion and associated improvement of soil fertility.

Period: 2006 onwards

Contacts: DED Country Office Ethiopia / DED Bonn, Sectoral Department F2

## **Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies**

### **Commitment**

Under its mandate from the Federal Government and as an organisation of personnel development work, DED follows the Federal Government's Action Programme 2015, one of whose goals is "Ensure access to vital resources – promote an intact environment" and whose implementation is aligned with the Millennium Development Goals of the United Nations, in this case goal 7, "Ensure environmental sustainability".

In its partner countries DED works to conserve natural resources and their use for sustainable development, and it has established this concept in its **Corporate Guidelines**. The fact that environmental damage already swallows up an average of 10% of developing countries' gross domestic product – and the trend is rising – makes it all too clear that development without environmental sustainability is inconceivable over the long term. Natural resources such as forests, water or soil are survival resources. Erosion, excessive logging or salinisation jeopardise food security, generate conflict and boost migration to cities which are already overburdened.

In many developing countries, development and environmental protection are closely linked. Technology transfer is accordingly urgently necessary for development policy reasons and with a view to environmental protection.

### **Systems, programmes**

To promote innovative private sector projects in the field of environmental protection, DED makes use of the instrument of Public Private Partnership (PPP). The Public Private Partnership **service** is based among other things on the assumption that global environmental pollution can only be sustainably reduced with the active involvement of the private sector. The target group for the service is the local business sector in DED partner countries. In the context of the Corporate Social Responsibility service DED works together with both companies and private sector associations and foundations to communicate management practices that are aligned with sustainability and the principles of the Global Compact to companies in the local private sector.

(Source: "Public Private Partnership – PPP" and "Corporate Social Responsibility" services, Corporate Guidelines DED Handbook HB No. 0.4.1)

## **Measures and results**

### **Selection of measures implemented by DED and organisations in the partner countries**

#### **DED measure implemented in Peru:**

DED is carrying out a cooperation project in Peru and Honduras with the Common Fund for Commodities (CFC) to disseminate the use of plant oil as a diesel substitute, establishing the local value chain with producers and local transport companies.

#### **Results of the measure:**

To date, the engines of ten DED vehicles and 15 buses of the CALIFORNIA S.A. transport company have been converted, and now run on plant oil. Two of the DED vehicles have already driven over 15,000 kilometres. The positive environmental and health aspects include a substantial reduction in soot and carcinogens, minimal odour and a zero balance of CO<sub>2</sub> emissions.

Period: 2007-2010

Contacts: DED Country Office Peru / DED Bonn, Sectoral Department F3

## ANTI-CORRUPTION

### **Principle 10: Businesses should work against all forms of corruption, including extortion and bribery**

#### **Commitment**

The starting point for anti-corruption work are the principles in the DED **Corporate Guidelines**. The goal of poverty reduction can only be achieved if the additional burden of corruption on poor people is prevented. Democratic principles can also only be put into practice by strengthening civil society when the structures on hand are free from corruption. DED staff must ensure corruption-free conduct in the framework of projects.

The basis for preventing corruption for DED is the **Federal Government directive on preventing corruption in the Federal administration** of 30 July 2004, which was implemented in DED on 1 October 2004 under Management Board resolution no. 2820/04 of 20 September 2004. Successful anti-corruption requires awareness raising among DED staff at Head Office and in the partner countries.

The DED **Code of Conduct** commits all DED staff to act without consideration of achieving personal benefit and to resist all illegitimate political pressure in their decisions. In accordance with German labour law and public service regulations, they are not allowed to accept any honours, awards, grants or remuneration from a government or other institution outside DED without prior approval.

Under the Code of Conduct, DED staff must avoid assisting private individuals or associations in performing their work for DED if this could result in actual or presumed preferential treatment. They should never participate in activities in connection with the procurement of goods or provision of services or in such in connection with their employment if this could lead to conflicts of interest.

#### **Systems, programmes**

An **anti-corruption officer** (Unit “Principles and Corporate Development”) was appointed at DED Head Office for the first time on 1 December 2004 as a contact for all staff in Germany and abroad, and to advise the Management Board in this field.

The DED **Financial Guidelines** in the partner countries (in the version of 1 March 2007) are an instrument for avoiding corrupt conduct with regard to the use of funds, by exactly regulating the procedure for DED financial management in the partner countries. These Financial Guidelines require the cross-check principle (dual control) for all payment transactions. DED has introduced separate guidelines for procurement which require transparent and economical procedures for all procurements.

DED has also introduced direct audits of financial management in its offices to avoid corrupt behaviour. For example, the Financial Guidelines require unannounced financial audits following set guidelines twice a year at DED Offices. These financial audits cover all the cash funds and bank accounts kept by DED



Country Offices without exception, including third-party funds managed by DED. All DED Offices are also subject to extensive internal audits at regular intervals, carried out either by the donor, a public auditor or specially trained DED staff.

(Source: Federal Government guidelines on preventing corruption, “Guidelines for Country Directors: corruption in Development Cooperation”, Code of Conduct DED Handbook vol. 0, HB No. 0.4.5, Corporate Guidelines DED Handbook HB No. 0.4.1, Financial Guidelines DED Handbook vol. 2 HB No. 2.1.1, General regulations DED Handbook HB No. 0.5.2)

## **Measures and results**

### **Measure implemented at DED Head Office:**

Awareness raising for staff on the topic of corruption. All new employees (permanent and development workers) are notified of the guidelines on entering into their contracts and instructed of the consequences of corrupt conduct. This procedure is documented.

The Anti-Corruption Code of Conduct instructs all staff on what they have to consider in areas of work or situations particularly vulnerable to corruption. The guidelines, with their appendix, are included in the DED Handbook.

### **Results of the measure:**

No cases of corruption have occurred within DED.

Period: starting in 2004

Contacts: DED Bonn, Administration Department Z2 / DED Bonn, Administration Department Z3

### **3. PARTNERSHIPS FOR DEVELOPMENT**

#### **Cooperation with Global Compact networks**

For DED, membership in the Global Compact also means collaborating on the promoted global partnership projects and promoting local networks in our partner countries. For example, DED welcomes the call by the Global Compact for action in areas of corporate responsibility which go beyond the sphere of influence of an individual company, and which are particularly useful for developing countries. By sending development workers it is assisting the establishment of Global Compact networks in Namibia, Vietnam and Bolivia, and the UN Global Compact Regional Learning Forum (GCRLF) in Pretoria, South Africa.

#### **UN Global Compact Regional Learning Forum**

DED has supported the Global Compact Regional Learning Forum (GCRLF) in Pretoria, South Africa, since 2005. Currently there are two development workers on assignment. The goal of the Learning Forum is, for example, to promote examples of good practice in the field of implementing the ten principles, to identify gaps in information, and close these gaps by developing and applying specific learning tools. A key element of the DED contribution is a monitoring and evaluation project for the activities of the Global Compact in seven countries in the region, which make possible strategic planning for further consolidation of the Global Compact and its local networks.

#### **DED commitment to the local Global Compact networks in Vietnam, Namibia and Bolivia**

In November 2007 DED joined the local Global Compact network in Vietnam. A DED development worker has the task of collaborating with the local network and using awareness raising processes to persuade the Vietnamese private sector to join in the Global Compact.

In **Bolivia** DED sent a local professional in June 2007 to assist the Consejo Boliviano de Responsabilidad Social Empresarial (COBORSE), which has acted as the local Global Compact network in Bolivia since end-2006. The DED expert is training management of local small and medium sized companies in CSR as a model for corporate management, and is assisting COBORSE in institutionalising itself as a legal entity and developing its services to members, and is contributing in this way to the consolidation of the Global Compact with increased integration of the target groups.

In **Namibia** DED is assisting the establishment of the local Global Compact network. It is doing this through a short-term assignment of a DED development worker at the National Employers Federation (NEF), which is scheduled to be the project executing agency for the local network.

## **Development policy educational work**

DED's development policy education work addresses and communicates various principles of the Global Compact. For example, the events at schools, kindergartens, universities and other non-school educational facilities cover the state of human rights, child rights and women's rights in various countries; environmental problems and potential solutions, and possibilities for sustainable development in the North and the South are discussed. The benefits and problems of participative, gender-equitable and democratic development at all levels are also discussed with the young people. The assignment of speakers and the development of educational materials specifically for the field of CSR is another component of development policy educational work.



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