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Communication on Progress Global Compact

2007

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1. DED in brief, declaration of support

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. For central planning and management of its activities, DED maintains an organisational structure in Germany and abroad, with over 240 permanent staff.

Support for the UN Global Compact is based on the conviction embodied in DED Corporate Guidelines that self-determined sustainable development is only possible by including all actors from the public and private sectors and civil society. 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.

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. Implementation of the principles are promoted 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. 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.

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, systems

DED regards protection of international human rights as a central task. DED Corporate Guidelines show that DED supports implementation of democratic principles, conservation of natural resources and poverty reduction in its partner countries. These aspects are a basis and a prerequisite for achieving and supporting human rights.

In its Code of Conduct, 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 the basic constitutional law of the Federal Republic of Germany.

Selection of measures implemented in DED partner countries

- **Cambodia:** The DED-Civil Peace Service (ZFD) is organising fora jointly with the *Center for Social Development* to promote the reconciliation work in connection with the Khmer Rouge tribunal.
- **Guatemala:** The DED-Civil Peace Service (ZFD) is working with the *Procuraduría de los Derechos Humanos* (Human Rights Ombudsperson) on processing the National Police Historical Archive, discovered in June 2005. Investigation and prosecution of human rights violations during the civil war and punishing perpetrators are making an important contribution towards dealing with the past.
- **Uganda:** DED is advising the *Uganda Child Rights NGO Network* (UCRNN) and its member organisations. This is a contribution towards public education on fundamental rights and human rights violations and enabling children to know and assert these rights.

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

Commitment, systems

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. As part of the work of the **Civil Peace Service (ZFD)**, DED assigns conflict advisors and other staff to conflict regions. The consultants advise the local DED staff, partner organisations and cooperation partners along with other interested national and international organisations on planning, implementing and evaluating Development Cooperation projects as to what impact they may have on potentials for peace and conflict or on escalating factors.

Selection of measures implemented at DED Head Office

- In cooperation with InWEnt, representatives of DED organised three events on the topic “Implementing human rights in Development Cooperation” within the framework of the BMZ sectoral project implemented by GTZ. These training courses raised the awareness of DED and InWEnt staff with regard to human-rights-oriented work.

Selection of measures implemented in DED partner countries

- **Ecuador:** DED-ZFD organised a workshop on the theme “Do no harm”, and subsequently implemented a working group on the topic of “Conflict sensitivity”. The aim is to prevent DED involvement resulting in unintended conflicts or reinforcement of existing conflicts.

LABOUR STANDARDS

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

Commitment, systems

DED 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 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.

Selection of measures implemented at DED Head Office

- A high rate of attendance by women is assured at upgrading courses relevant to management responsibilities.
- DED has procured special furniture and facilities for staff with health problems and/or disabilities.

Selection of measures implemented in DED partner countries

- **Bolivia:** DED held a workshop on the theme “Masculinidad – masculinity”, at which DED staff and local development workers discussed their masculinity critically and openly across cultural divides, and adopted suggestions for different behaviour towards women in daily life.

ENVIRONMENT

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

Commitment, systems

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 make any statements about environmental protection. Therefore, DED also takes into account social and ecological standards as voluntarily instituted criteria for contract award. 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.

Selection of measures implemented at DED Head Office

- DED buys all its electricity from regenerative fuels from Greenpeace Energy, saving 530 grams of CO₂ per kWh of electricity. Specific measures to boost energy efficiency led to a saving of 26,700 kilowatt hours in 2007. By reducing flow, some 210,000 litres of water per outlet were also saved.

- DED Head Office uses exclusively FSC certified or recycled paper for its publications and printouts and copies. Packaging and hygienic articles are also made from recycled materials. Paper printed on one side is collected at copier locations and used as scratch paper.

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

Commitment, systems

In its Corporate Guidelines DED has explicitly identified development policy educational work in Germany as its task. “Environment and development” is one priority area in educational work under the Action Programme 2015 (AP 2015) of the Federal Government. 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 the consideration of ecological aspects.

Selection of measures implemented at DED Head Office

- In 2006 and 2007, DED held some 4,000 educational events reaching over 80,000 people aged between 4 and 40 on the topics of “Environment and sustainable development”, “Creating incomes”, “Democratic participation”.
- The “Corporate Social Responsibility” (CSR) working group at the DED regional training centre in Reutlingen has the goal of upgrading multipliers to introduce the topic of CSR to vocational and professional schools.

Selection of measures implemented in DED partner countries

- **Ethiopia:** In cooperation with KfW Entwicklungsbank and the Deutsche Gesellschaft für Technische Zusammenarbeit GmbH (GTZ), DED is carrying out the programme “Resource conservation, Ethiopia”. Technical construction measures for soil retention and to collect and use water were supplemented by biological measures.

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

Commitment, systems

Under the Federal Government’s AP 2015 and the Millennium Development Goals (specifically MDG 7), DED is committed to conserving natural resources in its partner countries and has embedded this in its Corporate Guidelines. 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.

Selection of measures implemented in DED partner countries

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

ANTI-CORRUPTION

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

Commitment, systems

The starting point for anti-corruption work are the principles in DED Corporate Guidelines. The basis is the “Federal Government guidelines for preventing corruption in the Federal administration”. Successful anti-corruption requires awareness raising among DED staff at Head Office and in the partner countries. DED Code of Conduct commits all DED staff to act without consideration of achieving personal benefit. The anti-corruption officer at Head Office acts as a contact and advises the management board. DED Financial Guidelines are an instrument in the partner countries for preventing corrupt conduct by exactly regulating the procedure for financial management. Among other things, they require unannounced financial audits.

Selection of measures implemented at DED Head Office

- DED notifies all new employees (permanent and development workers) of the guidelines when they enter into their employment contracts and they are instructed of the consequences of corrupt conduct. 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.

OVERVIEW OF PLANNED DED MEASURES ADDRESSING MULTIPLE PRINCIPLES

- In 2008, the DED gender equality plan includes furnishing a parent-child office at **Head Office** and ongoing promotion of women (specifically, increasing the share of women in management positions).
- **Nepal:** As from 2008, training is planned for staff of the National Human Rights Commission. They will be enabled to analyse conflicts in order to intervene so as to prevent and deescalate conflict.
- **Peru:** DED is introducing an environmental management system in 2008 to save electricity, water and supplies for its Country Office, which will later be transferred to the offices of its partner organisations and other DED Country Offices.

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. DED is working with various Global Compact networks in Africa, Asia and Latin America to disseminate the 10 principles in the local private sectors, and is promoting the establishment of local capacities and organisational structures.

Development policy educational work

In its development policy educational work DED is addressing various principles of the Global Compact at events in kindergartens, schools, universities and other educational institutions, dealing with human rights, children's rights and women's rights in various countries, and with environmental problems and potential solutions. Possibilities for sustainable development in the North and the South are also discussed, and the benefits and difficulties of democratic development are explored. Assignment of speakers and the development of educational materials specifically for the field of corporate social responsibility (CSR) is another component of DED's development policy educational work.



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