



## Communication on Progress 2010 to the UN Global Compact

*Deutsche Gesellschaft für Technische Zusammenarbeit (GTZ)* joined the UN Global Compact in 2004. From the very start of the UN initiative the GTZ has supported the Global Compact through various activities within its work as German development cooperation, e.g. by supporting the Global Compact Learning Forum, by holding policy dialogues and learning events and publishing information material. In 2002 GTZ established the secretariat for the German Global Compact Network on behalf of the German Federal Ministry for Economic Development and Cooperation (BMZ) in Berlin. This office, also known as Focal Point, has played a major role for the Global Compact in Germany not only by coordinating the Compact's German participants in form of a now well established multistakeholder-initiative, but also by organizing major events such as the Global Compact Annual Learning Forum in 2002 and the conference "Global Partnerships" in 2003 and thus positioning the UN Global Compact's issues in the wider German policy sphere. These activities are embedded in GTZ's overall work on cooperation with the private sector, including a BMZ-programme on development partnerships with the private sector established in 1998.

Apart from this programme work, the present communication on progress (COP) focuses on how we, the *Deutsche Gesellschaft für Technische Zusammenarbeit (GTZ)*, uphold and further the ten Global Compact principles as a federally owned company within our operations. We work worldwide in the field of international cooperation for sustainable development. Our mandate is to support the German Government in achieving its development objectives. We provide viable, forward-looking solutions for political, economic, ecological and social development in a globalised world. Sometimes working under difficult conditions, we promote complex reforms and change processes. Our corporate objective is to improve people's lives on a sustainable basis.

We hereby reaffirm our commitment to making the Global Compact and its ten principles part of the strategy, culture and day-to-day operations of our company and undertake to make a clear statement of this commitment – both to our employees, partners, clients and to the public. We support public accountability and transparency.

Eschborn, August 2010

Dr. Bernd Eisenblätter

Managing Director  
Deutsche Gesellschaft für Technische Zusammenarbeit GTZ GmbH

## Human Rights

**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights; and  
**Principle 2:** make sure that they are not complicit in human rights abuses.

We respect human dignity and human rights. As German government-owned corporation our commitment to the Universal Declaration of Human Rights is a given. We are, however, aware that the international and complex character of our work, at times signify the need to cooperate with partners of contentious legacy and within delicate political constellations. Following the political lead of the Federal Government, we do make every effort to ensure human rights within our mandate, our projects and programmes.

## Labour Standards

**Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;  
**Principle 4:** the elimination of all forms of forced and compulsory labour;  
**Principle 5:** the effective abolition of child labour, and  
**Principle 6:** the elimination of discrimination in respect of employment and occupation.

The commitment to the ILO Declaration on Fundamental Principles and Rights at Work forms the basis for responsible corporate behaviour. More information can be found in our Annual Report 2009.

We employ nearly 15,000 staff worldwide, more than 11,000 of whom are national personnel in our partner countries. About 1,800 employees work at our Head Office in Eschborn and elsewhere in Germany. We take our responsibility for both our German and international workforce very serious. Whereas German labour law encompasses the aforementioned ILO Declaration on Fundamental Principles and Rights at Work, GTZ has a particular duty to ensure the safety and security of staff and their families in partner countries worldwide. We aim to realize this vision by several measures which can be verified at any time.

## Policies

- Promotion of gender equality since 1991. As provided for in our 2005 Equal Opportunity Plan, we have largely increased the proportion of women at all levels of employment
- Implementation of a new fare system which came into force after a biennial consultation process with the worker's council, on January 1, 2009. Significant changes are the diversification of the compensation system in favour of a new manager level, the further development of the viable remuneration and fairer conditions respectively greater incentives for foreign assignments
- Binding policy on the safety and security of personnel on foreign assignments

## Structures

- Implementation of child-care arrangements at headquarters in Eschborn since 1993. Children aged one to six are looked after in 'Magic Land'. In 2009, GTZ established the 'parent-child-office', to which parents can bring their children in the event that child-care arrangements are cancelled unexpectedly. On GTZ's Children's Day children can visit their parents' daily workplace.
- The health management system for employees ensures the well-being of GTZ's employees in the German locations
- Implementation of over 350 work-time models for improving our staff's work life balance, e.g. part-time work, annual working time, lifetime-work-accounts, flexitime, sabbaticals, exemptions of work.
- The information platform "PRIMA blog" supports family members who accompany staff on assignments abroad
- Since 2008, the Elder Care Service provides advice and support for all employees whose parents fall seriously ill or are in need of care
- A professional crisis management team supports employees worldwide in case of an acute crisis. It is available at all times
- COPE (Cooperation with personnel in stress, conflict and crisis) provides support in emergency situations; advises on stress and conflict management as well as on individual crises prevention
- GTZ sets store in preventive risk-avoidance structures for employees in high risk countries, e.g. regular risk analyses and assessments, security instructions, full-time security advisors, round-the-clock security offices

## Programmes

- Implementation of HIV/Aids-Workplace Programme for National Personnel
- GTZ uses the Work & Family Audit from the non-commercial Hertie Foundation as a strategic management instrument to improve the corporation's family-oriented culture
- GTZ has its own Medical Service Division which offers a wide range of courses on personal health, healthcare campaigns and health counselling for the National Personnel

## Environment

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

**Principle 8:** undertake initiatives to promote greater environmental responsibility; and

**Principle 9:** encourage the development and diffusion of environmentally friendly technologies.

Responsible management of the environment and natural resources is an important principle of our corporate action. We have company-wide environmental guidelines including garbage, energy, water management and procurement. Our environmental commitment must be seen in the context of a staff expansion by 600 in the last 6 years and the expansion of the office area up to 52.939 square meters (including 160 new offices). The standardised quality management system EFQM (European Foundation for Quality Management) is used to monitor our corporation-wide environmental management. Detailed information can be found in our Environmental Report 2009 (currently available only in German), section “*Umweltmanagement und Umweltpolitik in der GTZ*”, p. 2.

## Policies

GTZ has set the goal of becoming a CO<sub>2</sub>-neutral company in 2014. To achieve this goal, the environmental management team has developed an innovative three-step strategy:

- (1) *Reduce* energy consumption and individual, motorized commuter travel
- (2) *Substitute* fossil fuels with renewable energy wherever possible and
- (3) *Compensate* the remaining CO<sub>2</sub> emissions, e.g. emissions caused by air travel are offset by renewable energy projects; here GTZ is following the rules of the Clean Development Mechanism (CDM).

As GTZ's principal activities are undertaken in developing countries, the CDM was chosen, which makes it possible to meet emissions reduction commitments in industrialized countries by reducing greenhouse gases in the developing world. To maximize transparency and verifiability, GTZ has opted for a CDM project which it developed itself in order to generate Certified Emission Reductions (CER) rather than buying anonymous emission certificates on the open market.

## Structures

- Environmental Impact Assessments in all German locations
- Since 2003, the power supply is completely provided by renewable sources. GTZ is thus one of the largest companies in Germany to procure green power certified under the “ok power” labeling scheme. This step delivers savings of about 2,000 tones CO<sub>2</sub> every year.
- Additionally, in 2010/11 efforts will be made to identify energy consumers and attain greater efficiency, e.g. through the extension of solar power units
- GTZ continuously improves its building service systems in order to keep energy consumption as low as possible, e.g. by using a modern lighting system including low-energy lamps and high-efficiency switching
- Since 2003, all GTZ staff can use a “job ticket” system for free travel by public transport between home and work
- Implementation of the Ecosan technology: a sustainable wastewater system at the headquarter in Eschborn that have saved, so far, 537 cubic meters drinking water since 2008
- An environmental and climatic testing accompanies the whole process – from planning to realisation- of each project in accordance with the DAC’s Guidelines for the Integration of the Rio Conventions
- Implementation of „a Green Procurement“ Concept, i.e. all acquisitions of office equipment such as computers, printers, photocopiers and fax machines have to meet strict environmental performance specifications, particularly regarding their levels of energy consumption.
- Intensification of our environmental communication with regard to our waste and paper management at the Eschborn site

## Programmes

- The GTZ “Environment Initiative” (*Umweltinitiative*) provides the opportunity for employees to contribute to the corporate environmental management
- Implementation of the “Business & Biodiversity Initiative: Biodiversity in Good Company”
- On the occasion of the International Recycling Day all employees were invited through intranet to participate in a garbage-quiz 2010
- GTZ is participating as a pilot company in the “Bike&Business” campaign of the ADFC German cycling club and won the Bike & Business Award in 2009. The Biker-Newsletter informs interested employees about related news and events.

## Relevant quantitative data

- At the Eschborn site, between 2003 and 2009, GTZ managed to reduce the
  - paper consumption per capita by 35%
  - energy consumption per capita by 30%
  - heating energy consumption per capita by 12%
  - business air travels by almost 50%
  - CO<sub>2</sub> emissions per capita by 300 kilograms
  - total annual waste by 20 tonnes
- Moreover, the waste recovery rate is 73,4 % and
- 100% of office paper is recycled
- Ecological Assessment of 40% of our country offices.

## Anti-Corruption

**Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.

We are fully aware that a core precondition for the GTZ's success in achieving real impact, is not only the price and quality of the services we provide, but also our credibility and our integrity. Integrity is rooted in the company's philosophy and is of personal significance to all staff.

GTZ's Integrity Committee consists of the responsible Managing Director and the Directors General of the Commercial Affairs Department and the Personnel Department. The Committee has laid down a Code of Conduct which embodies principles of ethical behaviour and is binding for all staff. Our GTZ Integrity Advisor reports directly to the Managing Director, is neutral and not subject to any directives, and is obliged to uphold confidentiality. Our GTZ external ombudsman (lawyer) can be contacted by all GTZ staff and GTZ business partners, in particular if they need advice on matters related to corruption.