



Sustainability and Responsibility at DED

2nd Global Compact Progress Report



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Company profile and declaration of support



Dr Jürgen Wilhelm,
DED Director General

As one of the leading European personnel cooperation services in development cooperation, DED with its technical advisers works to promote self-determined sustainable development, reduce poverty and preserve the natural basis for life. It strengthens democratic processes, supports gender equality and peaceful coexistence. DED meets its special societal responsibility not just in its programmes in 48 partner countries but also by applying social and ecological principles in its own actions and those of its staff.

Worldwide enforcement of human rights is a basic corporate goal for DED, and is the standard underlying all our actions. Through the Civil Peace Service (CPS), DED supports human rights organisations in its partner countries. In addition to this peace policy instrument, human rights standards and principles systematically govern the work of our technical advisers in all our programmes. Through its activities, DED contributes to implementing human rights, such as the right to food, water and health.

DED is combating climate change by disseminating innovative concepts and technologies at the local level. The promotion of renewable energies and energy efficiency is becoming increasingly important in this context. The “German Houses” (Deutsche Häuser), the base for the institutions of German development cooperation in the partner countries, are being converted to renewable energies, providing shining examples for the future. In various countries, the DED offices have been subjected to environmental audits.

Social and ecological criteria also play a decisive role for DED in procuring goods and services. New guidelines have been developed, for example, for the procurement of official vehicles, together with practical guidelines for improving the climatic and environmental balance sheet.

DED supports its staff on the basis of a modern human-resources-development and management concept. Its family-friendly human resources policy has been awarded the “audit berufundfamilie” certificate. Our responsibility extends to local staff in the partner countries, who are given particular support by DED in regard to health services.

In addition to its own actions, DED promotes the dissemination of Global Compact principles through its collaboration on establishing local networks and partnership projects in developing countries.

DED has been a member of the Global Compact Network since 2005. However, the principles of the Global Compact have long guided its work. DED management is particularly concerned to support the Global Compact and ensure that with every new day, these principles become increasingly experienced in practice. We have great pleasure in presenting this report on activities and progress since the last Global Compact Progress Report in 2007.

A handwritten signature in blue ink, appearing to read 'Jürgen Wilhelm', written in a cursive, flowing style.

Dr Jürgen Wilhelm,
DED Director General

The ten principles of the **Global Compact**

Human rights

- 01. Businesses should support and respect the protection of internationally proclaimed human rights.
- 02. Businesses should make sure that they are not complicit in human rights abuses.

Labour

- 03. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- 04. Businesses should uphold the elimination of all forms of forced and compulsory labour.
- 05. Businesses should uphold the effective abolition of child labour.
- 06. Businesses should uphold the elimination of discrimination in respect of employment and occupation.

Environment

- 07. Businesses should support a precautionary approach to environmental challenges.
- 08. Businesses should undertake initiatives to promote greater environmental responsibility.
- 09. Businesses should encourage the development and diffusion of environmentally friendly technologies.

Anti-corruption

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

Putting the principles of the Global Compact into practice

Human rights

It was in 1948 that the member states of the United Nations agreed on the validity of universal human rights, and since then almost all the countries in the world have committed to putting these into practice. The German Federal Ministry for Economic Cooperation and Development (BMZ) regularly develops up to date concepts as a basis for the practical work of German organisations such as DED with local partners.

The human-rights-based approach is intended to affect all levels and dimensions of DED's work. Marginalised population groups in developing countries must be seen not as target groups with needs, but as people with rights. This means that public sector partners have obligations, shifting the emphasis from the needs and concerns of the affected groups to their legally based claims to a life in accordance with human dignity, imposing corresponding obligations on public sector and also non-governmental actors.

Sources:

General declaration on human rights, BMZ:
Development policy action plan on
human rights 2008–2010.

HUMAN RIGHTS

“DED calls on its staff to ensure that their behaviour is in accord with the values embodied in the United Nations Charter and German legislation. Respect for fundamental human rights, social justice, human dignity and gender equality are firm standards of behaviour.”

DED Manual HB-NR 0.4.5.



Integration at DED

Widows in Nepal lend each other strength and fight together for their rights

As an organisation in development cooperation, global assertion of human rights is not only a fundamental corporate goal for DED, but a standard underlying all our actions. In connection with promoting democracy and peace, for example in the work of the Civil Peace Service, focused support for human rights organisations in DED partner countries has traditionally played an important role. Since 2009, at regional expert conferences and events with other organisations, such as Welthungerhilfe and FIAN, on issues such as water, health or rural development, the DED quality assurance department has given increased attention to the human-rights-based approach in DED's work. This involves civil and political rights as well as economic, social and cultural rights, for example the right to food.

Adopting a human rights perspective helps not only in planning and managing projects, but also in their quality assurance. For example, do all the inhabitants – including minorities – benefit equally from an urban development project, as the human right to decent accommodation requires? Are all the local people involved in planning and implementing measures? Do public sector partner organisations deliver on accountability to the population? These are questions which need to be considered, for example in the framework of programmes for municipalities.

Results:

The human-rights-based approach is integrated into DED concepts and strategies. Technical advisers and coordinators in all departments use human rights standards and principles in their work at the local level.

Contact:

Democracy Building, Civil Society and Local Government Development (f5@ded.de).

From DED programme work

NEPAL: RIGHTS FOR WIDOWS



Widows are traditionally held responsible for their husband's death in Nepal, and frequently thrown out of the home with their children. They are mostly denied their legal right of inheritance. In addition to the economic discrimination, they are frequently the object of physical and mental abuse. Strengthening their self-confidence and ability to assert their rights is the goal of DED's partner organisation Women for Human Rights (WHR) in Nepal. DED has been supporting the organisation since 2009 in national networking and awareness raising and educational events. It is also helping the WHR in getting its voice heard by the Government when expressing its interests and concerns.

Results:

Establishing contacts with relevant local dialogue groups, such as priests, politicians, administrators and media, is leading to a slow but sustainable shift in attitudes in Nepalese society and politics towards dealing with widows. This is intended to be reflected in the new national constitution as well.

Increased participation by affected persons in traditional and religious ceremonies, improved access to existing rights (e.g. inheritance rights and payment of statutory pensions), to microcredits and promotional funds of other donors is leading to greater social and economic equity.

Contact:

Democracy Building, Civil Society and Local Government Development (f5@ded.de).
DED Country Office Nepal (npl@ded.de).

CAMBODIA: RECONCILIATION, JUSTICE, PROMOTION OF DEMOCRACY



Photo: Kerstin Kästenholz

Survivors break their silence over the brutal tyranny of the Khmer Rouge.

In November 2007, the first hearing was opened in the proceedings against the chief perpetrators of the Khmer Rouge in Cambodia. Under their brutal reign of terror, almost two million people lost their lives between 1975 and 1979. Despite or even because of the terrible events, these years of violence have been virtually excluded from public debate in Cambodia. Young people know hardly anything about them, older people prefer to forget. Promoting dialogue between the generations is accordingly the approach of the DED involvement within the framework of the Civil Peace Service.

The programme currently has 22 technical advisers, and is working on coming to terms with the past, supporting the difficult process of reconciliation between former victims and perpetrators. This includes dialogue events between survivors of the Khmer Rouge rule of terror and young people. A radio station supported by DED broadcasts educational programmes about the Khmer Rouge era. This is because knowledge of past crimes is the only way to help prevent future human rights violations. In addition, the ongoing trial is accompanied by legal and psychological support to the co-plaintiffs. Strengthening the law and media as a “fourth power” is also an

important step in the development of democracy and civil rights in Cambodia.

Results:

Public debate between living witnesses and the young generation is strengthening a culture of recollection. The dialogue between perpetrators and victims and the legal and media attention to the court proceedings is promoting trust between people and their trust in the democratic institutions. Almost three quarters of the population now believe that the current trials are an important contribution to justice. Survivors are helped come to terms with their sufferings.

Contact:

Civil Conflict Transformation and Peace Building (f1@ded.de),
DED Country Office Cambodia (khm@ded.de).



AFGHANISTAN:

RESPECT HUMAN RIGHTS – NONVIOLENT RESOLUTION OF CONFLICTS

Photo: Daniela Link



Workshops for dignitaries who play an important role in resolving conflicts.

The Afghan Independent Human Rights Commission (AIHRC) has the task of monitoring respect for human rights, and strengthening and protecting them. Individuals have a right to lodge a complaint with the Commission about a human rights violation. The Commission forwards cases of human rights violations to the responsible legal agencies, and assists individuals in defending their rights. Specially created departments to strengthen the rights of children, women and handicapped people act as mediators in cases of conflict. Settling disputes outside the courts is a tradition in Afghanistan. This is why introducing approaches which are sensitive to human rights into these proceedings is particularly important. The AIHRC has eight regional offices and four provincial offices, giving it a presence throughout the country.

DED peace experts train AIHRC staff in techniques of nonviolent conflict transformation and implementation of the human-rights-based approach, and advise them on their concrete human rights work. One focus in the work is enabling staff to identify the causes and dynamics of conflicts and violence. Mediation between government and non-governmental actors has a positive effect on protecting human rights and reducing social injustice. Through radio broadcasts, film and theatre events, the Afghan population is made aware of human rights issues and encouraged to engage in constructive debate. For the German military and police team responsible for training the Afghan police, additional lectures are held on the topic of “Human rights and Islam”.

Results:

Influential government and non-governmental actors at province, district and local community level are tackling the issues of human rights, peace promotion and their own responsibilities in a sustainable way. The issue of human rights is becoming permanently established in public perception and is increasingly proving an important point of orientation in dealing with conflicts. Mediation as a means of nonviolent conflict transformation is being increasingly successfully used.

Contact:

Civil Conflict Transformation and
Peace Building (f1@ded.de),
DED Country Office Afghanistan (afg@ded.de).

GUATEMALA: DEMOCRACY AND THE HUMAN RIGHT TO FOOD



Photo: DED Guatemala

Guatemalan farmers are strengthened in asserting their rights.

In the Sololá and El Quiché departments, some 80% of the population live below the poverty level. Conflicts over land threaten the peace achieved after the long civil war, and threaten food security. Uncertainty over ownership claims is crippling development.

In the project “Land, conflict and rural development”, DED is accordingly supporting two organisations of farmers. The farmers are learning new ways of farming and are strengthened in using existing land effectively and sustainably. At the same time, they are supported in their efforts to achieve legal certainty over disputed farms and conduct disputes over land in constructive and peaceful ways. This also strengthens the self-confidence of the farmers in asserting their right to food in dealings with the government. The varying competences of DED’s Rural Development and Peace Promotion Divisions have complemented each other ideally here.

Results:

DED technical advisers educate people in rural communities about the rights and duties of the rural population. They are strengthened in articulating their rights, negotiating, and handling local conflicts over land peacefully. Together with Guatemalan farmers’ associations, a proposal to put human rights into practice (for example, access to land by landless women) was adopted by the Government, and will soon acquire legislative status. Even the Guatemalan President now listens to the farmers’ organisations.

Contact:

Civil Conflict Transformation and
Peace Building (f1@ded.de),
Rural Development, Resource Management,
Water (f2@ded.de),
DED Country Office Guatemala (gta@ded.de).



TANZANIA: THE HUMAN RIGHT TO WATER

Photo: Britta Radtke



Everyone has the right to safe, adequate and affordable drinking water.

In Tanzania, DED is working to improve the water supply for the poor urban population, in the cause of the right to a decent living standard and the right to health.

To ensure access to water for the entire population, it is not just important to have water pipelines and public water-selling points. In addition, the prices for water must be set so that everyone can afford water. The Tanzanian Government is subsidising investment in new pipelines and encouraging water companies to offer water at reasonable prices in poor urban districts as well. The Government and water utilities are equally involved in putting into practice every person's human right to water.

DED is advising the management of several water utilities on establishing a commercial operating structure.

Results:

To prevent intermediaries from driving up water prices, the prices are posted visible to all at the selling points. In addition, it was determined where there is still need for new selling points. This has given people increasing access to high quality drinking water at reasonable prices.

Contact:

Rural Development, Resource Management,
Water (f2@ded.de),
DED Country Office Tanzania (tza@ded.de).

Putting the principles of the Global Compact into practice

Labour Standards

DED is promoting compliance with labour standards by implementing the Global Compact principles within its own corporate processes. The basis for this are the Guidelines for Management and Cooperation, the Framework Concept for Human Resources Development and the Gender Plan, which adapts the regulations of the German Equal Opportunity Act (BGleig) to DED.

Within the framework of cooperation with private sector partners in partner countries, DED is also working on dissemination and compliance with labour standards.

LABOUR STANDARDS

Sources:

Guidelines for Management and Cooperation, Framework Concept for Human Resources Development, Second Gender Plan (2008-2011), German Equal Opportunity Act (BGleig) of 05.12.2001.

“Compatibility of work and family is a social policy matter of particular importance to us.”

Dr Jürgen Wilhelm, DED Director General



Photo: Daniela Baum



If there are childcare bottlenecks, DED staff at the Bonn head office use the parent-child office.

“The relationship between the staff council, which represents the interests of the staff, and the employer is characterised by cooperation in an atmosphere of mutual trust and cooperation. Generally, decisions are made in favour of the staff.”

Thomas Schmitz, Staff Council Chairman at DED

In August 2009, DED was awarded the “audit beruf-undfamilie” certificate. This work and family audit is a management tool to promote a family friendly human resources policy in companies and organisations. During the audit, the DED’s existing family-policy human-relations concept was systematically documented and reviewed. DED already has very good framework conditions which make it easier for staff to combine family and working life.

Further goals have been formulated for a family friendly human resources policy, which will be implemented by 2012. The measures focus on expanding health management, increasing awareness of family needs in all areas of human resources management and development, and establishing an

electronic platform for sharing experience and networking for mutual collegial help. This will further improve staff satisfaction and motivation, as well as the results of their work.

Sources:
Circular 17/2009
DED Website.

DED promotes compatibility of family and working life through:

- Numerous individual working models
- Flexitime arrangements
- Flexible family-oriented part time models
- Telecommuting (home office)
- Provision of a parent-child office
- Subsidising childcare costs for children under 3
- Subsidising childcare costs during advanced training and official travel
- Reserving places in childcare centres
- Gender plan

Contact: Human Resources Management – Permanent Staff (z3@ded.de).



Gender equality at DED

Sources: Gender plan 2008–2011. Compatibility of working life and family is closely associated with gender equality issues.

The following gender goals are to be achieved by 2011.

- 1) Increase the share of men in total number of staff to 45 %
- 2) Increase the gender shares in underrepresented status groups
 - a) Increase the share of women in higher service grade posts to 40 %
 - b) Increase the share of men in upper service grade posts to 40 %
 - c) Increase the share of men in the middle service grade to 15 %
 - d) Increase the share of men in the basic service grade to 30 %
- 3) Increase the share of women in management
 - a) Increase the share of women in the upper management level to 35 %
 - b) Increase the share of women in the lower management level to 30 %
- 4) Systematic survey of staff perception of gender mainstreaming, using a questionnaire and deducing concrete measures for improvement from the results obtained
- 5) Greater participation by gender officers in management committees
- 6) Linguistic equal treatment of genders
 - a) More gender appropriate use of spoken and written language by all staff, particularly with management setting the example
 - b) Elimination of gender specific oversights in naming organisational units

DED is well on the way to achieving its set goals. The share of women in the upper service grade was increased in the period under review by 6 % to almost 42 %. Another particular concern at DED is to raise the percentage of women in management. According to the gender plan, “specific measures must be used to influence structural framework conditions so that women in particular feel more motivated to contribute their competences, and particularly to make these more visible.” Promotional measures include special advanced training and qualification services for women. In addition, job advertisements for management positions include part time status as far as possible. In the period under review, the share of women in management positions was increased by 4.5 %, from 36.5 % to 41 %.

Contact:

Human Resources Management –
Permanent Staff (z3@ded.de).
Gender Officer (r5.4@ded.de).

Global Compact ideas competition at DED head office



Photo: Jirka Verhaus

Beaming faces at the prize-giving ceremony for the Global Compact ideas competition.

“Using your ideas to get things moving” was the slogan of the Global Compact ideas competition at DED for the area of labour standards in 2009. Ideas for DED to meet its social responsibility and thereby improve its corporate culture as a whole were sought and rewarded. Criteria were effectiveness, originality, consistence and feasibility. Over 10 % of DED staff had ideas on making the working environment more in line with needs. Six of the 54 ideas submitted were awarded prizes. Staff ideas related particularly to combining work and family including health management (sport and nutrition), communication within the company, and volunteering commitments. Some 40 % of the ideas were included in the parallel work-

and-family audit “berufundfamilie” and were taken into account in its goals.

All the ideas were published and reviewed by the responsible DED units. Staff is being kept informed of the status and possibility of implementation.

Contact:

Global Compact Support Group (f2.1@ded.de).

Healthcare for DED local staff

Not every partner country has a health service like Germany. Often even public sector health care leaves much to be desired. This is why DED lives up to its responsibility in this field and is assisting local staff in the DED offices. What was formerly handled on a relatively individual basis, differing from country to country, was put on a systematic basis in 2009 in consultation with the BMZ: if there is no functional or adequate public health care, DED shares the health costs. In addition, a spouse recognised by civil law can be included in health cover, if he or she has no health

care of their own or can claim services from some third party, and any children who are minors or in education.

Contact:

Budget, Accounting, Logistics,
CPS Secretariat (z1@ded.de).

Source:

Local staff guidelines
(DED Manual 2.1.11 in the
version of 28. 08. 2009).



Socially equitable and ecological procurement: advocating the Global Compact principles

Sources:

DED procurement guidelines, circular on procurement in the field structure.

To promote awareness of compliance with the Global Compact principles among companies which work with DED as a service provider and/or supplier, the DED procurement guidelines were revised in 2009 and supplemented by a clause of the International Labour Organisation (ILO), which is permissible under German public sector contracting law. Since the reform of all the contract award regulations in 2009, it is possible to increasingly incorporate social and environmental evaluation criteria. Social and environmental considerations play a particularly important role in the DED Country Offices. In addition, a handout on procurement was developed at Head Office with practical suggestions for the Country Offices.

Contact:

Budget, Accounting, Logistics,
CPS Secretariat (z1@ded.de).

A handout on ecological, equitable and sustainable procurement offers DED Country Offices practical tips for implementing the Global Compact principles.



**Beschaffung im DED:
Ökologisch, gerecht
und nachhaltig!**

Eine Handreichung für die Außenstruktur

Socially equitable procurement: examples from the DED Country Offices

Sources:

International Labour Organisation: Declaration on Fundamental Principles and Rights at Work (available online at <http://www.ilo.org/declaration/thedeclaration/textdeclaration/lang-en/index.htm>); DED Procurement Manual.

In cooperation with service providers and suppliers, DED ensures that child and forced or compulsory labour are not promoted directly or indirectly. When awarding contracts, the core labour standards of the ILO, including the prohibition of forced and compulsory work, freedom of association and equal treatment of workers, play a greater role than previously as criteria for the award. The Country Offices in Togo and Benin oblige e.g. craft trade and automotive workshops to comply with the ILO standards. If a violation (child labour, corruption etc) is discovered, they terminate cooperation. This is explained at the time of obtaining bids. At the DED South Africa Office, contract partners for cell phones and office supplies were deliberately selected from companies which are themselves already working on implementing Global Compact principles. For example, Nashua Ltd, through which DED buys cell phones in South Africa, is raising awareness among employees on the connec-

tions between HIV/AIDS and human rights. The South Africa Country Office buys its office supplies through the Bidvest Group, which opposes ethnic discrimination in its hiring practices.

Contact:

Country Offices Togo (tgo@ded.de),
Benin (ben@ded.de),
South Africa (zaf@ded.de).

Putting the principles of the Global Compact into practice

Environment and climate protection

Climate change is increasingly influencing DED's work. There is accordingly more development policy intervention in partner countries in the fields of environment and climate protection, to mitigate the consequences of climate change. The overall strategy of DED, specifically in programme work, was adapted to this end.

It is important to provide a good example, and use focused measures on a wide scale and systematically to improve our own environmental balance sheet, and so achieve more efficient use of energy. This is why DED has incorporated in its internal corporate manual a section on the need for DED action as a result of climate change. Concrete measures to improve DED's internal environmental balance sheet are implemented in the DED Country Offices on the basis of an updated procurement guideline and a circular on climate protection."

Sources:

DED Strategy 2010-2015 (points III, IV),
DED Manual 1.1.6: Climate change:
need for action by DED, version of 25.08.2009,
DED Manual 2.5.3: Climate protection at DED offices,
DED Procurement Guidelines, circular on
procurement in the field structure.

ENVIRONMENT AND CLIMATE PROTECTION

"Responsible management of the environment should also be an important part of the values for corporate action by DED and its staff, because careful and forward-looking use of natural resources in our own processes and activities are essential in presenting ourselves as a credible partner."

DED Manual 1.1.6.



Integration at DED head office

Sources:

DED Manual 1.1.6:
Climate change:
need for action by DED,
version of 25. 08. 2009,
DED Strategy 2010–2015
(points III, IV),
circular on procurement
in the external structure,
DED Manual 2.5.3,
Global Compact Progress
Report 2007.

At DED Head Office, a number of concrete measures have already been taken in the past to improve climate protection and reduce CO₂ (see Progress Report 2007). These include switching the electricity supply at Head Office to exclusively renewable energy sources and the use of FSC and PEFC certified paper. This process continued in the 2008/2009 period under review. A reduction of one third was achieved and maintained in workplace printers. Printing and copying was largely transferred to efficient multifunction copiers. These appliances have default “duplex” and “B/W print” settings. All multifunction copiers have network capability, documents can be directly scanned in and forwarded by e-mail to the desired recipient. This resulted in a 25 % reduction in paper consumption. Besides paper, digital transmission saved on envelopes, postage and time. In the invitation to tender and contract award for multifunction copiers in 2008, criteria included not only technical aspects but also key ecological figures (e.g. electricity con-

sumption, toner recycling). Particular attention was paid to evidence supplied by potential bidders, such as certificates for environmental and quality management or evidence of compliance, participation and/or promotion of the Global Compact principles. To reduce transportation distance, a printer from the area around Bonn was commissioned to produce DED publications. The printer has been certified and guarantees that FSC paper will be used for PR printed materials.

Contact:

Budget, Accounting, Logistics
CPS Secretariat (z1@ded.de).
Press, Public Relations, Publications (s2@ded.de),
DED climate team.

Vehicle fleet

DED has now achieved mobile climate and environmental protection with high visibility through its official vehicle procurement. In the course of modernising the DED Head Office fleet, three old vehicles with unsatisfactory environmental and mileage figures were replaced by new purchases which all comply with the latest “Euro 5” exhaust standard, with consumption between 5.8-7.7 l/100 km (minivan).

Contact:

Budget, Accounting, Logistics,
CPS Secretariat (z1@ded.de).

Cycling to work

The 68 participants in the “Cycling to work” campaign, which DED again took part in 2009, did completely without cars. They formed teams and totalled their kilometres. As the figures show, DED has plenty of puff – in all, the teams cycled a total of 26,022 km in 2,455 days. The savings in CO₂ emissions compared to a compact car were 3,122 kg (based on 120g/km CO₂ emissions), increasing to 7,806 kg compared to a higher-class vehicle (based on 300g/km CO₂ emissions). DED is participating again in 2010,

And numerous staff members also cycle to work all year round, helping contribute towards climate protection.

Contact:

Returnees and Development Education (r7@ded.de),
Quality Assurance, Knowledge Management,
Corporate Controlling (f8@ded.de).

Environmental and climate protection in DED worldwide

The strategic goal of DED is to become a carbon-neutral organisation. This means that in addition to the Head Office, closer attention has to be paid to environmental and climate protection in the field offices and their partners. The agreeable result of a survey showed that Country Offices were very willing to help improve DED's climate balance. For this to succeed, various Head Office divisions have developed practical guidelines with binding character.

Additions to DED's own manual and a new guideline on procurement of official vehicles, copiers and air conditioning installations are important tools here. A lot of CO₂ can be saved by consistent reduction of fuel consumption in the official vehicles, for example by rejecting four-wheel-drive all-terrain vehicles. Increasing the energy and water efficiency of the individual DED offices also makes sense not only ecologically, but also economically.

An overview of the environmental guidelines for the DED Country Offices:

1. Vehicles:

- Binding upper limit on engine capacity, fuel consumption and CO₂ emission (4WD all-terrain vehicles, capacity up to 2,800 cc, maximum fuel consumption 12 l/100 km; 2WD city vehicles, capacity up to 1,600 cc, maximum fuel consumption 6.5 l/100 km)
- Reducing the share of 4WD all-terrain vehicles from 80% to 60%
- Priority to two-wheel powered vehicles (e.g. motor scooters)
- Limitation to pool vehicles
- Increased use of public transport (where possible)

2. Energy efficiency

- Reduction in air conditioning units, increased use of fans
- Procurement of certified and efficient network printers and copiers
- Use of energy-saving lamps

3. Water efficiency

- Equipping taps with flow limiters
- Recycling rainwater

Outlook

DED is working towards switching the energy supply in the "German Houses" (Deutsche Häuser) where DED is located together with other institutions of German development cooperation to renewable energy sources (e.g. solar energy) in stages. The goal is to convert three "German Houses" a year to renewable energy sources as from 2010.

In addition, an internal monitoring system was installed in 2009 to check what progress has already been made in improving the environmental balance sheet at DED.

DED is in the process of incorporating environmental and climate protection into its country programmes. The German Federal Ministry for Economic Cooperation and Development (BMZ) guidelines for environmental and climatic review of development measures are currently being adapted to the DED processes and will apply from mid-2010. The goal is to avoid negative effects on climate and the environment. In addition, it is intended to investigate what adverse impact (if any) climate change can have on planned measures.

Contact:

Budget, Accounting, Logistics,
CPS Secretariat (z1@ded.de).

Sources:

DED Manual 1.1.6:
Climate change:
need for action by DED,
Version of 25.08.2009,
DED Manual 2.5.3:
Climate protection at
DED offices, circular on
procurement in
the field structure.



Examples from the DED Country Offices

SMALL CARS, BIG IMPACT



Photo: Markus Stier

In numerous countries, such as Benin, Ecuador, Yemen, Jordan, Cameroon, Tanzania, Chad and Uganda, technical advisers share their official cars. Forthcoming new purchases also gave various Country Offices the opportunity to replace all-terrain vehicles by fuel-saving compact cars with fuel consumption around 5 l/100 km or diesel vehicles (DED Country Office Zimbabwe).

The DED Country Offices in Central America, Chad and South Africa have also deliberately chosen vehicles emitting less than 120 g CO₂ (a list of vehicles which already meet this criterion is available at: <http://marktcheck.greenpeace.at/5309.html>).

Environmentally aware management of vehicles also sends a signal to partners to avoid all-terrain vehicles and individual car travel in cities.

In many countries,
all-terrain vehicles have
been replaced by
fuel-saving compact cars.

ENVIRONMENTAL PROTECTION CAN BE AS EASY AS THIS

Around the world, DED experts – generally environmental engineers – have analysed what improvements in environmental and climate protection are possible in the individual Country Offices. These environmental audits particularly focused the attention of technical advisers to details. There are many possibilities, starting from simple water conservation (not using drinking water to wash cars or water plants), moving on through more efficient use of air conditioning units, lights and printers and more efficient electrical appliances (such as refrigerators and copiers), to using recyclable paper and office furniture.

The DED Country Offices audited, including Ethiopia, Laos, Peru, Philippines, Vietnam, South Africa, Honduras, Guatemala and Nicaragua, now

have a customised catalogue of measures which they can use to improve their environmental balance sheet simply and quickly.

Contact:

DED Country Offices in: Ethiopia (eth@ded.de), Benin (ben@ded.de), Ecuador (ecu@ded.de), Yemen (yem@ded.de), Jordan (pse@ded.de), Cameroon (cmr@ded.de), Laos (lao@ded.de), Peru (per@ded.de), Philippines (phl@ded.de), South Africa (zaf@ded.de), Tanzania (tza@ded.de), Chad (tcd@ded.de), Uganda (uga@ded.de), Vietnam (vnm@ded.de), Guatemala (gtm@ded.de), Honduras (hnd@ded.de), Nicaragua (nic@ded.de), Zimbabwe (zwe@ded.de).

OUTLOOK

The DED Office in Nicaragua is aiming to reduce CO₂ emissions by 18 % in 2010. To achieve this, a reduction of c. 20 % in fuel consumption and 10 % in air travel is needed – quite a challenge, given the regional structure, with some remote project locations and difficult road conditions. In Honduras the imple-

menting organisations GTZ, InWEnt, KfW Entwicklungsbank and DED at the “German House” are working on joint solutions for saving CO₂.

RAISING PARTNER AWARENESS AS WELL

Power outages of up to 12 hours per day are the rule in Kathmandu in Nepal. Most companies and organisations have bought diesel generators or inverters to power generation. Together with the DED partner organisation Nepal-German Friendship Association, a different solution was found. Since May 2009, a maintenance-free solar cell is filling in the power outages with c. 80W of electricity. With this, up to two computers can be used, and lighting is secure. A generator will deliver more electricity, but the solar cell does not emit CO₂. Sumedh Bajrachariya, President of the Nepal-German Friendship Association, explains: “With little additional cost of about EUR 100, we found an environmentally sound solution. We’re independent of rising fuel prices, there’s hardly any maintenance, and above all, there’s no exhaust and no disturbing noise. I think this is an idea worth copying.”

The Country Office Peru went a step further. A DED technical adviser carried out environmental audits of local partners (local NGOs and government offices) in 2008 and 2009, and discovered great interest in ways to improve environmental management at partner

offices. Besides the study and advice, she had a poster printed to arouse awareness of the topic among office workers and motivate them to carry out environmental measures in their own office.

Based on advice by DED Peru, the partner organisation Ciudad Saludable (“Healthy City”) included environmental consultancy to offices of public institutions in its programme, and is making important contributions to consistent environmental protection in the public sector. These services are in particular demanded from municipal administrations.

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Photo: DED Peru

“Make a difference at your office” is the appeal on this poster to arouse environmental awareness in DED partner offices in Peru.



From DED programme work

Source:
DED-Strategy 2010–2015
(points III, IV).

Dissemination of ecofriendly technologies has top priority in DED's strategy. Energy efficiency and renewable energies will enjoy high importance in future DED programme work. DED staff worldwide have been informed of the growing significance of this area and asked to look for usable solutions in the partner countries. DED is already promoting possible

measures focusing on climate protection in partner countries.

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INDONESIA: CREATING CLIMATIC AWARENESS

Photo: Oliver Schütt



Fabric instead of plastic bags – large billboards on the main streets in Kupang City show ecofriendly options for everyday life.

Since 2008, DED and its partners in Kupang City, Indonesia, have been supporting a large-scale media campaign to make local people aware of climate change and identify options for action. First, people were informed of the potential implications of climate change for Kupang City. For this, billboards were set up on main streets, radio spots broadcast, advertisements published in various local newspapers, and direct contacts sought at local markets. The resulting public debate finally motivated a number of local politicians to take up the issue. At the same time, people were told that simple measures, like using paper or cotton bags instead of plastic ones can make a contribution to environmental and climate protection at the local level. In addition, students at four schools

made short films on climate change with DED support, and the best were broadcast by a local TV station and shown in all Kupang City schools. The ideas of climate change and global warming were given lasting popularity. This commitment aroused great interest at district level, so that the awareness raising campaign has been extended beyond Kupang City since end-2009.

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UGANDA: COMPOST AND MAKE ENERGY EFFICIENT USE

Under the RUWASS programme (Reform of the Urban Water & Sanitation Sector) DED in Uganda is advising three city administrations on waste disposal and composting. In two of the three administrations, decentralised composting plants were constructed near the city centre, in part using DED funds. Today, up to 80 % of organic waste is classified and composted. Correct composting prevents formation of the greenhouse gas methane, creates jobs and retains important nutrients in the compost which can be used to improve soil quality.

DED is also advising three district administrations in the fields of energy efficiency and utilising regenerative energy under the PREEEP programme (Promotion of Renewable Energy and Energy Efficiency). The goal is to strengthen capacity at the local level and increase popular awareness. The issue of renewable energy has been incorporated into the administrations' planning

processes. In the Arua District, an energy audit was carried out to identify potentials for more efficient energy use. As a first result, the District's administrative offices were equipped with energy-efficient luminescent lamps.

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ECUADOR (GALAPAGOS): BIOFUELS FOR ELECTRICITY GENERATION

DED has been supporting the Ecuadorian Government since September 2008 in its efforts to switch the energy supply on the Galapagos Islands completely to renewable energies by 2015.

As a biosphere reserve recognised by UNESCO, the Galapagos Islands are an ecosystem of global importance. Diesel fuel brought by tanker from the mainland is still being mainly used for electricity generation on the four occupied islands. The ecosystems of the archipelago have been repeatedly damaged seriously by tanker accidents and fossil fuel spills. Besides improving energy efficiency, economical energy use and the use of wind and solar power, a central priority is to replace fossil fuels for electricity generation by cultivating ecologically and socially tolerable vegetable oil. The biofuel is based on oil of the *Jatropha Curcus* (physic nut), which is traditionally grown in Ecuador as a hedge to subdivide grazing areas; the oil is produced in the coastal province of Manabi. The intention is for small farmers, and particularly women, to improve their income from this secondary source. Hence, the project is contributing not only to climate

protection but also to economic and social development.

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NEPAL UND VIETNAM: DISSEMINATION OF BIOGAS TECHNOLOGIES

In both Vietnam and Nepal, DED is supporting national programmes to disseminate biogas technologies, with the goal of improving household energy supplies.

In Vietnam, DED is advising the technical department of the national biogas programme on implementing the state biogas promotion programme,

specifically on quality assurance and management and further development of the plant models.

DED experts are also developing concepts and curricula for advanced training of the employees in the national biogas programme.

In Nepal, DED is working with the national association of biogas plant constructors, whose goal is to disseminate alternative technologies for energy supply at the household level. Here again, a priority in DED advisory services lies in advanced training; other goals of the association are further development of plant construction and expansion of the range of plants, in order to ensure further dissemination of the technology beyond its current levels. Modified dissemination strategies are needed here, and DED is assisting in their development.

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Photo: DED Vietnam



This biogas plant supplies a family with enough gas to prepare their daily meals.

Putting the principles of the Global Compact into practice

Anti-corruption

To achieve the corporate goal of reducing poverty and promoting democratic structures in partner countries, it is vital to combat corruption in all its forms. Besides German labour law and public sector employment law, DED applies the Federal Government's guidelines on preventing corruption in federal administration as a basis for its anti-corruption efforts.

Based on this, the DED Code of Conduct commits its staff to integrity, avoiding conflicts between private and professional interests, and refusal of favours, awards and grants by partners and

private individuals without prior DED approval.

Working for DED may not lead to any illegal advantages for staff and technical advisers.

Impermissible political pressure on decisions of relevance for DED must be resisted.

A first important tool for preventing corruption is staff education on the subject. The two-signature principle for payments and regular unannounced audits of all cash funds and accounts at DED Country Offices follow the rule that trust is good, but control is better.

Sources:

Federal Government guidelines for preventing corruption in federal administration (2004), circular 51 and company notice 42/2004 "Acceptance of payments or gifts by Federal employees of 19 November 2004", issued by the Federal Ministry of the Interior (BMI), circular 42 and company notice 42/2004, "Preventing corruption at DED" DED Manual: o.4.6: "Prevention of corruption" o.4.5: "Code of Conduct" 2.1.1: "Financial guidelines" Guidelines for action for Country Directors: corruption in development cooperation.

"Corruption is unacceptable. There is consensus on this. But how do I fight corruption? There are many ways, and an approach through the courts is not always successful. DED experts in particular have special options for proceeding against corruption – at every imaginable level. They can offer public education, support and promote victims of corruption, get independent agencies involved, and they can set a good example themselves. This is sometimes more than any court case can achieve."

Jirka Vierhaus, Head of Corporate Policy and Strategy and DED Corruption Officer



Anti-corruption work at DED Head Office

Successful anti-corruption work requires first and foremost knowledge of all types of corruption. This in turn requires an ongoing flow of information for all DED staff, regardless of their position in the company. The Corruption Officer carried out this work again in the period under review, by reports to various committees and by individual advice. Staff can access all the anti-corruption rules and guidelines through the DED intranet. In addition, the “Action guidelines for Country Directors: corruption in development cooperation”, issued in 2004, has been made available to all staff on the intranet and publicised in the committees.

The issue of corruption is an integral part of the induction events for both technical advisers and for DED permanent staff.

Public Corporate Compliance

DED as a state organisation is subject to the Public Corporate Governance Code, which establishes the principles of good corporate governance for companies with state participation. The Code includes regulations and also recommendations and suggestions intended to simplify application of existing law. The goal is to make corporate governance and supervision of enterprises with state participation transparent and accountable, and to clearly define the role of the Federal Government as a shareholder. This involves not only transparency and openness but also control to prevent corruption. In its first report to the

BMZ on corporate compliance, DED has already stated that it complies with the Corporate Governance Code in almost all respects. Where there is still need for action, DED is in contact with the BMZ to find solutions.

DED fighting corruption worldwide

For DED staff, the important matter is to put theoretical knowledge about corruption into anti-corruption practice, particularly in countries where corruption at many levels is more the rule than the exception, threatening and constraining sustainable develop-

ment. This is why experts are repeatedly called on to emphasise the issue of corruption and how to deal with it, both internally and with partners.

CAMEROON: “NEW PATHS” IN ANTI-CORRUPTION ACTIVITIES

According to the Global Corruption Barometer of Transparency International, Cameroon has been one of the most corrupt countries in the world for many years. This makes it all the more welcome that a DED partner in Cameroon won the internationally sourced Global Integrity prize in 2009. The NGO Voies Nouvelles (“new paths”) has been working since 2007 on monitoring use of the public investment budget in the educational sector. For this, the population are involved in controlling construction projects, contributing to ensuring that schools are constructed to an acceptable standard. Newly-created committees accept complaints and review with independent experts whether the promised investment is being made, and how far regulations and quality standards have been complied with. In the districts where Voies Nouvelles works, the implementation quota of the public investment budget rose from 54.16% to 87% between 2006–2008.

The anti-corruption success of Voies Nouvelles and the search for greater efficiency and effectiveness in the use of public funds is another result of good cooperation with DED. DED has been supporting the work of the organisation since 2007. These activities are part of DED’s commitment to decentralisation, good governance and local development in Cameroon.

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Sources:

<http://www.globalintegrity.org/>;
<http://www.transparency.de/>.

DED COUNTRY OFFICE VIETNAM: ANTI-CORRUPTION GUIDELINES

The DED Country Office Vietnam has incorporated its local experience with “gifts”, “relationships” and falsified invoices at end-2009 in a set of anti-corruption guidelines. In concrete terms, this includes refusing gifts of all kinds, legal prosecution of corruption in individual cases, and in any event an end to partner promotion where corrupt behaviour is discovered. Avoiding cash payments and imposing a transparent structure for all orders (two-signature principle, additional external audit) also ensures that money cannot be embezzled. With this basis it has been possible to enforce repayment of falsely invoiced promotional funds from a number of partner organisations. The

further publication of the guidelines in Vietnam is stopping corrupt behaviour by present and future partners in its infancy.

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Partnerships for development

Cooperation with Global Compact networks

For DED, membership in the Global Compact also means collaborating on establishing and developing local networks and partnership projects in developing countries. In this way, DED meets the call of the Global Compact to go beyond its own activities and promote dissemination of the ten principles in partner countries. This is being done in Asia, Latin America and (especially) in southern Africa.

From South Africa (Pretoria), DED staff have been working for five years on establishing and expanding local Global Compact networks throughout the region, initially within the framework of the Global Compact Regional Learning Forum. A survey carried out in 2007 showed that there are local Global Compact structures in seven countries in southern Africa, so there is awareness of the principles. However, implementation is still in its infancy. In January 2008, the Centre for Cooperation with the Private Sector (CCPS) was established as a successor in a new format to the Regional Learning Forum, with joint DED and GTZ participation. The stated goal is to promote diffusion of ethical action and social and ecological standards in the private sector. In South Africa itself, the Global Compact network was expanded in 2008 and 2009, and now incorporates over 40 organisations. These include not only businesses from a wide range of industries but also universities where future managers and entrepreneurs are educated and NGOs

supporting implementation of the Global Compact principles. DED staff are contributing their expertise, for example in Namibia, where members of the network formed in 2008 are being individually trained on enhancing energy efficiency. Another particularly notable example is the African Institute for Corporate Citizenship (AICC), with campuses in South Africa and Malawi, a direct result of the work of the CCPS, and concerned with fighting corruption (principle 10). Together with a DED expert, the Institute in Malawi has already trained 35 businesses in anti-corruption measures.

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Photo: Klaus Wohlmann

DED returnees address the Global Compact principles in educational events, creating understanding and support for the concerns of the Global Compact.

In events at kindergarten, schools, universities and other nonschool educational institutions, the development educational work of DED and its partners (the consortium “Education meets development”) passes on experience gained from cooperation with developing countries. As DED experts in project work in Asia, Africa and Latin America, the returnees holding these events have experience that there are ways out of poverty. In lively and personal ways, they report on the living conditions in these countries. By identifying global connections, participants can be stimulated to reflect. Various principles of the Global Compact are presented. Overall, the number of events has steadily increased from 1,925 in 2007 to 2,124 in 2008 and 2,490 in 2009. In 2009, more than 60,00 people were reached through the educational work of DED and the consortium “Education meets development”. By comparison, there were some 42,000 people in 2007 and c. 45,000 in 2008.

The number of events on climate, energy and resource conservation more than doubled from 2008 to 2009 (from 18 to 38 events). In addition, 10 events covered the issue of the rain forest in 2010. 31 events in 2008 and 49 in 2009 focussed on water and water consumption. Great interest was raised by biodiversity and food security, with nine events in 2008 and 16 in 2009. Another complex is human rights and labour standards. What are the conditions in which the things

we consume everyday are produced? Who actually sows our clothes, how is cocoa made, and what is fair trade? 36 events focused on answering these and similar questions in 2009. At the start of 2010, DED – in cooperation with the development educational and information centre at Reutlingen – published the “firmafair” training materials for teachers and speakers, focusing on corporate social responsibility (CSR).

Early in 2010, the returnees had the opportunity for the first time to extend their educational competence to the issue of corruption, and raise the awareness of the German public to this issue.

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Source:

Statistical analysis
of “Education meets
development”
2007–2010.



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DED

The German Development Service (DED) is one of the leading European development services for personnel cooperation. It is active in 48 countries and works on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ).

Since its formation in 1963, DED has assigned some 16,000 technical advisers worldwide to improve the living conditions of people in Africa, Asia and Latin America.

DED works on behalf of its local partners towards reducing poverty and achieving self-determined sustainable development. It cooperates on capacity development to promote the private sector and employment, supports democratic development by strengthening civil society and communities, promotes rural development and securing natural resources, and works to achieve efficient health services and civil conflict transformation and peace promotion. DED supports returning technical advisers who contribute actively to development education as a way to an open and tolerant society in Germany.

DED's Young Professionals Programme gives young people starting their careers an opportunity to gain professional, intercultural and development policy experience in a partner country.

The volunteer service "*weltwärts* mit dem DED" enables young adults to acquire intercultural competence by living and learning in another culture.



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