

UN Global Compact

Communication on Engagement 2015



Contents

Letter from the Chairman	3
General Information	4
Our Mission	6
UN Global Compact Network	7
UN Global Compact Network Azerbaijan	9
WE - as member of Global Compact Network Azerbaijan	10
UN Global Compact Principles-Our Performance	11
Human Rights	12
Labor	13
Environment	15
Anti-Corruption	19
Contact	20



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EPSU
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**Trade Unions Republican Committee of Azerbaijan Water Economy Workers
member of the EPSU and the recognised regional organisation of Public Services
International.**

Letter from the Chairman

Dear Readers,

It is my pleasure to present the Communication on Engagement Report prepared according to the UN Global Compact guidelines, which covers our activities in the field of human and labour rights, environmental protection and the fight against corruption for 2014-2015.

I am pleased to reaffirm the Republican Committee of Trade Union of Azerbaijan Water Economy workers' commitment to the UN Global Compact and its principles in the areas of Human Rights, Labour, Environment and Anti-Corruption. For us, sustainability means building our business strategy for the long term by balancing social considerations in the decisions we make. In line with our firm belief in this philosophy, we signed UN Global Compact in 2012. Back then whether trade union sector should take on such an important role in issues apart from the social sphere was a controversial subject that was gradually making its way onto the global agenda.

The requirements of the Global Compact initiative provide a solid framework for corporate social responsibility (CSR). We are confident that by using this globally recognised framework for reporting our policies, activities and results, we will be able to further systematise our efforts.

At Republican Committee, we know how important it is that we play a positive role in the communities we serve and that we meet. Our organization is committed to high standards of ethics, quality and fairness and is dedicated to meeting its environmental and social responsibilities.

As a member of UNGC, we seek out ways to directly contribute to the sustainability of our partners, our country, and the world. We believe that two upcoming events in the period immediately ahead are going to be fundamental to humanity's ability to ensure a sustainable future in a livable world.

In this document we signpost our most up-to-date disclosures on our policies and performance on the important issues enshrined in the UN Global Compact Principles. The Republican Committee remains committed to making progress on each of these areas, for the benefit of our members, partners and wider society. We will continue to be committed to support the Global Compact initiative and its principles, by issuing an annual publication on our work with CSR, the Communication on Engagement.



Akif Mammadov
Chairman



The Trade Union Republican Committee of Azerbaijan Water Economy Workers

The Trade Union Republican Committee of Azerbaijan Water Economy Workers was established in 2006. The prior activity of the Republican Committee is to organize measures to protect human, socio - economic rights and interests of workers on the basis of social partnership with the administration of the Committee. The Republican Committee is:

- a powerful voice in the workplace and everyday life,
- the leading expert and trendsetter in improving the world of work,
- a strong and credible bargaining partner,
- a movement that brings together affiliated trade unions and their members,
- an independent channel of social influence.

The Republican Committee rejects apartheid and racism in all its forms. We believe that all workers, regardless of race, should organize and unite.

We provide the right of workers to form a union which elects its own independent representatives; award to ensure that employers observe minimum wages and working conditions; equal pay; pay loading for evenings, nights and weekends; maternity /adoption/parental leave; annual leave and leave loading; protective clothing and equipment provided by the employer; occupational health and safety laws; the right to be given notice and to be consulted about changes at work (eg new technology, planned retrenchments, new working arrangements) and personal carer's leave.

Special attention is paid to the content of collective employment contracts. It includes additional, compared to the current law, guarantees and social benefits. Every year the trade union provides financial help for the union

members. We purchase Christmas gifts for children (up to 15 years inclusive) of trade union members and tickets for the New Year parties and National Holiday-Novruz holidays.

To encourage union members to the sport, the Republican Committee allocates funds for the annual exhibition “SPORT” and organizes sport festivals each year for trade union members.

Our main trade union work which includes:

- Festive evenings;
- Different competitions among members,
- Visits to the theater and cinema
- Anniversary greetings;
- Organization and maintaining of tourist travel to different regions of Azerbaijan.

Republican Committee is leading by the best workers, the competent trade union leaders. Today the Republican Committee has more than 12 272 union members, which are combined in 94 trade union groups. The Republican Committee has two main organizations- Youth Council and Gender Commission.



Our Mission

We consider it a privilege to serve our members. This conviction is the justification for Trade Unions Republican Committee's existence and defines its mission as a trade union organization.

The mission of the Republican Committee is to improve the welfare, living standards and democratic participation of employees and to promote a fair and equitable society. To enable our members to engage in sustainable and productive dialogue with their stakeholders by means of the high added responsibilities and services that we offer. This mission is realized through our Republican Committee's professionalism and worldwide experience in corporate communication. The result of that realization is workable, high added value solutions.



United Nations Global Compact



"Business practices rooted in universal values can bring social and economic gains."

**Ban Ki-moon,
United Nations Secretary-General**

In 2000, at the UN summit in New York, the world's leaders unanimously took a landmark decision to seriously address the widening inequalities between the rich and the poor. It resulted in the famous Millennium Development Goals (MDG) – including reducing poverty by half, ensuring education for all children and equal rights for men and women by the year 2015. The corporate sector was recognized as an important partner whose contribution to the goals of the MDGs would be crucial. We have since come far and the UN have started discussions on the post 2015 world development agenda and are formulating Sustainable Development Goals (SDGs) underpinned by reducing inequality, promoting human right, ensuring sustainability and expanding MDG 7 on environment for which the role of the private sector would still be indispensable.

Secretary-General of the UN, Mr. Kofi Annan, who spoke to world economic leaders at the World Economic Forum, 1999 inviting and urging them to collaborate with UN agencies to support global efforts for sustainable developments. Following this appeal, the UN Global Compact was officially launched in 2000 as a principle-based framework for businesses, stating ten principles in the areas of human rights, labour, the environment and anti-corruption. The 10 Global Compact Principles spell out how companies can incorporate Labour Standards, Human Rights, Environment and Anti-corruption as an integrated part of their corporate culture or way of doing business. Since then the UN Global Compact has become the world's largest corporate citizenship and private sector sustainability initiative with more than over 10,000 business participants and other stakeholders from over 145 countries around the world.

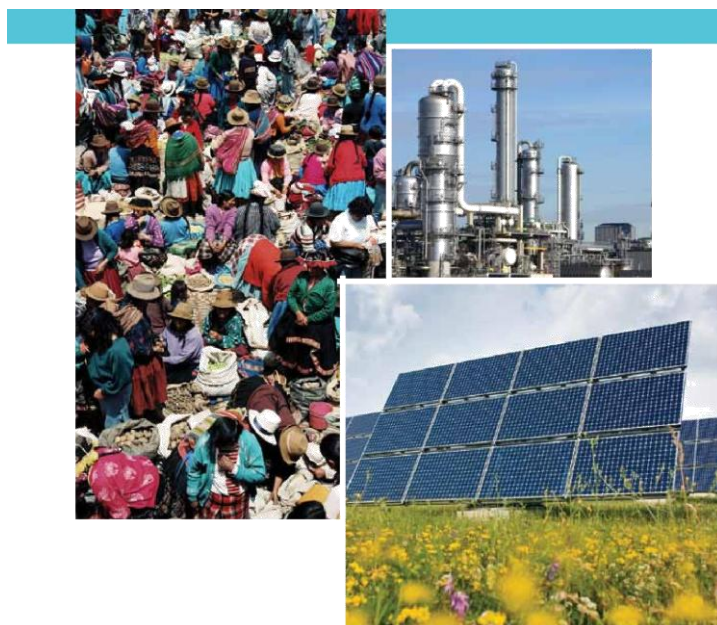
Never before in history has there been a greater alignment between the objectives of the international community and those of the business world. Common goals, such as building markets, combating

corruption, safeguarding the environment and ensuring social inclusion, have resulted in unprecedented partnerships and openness between business, governments, civil society, labour and the United Nations.

The UN Global Compact is not a regulatory instrument, but rather a voluntary initiative that relies on public accountability, transparency and disclosure to complement regulation and to provide a space for innovation. As a leadership initiative endorsed by chief executives, it seeks to align business operations and strategies everywhere with ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption. Through a wide spectrum of specialised work streams, management tools, resources, and topical programmes, the UN Global Compact aims to advance two objectives:

- Mainstream its 10 principles in business activities around the world
- Catalyse actions in support of broader UN goals, including the Millennium Development Goals (MDGs). In now Sustainable Development Goals (SDGs).

By doing so, business, as the primary agent driving globalization, can help ensure that markets, commerce, technology and finance advance in ways that benefit economies and societies everywhere and contribute to a more sustainable and inclusive global economy.





Network Azerbaijan

Azerbaijan's strongest corporate citizenship movement committed to the areas of human rights, labour, environment and anti-corruption. To engage the UN Global Compact signatories in Azerbaijan through local events and the fostering of a strong, supportive network of like-minded businesses. The GC process was introduced in Azerbaijan in 2006 and the national chapter of GC was officially launched in November 2011 with the joining of private enterprises and not-for-profit organizations who had expressed their commitment to the principles of GC. Presently, there are 20 members of Global Compact Local Network (GCLN) in Azerbaijan, representing business sector, civil society, and the academic community. The local network provides a leadership platform and a forum for members to learn from each other through joint problem solving and the sharing of knowledge, experience and expertise.

The Centre of Studying of Economic Resources Public Union was elected as official representative of the Global Compact Network Azerbaijan since 2013.

The primary aim of the UNGCNA is to offer practical help to Azerbaijan UN Global Compact signatories to integrate and operationalise the Ten Principles of the UN Global Compact within their business practices and strategy and to support broader UN goals. This is achieved through providing a national and international platform for dialogue, learning and influence that is inclusive, practical and leading edge. Through its activities, the UNGCNA facilitates and coordinates learning, development and knowledge exchange, provides a meeting point where organisations, no matter how large or small, can build best practice around corporate social responsibility and citizenship, and builds relationships and partnerships across the region and globe with a range of stakeholders to advance sustainable business models and markets.



WE - as member of Global Compact Network Azerbaijan

Republican Committee signed in Global Compact Agreement in 2012 (26 April) to give support and promote “ten universally accepted principles” and is committed to the ten principles of Global Compact on human rights, labor, environment and anti-corruption. Principles are accepted as a minimum standard in all operations by Republican Committee and it acts in accordance. We are also committed to disseminate information and create awareness about the corporate social responsibility with our partners specially. Therefore, Republican Committee’s priorities relating to socially responsible practices are:

- Motivating participating companies and NGOs to develop partnership projects to contribute to the UN and Millennium Development Goals,
- Mobilizing collective action with trade unions on different priority issues,
- Organizing learning and experience sharing events,
- Improving the “Green Meetings” conditions for all partners.

We express our gravity and commitment to corporate social responsibility and Global Compact Principles as taking active role in the Steering Committee of Global Compact National Network in Azerbaijan. We continue to support to promote and improve the implementation of “Ten principles of Global Compact” and share our knowledge and experiences with our partners and the Azerbaijan society.

The Republican Committee maintains active membership in peer-learning groups on regional, national and international levels, including:

- UN Global Compact
- EPSU
- ILO
- PSI



UN Global Compact Ten Principles- Our Performance

Human Rights

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

Principle 2: Businesses should make sure that they are not complicit in human rights abuses.

Republican Committee supports the UN Global Compact's Ten Principles. We support and respect internationally proclaimed human rights. And also expect all its corporate partners to continuously improve their work with human rights. Republican Committee accepts and ensures that every individual has the right to work, right to choose his/ her job, right to work on equal conditions, right to freedom of expression, right to liberty and security, right to health care and right to equality.

Actions in 2015

- Republican Committee has published Booklets on Human Rights which is aligned with the Universal Declaration of Human Rights every year since 2012.
- Republican Committee maintains a policy of strong commitment on health and safety issues and provides healthy working conditions and health insurance policy for all employees.
- Republican Committee organizes seminars for non-discrimination every year,
- Republican Committee ensures that each person has the right to have education. We give financial support to employers children for education every year.
- The law Department of Trade Unions of Republican Committee of Azerbaijan Water Economy Workers organizes a seminar on Business and Human Rights on October-November, each year. The purpose of succession events is to mark the importance of the Universal Declaration of Human Rights and the challenges and opportunities which face us in any field of business and human rights. During seminars speakers are mention about the UN Global Compact's ten principles in the areas of human rights, labour, the environment and anti-corruption as well.
- Republican Committee has “Legal Clinic” that provide legal assistance to union members of the committee at no charge, since 2014.

Labor

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labor.

Principle 5: Businesses should uphold the effective abolition of child labor.

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

Trade Unions Republican Committee of Azerbaijan Water Economy workers is ensuring compliance with labor and employment laws, including wages and working hours. Furthermore, no any member is discriminated against because of age, gender, national origin, disability, religion, sexual orientation, marital or maternity status or political opinion.

We are paying special attention to our partners to act according to the article numbered 23 of Universal Declaration of Human Rights expresses that every individual have the right to establish trade union to protect his/her interests and the right to participate to the unions. Every employee has the right to make collective bargaining. We support and ensure the freedom of association and the effective recognition of the right to collective bargaining.

Republican Committee is against forced labour and child labour and never works or makes partnership agreements with the organizations which do not obey these rules. Our labour policy guarantees that all employees are able to enjoy a work environment free from harassment and free from discrimination including that of race, colour, national origin, ancestry, religion, marital status, age or gender. Any harassment or discrimination of employees is unacceptable and will not be tolerated.

- We demand from organizations to have a standard guideline regarding the working hours, health and safety issues at work and at wages.
- Forced or involuntary labor is not tolerated by Republican Committee.
- This includes work on a forced contract, slavery and other forms of work against one's will.
- We respect children's rights. Therefore, the Company does not support child labor and does not use children as part of its work force.
- We don't create condition (or tolerate discrimination by its employees) against any applicant or employee based on age, gender, national origin, disability, religion, sexual orientation, marital or maternity status or political opinion.

Training and Education

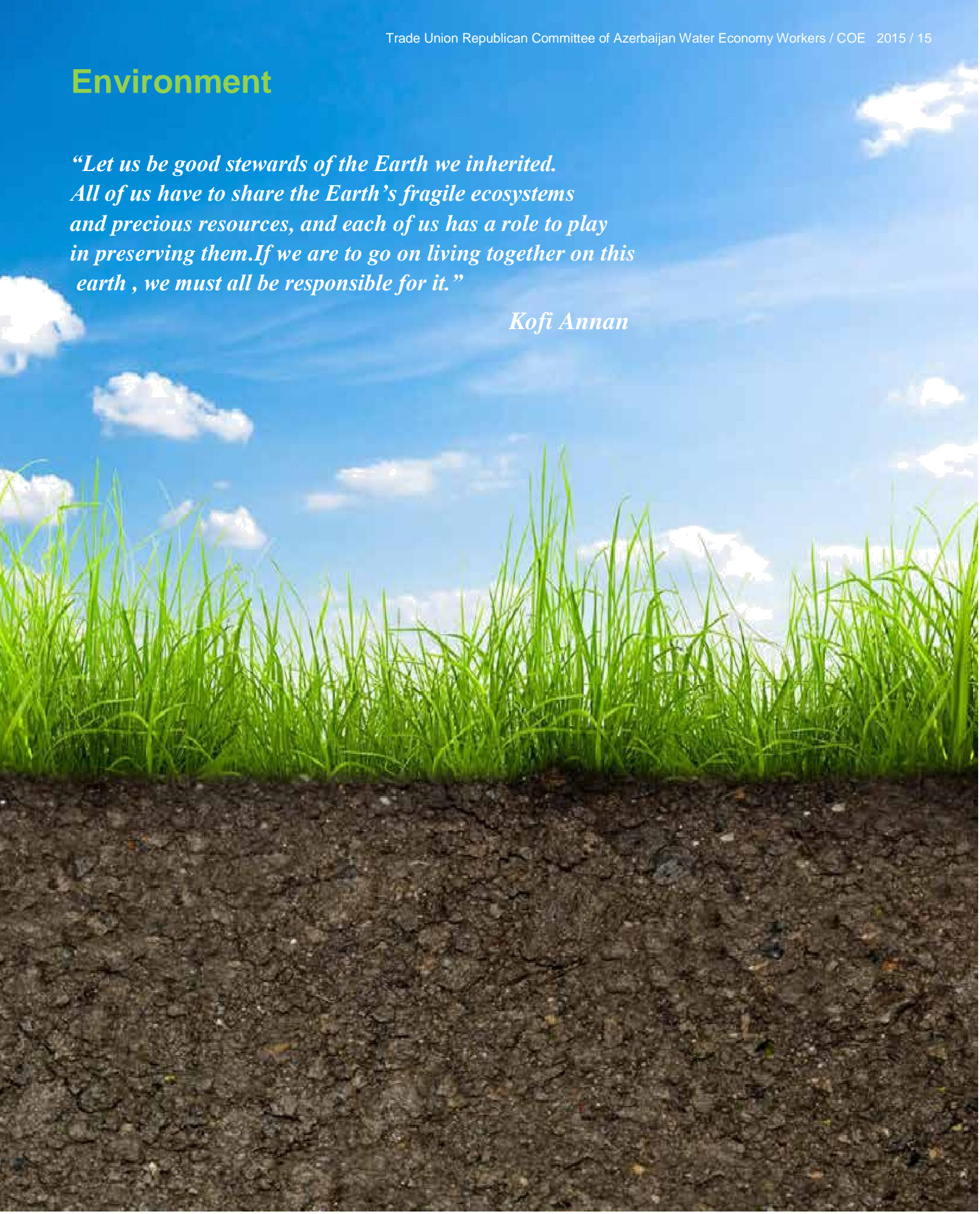
The Republican Committee set aside professional development funds for education and training opportunities, including conferences, webinars, external training and other opportunities on labor policy, safety and health issues.



Environment

“Let us be good stewards of the Earth we inherited. All of us have to share the Earth’s fragile ecosystems and precious resources, and each of us has a role to play in preserving them. If we are to go on living together on this earth , we must all be responsible for it.”

Kofi Annan



Environment

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

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

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

The Republican Committee is an environmentally- conscious union and has a strong sense of responsibility for the environment. We are committed to the environment principles declared in the Global Compact Principles. Our committee continues its efforts to handle the key environmental challenges; in particular, tries to develop its activities in the areas such as research, co-operation, training, and self-regulation that can positively affect the significant environmental degradation and damage to the planet's life support systems, brought by human activity. All our employees are conscious about environmental issues and are sensitive to their environment. We have responsible staff for CSR issues for the implementation of environmental principles and defining the new strategy for each year.

Actions in 2014

- We collect the used paper in special owned containers and sent the used paper for recycling at least twice a year.
- We start to implement “Green meetings” since January 13 2015, to base sustainability framework which balances environmental, economic and social impacts in context of needs. The purpose is to develop and implement green standards that will improve the environmental performance of meetings on a global basis and events and to create a better more sustainable world.



- We pay special attention to environmental protection. Every spring and autumn large-scale work on planting of greenery is carried out in the offices and institutions of our committee. Measure on creating of greenery has been started from the beginning of November, 2015. In November tree planting campaigns have been organized in Jeyranbatan Water Pipelines Office, Hovsan Aeration Station, as well as in the areas of central water reservoirs. More than 10 thousand types of trees were planted and renovation work was carried out.



- Trade Unions of Republican Committee of Azerbaijan Water Economy Workers is successfully represent at “Caspian: Technologies for Environment” Exhibition in Baku Expo Center since 2014. The pavilion reflecting new water sources, reconstruction projects of water supply and sewerage systems throughout the country, environmental measures of partner - Azersu Open Joint-Stock Company JSC, as well as models and video clips are present at the exhibitions.



- We have opened Yasamal park in the territory of “+82 Qerb” water reservoir in 2014-2015. The entrance and exit of “+82 Qerb” water reservoir have also been landscaped under the project. All conditions have been created here for residents` rest. Trees and flowering bushes were planted in the park. Yasamal park has two children`s playgrounds, a ground for adults, two cafes, fountains, artificial waterfalls and springs.



Anti-Corruption

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

Trade Unions Republican Committee of Azerbaijan Water Economy Workers activities are to be based on honesty, integrity and respect. We are committed to upholding high moral and ethical principles and specifies the basic norms of behavior for our employees. Republican Committee's business practices have to be consistent with the ethical business practices in the trade union area in which it operates, the Committee believes that honesty is the essential standard of integrity throughout the globe.

- We aspire to play a positive part in society, grow value, attract and develop the best kind of people. The Committee's reputation and our future success are critically dependent on compliance, not just with the law, but with the highest ethical standards.
- Fees, commissions, or any form of payment intended to induce or reward favorable decisions and actions are unacceptable and prohibited. Employees of Trade Unions Republican Committee of Azerbaijan Water Economy Workers may not, in violation of any law, pay or offer to pay or give anything of value to induce or reward favorable action in any process. These provisions are not intended to apply to routine, reasonable work entertainment or gifts of minor value in workplace relationships.
- Trade Unions Republican Committee of Azerbaijan Water Economy Workers followed all applicable laws and regulations relative to anti-corruption in the reporting period.

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