



## The Communication on Progress (COP)



Lahore University of Management Sciences (LUMS)

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# Letter of Commitment



**LAHORE UNIVERSITY OF MANAGEMENT SCIENCES**

June 26, 2013

H.E. Ban Ki-moon  
Secretary-General  
United Nations  
New York, NY 10017  
USA

Dear Mr. Secretary-General,

I am pleased to confirm that Lahore University of Management Sciences supports the ten principles of the UN Global Compact with respect to human rights, labour, environment, and anti-corruption. With this commitment, we express our intent to advance these principles within our sphere of influence, and will make a clear statement of this commitment to our stakeholders and the general public.

We also pledge to take part in the activities of the UN Global Compact where appropriate and feasible – through, for instance, participation in Country/Local Networks; involvement in specialized initiatives and workstreams; engagement in partnership projects; and reviewing and providing commentary to participating companies on their Communications on Progress.

Sincerely yours,

Dr. Adil Najam  
Vice Chancellor, LUMS

## Introduction

This report serves as the Communication on Progress to the United Nations Global Compact for Lahore University of Management Sciences (LUMS). While LUMS is the signatory of the United Nations Global Compact, the summary below includes the activities and efforts of the LUMS community/faculty members to uphold the 10 Principles and work for the advancement of these causes. To advance the agenda of the United Nations Global Compact, professionals from LUMS community, firms and humanitarian organizations have combined their diverse skills and expertise to co-create and implement innovative solutions to the sector's most pressing challenges.

## 10 Principals:

### Human Rights

Respecting, protecting and advancing human rights is a longstanding commitment of Lahore University of Management Sciences (LUMS). Whether a full-time colleague or an external consultant, everyone deserves to be treated with respect and are entitled to safe and comfortable working environment. We have set policies in place to ensure that the fundamental rights of workers are upheld and protected. LUMS recognizes that it has a responsibility to uphold human rights both in the workplace and more broadly within its sphere of influence. LUMS not only works to address human rights issues within the boundaries of the organization, but also seeks to respond to some of the urgent human rights challenges of our world in a manner appropriate with its ability to effect change within and across regions.

The following projects reflect our dedication to the cause:

## Principal 1

**"Support and respect the protection of internationally proclaimed human rights."**

Project	International Human Rights Law Clinic for Law Students
	<i>Uzair Kayani</i>

Project	Multiple Inequalities & Exclusion by Challenging Existing Development Paradigm
	<i>Abid Aman Burki</i>

Project	Situation Analysis of Children and Women in Pakistan
	<i>Mohammad Usman Khan</i>

Project	Women's Empowerment and their role in Children's Wellbeing
	<i>Syed Zahid Ali</i>

## Principal 2

**"Businesses should make sure they are not complicit in human rights abuses."**

Project	Project: An Exploratory Analysis of Ethnic Wage Inequality in Pakistani Labor Markets
	<i>Rashid Memon</i>

## Labor

Our colleagues and members are the strength of this Organization. LUMS fosters an environment that honors their contributions, supports workers' rights and values diversity in all of its forms. And we follow strict procedures for ensuring compliance with all child labor laws with a zero tolerance policy for forced or compulsory labor. The LUMS talent acquisition/ Human Resource Department promotes and endorses an inclusive workplace without barriers. Our efforts continue to focus on eradicating the impact factors—including but not limited to gender, ethnicity, age, and disabilities—LUMS has actively been involved in drafting and implementation of policies within its Organization to create an open and comfortable working environment for its members. The following policies have been drafted and implemented to further this agenda:

- Faculty Benefits and Facilities Policy
- LUMS Daycare Centre Policy
- Sexual Harassment policy
- LUMS EOBI Insurance Policy

The following research projects initiated by our Faculty members are reflective of the support received from the institution to progress this cause:

### Principal 3

**"Uphold the freedom of association and the effective recognition of the right to collective bargaining"**

### Principal 4

**"Uphold the elimination of all forms of forced and compulsory labour"**

Project	Access to Social Services and Child Labor in Cotton Growing Districts of Pakistan
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*Ali Khan*

### Principal 5

**"Uphold the effective abolition of child labour."**

### Principal 6

**"Uphold the elimination of discrimination in respect of employment and occupation"**

Project	Female Poverty Alleviation in Rural Punjab through Small Loans
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*Anjum Fayyaz*

Project	Labor Market Participation Decisions in Pakistan-A Gender Perspective
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*Misbah Tanveer Chaudhry*

Project	Pakistan Women Entrepreneurship Program
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*Misbah Tanveer Chaudhry*



## Environment



Our planet faces some serious challenges pertaining to climate change, extreme weather conditions and scarcity of natural resources, all of which can affect global food security. And LUMS is finding ways to help deal with some of those challenges by involving its members in innovative research projects that would help rectify the situation. At our own facilities, we are using sustainable practices to reduce our carbon output and are in the process of creating a greenhouse within the organization. But we're not experts in all areas, so we partner with numerous stakeholders and external experts, including nonprofit organizations, academic institutions and government agencies to help find solutions to some of the world's serious problems.

## Principal 7

### "Support a precautionary approach to environmental challenges"

Project	The Determinants, Impact and Cost Effectiveness of Climate Adaptation in the Indus Ecoregion
<i>Adil Najam</i>	

## Principal 8

### "Undertake initiatives to promote greater environmental responsibility"

Project	Hydrodynamic Contamination Spread Monitoring Via Model Driven Data Assimilation
<i>Abubakr Muhammad</i>	

Project	Volunteer Internet based Environmental Watch (VIEW)
<i>Mohammad Jahangir Ikram</i>	

## Principal 9

### "Encourage the development and diffusion of environmentally friendly technologies"

Project	Assessing options for effective water governance in Pakistan's IBIS (WatGov)
<i>Abubakr Muhammad</i>	

Project	Global & National Scenarios in Water, Energy and Sustainability: An IIASA-Pakistan Collaboration
<i>Adil Najam</i>	

## Anti-corruption

### Principal 10

#### "Businesses should work against corruption in all its forms, including extortion and bribery."

At LUMS, we have zero tolerance policy for corrupt behavior.

LUMS strongly believes in a positive contribution towards the protection of human rights, labour rights, the environment and an anti-corrupt setting. Thus, all its policies support these rights. LUMS visualises and stands for a long term commitment to these areas.