



Centre de documentation, de recherche et d'information des peuples autochtones
Indigenous peoples' centre for documentation, research and information
Centro de documentación, investigación e información de los pueblos indígenas
Исследовательско-Информационный Центр Документации Коренных Народов

COMMUNICATION ON ENGAGEMENT (COE) 2015-2016

Period covered by this Communication on Engagement

From: 01/01/2015 To: 31/12/2016

To our stakeholders:

I am pleased to confirm that Docip reaffirms its support of the United Nations Global Compact. This Communication on Engagement (COE) outlines our respect for and engagement with the 10 UNGC Principles in the areas of Human Rights, Labour, the Environment and Anti-Corruption. We welcome the opportunity to share our experience, to have feedback on our progress, and to improve our actions in 2017 and beyond. Following Docip's re-envisioning process in 2014, and with a monitoring and evaluation approach in place, we will follow these principles.

Through our participation in the UN Global Compact in Switzerland and at international level, Docip continues to open doors for indigenous peoples and encourages dialogue about their human rights directly with business leaders. In 2015 and 2016, some interesting partnerships were forged, such as with Nestle, bringing indigenous issues to light at their 2016 annual covenant meeting and with Swiss Peace offering scholarships for indigenous participants to take part in an executive course on business, conflict and human rights. By encouraging this cooperation and collaboration, Docip supports the UNGC in its goal to ensure that business is a force for good, as we work toward a better world.

Please find in this report, the description of our actions taken to support the Global Compact between 2015 and 2016. You will find our value system and principle approach to run our organization. We also commit to sharing this information with our members and networks.

Kind regards,

David Matthey-Doret,

Docip Director



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HUMAN RIGHTS

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

External level:

- Docip is a Swiss not-for-profit foundation whose primary objective is to support Indigenous Peoples in defence of their rights, mainly within the framework of the UN and European Union institutions.
- Docip provides them free services that include technical secretariats and mobile technical secretariats, translation and interpretation, strategic support and assistance, training and capacities transfer, and information management during the main conferences on Indigenous issues.
- We also support Indigenous delegates during the annual United Nations Forum on Business and Human Rights and we participated at the 2015 and 2016 OECD Global forums on Responsible Business Conduct, held in Paris, France, as well as the 2016 Intergovernmental Forum on Mining, Minerals, Metals and Sustainable Development, held in Geneva, Switzerland.
- Since 2015 Docip has been an active member of the UN Global Compact Network Switzerland. We have been participating in many of the global and local events such as:
 - Benchmarking Business and Human Rights (Webinar), May 2015
 - A framework to advance sustainable food and agriculture system: the Food and Agriculture Business Principles (Webinar), August 2015
 - GCNS Business Lunch, Lausanne, Switzerland, November 2015
 - Introduction to the UN Guiding Principles Reporting Framework (Webinar), December 2015
 - Global Compact Network Switzerland General Assembly, Geneva, Switzerland, May 2016
 - Combating discrimination against persons with disabilities in the workplace and value chain. Geneva, Switzerland, November 2016.
 - How companies can advocate for the protection of human rights defenders and broader fundamental freedoms. Geneva, Switzerland, November 2016.
 - In 2016 Docip was invited to participate at the 2016 Nestle stakeholder convening in Geneva, Switzerland, in order to share their perspectives of [Nestlé's Creating Shared Value](#) commitments and performance.
 - In 2016, in partnership with [Swiss Peace](#), Docip was able to provide scholarships for Indigenous Peoples to participate at the Course on Business, conflicts and Human



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Rights course organized by [Swiss Peace](#).

Internal level

- Docip employee insurances are chosen with the guidance of the ethical insurance broker [ASSURETIC](#). For example, our employees are insured by NEST, the first ecological and ethical pension fund in Switzerland, under the 2nd pillar, whose contributions cover the risk of death and invalidity, as well as accruing towards retirement benefits.

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

Internal level

- With regard to the in-house team, Docip advocates a horizontal governance model that is centred on the capacity for self-organization, cooperation and confidence among its employees, as well as with management and the governing bodies. With respect to governance, Docip emphasizes a "horizontal" process. The two main governing bodies are the Docip Committee and the Foundation Board. No action is taken without the consultation and agreement of the decision-making bodies.
- Since its inception, Docip has conducted its activities following the principles of impartiality, neutrality, collegiality and non-interference. We respect the principle of self-determination of Indigenous Peoples; therefore, we conduct our actions and activities upon the request of indigenous representatives. They are also consulted when a project is being developed. We are committed to working together with indigenous representatives.

LABOUR

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;

Internal level :

- By its methods of work, Docip has created the « principle of independence and liberty » for its employees. They have the choice to work according to a fixed or flexible schedule. The only limit is to realize the due hours per week. The team has also the liberty to perform their own annual activity budget.

Principle 5: the effective abolition of child labour

- Docip does not employ anyone under the age of 18. Eventually, with the permission of their parents and under request and supervision of their school, Docip might employ children of legal working age.



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- For 2017-2018, we aim to implement a policy on the impact of our action and work on the ground.

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

- Within the team of Docip, as well as in its governance, we have a gender parity. Furthermore, we are working on a gender policy for our internally and externally actions. We have a diversified team and consider every specificity from each group (ex.: language, age, etc.). For example, during our meeting and document writing, each colleague can speak/write according to his or her language preference.
- For example, Docip publications are assembled for people with disabilities. This is made possible through a partnership with the [Fondation Foyer Handicap](#)
- Also, in 2016, Docip and other non-governmental organisations in Geneva joined forces on the common understanding that promoting human rights worldwide must first be applied to basic human rights in their own structures. As a result of this, they started promoting a basic pay (stipend) for their interns. Initiative [We pay our interns](#)

ENVIRONMENT

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

Internal level:

- For our printings, we use biodegradable paper. We don't use coffee capsules. Furthermore, all our publications are available on-line.
- Docip headquarters "La Pastorale" just got the *Enviromental Certificate* from [PET-Recycling](#), because of the efforts in collecting plastic material for recycling.
- Docip team members use second hand computers donated by businesses, which no longer need them.

Principle 8: undertake initiatives to promote greater environmental responsibility

External level

- Our organization supported Indigenous peoples in their international participation during the last COP meetings (COP21 in Paris and COP22 in Marrakesh). We have supported them with our mobile secretariat, which offers free back office, translation and interpretation services for them. We have also supported them in their networking with different key actors (for example: NGOs, member states, institutions, etc).
- Docip is an active Member of the Geneva Climate Change Concertation Group (GeCCco), which meets every month.
- Docip participated at the Workshop: Adopting an Intersectional Lens to Climate Governance, Bern University, October 2016.



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

External level

- Docip supports Indigenous delegates in their international participation with UN and EU institutions. We count on a team of 13 persons. With our mandate, we have to travel to different places in the world. We make efforts to limit the number of people who are forced to travel. We also have a team based on several continents and users of our services worldwide. Thus, we use various methods of distance communication, which decrease travel costs (for example: Skype calls and slack channel for internal communication, etc.).
- At the end 2014, Docip signed a Partnership with [Wonderlands](#), a start-up company that uses environmentally friendly materials (Recycled fabric and Organic Cotton), and packaging for their male underwear products. They support us in achieving our aims by donating a percentage of their sales.

ANTI-CORRUPTION

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

- We have an accountant who works within the organization. He monitors our respect and implementation of the Swiss fiscal standards in a regular way.
- Docip external auditor is [Bondefous](#) which produce an annual report to be sent to our donors.