



Communication on Engagement

Civil Development Agency (CiDA)

2016-2017

Statement of Continued Support by the Chief Executive



To our stakeholders:

I am pleased to confirm that Civil Development Agency (CiDA) reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption. This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on its contents.

In this Communication of Engagement, we describe the actions that our organization has taken to support the UN Global Compact and its Principles. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Zviad Devdariani
Executive Director

11.08.2017

About us



Civil Development Agency (CiDA) is a civil society organization that supports and promotes social and economic rights of population in Georgia.

Mission

CiDA serves for the protection, popularization and implementation of the socio-economic rights of the Georgian population through cooperation with business organizations, international organizations, media, civil society, and the Government. CiDA facilitates improvement of the living environment and individual development of eco-migrants, IDPs, migrants, vulnerable groups living in villages, women, persons with disabilities, former prisoners, ethnic minorities, probationers and people in conflict with the law.

Values

- Professionalism
- Fairness
- Transparency
- Tolerance

Strategic Directions

- Development of civil society organizations
- Cross-border cooperation, regional, and local development
- Improvement migration process management
- Encouraging responsible business
- Gender equality and women's empowerment

CiDA has been working on promotion of international corporate responsibility standards among relevant stakeholders, such as businesses, CSOs, Government and the general public. CiDA coordinates two corporate sustainability platforms in Georgia - Corporate Social Responsibility (CSR) Club and the United Nations Global Compact Network in Georgia. Both of those platforms unite business and non-business participants, encouraging cooperation of those actors, with the overall aim of promoting sustainable development in the country.

CSR Club was found by CiDA together with a local company "GePRA". The CSR Club is a platform, a non-registered entity. The aim of the Club is to support the sustainable development in Georgia through promoting responsible business conduct, sharing experience in the CSR field, carrying out advocacy on corporate responsibility, and encouraging the innovative social projects. The CSR Club was established on May 27, 2015.

CiDA as the Secretariat for the UN Global Compact Network Georgia



CiDA hosts the Secretariat for the UN Global Compact Network Georgia. The Local Network was launched on April 22-23, 2016, within the framework of the two day international Conference on “Promoting Corporate Social Responsibility in Georgia”. The companies, business associations, civil society and academia, which are the participants of the UN Global Compact are eligible to join the Local Network. Nowadays there are 33 members in the network; majority – 22 members, are businesses.

Network Georgia

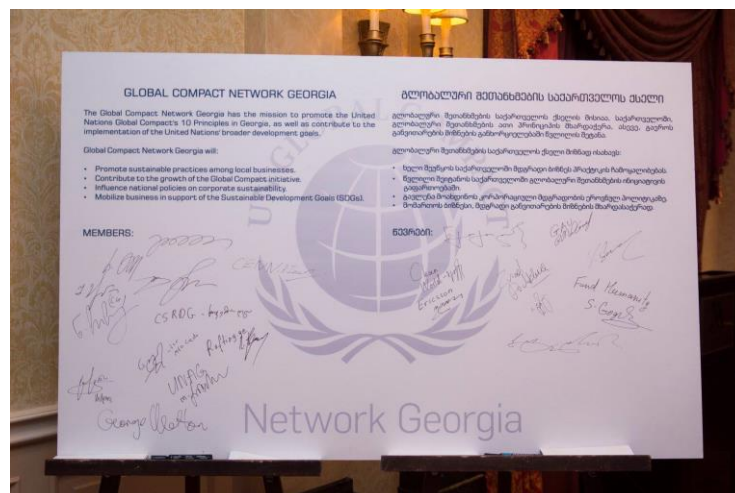
The Global Compact Network Georgia aims to:

- Promote sustainable practices among local businesses;
- Contribute to the growth of the Global Compact initiative;
- Influence national policies on corporate sustainability;
- Mobilize business in support of the Sustainable Development Goals (SDGs).

The network is based on the Governance Structure document and has a Steering Committee, the contact person and representative of the Network.

CiDA coordinates the day-to-day work of the Local Network, represents and promotes the Network among different stakeholders such as Government, businesses, civil society, international organizations, CSR international platforms and media, manages and supports the Network’s participants, organises different events to raise awareness on Global Compact Principals and to exchange the best practises, provides support to members in Communication on Progress (COP) and Communication on Engagement (COE) Reporting through reporting workshops and individual assistance, assistance the companies in implementation of Women’s Empowerment Principals (WEPs) and creates opportunity to form multi-stakeholder partnerships to implement CSR projects.

As the Secretariat of the Global Compact Network Georgia, CiDA is actively engaged in international level events and activities, including attending international thematic events, Leaders Summits, Annual Meetings of local Networks and participating in global consultation and providing feedback and recommendations.



Promoting the Global Compact and its Principles in the Business Sector

CiDA is supporting Global Compact and its principles through raising awareness about corporate sustainability, initiating thematic partnership projects, promoting Sustainable Development Goals (SDGs) and fostering cooperation between business sector and civil society.

A. Raising Awareness about Corporate Sustainability

CiDA, through its corporate sustainability platforms, organizes conferences, trainings, public lectures, informational meetings, initiates projects and engages in activities aiming to raise awareness about international CSR standards, initiatives, and instruments, to show the business case of corporate sustainability to the Georgian companies and to highlight the role of business and the importance of their contributions in the process of implementation of Sustainable Development Goals;

International Conference on “Promoting Corporate Social Responsibility in Georgia”

The International Conference on “Promoting Corporate Social Responsibility in Georgia” was held on April 22-23, 2016, in Tbilisi, Georgia. The Conference was organized by the Government of Georgia and Civil Development Agency (CiDA), in cooperation with the United Nations Global Compact headquarters and American Chamber of Commerce in Georgia. During the Conference CiDA signed a Memorandum of Understanding with the United Nations Global Compact Headquarters and an Active Global Compact Network Georgia was launched.



The Conference aimed to popularize CSR in Georgia through highlighting its role in promoting sustainable social and economic development, to discuss current policy developments and challenges, and future plans in the field of CSR in Georgia, to discuss engagement opportunities between the Georgian stakeholders and the UN Global Compact and highlighting some of the key principles of socially responsible businesses (with the focus on women empowerment, human rights protection, and environmental protection);



The speakers of the Conference included representatives of the Government of Georgia, business companies (local and multinational), UN Global Compact headquarters and European Local Networks, international and non-governmental organisations and trade union. Corporate Sustainability Expert of Ericsson for North Europe and Central Asia, and Chief Ethics and Compliance Officer from TeliaSonera Group shared their experience with Corporate Sustainability and illustrate the business case of CSR. Representatives of the business, civil society and the government, in total, 135 participants attended the Conference.

Corporate Social Responsibility Week

UNGC Network Georgia and CSR Club organized CSR Week for the first time in Georgia. CSR Week included different events aiming to promote sustainable practices in Georgia and raise awareness about corporate sustainability.



Training on Implementation of Women's Empowerment Principles:

Hosted by TBC Bank (member of UNGC Network Georgia) and targeting the members of the Network, the training aimed to raise awareness on international standards in CSR field, to identify and analyze the necessity and the advantages of Women's Empowerment Principles (WEPs). Participants were introduced to the practical means to implement the principles, to self-assessment tool and reporting mechanisms. Training covered theoretical issues

as well as practical exercises on women's empowerment instruments, on how to identify and eliminate gender based discrimination at the work place.

Training on Reporting to UN Global Compact: Hosted by TBC Bank (member of UNGC Network Georgia) and targeting members of the Network, the training provided audience with necessary tools and recommendations in order to successfully fulfill their reporting obligation (submit COP/COE) towards UN Global Compact and to report on the WEPs as part of the COP.

Meeting on Employment of Persons with Disabilities in Georgia and the Role of the Corporate Social Responsibility in this process:

Hosted by Bank of Georgia and targeting members of the Network, as well as other businesses and organizations working on the rights of persons with disabilities, the meeting identified the main challenges in this field. Participants discussed the role of the business in overcoming the problems faced by the persons with disabilities in Georgia. Speakers from the different companies shared their experience of including rights of persons with disabilities in their activities. The main focus of the meeting was the workplace inclusion for the persons with disabilities.



Public Lecture on Contemporary Corporate Responsibility and Practices in Georgia: Hosted by Ilia State University and mainly targeting students, the lecture, aimed (1) to highlight the importance of CSR in modern world and (2) to introduce international CSR standards, UN Global Compact as well as the local network in Georgia and CSR Club; after providing an overview on the developments of CSR in Georgia and introducing the two platforms, representatives from 4 companies (UNGC Network Georgia and CSR Club members), shared CSR practices of their companies.

Meeting on Women's Empowerment Principles (WEPs): Hosted by GPI Holding and targeting members of the UNGC Network Georgia, as well as other interested parties, the meeting focused on implementation of WEPs by the companies. With participation of the representatives from UN Women, GPI Holding and KPMG Georgia, the meeting addressed such problems as gender based discrimination and gender pay gap and discussed good examples.



Multi-stakeholder discussion "CSR Agenda in Georgia": Funded by Swedish Institute (SI), and targeting SI alumni, members of the UNGC Network Georgia, as well as other interested parties from the government and business sector, the meeting focused on importance of CSR in the process of economic and social development of Georgia. The issue was presented from the point of view of the government, of the international organisations, as well as from business perspective. Representatives of the Government of Georgia, businesses, CSOs and international organisations participated as speakers at the event.

General Meetings and working meetings of CSR Club and Global Compact Network Georgia: CiDA organised three General Meetings of the CSR Club and one General Meeting of the Global Compact Network Georgia. In the framework of the meetings, the members of the platforms overview implemented activities, discuss the action plans for the next year, present responsible business practices of their companies and share experience, identify the challenges and suggest different means to improve the effectiveness of the Platforms. During the working meetings organised through the CSR Club, the members discuss specific issues related to responsible business conduct and problems they face, in implementation of their activities and define priority areas of the Club.

B. Thematic Partnership Projects

In order to support inclusive business, CiDA initiates partnership projects. Nowadays, they cover two directions: women's empowerment in the business sector and workplace inclusion of the persons with disabilities.



Supporting Women's Empowerment in Business Sector

Empowerment of women, in particular, promotion of the joint initiative of UN Women and UN Global Compact – the Women's Empowerment Principles (WEPs) – among its members, is one of the priority areas for CiDA and its platforms. CiDA is closely cooperating with the UN Women in Georgia in order to raise awareness about the WEPs and about gender equality at work in general.

In October 2016, CSR Manager of CiDA, together with the consultant from the UN Women, provided assistance to five targeted companies in elaboration of Action Plans on Women's Empowerment Principles. Procedure: assessing companies' operations, based on the outcomes of assessment drafting Action Plan (including - overall objectives, outcomes, indicators, baselines, targets, timeline, responsible persons for implementation of the activities, risks and assumptions); working on the draft version of the Action Plan with the respective companies, adjusting the document in accordance to their inquiries.

On December 2, 2016, CiDA and UN Women hosted a conference “Women’s Empowerment Principles – Equality Means Business”, dedicated to private sector initiatives to promote gender equality and women’s empowerment in Georgia. At the conference, business companies presented Action Plans for implementation of the Women’s Empowerment Principles (WEPs).

In June 2017, CiDA initiated the project to assist five companies in implementation of their Action Plans on Women’s Empowerment. The project, which will last for three months, includes analysing the statutes, HR and other relevant document and handbooks, internal procedures of the companies, in order to prepare recommendation regarding the women’s empowerment at the workplace, organizing trainings on the gender equality in the fields of HR management, PR and CSR, as well as raising awareness of the staff members regarding the changes in the company through effective communication strategies, information leaflets and videos. Women’s Rights Organisation “Sapari” will facilitate the process and assist the companies.

Supporting Workplace Inclusion of Persons with Disabilities

CiDA initiated the project to facilitate the employment of persons with disabilities (PwDs) in the business sector. The project includes adoption of the assessment tool (through analysing already existing tools and materials, also the existing international standards set out in Convention on the Rights of Persons with Disabilities (CRPD)), which will help the companies to assess their policy and activities and determine the opportunities, risks and impact, related to the employment of persons with disabilities;

The next stage entails piloting of the assessment tool with two companies (which entails assessing their policies and operations and identifying risks and opportunities connected to the employment of the PwDs) and facilitating adoption of the Action Plans and employment of the PwDs by the two respective companies.

C. Promoting Sustainable Development Goals

In September 2015, 193 world leaders agreed on 17 Global Goals for Sustainable Development (SDGs). CiDA is committed to supporting the Post 2015 Agenda and encouraging everyone, especially business, to take action to support Global Goals and help built the better world.

To raise awareness about sustainable development agenda and to engage key stakeholders in the process of implementation, CiDA, in cooperation with the Administration of the Government of Georgia, held the meetings on the implementation of the Sustainable Development Agenda, in five cities of Georgia. Representatives of the local authorities, the local NGOs, the businesses and media attended the meetings.

Considering that the business is a vital partner in achieving the SDGs, CiDA is actively discussing the role of the business in the process of implementation of SDGs, focusing on the importance of embedding SDGs into business activities and strategies and integrating sustainable development targets in their core activities.

Currently, CiDA is conducting the survey among the members of the CSR Club, aiming to map the practices of the companies and linking their activities to the Global Goals; the database will be available on the website of the Club.



D. Cooperation between Business Sector and Civil Society

As the Secretariat for the two corporate sustainability platforms, CiDA is fostering cooperation between business sector and civil society. In order to showcase the advantages of multi-stakeholder approach, for both, business and civil society, CiDA works with companies, as well as with the Civil Society Organisations (CSOs).

To raise awareness about the corporate sustainability among the civil society, CiDA regularly presents the activities of the Global Compact Network Georgia and CSR Club to the members the Regional Civil Society Network (R-CSN) and presents the partnership opportunities. To encourage the closer links between private sector and civil society, CiDA formed the working group on CSR in the framework of the R-CSN; the group aims to suggest sustainable project ideas to the business.

Companies are addressing CiDA to facilitate the cooperation between business and CSOs. In February 2017, at the request of the one of the largest companies in Georgia - “Wissol Group” (member of Global Compact Network Georgia and CSR Club), CiDA organized and facilitated the meeting of “Wissol Group” with Civil Society Organizations. The meeting aimed to develop the cooperation between the company and the CSOs, in the field of employment of the vulnerable groups. Up to 20 organisations working with the different target groups, attended the meeting. After the discussion, the company created an email address expressly for CSOs, where they can submit the applications of their beneficiaries - potential employees. 9 beneficiaries were already employed in the framework of this partnership. The cooperation is still ongoing.

In order to form sustainable partnerships between business and civil society, on August 21, 2017, CiDA is planning to organise the meeting between regional CSOs and companies which are interested in implementation on sustainable projects in regions. The parties will present their activities and discuss the areas of future cooperation.

Promoting Global Compact and its Principals on the Policy Level

In order to support Global Compact and its principals on policy level, in particular, to promote Business and Human Rights and responsible business conduct in Georgia, CiDA is cooperating with different Government agencies.

A. Business and Human Rights

CiDA has initiated talks with the Government of Georgia on promoting corporate social responsibility on the policy level in the country. Under the EU-Georgia Association Agreement the Government of Georgia has the responsibility to promote corporate responsibility as set out in the OECD Guidelines for Multinational Enterprises and other international standards. (Articles 231, 239, 348, 349, 352)

Based on EU experience and UN standards, CiDA recommended the Government of Georgia to include Business and Human Rights Chapter in National Human Rights Action Plan of Georgia. The Administration of the Government of Georgia, Human Rights Secretariat considered CiDA’s recommendations and the Draft of National HR AP for 2016-2017 includes Business and Human Rights Chapter with corresponding activities, such as: conducting national baseline study on business and human rights (BHR), awareness raising on BHR, organizing a Conference, organizing multi-stakeholder round tables on BHR, translation of international standards in Georgian, elaboration of national BHR AP.

The Human Rights Secretariat of the Government of Georgia, together with CiDA and the Public Defender's Office, with the expertise from the Danish Institute for Human Rights conducted a baseline study on Business and Human Rights. The first draft of the study has been presented to the relevant stakeholders- governmental agencies, local self-government, businesses, business associations, civil society organisations and trade unions, and will be published in September 2017. The study analyses legislative and practical aspects related to the Business and Human Rights. The Action Plan will be drafted according to the findings and recommendations identified in the baseline study.

B. Promoting Responsible Business Conduct on the Policy Level

CiDA is a partner organisation of the Ministry of Economy and Sustainable Development of Georgia, in implementation of one of the priority activities of the National Action Plan on SME Development - the promotion and awareness raising of the SMEs on Responsible Business Conduct. CiDA communicated the report on activities implemented by the organization in 2016 for the promotion of CSR, which is included in the national report on the implementation of the National Action Plan for 2016-2017 on SME Development.

Part IV. Measurement of Outcomes

Publications



- Annual Activity Report of the Global Compact Network Georgia
- Annual Activity Report of the CSR Club
- Information Brochure on UN Global Compact
- Information Leaflet on Sustainable Development Goals

Translations:

- Global Compact Self-Assessment Tool;
- OECD Guidelines for Multinational Enterprises.

Events:



- International Conference on “Promoting Corporate Social Responsibility in Georgia”- April 22- 23, 2016;
- 5 information meeting on implementation of Post 2015 Agenda – April 12 – 19 April, 2016;
- Meeting on Employment of Persons with Disabilities in Georgia and the Role of the Corporate Social - Responsibility in this process – July 6, 2016;
- Public Lecture on Contemporary Corporate Responsibility and Practices in Georgia – July 7, 2016;
- Meeting on Women's Empowerment Principles (WEPs) – July 7, 2016;
- Multi-stakeholder discussion “CSR Agenda in Georgia” – July 8, 2016;
- Conference “Women’s Empowerment Principles – Equality Means Business”- December 2, 2016.

Trainings:



- 2 trainings on Implementation of Women’s Empowerment Principles – February 26, 2016 and June 30, 2016 (in cooperation with UN Women);
- 2 trainings on Reporting to UN Global Compact – July 1, 2016 and February 15, 2017;
- Training on Business and Human Rights for government stakeholders and NHRI representatives - February 17, 2017 (in cooperation with Human Rights Secretariat of the Government, PDO of Georgia and Danish Institute for Human Rights).

Media:



- 6 interviews of the CSR Manager of CiDA on different issues related to UN Global Compact and corporate sustainability in general, including, the talk show “Business Contact” (on “Maestro Television”), the radio shows on “Radio Liberty” and on “First Radio” (public broadcaster’s radio), the talk show “Business Morning” (on “Maestro Television”), the radio show “Gender Issues” (on “Radio Liberty”), the talk show “No time to Sleep” (on “Maestro Television”).
- Online Media coverage of various events organised by CiDA in the framework of corporate sustainability.

Social Network:



Facebook page of the UN Global Compact Network Georgia. The page includes information on the activities of the network, and activities of the Global Network, providing opportunity to the local Network members to engage in the local and global level events of the initiative.

Promotion of CSR

Launching of Corporate Social Responsibility Award

To give the companies opportunity to showcase their commitment to sustainability and exchange best practice, CiDA, as a Secretariat for the CSR Club elaborated the concept for CSR Award in Georgia. According to the concept, the award will be open to all private sector companies operating in Georgia and will be presented in three categories: in the area of Human Rights, Environment and Partnership with CSO. In each of these categories, two awards will be presented: for a large enterprise and for a small and medium enterprise. The award will be launched in September 2017.