



Communication on Engagement

CARE Australia

February 2019

A summary of CARE Australia's engagement with the United Nations Global Compact (2016-18)



It starts with equal

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Statement of Support

Statement of support by CARE Australia Chief Executive Officer, Sally Moyle

I am pleased to renew CARE Australia's commitment to the United Nations Global Compact and the ten principles of the UN Global Compact with respect to human rights, labour, environment and anticorruption. With this commitment, we express our intent to continue supporting the Global Compact in advancing these principles.

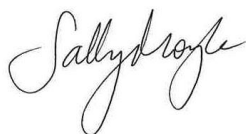
The below Communication on Engagement outlines the actions taken by CARE Australia—as an organisation, within our programming and in our advocacy—to advance the ten principles of the UN Global Compact for the period August 2016 to July 2018.

With a strong organisational focus on dignified work and women's economic empowerment, engagement with private sector companies is an important part of CARE's work. We pledge to continue to:

- Work in partnership with businesses to promote women's economic empowerment, decent work, environmental sustainability and anticorruption measures.
- Share evidence and best practice examples to promote the above.
- Work collectively with UN Global Compact business participants to promote the above.

It is with particular pleasure that I reaffirm CARE Australia's ongoing support given my recent appointment to the Board of Directors of the Global Compact Network Australia. I look forward to CARE Australia's continued engagement with businesses in Australia and across the region to advance human rights.

Yours sincerely



Sally Moyle
CEO, CARE Australia

1. About CARE Australia

CARE International is a global leader within a worldwide movement dedicated to ending poverty and injustice. CARE Australia is a member of the CARE International confederation, one of the world's largest independent development and humanitarian organisations.

As a fundamental human right CARE focuses on gender equality and women's empowerment as a driver for addressing poverty. Their access to equal opportunities represents a powerful and effective opportunity to end extreme poverty. When one woman escapes poverty, she will bring four others with her. We respond to both disaster and development needs as we recognise that poverty and injustice are exacerbated by disasters and lead to vulnerability.

Our network includes 14 federation members working in over 95 countries. CARE Australia manages seven Country Offices in the Asia Pacific region on behalf of CARE International. We assisted people across 28 countries in FY18. 94% of our staff are local to the country they work in. Eighty-five cents of every dollar we spent went to our programs.

More information can be found in CARE Australia's [Annual Report 2017-18](#).

2. CARE Australia and the UN Global Compact

CARE Australia is a non-business organisation member of the UN Global Compact. CARE has been a member since August 2016.

In October 2018 our CEO, Sally Moyle, joined the Board of Global Compact Network Australia, the Australian, business-led network of the UN Global Compact., As the only civil society representative on the board, this appointment ensures the NGO sector is represented at the highest level.

3. CARE Australia and the Private Sector

CARE Australia believes working together with the private sector is an effective way of solving complex global challenges, with benefits for both companies and communities. We are the trusted NGO partner of internationally renowned companies in Australia and around the world.

Drawing on resources and experience from our global network, we find the best opportunities for companies to engage with our work so we can promote a more equal world together.

- **Strategic partnerships**

We partner with companies to find the most effective ways to achieve mutual goals, particularly for businesses with an interest in promoting a more equal world for women and girls.

Since August 2016, new partners include Cotton On Group and Cummins.

- **Corporate donations**

With activities in more than 90 countries, CARE offers numerous options for companies which see

the value of promoting equal opportunities for women and girls around the world and wish to support this through a recognised, reputable charity.

- **Employee engagement**

Whether through [workplace giving](#), creative [corporate gifts](#) to thank staff and business contacts or our annual [Walk in Her Shoes workplace challenge](#), we offer companies creative fundraising initiatives to engage and motivate employees.

- **Customer engagement**

We offer companies opportunities to engage customers while highlighting their commitment to promoting a more equal world.

4. CARE Australia and the Sustainable Development Goals

Our vision of a world of hope, tolerance and social justice, where poverty has been overcome and all people live with dignity and security aligns with the universal call of the SDGs to end poverty, protect the planet and ensure that all people enjoy peace and prosperity.



Sustainable Development Goal (SDG) 5 – Gender Equality – is at the heart of CARE Australia’s work.

Our diverse programs contribute to many of the 17 SDGs, including:



5. CARE Australia and the UN Global Compact's Ten Principles

CARE Australia undertakes practical actions in support of the Ten Principles through our advocacy, our programming, and within our organisation.

UN Global Compact: 10 Principles	
Human Rights principles	1 Businesses should support and respect the protection of internationally proclaimed human rights
	2 Businesses should make sure that they are not complicit in human rights abuses
Labour principles	3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining
	4 Businesses should uphold the elimination of all forms of forced and compulsory labour
	5 Businesses should uphold the effective abolition of child labour
	6 Businesses should uphold the elimination of discrimination in respect of employment and occupation
Environmental principles	7 Businesses should support a precautionary approach to environmental challenges
	8 Businesses should undertake initiatives to promote greater environmental responsibility
	9 Businesses should encourage the development and diffusion of environmentally friendly technologies
Anti-corruption principle	10 Businesses should work against corruption in all its forms, including extortion and bribery

Advocacy actions

CARE Australia advocates for improved protections from human rights abuses. We work with government, both within Australia and in the countries where we operate, to advocate for improved legal protections for workers, particularly women and girls. We also engage directly with private sector companies and associations in Australia and overseas to raise awareness of human rights issues within supply chains and present potential best practice solutions for businesses to consider.

Australia's Modern Slavery Act

In 2017-18, CARE Australia's advocacy on the rights of those working in global supply chains contributed to the creation of Australia's first Modern Slavery Act in late 2018. The Modern Slavery Act is legislation to stem modern slavery in Australia and the supply-chains of Australian based companies. CARE believes by actively fostering respect for human rights at every level of their supply chains, companies can start taking steps to address this.

CARE will now engage with Australian companies on the implications of the Act, offer insight on industries and contexts where conditions may lead to opportunities for modern slavery, and share examples of best practice from our work across the region and the globe.

These actions support Principles 1, 2, 3, 4, 6

ILO Convention on Violence and Harassment in the World of Work

Since 2017, CARE has actively advocated for an ILO Convention on Addressing Violence and Harassment in the World of Work. CARE Australia believes all women should be safe and respected at work. We support improved global legislation to protect women and men from human rights abuses at work.

CARE Australia's campaign in early 2018 influenced the Australian Government, who voted for a binding Convention that will include all working women everywhere. CARE continues to advocate ensuring the world's lowest-paid, most vulnerable women are not excluded from the Convention's remit.

These actions support Principles 1, 2, 3, 4, 6

Making the case for addressing sexual harassment in supply chains

CARE is actively contributing to the evidence base for addressing sexual harassment as a human rights issue within supply chains and engaging with companies on this issue.

In FY17 CARE Australia released a study on the cost of sexual harassment to the Cambodian garment industry¹ and in FY18 produced a review of evidence on what works to prevent workplace sexual harassment.²

These reports support engagement actions through fora including the CSR Asia Summit, in-country business networks (such as the SAFE Working Group in Cambodia, composed of factory HR managers), meetings with garment brands in various countries, and engagement with other influential partners such as ILO/Better Factories Cambodia. These cumulative efforts are contributing to: greater awareness of this issue within the garment sector; partnerships with key stakeholders in the industry to pilot workplace solutions; and expressions of interest from numerous global corporations for further engagement on this issue.

These actions support Principles 2, 4 & 6

Actions through our programs

CARE takes a rights-based approach in all our work. Our global goals focus on the rights of women and girls. We aim to achieve these through a focus on gender equality, resilience and inclusive governance.

Women's economic empowerment

CARE supports women to have greater access to and control over resources. Core aspects of this are Dignified Work, inclusive agriculture value chains and financial inclusion, as well as ensuring access to quality education for all. CARE's actions in our women's economic empowerment programming include:

- Encouraging more women in Bangladesh to move into factory leadership roles and have an equal say in the decisions that affect them.



¹ "I know I cannot quit." *The Prevalence and Productivity Cost of Sexual Harassment to the Cambodian Garment Industry* (2017) is available as a [full report](#) and a [12-page summary](#) from the CARE Australia website at www.care.org.au/preventing-sexual-harassment.

² *WHAT WORKS? Preventing and Responding to Sexual Harassment in the Workplace: A Rapid Review of Evidence* (2018) is available as a [full report](#) and a [16-page summary](#) from the CARE Australia website at www.care.org.au/stop.

- Developing workplace mechanisms for preventing and responding to sexual harassment and engaging with employers in the Mekong region to send a clear message to workers on what behaviours will not be tolerated.
- Ensuring women's role in coffee and cocoa production in Papua New Guinea is recognised by businesses and authorities, and women are given equal opportunities to advance their skills.
- Supporting beer promoters in Cambodia to stand in solidarity against rights abuses.
- Supporting banana farmers in Vietnam to establish women-led cooperatives, which can access savings mechanisms and collectively bargain to avoid being cheated on price.
- Connecting global corporations, national banks and local communities in Vietnam to improve women's access to financial services.
- Promoting equitable access to education for girls from ethnic minority groups in Cambodia, including a specific focus on development of 21st century skills to improve students' ability to participate in the modern workforce.

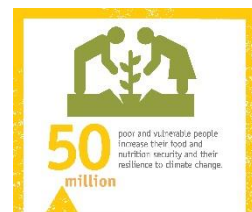
CARE's work in the Asia region benefits from the *Made by Women* strategy, launched in FY17, which aims to economically empower 8 million women garment workers in 10 countries across Asia through dignified work.

These actions support Principles 2, 3, 4, 6 & 10.

Women's food & nutrition security and their resilience to climate change.

CARE supports women to be more resilient to change. This includes a focus on addressing climate change and improving women's ability to adapt to this. Examples include:

- Promoting sustainable agriculture techniques with rural farmers.
- Supporting infrastructure improvements to increase resilience to climate change.



These actions support Principles 7, 8 & 9.

Women and girls' ability to exercise their rights to sexual and reproductive health and to live a life free from violence.

CARE supports women to have control over their bodies so they can live safe and healthy lives. CARE's engagement with businesses on these topics includes:

- Engaging with businesses to support worker wellbeing initiatives in factories across Asia.
- Supporting the development of official standards for infirmaries within garment factories in Cambodia and developing links between factories and government health services.
- Engaging with local social enterprises to provide access to menstrual hygiene kits in Vanuatu.
- Engaging corporate donors to support reproductive health education and prevention in schools. / sexual harassment
- Engaging corporate sponsors for a national anti-GBV campaign in Cambodia.

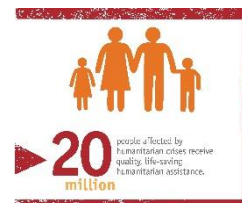


These actions support Principles 6.

Humanitarian Action.

CARE provides quality, life-saving assistance to those affected by humanitarian crises, with a particular emphasis on upholding the rights of women and girls during emergencies. Support from corporate partners for this work includes:

- Corporate donations to CARE Australia's emergency response fund.
- Corporate gifts-in-kind to support disaster response efforts, such as flights.



These actions support Principles 1.

Actions within our organisation

CARE Australia values equality across all aspects of our work and wants to establish a diverse workforce that better represents the environment in which we operate. CARE Australia's commitment to a safe workplace in our offices around the world is implemented through both policy and practice.

Equality in the workplace

In FY18, amendments were made to our Human Resources policies and practices, with key aspects of the Recruitment and Selection Policy, the Staff Code of Conduct and the orientation and training processes for new staff amended to ensure more robust procedures and safeguards are in place.

We recognise that women face additional barriers to employment and advancement in their careers, and this year we commenced work on a new gender strategy to help address gender-based barriers. We have gender balanced senior leadership; at 30 June 2018, three of five members of CARE Australia's Senior Management Team were women, and four of seven of our Country Directors were women.

We are conscious of the need for CARE Australia to address the challenges and barriers people with disability face in terms of employment. Our recruitment processes invite people to request any additional requirements they may need in order to apply and participate in the interview process.

These actions support Principles 1 & 6.

Prevention of human rights abuses

In FY18 CARE International updated its policy on PSEA and Child Protection. This details standards that must be upheld by all employees, related personnel, partners, sub-grantees or sub-recipients across all areas of our work in Australia and overseas. Standards include:

- CARE Employees and Related Personnel will not request any service or sexual favour from participants of CARE programs, children or others in the communities in which CARE works, in return for protection or assistance, and will not engage in sexually exploitative or abusive relationships.
- CARE Employees and Related Personnel will not exchange money, employment, goods or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behaviour. This prohibition against exchange of money for sex means CARE Employees and Related Personnel may not engage the services of sex workers.
- CARE Employees and Related Personnel must refrain from sexual activity with any person under the age of 18, regardless of the local age of consent, i.e. the local or national laws of the country in which the employee works. Ignorance or mistaken belief of the child's age is not a defence.

Failure to report such a relationship may lead to disciplinary action pursuant to CARE's policies and procedures.

- CARE Employees and Related Personnel will treat all children with respect and not use language or behaviour towards children that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.
- CARE Employees and Related Personnel will not hire children for domestic or other labour, which is inappropriate given their age, or developmental stage, which interferes with their time available for education and recreational activities or which places them at significant risk of injury.

CARE International's Ethics Point provides a confidential mechanism for CARE employee or volunteer, partner, vendor, programme participant, or other outside party to report wrongful conduct including sexual harassment, exploitation and abuse.

These actions support Principles 1, 2, 4, 5, 6 & 10.

6. Outcomes

CARE's specific focus on dignified work for women has had a particular impact on business and human rights across the Asia Pacific region.

- CARE International's partnership projects promoting women's economic empowerment in the garment industry in Asia have **directly reached 64,000 women garment workers** and **indirectly reached 3.5 million** since 2016.
- **2.3 million women garment workers** in Asia stand to benefit from improved legal protections as a result of CARE International's advocacy.

CARE's focus on engaging with private sector partners as allies is helping to influence how corporations approach human rights issues within supply chains.

- CARE Australia has continued focus on building the **evidence base around sexual harassment as a salient human rights issue for businesses** is helping increase the number of companies exploring how to address this within their supply chains.

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About CARE

CARE works with poor communities in developing countries to end extreme poverty and injustice.

Our long-term aid programs provide food, clean water, basic healthcare and education and create opportunities for people to build a better future for themselves.

We also deliver emergency aid to survivors of natural disasters and conflict, and help people rebuild their lives.

We have 70 years' experience in successfully fighting poverty, and last year we helped change the lives of 72 million people around the world.

