



**CENTRE FOR
HUMAN DEVELOPMENT**
A Non-Profit Organization

COMMUNICATION ON ENGAGEMENT (COE)

PERIOD COVERED ON THIS COMMUNICATION ON ENGAGEMENT

FROM: 07 JULY, 2017

TO: 06 JULY, 2019

July 06, 2019

PART I: STATEMENT OF CONTINUED SUPPORT BY THE EXECUTIVE

To Our Stakeholders,

I am pleased to confirm that Centre for Human Development reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labor, Environment and Anti-Corruption. This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on its content.

In this Communication on Engagement, we describe the actions that our organization has taken to support the UN Global Compact and its Principles as suggested for an organization like ours working at the national and state levels. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours



Simi Afonja
Executive Director

PART II: DESCRIPTION OF ACTIONS:

CAPACITY BUILDING WORKSHOP ON SUSTAINABLE DEVELOPMENT GOALS AND GENDER EQUITABLE BUSINESS MODELS HELD ON JUNE 12, 2019 AT CENTRE FOR HUMAN DEVELOPMENT, 17 AKINTAYO AVENUE, ADO-EKITI, EKITI STATE

In the years 2017 and 2018, Centre for Human Development (CHD) continued to mobilize partnerships for its program at the national level encouraging civil society organizations to get engaged and understand the basic principles. The majority could not initiate action due to lack of funding. CHD changed its strategy and initiated action in States of the South-West in 2018. Its agenda includes dialogues with civil society organizations and business concerns under the Chambers of Commerce in each of the 6 states. Working at the subnational level is time consuming but is yielding fruitful results since the dialogues provide the opportunity to learn about the SDGs in the States. The first was for CSOs in Ekiti State. The one-day workshop engaged local CSOs/NGOs to equip them with knowledge of the Gender Equitable Business Models and for them to lead advocacy for both public and private business enterprises in the state to adhere to gender friendly practices within their organizations.

After the introductory sessions, the first session on “The World We Want: Delivering 2030 Agenda Through the Gender Window” reviewed the 17 SDG Goals and how business concerns can facilitate the achievement of these goals especially goal 5 on “Gender Equality and empowering all women and girls” by reducing intimate partner violence, harmful practices, unpaid and domestic work, increasing women in leadership positions, sexual and reproductive health and gender data gap.

This was followed by the session on “On Women’s Empowerment Principles” for business organizations to empower women in the workplace, marketplace and community. These were suggestions for successful implementation of the principles by business organizations across the world that serve as guide for stakeholders in the business world and government.

The women empowerment principles aim to:

- Establish high level corporate leadership for gender equality
- Treat all women and men fairly at work
- Ensure the health and safety of all workers (men and women)
- Promote education, training and development for women
- Implement enterprise development, supply chain and marketing practices that empower women
- Promote equality through community initiatives and advocacy
- Measure and publicly report on progress to achieve gender equality.

The session on “Developing and Implementing Gender Friendly Policies and Procedures that Align with Global Best Practices” highlighted the discriminations women face in the workplace. These include same work of unequal pay with men, unemployment and occupational distribution. In addition, women get less compensation and other benefits compared to men. They are found mainly in jobs of low technical or educational qualifications and more in the informal sector or black economy and unpaid domestic work at home. The session also highlighted ideologies behind male and female work which are based on gender assumptions from evidence-based studies conducted in the past and recently. In the past women were viewed as domestic workers while presently despite equality legislation, men still control some critical sectors of the labor force such as technology in a way that suits their needs.

The session led to a general discussion on the role of employers and employees in creating a gender equitable workplace:

Participants suggested the following:

A. ROLE OF EMPLOYERS

- Employers should come up with policies towards achieving gender equitable business models
- There should be no restriction to employment based on sex
- Employers to ensure females are not limited to low paying jobs or low cadre posts
- Employers should be flexible in the ways they attend to gender issues in the workplace, for example, maternity leave.
- They should eliminate discrimination in all forms including discrimination towards the physically challenged
- Establishment of gender-based policy in organizations
- There should be gender consideration in the nomination for promotion and other opportunities e.g. trainings, capacity building of staff.
- Women should not be restricted from aspiring for any post in an organization including ICT and Technology
- Employers in certain sectors that are sex dominated e.g. nursing, technical fields need to accommodate other sex
- There should not be discrimination against those in occupations dominated by the opposite sex e.g. male nurses and female military officers or technicians.
- The government should come up with a policy on the number of times a woman can be granted paid maternity leave and should enforce birth control policies so that women

would use their energies, cognitive abilities and skills for productive ventures other than rearing children uncontrollably.

- There should be more sensitization and enlightenment on the part of the employers and employees.

B. ROLE OF EMPLOYEES

- Establishment or strengthening unions such as the Nigeria Labor Congress and Trade Union Congress by both male and female employees to serve as a platform to advocate for their rights including discrimination in the workplace.
- Male employees should not see themselves as being more productive than the female employees
- Women employees should ensure they prove their worth in their place of work so that they are indispensable in the organization
- Male employees should speak up for the females in cases of discrimination or rights violation
- Policy engagement through grievance reverse mechanism for employers and employees.
- Men who are under women or who take instruction from female bosses should not look down on their bosses because of their sex.
- Women shouldn't take leave of absence more than 3 times in a decade in order not to put pressure on organizations from granting paid maternity leave or employing newly married women because of the extra cost involved.

The session on “Developing and Implementing Gender Friendly Policies and Procedures that align with global best practices” highlighted gender friendly policies and procedures across the globe, market policies to close the gender gap in achieving pay equity and workplace family policies, how to conduct job evaluation free from gender bias, and examples of business organizations around the globe that are already implementing gender equitable business models.

The session was rounded up with each participant's contribution of an Action Plan for gender friendly policies and procedures in their respective organizations.

The Next line of action:

1. Engagement with MSMEs in the state
2. Engagement with public officials working on SDGs
3. Dialogues in other States of the South-West
4. New Partnerships on SDGs and Business Concerns

PARTICIPATION IN UNGC LOCAL NETWORK MEETINGS

MARCH 2, 2018 NIGERIA ANTI-CORRUPTION INCUBATION LAB WORKSHOP, SMES ON THE FIGHT AGAINST CORRUPTION

CHD remained active in UNGC local network meetings. It participated in the March, 2018 network meeting on anticorruption in SMEs. The workshop was held at Protea Hotel, Ikeja, Lagos State to mark the second round of the Siemens Integrity Project/Anti-Corruption Collective Action Project in Nigeria through the joint effort of the United Nations Global Compact Office New York, the Global Compact Network Nigeria which is hosted by the Nigerian Economic Summit Group.

The outcomes of the previous workshops included:

- ❖ An understanding of the Corruption Landscape in Nigeria
- ❖ Presentation of the business case for action against corruption
- ❖ An understanding of the concept of Collective Action, its uses, levels, types, challenges and risks
- ❖ A consensus that MSMEs are the most vulnerable to corruption risks
- ❖ A collection of Ideas to be fashioned into a Collective Action project.

The ideas generated included:

- i. Collective Action Monitoring System. An online reporting system where MSMEs could report cases of corruption.
- ii. Digital System for Contract Bidding. Development of digital system of contract bidding that could also incorporate an organized whistle blowing portal.
- iii. Advocacy to fast track government's implementation of executive orders on ease of doing business
- iv. SME Compliance Toolkit for SMEs to evaluate their compliance programs. The toolkit will help SMEs mitigate their vulnerabilities, and at the same time a tool for setting the minimum standards against which they hold each other accountable.
- v. Advocacy engagement with Standard Organization of Nigeria (SON), NAFDAC, and FIRS
- vi. Financial Integrity Pact for MSMEs in order to fulfil financial obligations as a means to address the problems of lack of access to finance by MSMEs.
- vii. Legislative Engagement. MSMEs adopting a legislative approach – sponsor bills/laws and create protocols.

The session on ***Validation of the SME Toolkit*** heightened some of the challenges facing MSMEs thus predisposing them to corruption. They included:

- i. difficulty in accessing finance
- ii. lack of proper financial records
- iii. inability to distinguish between revenue and profit
- iv. high cost of doing business
- v. bureaucratic bottlenecks
- vi. corruption and lack of transparency arising from government regulators
- vii. lack of infrastructure and irregular power supply
- viii. policy inconsistencies

The session validated the toolkit designed to help MSMEs strengthen their internal compliance against corruption, mobilize MSMEs to sign on to the adoption of the toolkit, to agree on a roadmap for the next phase of Collective Action Project and to receive stakeholder evaluation of the project. Participants identified the components of a Governance Control Framework and roles of micro enterprises towards achieving its provisions and how to use the guide and the self-assessment toll. The compliance Toolkit will also serve as an instrument of advocacy engagement with policy regulators.

The workshop ended with a framework by the participants aimed at maintaining continuity on an existing path towards Anti-Corruption Collective Action. It also provided background for the next phase of the Anti-Corruption Collective Action initiative which included online whistle blowing portal, advocacy engagement with business regulators, engagement with national assembly and signing of financial integrity pact that can be leveraged to grant MSMEs access to finance in a manner that gives institutions a sense of security at the same time address issues of corruption.

PARTICIPATION IN THE GENERAL ASSEMBLY MEETING OF UNGC LOCAL NETWORK NIGERIA HELD JUNE 22, 2018 AT NIGEIRA ECONOMIC SUMMIT GROUP SECRETARIAT, IKOYI, LAGOS

The objectives of the meeting were:

1. to provide updates of the Network activities in 2017
2. discuss governance issues of the network and electing a steering committee (Board)

New board members elected included:

1. Access Bank
2. Zenith
3. Oando
4. MTN

5. SIEMENS
6. Bank of Industry
7. LEAP Africa
8. Unilever
9. Lafarge
10. Dangote
11. Nigerian Liquefied Natural Gas

The UNGC New Business Model was highlighted at the General Assembly. It comprised of 3 categories:

1. Signatory (Lowest level): These organizations have no financial obligation to UNGC in New York
2. Participant (Highest): This group have financial obligation. Participant level is for SMEs with revenue base of \$225m which is over N5B.
3. Lead (Elite)

Participants were informed that the new board will decide whether to start collecting dues from organizations that are Signatory to continue to engage at the Local Network. The deadline for payment will be December 31st, 2018. From 2019 there will be delisting of organizations that have not picked their engagement level. Organizations that will subscribe will have a company profile on UNGC Global Website. The new board will decide how to support members, and this will be communicated to participating organizations.

PARTICIPATION IN THE UNITED NATIONS POPULATION FUND (UNFPA) HIGH IMPACT PRIVATE SECTOR SUMMIT HELD ON THE JUNE 18TH, 2019 AT ACCESS BANK HEAD OFFICE, 999C DANMODE STREET, VICTORIA ISLAND LAGOS.

CHD participated in other workshops relevant to promoting SDGs in the private sector. The UNFPA workshop attended created a platform for participants to share knowledge and discussions on harnessing the demographic dividend through investment in youth, the role of the private sector in achieving sustainable population growth as well as highlighting strategic opportunities for private sector to partner with UNFPA to deliver high impact and productivity programs for women, girls and people in Nigeria. To achieve the objectives of the summit, three panel discussions were held with some selected private sectors in Nigeria.

1. Panel Discussion: “Harnessing Demographic Dividend for Sustainable Development in Nigeria”: The Role of the Private Sector

A country enjoys demographic dividend when the population is healthy, educated and empowered to enter the labor market. However, for this to happen there must be:

- i. Population structural change through rapid fertility decline
- ii. Increased investments in health and education
- iii. Economic environment has to be favorable for gainful employment and increased productivity.

This session had some key players in the private sector who informed the participants what they do in terms of creating youth employment, supporting young enterprises, education and how would to advise other private organizations to do the work they do towards driving the demographic dividend. Also discussed was how they support women in workplaces and decision-making in cultivating productivity and self-sufficiency.

2. Panel Discussion: “Sustainable Development and Population Dynamics: the place of the private sector”

This session focused on the SDGs, the dynamics of our population and discussed how to make the best of our population. The identified roles the private sector can play in achieving the SDGs included:

- i. Engaging the government to influence policies that will facilitate viable public private partnerships (PPPs)
- ii. Engaging community health extension workers and every health worker involved in family planning for them to recommend family planning to couples, and young people who need it. Increased youth engagement through radio and social media on the importance of family planning and where they can access service.
- iii. To identify cultural practices that impede community development and carry out specific interventions tailored to each community.
- iv. Integrated development approach that focuses on health, economic empowerment and human rights.

3. Panel discussion: “Leveraging on public-private partnership to accelerate the impact of maternal health interventions in Nigeria”

This session highlighted data on maternal mortality in Nigeria and the major causes. It also, highlighted the role of Access Bank, Society of Gynecologists and Obstetrics of Nigeria and UNFPA in improving the health outcomes of women especially pregnant women in the country.

Statement by Private sector at the end of the summit

1. Recognize the potential of young people and harness this strength towards sustainable development through mentoring and more internship opportunities
2. Use good will of government parastatals and political contact to ensure amendment and implementation of laws related to women and youths and poverty alleviation relating to the SDGs
3. Partner with local health authorities to support scaling of Primary Health Care Centers in residential vicinities to ensure more access to women and access to care during and after pregnancy
4. Conduct and support youth literacy through scholarship and social investment programs, soft skills and talent development
5. Proactively engage NGOs/CSOs especially those involved with youths and women to reach out to young people in the underserved areas
6. Unequivocally scale up separated allocation of resources towards sustainably development in annual corporate budget.
7. Strengthen capacities of research institutions by evidence-based policies that enhance the health of women and adolescent girls especially in humanitarian settings and underserved groups
8. Support advocacy efforts and provide funds in making information and services available
9. Encourage staff volunteering programs geared towards serving in humanitarian settings. Ensures sharing of expertise that can improve the implementation of development interventions.
10. Give concentration to employing women in workplaces and giving them equal opportunities to raise to management positions.
11. Explore graduate training and talent development of expertise to indigenous youth and support improvement in academic curriculum.
12. That Access Bank will continually provide a forum for private partnerships to drive the conversations around.