

Restless Development
Communication on Engagement (COE) with the United Nations Global Compact
Period covered by this COE: November 2017 – November 2019

CEO Statement of Continued Support

Restless Development
35-41 Lower Marsh
London
SE17RL

perry@restlessdevelopment.org
+44 (0)207 633 3350

27 November 2019

Subject: Communication on Engagement (COE) with the United Nations Global Compact

With this letter I am pleased to reaffirm Restless Development's support for 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 continue our partnership with the Global Compact to advance these principles through the agency's work.

Restless Development works with young people so that they can lead in solving the challenges they face in the world. Whether that means supporting communities to end child marriage or prevent HIV, we work with young people to change their lives and the lives of people in their communities. Restless Development has been working with young people since 1985 and the agency is run out of hubs in ten countries across Africa, Asia and in the UK and USA, with a wider network of partners across the world.

This is Restless Development's Communication on Engagement (COE) with the United Nations Global Compact, which describes the actions that our agency has taken to support the UN Global Compact and its principles over the last two years.

Sincerely yours,



Perry Maddox
Chief Executive Officer

Description of Actions and Measurement of Outcomes

Protecting Rights

Restless Development is firmly committed to working in an inclusive way, protect human rights and promote women's rights and gender equality. We practice this at the programmatic level - from project design to implementation - and as an organisation - how we recruit and support staff to making inclusive, supportive workplaces.

Recruitment and Equal Opportunities Policies: We seek to recruit, retain and develop staff and young leaders from all sectors of the community, ensuring that candidates and staff do not receive less favourable treatment on the basis of gender, sexual orientation, marital status, social status, caste, race, ethnic origin, religious belief, age, HIV status, disability, or any other factor that cannot be shown to be relevant to performance. Our recruitment policies are set to eliminate direct discrimination. We have specific policy statements for gender, age and nationality.

Our agency (both our Strategy and Agency Plan) are designed to challenge the injustices of the world - and empower the most marginalised, especially young people. Both our new Diversity and Inclusion Strategy and our Agency plan place value on continuing to create and strive for a more inclusive workplace and creating fair, supportive workplaces.

In our Employee Handbook, we aim to have a 50-50 make-up of male and female staff, have a majority of staff native to where a particular operation is based, and aim for 51% of our global staff to be under 28 years old.

- We are proud to have a transparent and equitable Global Salary Scale (GSS) across all of our global locations, published annually for all staff and stakeholders to see. Our GSS is calculated to ensure all staff on equivalent grades - from the UK to Uganda, from Sierra Leone to Nepal - receive a fair and comparable wage in line with their peers in other Restless Development locations. It is unique in our sector and reflective of our values.
- In 2018 our global staff demographics strongly reflected our policies:
 - 98% were under 30.
 - 96% were African (74%) and Asian (22%).
 - 55% were women.
 - 96% were nationals of the country in which they worked or volunteered.

Gender Equality: Restless Development recognises that gender equality is a fundamental human right and that gender equality is a precondition for advancing development, transforming change and reducing poverty across the world.

For Restless Development, gender equality means that all human beings, both women and men, are free to develop their personal abilities and make choices without limitations set by stereotypes, gender roles, or prejudices. Gender equality means that: i) the different behaviours, aspirations and needs of women and men are considered, valued and favoured

equally; ii) women are entitled to live with dignity and without fear and as equal partners in society.

Our programmes and initiatives are always based on gender awareness and a strong agency level commitment to gender equality.

- We have a Gender Committee, with staff from across all of our hubs, who drive initiatives to increase our understanding of our approach to gender and how we can become more gender transformative as an agency.

Anti-Corruption and Accountability

We aim to minimise our agency's negative impact on stakeholders we work with in a number of ways, recognising the importance of, at the very minimum, doing no harm through our work and aiming for significant positive impacts on people's lives through the delivery of our strategy.

Values Led: As a [values led agency](#), how we work is as important as what we do. Conducting ourselves in the right way will increase our impact and reach. In 2018 an all staff survey gave the following results:

- 99% of staff are proud to work with Restless Development.
- 96% of staff think Restless Development encourages, welcomes and values diversity in its workplaces and programmes.
- 95% of staff think Restless Development is transparent and accountable to its stakeholders (young people, communities, partners and staff).
- 95% of staff think Restless Development has strong values that are upheld and acted out by staff (or exposed and challenged when not upheld).

Safeguarding Policy: We have an extensive [Safeguarding Policy](#) which sets out our commitment to prevent harm, and to promote the health and wellbeing of children, young people and adults. This policy is designed to inform, guide and direct staff and volunteers in the use of Restless Development's safeguarding framework. It details the framework through which Restless Development can establish a culture of safeguarding at all levels throughout the organisation and communities where we work.

- In 2018, our safeguarding policies, practices and culture underwent an external review, which found them to be detailed, appropriate and effective.
- We reported three safeguarding incidents to our Board of Trustees and the Charity Commission for the period October 2017–September 2018. The Charity Commission were supportive of our response to these cases.
- We have established and trained safeguarding working groups in all of our Hubs, resulting in over 10% of our staff body having received advanced safeguarding training. All staff receive annual basic level safeguarding training.

Staff and Volunteer Code of Conducts: Our [staff code of conduct](#) provides guidance for all staff and volunteers on the standards we expect them to uphold. It is read and signed by all staff on joining Restless Development, as well as reread and re-signed when any changes

are made to it. All volunteers working with Restless Development also read, review and sign up to meeting our code of conduct.

Programme Principles: This is a [core strategic document](#) which sets out our programmatic commitments and sets out clear standards to drive quality and consistency in our programmes and ensure no harm is done through our programmatic work. This includes chapters and standards on safeguarding, accountability, youth leadership and working in partnership.

Dynamic Accountability: Dynamic Accountability is our approach to accountability and transparency at Restless Development. It means being an accountable agency and transparently working with and learning from young people and partners in order to increase our impact. By turning our agency inside out and bringing more voices in, we believe this will lead to even greater impact for the young people, communities, partners and governments we work with. It will also increase the trust that others have in our agency and work, reinforcing the relationships and collaboration that drives our collective success.

Restless Development's Agency Accountability Report can be accessed [here](#).

- We take part in the International Aid Transparency Initiative (IATI), a voluntary, multi-stakeholder initiative that seeks to improve the transparency of aid, development, and humanitarian resources in order to increase their effectiveness in tackling poverty. We publish our financial information on an annual basis.
- We are also a member of Accountable Now, a cross-sector platform for internationally operating civil society organisations (CSOs). Together, we strive to be transparent, responsive to stakeholders and focused on delivering impact. We have signed the 12 Accountability Commitments of the Global Standard for CSO Accountability and seek to respect human rights, be independent and work ethically and professionally. We develop an Annual Accountability Report which is reviewed by Accountable Now's Independent Panel, and published on Accountable Now and our website.

Data Protection: Restless Development takes protecting the privacy of individuals we work with seriously and takes all reasonable steps to ensure their information is secure. It's important that they feel completely comfortable and confident that their personal information is safe in our care.

- We have a [Privacy Statement](#) which sets out how we will meet our responsibilities to keep personal data safe and secure.

Partnerships

In 2018 Restless Development worked with 914 partners, including governments and youth-led organisations. All of our partnerships with private sector organisations are founded on Restless Development's [Ethical Funding Policy](#) and a significant number have sought - both directly and indirectly - to promote the implementation of the Global Compact's ten principles.

These partnerships include:

Mastercard Foundation: Uganda has one of the world's youngest populations and a high youth unemployment rate. Agriculture is the greatest contributor to Uganda's economy and 70% of its population work in the sector. The [DYNAMIC \(Driving Youth-led Agribusiness and Micro-Enterprise\) programme](#) is working to ensure that young people have the skills and support to help them find work or start their own businesses in agriculture. As well as training young people, DYNAMIC brings together partners from the development and private sectors to ensure young people are connected with opportunities to find long-term employment or a market to help their business grow. DYNAMIC is one of the Mastercard Foundation's Youth Forward Initiatives, run by a consortium of partners including Mercy Corps, Restless Development and Voluntary Services Overseas, and led by GOAL Uganda.

- We worked with 159 peer educators to train 37,720 young people in vocational skills that are critical for their employability.
- The programme worked with 10 vocational training institutions to provide courses in agriculture suited to young people.

IP Integration (IPI): In 2018 Restless Development partnered with IP Integration (IPI) – a telecommunications company. The partnership has been driven by highly motivated group of staff at IPI called 'The Restless Team'. They have worked hard to engage employees with the issues that Restless Development tackles. Staff at IPI have been dedicated to raising vital funds for Restless Development through an extensive calendar of activities – from five directors and the CEO skydiving, to office parties, to marathons and coast-to-coast cycles.

- In November 2018 IPI's corporate social responsibility efforts were rewarded by winning the Show You Care award at The Co-op IT Supplier Event. IPI demonstrated their excellence as an ethical supplier and by proactively encouraging and empowering staff to make a difference.
- In our first year of partnership IPI has raised £20,000 to support young people to make long-term change in their communities.

India Development Foundation, UN Development Programme and the IKEA Foundation: The [Disha project](#) is a partnership between UNDP and the India Development Foundation, supported by IKEA Foundation, that aims to support one million underprivileged women in India learn marketable skills and connect with income opportunities. The Disha project helps women become economically self-sufficient through training, employment and entrepreneurial skill development; it tests innovative models of public-private partnership for scalability; and establishes a continuum that connects education with skills, jobs and growth.

Restless Development is an implementing partner in New Delhi with the aim of impacting the lives of 5,000 young women. We trained groups of young women - Skill

Sakhis - to teach other young women in their communities about employment, encouraging them to join the workforce.

- 25 Skill Sakhis in New Delhi have now been trained.
- Skill Sakhis have collected 'aspiration mapping' data of more than 2900 community women, ages 18 - 35. This data is being analysed to understand the aspirations of the young women in the community and the courses that would be suited / beneficial to their future employment.

Environmental Principles

We know that those who have contributed the least to climate change – young people - will face the biggest impact of climate change if we do not take steps to reduce our impact on the planet.

Our ambition is to be an agency which will protect the natural environment and ensure its ability to support life for future generations, through our agency, operations, programmes and a Youth Collective. As an agency accountable to young people we need to mitigate our own impact on the environment, whilst proudly and pro-actively aiming to tackle climate change through our programmes. We have a set of Environmental Principles which were developed by staff champions across our Hubs outlining our commitment to protecting the natural environment in five focused ways; managing our carbon footprint, greener programming, building our staff knowledge & commitment, sustainable financing decisions and engaging our Restless networks.

- In 2018 we designed and rolled out a new Quality Assurance Framework to test our quality and performance against all areas of our Agency Plan, including against our environmental commitments.
- An internal Youth Leadership and Innovation Team designed an all agency 'Go Green' challenge, to encourage all offices within Restless Development to compete to make their offices more environmentally friendly, which includes introducing recycling, planting trees and reducing printing.
- In our programming, using digital data collection methods to reduce the amount of printing needed. With more than 60 active programmes in 2018/2019, this small change has led to a significant reduction in printing across the agency. This approach has been built into our new data management system implemented in 2018/19.
- Using our ethical procurement guidelines to help us make more environmentally friendly decisions.
- Supporting young people through our programming, such as supporting [Franco in Uganda](#). He's passionate about the environment and trains farmers to adapt to climate change.