

## International Planned Parenthood Federation

### Communication on Engagement (COE) with the UN Global Compact From December 2017 – December 2019

#### Commitment statement

International Planned Parenthood Federation (IPPF) expresses its continued support for the UN Global Compact and renews its ongoing commitment to the initiative and its Ten Principles in the areas of Human Rights, Labour, Environmental and Anti-Corruption. This support and commitment is enshrined in IPPF's global policy on Private Sector Partnerships<sup>1</sup>.

As a rights-based global federation, IPPF has global and local policies that are aligned with the Global Compact Principles. IPPF's work upholds these Principles and those of the Women's Empowerment Principles, a joint venture of UN Global Compact and UN Women.

IPPF commits to leading a locally owned, globally connected civil society movement that provides and enables services, and champions sexual and reproductive health and rights for all, especially the under-served. IPPF's core values guide the way it undertakes its work: IPPF believes:

- in social inclusion with a demonstrated commitment to enable the rights of the most under-served to be realized
- in diversity, respecting all regardless of their age, gender, status, identity, sexual orientation or expression
- its passion and determination inspire others to have the courage to challenge and seek social justice for all
- in the significant contribution our volunteerism delivers across a range of roles and as activists inspiring the Federation to advance its mission
- in accountability as a cornerstone of trust which is demonstrated through high performance, ethical standards and transparency

In this Communication of Engagement IPPF outlines the actions that it has undertaken in support of the UN Global Compact and its Principles. IPPF is looking forward to deepening its engagement with the Global Compact as it further develops partnerships with private sector members.



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<sup>1</sup> <https://www.ippf.org/sites/default/files/2017-01/POLICY%20HANDBOOK%20November%202016.pdf> see Policy 3.7, section 5.ii.

## Engaging with the Global Compact Principles

### Delivering the human right to health and healthcare

IPPF supports the UN Global Compact Principles through upholding the human right to health and healthcare for workers within global supply chains, many of which are supplying goods and services to Global Compact members. Workers in factories, farms and other mass production environments often struggle to access the health services they need, whether due to a lack of understanding of health needs, insufficient time, or not knowing where to go to get health services. Additionally, many women workers who move away from their communities to find work are shown to be more vulnerable to gender-based violence and exploitation.

In over 50 countries, IPPF's locally-owned and run Member Associations work with employers to address and overcome these barriers to health and healthcare for more than a million workers, through the provision of information, education and access to quality health services. These programmes improve the health of workers, reducing sickness, absence and staff turnover, with a resulting increase in productivity and worker well-being. These include those in garment and textile factories, agricultural and flower farms and plantations, construction sites, canning and electronic factories, and the hospitality industry.

These health education and services support the UN Global Compact and UN Women's joint initiative, the *Women's Empowerment Principles* and specifically Principles 3: 'Ensure the health, safety and well-being of all women and men workers' and 4: 'Promote education, training and professional development for women'. Education and livelihoods programmes can promote women's economic participation, but research suggests that women will not become economically empowered unless these programmes are combined with appropriate health services. Studies show that female labour force participation decreases with each additional child by 10 to 15 per cent among women aged 25 to 39. There are serious health and economic consequences of unplanned and/or frequent pregnancies, including increased maternal and infant mortality. However, when access to sexual and reproductive health information, education and services, is provided to women, their economic stability, health and well-being is seen to improve.

During the reporting period, IPPF has worked closely with the UN Foundation's Universal Access Project and its *Private Sector Action For Women's Health and Empowerment* initiative to demonstrate to employers with large numbers of women employees, the importance of providing education and access to essential health services to their women workers. IPPF is on the World Benchmarking Alliance's working group to develop indicators to track corporate contributions to SDG 5 (Gender Equality & Women's Empowerment), and continues to build partnerships with large employers and brands that they supply to ensure the health needs of workers are being addressed.

The programmes that IPPF delivers to workers ensures that they have the information and education they need to make essential choices about their health and those of their families, and are able to access the health services they want. This covers a range of health issues including:

- Family planning and the prevention of unwanted pregnancy
- HIV and sexually transmitted infections
- Antenatal care, maternal and child health
- Breast and cervical cancers
- Well-being, nutrition, and other health issues including anaemia and diabetes
- Inequality and gender issues including domestic and gender-based violence

Working closely with workplace management, particularly Human Resources departments, the Member Associations tailor programmes to the needs of the workplace, factoring in the demands of work and the needs of the employer. This includes addressing issues such as:

- low knowledge of good health,
- promoting healthy behaviour through peer educators,
- group discussions including ‘what to expect when you’re expecting’,
- health fairs including stage performances and ‘edutainment’,
- distribution of information and educational materials,
- what services are available at nearby IPPF clinics and where the clinics are.

The Member Association supports workplaces to improve their own onsite facilities through capacity building for onsite clinic staff, to improve the quality of the health services available. Where needed, they work with the management to support the introduction of workplace policy initiatives, especially on health and women’s rights, responsive to workers’ needs.

Examples of some of IPPF’s Member Association partnerships with factories and major employers, many of whom are part of the supply chains of UN Global Compact members are below:

**Cambodia:** IPPF’s Member Association in Cambodia, Reproductive Health Association of Cambodia (RHAC) has been providing workplace health services since 1996 with a focus on delivering integrated reproductive health and HIV/AIDS services. RHAC has strong working relationships with more than 80 factories, including British and Hong Kong owned, covering more than 130,000 factory workers. These are predominantly garment factories producing clothing for global brands. There are RHAC clinics located in the major manufacturing zones including those of Phnom Penh, Kampong Speu, Preah Sihanouk, Takeo, and Kampong Cham province. These clinics are open 7 days a week and offer services until late at night, specifically to ensure that workers can access services outside their work hours. Additionally, RHAC advises the Garment Manufacturer Association and the Ministry of Labour on how to improve health of the factory workers, including gaps to be addressed in policies and practices.

**Ethiopia:** IPPF’s Member Association in Ethiopia, Family Guidance Association of Ethiopia (FGAE) has been working to delivering workplace health services since the 1990s. FGAE currently works with over 150 businesses ranging from textile and garment factories, and

flower and horticultural farms including coffee plantations to engineering and automotive industries and cement factories, employing more than 64,000 workers. To support this growing demand for quality health services to workers, FGAE engages with the factories in a range of ways from providing services directly through outreach or operating an on-site clinic, to training and capacity building the staff at factory clinics to ensure that they have the knowledge and skills they need to provide the quality services the workers need.

**India:** IPPF's Member Association in India, Family Planning Association of India (FPA India) has been working with a range of industries providing healthcare to over 50,000 workers. In 2019 they launched a new project with one of India's major garment manufacturers to improve the access to health services for their predominantly female workforce and with a global brand to address the health needs of tea plantation workers and their families. Longer term projects include the major construction projects such as the Metro in Chennai and the power-loom factories in Bhiwandi on the outskirts of Mumbai. These projects target the health needs of the predominantly male workforce including counselling and testing for HIV/AIDS and STIs as well as wider occupational health issues. In Bhiwandi which has the largest concentration of power-looms in the country, FPA India has been working with members of the Association of Power-Loom Owners to ensure that workers have access to the health services they need. This includes addressing occupational health needs such as the provision of ear defenders to protect their hearing, and face masks to reduce fibres from the looms being inhaled.

**Indonesia:** IPPF's Member Association in Indonesia, Indonesian Planned Parenthood Association (IPPA) collaborates with a more than 20 companies from garment and shoe factories, hospitality and construction to plantations and a local airline. It provides services including recruiting and training peer educators, information and education, clinics and referrals. Services often include the workers' families. IPPA works with the Ministry of Health, National Family Planning Coordination Board and National AIDS Commission and with global agencies and multinational companies.

**Sri Lanka:** IPPF's Member Association in Sri Lanka, Family Planning Association of Sri Lanka (FPASL) reaches more than 49,000 workers across a range of sectors. Since 2012 it has been working with global garment manufacturers delivering a range of sexual and reproductive health and family planning services to the predominantly female employees in their factories. It has a long-term partnership with the Board of Investment to open clinics that specifically serve the workers in Sri Lanka's Industrial Zones. On tea plantations, FPASL has been providing health services to the workers and their families that live on the plantations. This community health program goes beyond sexual and reproductive health, and covers general health issues including addressing the severe anaemia which is common in these communities.

**Vietnam:** IPPF's Member Association in Vietnam, Vietnam Family Planning Association (VINAFPA) works with more than 20 companies manufacturing products that include clothing, footwear and canned food, and that employ more than 21,000 workers, mostly women. It provides reproductive health services, including pregnancy checks and ultrasound, blood tests and regular health checks to workers and collaborates closely with the Maternal and Child Health Department, the Vietnam Administration of HIV/AIDS Control, and the General Office

for Population and Family Planning in ensuring quality and regulations implementing the national program on population, reproductive health, family planning and HIV/AIDS.

### **Protecting human rights and labour rights**

Over the last eighteen months, IPPF has overhauled its safeguarding processes and procedures to ensure that it forms safe partnerships and is an organisation that is safe for all. IPPF is committed to taking all reasonable steps to prevent foreseeable harm in any activity or interaction it is responsible for. IPPF's framework is built on the following four pillars:

- Prevent
- Report
- Respond
- Governance & Accountability

This includes a responsibility to ensure that Member Associations and partners acting on IPPF's behalf have the competency to fulfil their obligations safely and have the policies and procedures in place to prevent, report and respond to harm appropriately.

**Safeguarding Taskforce Team** IPPF established the Safeguarding and Dignity at Work Taskforce in February 2018. This team has been instrumental in strengthening policies and processes across the Secretariat as well as engaging with the international development community to ensure that emerging and new best practice is adopted by the Federation as a priority. As of April 2019, IPPF has a full time Head of Safeguarding staff, who is based at the Central Office in London, and two Regional Safeguarding Advisor positions were appointed in May 2019 based in the IPPF regional offices in Nairobi for the sub-Saharan Africa region, and in New York to cover the Americas and Caribbean.

**IPPF's Safeguarding Policies and Procedures.** In 2018, IPPF carried out an in-depth review of its policies to ensure that its safeguarding framework is robust and in line with best practice and relevant legislation. The suite of policies was approved in May 2019. The safeguarding framework comprises the following policies: Code of Conduct; Safeguarding Children and Vulnerable Adults; Respect at Work; Raising a Concern; Confidentiality and Information Sharing; Equality, Diversity and Inclusion, Employment Principles. IPPF Secretariat, Member Associations and partners must adhere to IPPF's Safeguarding Standards, which include a commitment to cascading these standards to any of their downstream partners, for example associate clinics. Additionally, IPPF set up a new Independent Complaints Panel, a group of independent, externally appointed individuals that looks at complaints made about the highest-level staff within the organisation.

IPPF already had other policies in place that apply to the Federation collectively (Member Associations as well as the Secretariat). These seek to protect clients, employees, volunteers and other stakeholders from exploitation or abuse as well as ensuring they fully realise their human rights. These include: Gender Equality; Meeting the Sexual and Reproductive Health Rights of Young People; and Forced Labour and Human Trafficking.

**IPPF's Confidential Helpline Reporting Mechanism (IPPF SafeReport).** IPPF's multi-lingual helpline, which is accessible 24 hours a day, seven days a week, was launched at Central Office in December 2018, across the Secretariat level in February 2019, and at Federation level by March 2019. This system ensures that all concerns related to safeguarding, bullying, harassment and fraud can be raised safely, logged centrally for oversight and learning, and responded to in a timely manner with the relevant expertise and support. The SafeReport helpline will ensure background information is adequately captured to allow swifter investigations and reporting of all allegations to regulators and funders. Confidentiality and consistency for all employees will be guaranteed through this new system. A programme of awareness-raising and training began in early 2019 to make sure the full framework is accessible to all IPPF volunteers, trustees and staff, and that they know how to use it and feel empowered to do so.

**IPPF Secretariat Staff Training on Sexual Exploitation and Abuse.** In 2018, all Secretariat staff were required to complete an online refresher training on sexual exploitation and abuse and IPPF is considering how often this should be repeated. IPPF's humanitarian team and senior leaders supporting their work were required to complete additional mandatory online training specific to the challenges of those environments by the end of April, and all have done so. All new employees complete appropriate training as part of strengthened induction processes. IPPF's Directors' Leadership Team and the Governing Council (Board of Trustees equivalent) have also committed to undertaking mandatory additional training on safeguarding issues and how to manage them.

### **Addressing environmental impacts**

IPPF looks to reducing its impact on the environment through its Governance and Accreditation standards and commitments. As indicated in IPPF's Policy 4.17 Sexual and Reproductive Health and Rights, Climate Change and Sustainable Development, IPPF recognizes the complex, critical links between sustainable development; population dynamics; climate change and sexual and reproductive health and rights; and is committed to reducing its own carbon footprint and impact on climate change and the environment by improving the efficiency of its activities and adopting cost effective technologies.

Moreover, IPPF recognizes that meeting the sexual and reproductive health and rights needs of every individual is essential in promoting healthy families, healthy communities, and a healthy planet. Additionally, Accreditation Membership Standard 9.8 ensures that all Member Associations take appropriate action to reduce its harmful impact on the environment.

IPPF is working to strengthen both implementation of the standards and commitments, and evidencing the actions taken. It is looking across the sector at good practices, measuring organisational responsibility and accountability in this area and how it ensures it can report compliance with the environmental commitment requirements of donors and partners.

### **Anti-corruption actions**

In 2019, IPPF's Governing Council (Board of Trustee equivalent) approved a new financial crime policy which provides an overarching framework to other IPPF policies and guidelines relating to financial compliance. These include the IPPF policies and procedures relating to Combatting Bribery, Fraud Policy, Secretariat Fraud Policy Guidance, Code of conduct, Raising a Concern Policy, Procurement guidelines and financial control evaluation process (at the Member Association level).

As part of this policy, IPPF has put in place a new, enhanced due diligence of its Governing Council members, employees, consultants or agency workers, members and partners, donors and suppliers, across its entire Secretariat. This will also be rolled out across Member Associations and Collaborative partners. Compliance with the policy will employ new processes and systems to vet all new and existing employees, consultants or agency workers, vendors and all existing and prospective Governing Council members. The process scans the names of the individual or company against sanctioned lists published by key Governments which include names of individuals and or companies involved in money laundering, terrorist financing, bribery and corruption, fraud, financial sanctions and export controls.

### **Participation with UN Global Compact global events and local networks**

IPPF has engaged at global meetings aligned with the UN Global Compact including the Women's Empowerment Principles (WEPs). IPPF has encouraged its global (London) and regional offices (Nairobi, New York, New Delhi, Kuala Lumpur, Brussels, Tunis and Melbourne and Fiji) to engage with the Global Compact Local Networks where possible. Colleagues have attended and contributed to Local Network events, engaged in discussions with other members and sought opportunities to develop partnerships.

### **Measurement of outcomes**

Additional measurements of IPPF's rights-based work can be found in its Annual Performance Review: <https://www.ippf.org/resource/2018-annual-performance-report-apr>