



EngenderHealth, Inc.
United Nations Global Compact Communication on Engagement
Period Covered: February 2017–February 2020

CEO Statement of Continued Support

To our stakeholders:

I am pleased to reaffirm that EngenderHealth continues our ongoing support of the United Nations (UN) Global Compact and proudly renews our commitment to its ten principles in the areas of human rights, labor, environment, and anti-corruption.

EngenderHealth is a leading global health non-governmental organization working to improve sexual and reproductive health and rights (SRHR) for women and girls in communities around the world. With more than 75 years of experience in Africa, Asia, the Middle East, and the Americas, we are committed to saving and improving lives by ensuring access to safe, integrated, and sustainable contraception; maternal, neonatal, and child healthcare services; comprehensive abortion care; and other sexual and reproductive health services.

With 440 staff worldwide, EngenderHealth is headquartered in Washington, DC and operates regional and country offices in 14 countries around the world. Together, our mission is to implement high-quality, gender-equitable programs that advance SRHR. We share the principles espoused by the UN Global Compact and remain committed to integrating them into the work we do each day around the globe, and into the partnerships that make our work possible.

This is our Communication on Engagement with the UN Global Compact, in which we describe the practical actions that EngenderHealth has taken to support the UN Global Compact and its core principles. We look forward to sharing this commitment with our stakeholders.

Sincerely,

Traci L. Baird
President & CEO

Description of Actions and Measurement of Outcomes

EngenderHealth is a leading global health organization working to implement high-quality, gender-equitable programs that advance sexual and reproductive health and rights (SRHR). With more than 75 years of experience in Africa, Asia, the Middle East, and the Americas, we are committed to saving and improving lives by ensuring access to safe, integrated, and sustainable contraceptive services; maternal, neonatal, and child healthcare services; comprehensive abortion care; and other sexual and reproductive health (SRH) services. Prioritizing hard-to-reach, underserved areas, and marginalized populations with a special focus on women and girls, EngenderHealth promotes country ownership and leadership to ensure sustainability.

Human Rights

EngenderHealth aims to help create a gender-equal world where all people achieve their SRHR. We are committed to creating transformative, sustainable change by delivering high-quality SRH and maternal health services; expanding access to information and training; and advancing acceptance of sexual and reproductive rights as human rights. To achieve this vision, we collaborate with governments, private sector partners, international experts, local organizations, and communities around the world to deliver high-quality, gender-equitable programs—grounded in human rights principles—that give girls and women freedom to reach their full potential. We remain longstanding champions of a rights-based approach to SRH at all levels and full, free informed choice in contraceptive service delivery.

Across our program portfolio, spanning 14 countries worldwide, EngenderHealth integrates human rights into all of our programming to ensure that the rights and dignity of individuals are at the center of our work. Our new strategic plan provides a pathway for designing, implementing, and monitoring voluntary SRH programs that respect, protect, and fulfill human rights as they set out to improve health. In addition to supporting the rights and health of those we serve, EngenderHealth’s work directly links to Sustainable Development Goals 3 and 5 focused on good health and gender equality. Throughout the program design process, EngenderHealth takes long-standing family planning concepts, such as quality of care and voluntarism, and links them with human rights principles, such as accountability and nondiscrimination.

Further, our rights-based programming approach is designed around our commitment to advance gender equality both *in* and *through* SRHR and directly correlates to Article III of the Universal Declaration of Human Rights. We design our programs around the conviction that individuals can make their own informed choices about their SRH. By integrating *do no harm* principles into program design, EngenderHealth provides information and services that do not inadvertently cause a negative impact on an individual’s rights or their community. Cornerstones of our programming include:

- A **holistic, youth-centered approach** to working with young people around the world through initiatives and partnerships that engage communities. We are committed to expanding the rights of every person—including every *young* person—to make free, informed decisions about whether, when, and with whom to have sex and whether, when, and with whom to have children. As a thought leader in the field of SRHR—evidenced, among others, by our contribution to the *Framework for Voluntary Family Planning Programs that Respect, Protect and Fulfill Human Rights (2013)*—our engagement in contraceptive service delivery is set in the broader context of SRH, ensuring our programming has full relevance to the lives of young people. EngenderHealth’s adolescent and youth SRH (AYSRH) programs go beyond the basic delivery of information and capacity building of providers, addressing social and contextual factors, promoting SRHR, and leading advocacy efforts to further the AYSRH agenda. Our staff possess extensive technical expertise in the area of rights and choice, ensuring social and gender norms and power imbalances that affect the realization of SRHR are addressed, and a rights-based approach is weaved into every AYSRH program.
- **Gender transformative programming** is a core component of our work, as we aim to tackle harmful social and gender norms preventing women and girls from making decisions that affect their own bodies. We acknowledge the disadvantages and discrimination women and girls face in exercising their SRHR, and tackle the gender- and power-related barriers that deny them these rights. We do this

through SRHR programs that ensure equity—that is, those that compensate for historical and social disadvantages that have prevented women and girls from operating on a level playing field. We work through gender-equitable approaches, empowering women and girls to demand and exercise their SRHR; transform structures and health systems to provide access to non-biased, non-judgmental, high-quality SRH information and services; and change intimate partner and family-based power dynamics to foster an enabling, supportive environment that respects individual reproductive intentions. We recognize the impact that families, communities, institutions, and policies have on attitudes and behaviors, and apply a multifaceted approach targeting these spheres of influence. For example, at the national level, EngenderHealth advocates for gender-equitable policies and programs, while at the facility level, we train healthcare providers to support gender-sensitive and responsive counseling and services. We also partner with local leaders to conduct community-, school-, and workplace-based interventions in order to address gender stereotypes and eradicate discriminatory practices.

- We facilitate **free, informed decision-making and quality of care**. EngenderHealth implements widely recognized, innovative, effective, and low-cost quality improvement (QI) models for SRHR services. Fundamental to our QI work is a *strong emphasis on client rights*. With the goal of upholding a women-centered and rights-focused approach, EngenderHealth’s country-level work and tools operationalize human rights at the policy, service delivery, and community levels. Our global QI team of expert clinicians provides technical support to global, regional, and country partners. Over the past three decades, in addition to delivering training, our QI team developed and refined a series of rights-based QI approaches and tools for use by healthcare providers and community members engaged in QI. This comprehensive QI package includes *EngenderHealth’s COPE® (Client-Oriented, Provider-Efficient) methodology and tool*; *REDI (Rapport Building, Exploring, Decision Making, and Implementing the Decision Counseling; and Checkpoints for Choice*.

EngenderHealth’s work around the world includes additional examples of our rights-based approaches, ranging from safe abortion programming related to stigma and discrimination, to the importance of preventing -based violence (GBV). EngenderHealth is also a signatory to multiple global rights-related compacts, including the UN-recognized joint civil society organization statement urging member states to respect, protect, and fulfill the SRHR of adolescents and youth during the 41st session of the Human Rights Council.

Labor

EngenderHealth has a strong public commitment to equal employment opportunity and to gender, equity, diversity, and inclusion (GEDI). In 2019, we developed a **Duty of Care framework** and implemented a series of safeguarding and related policies to help build a broad culture within the organization that addresses the safety, security, and well-being of our employees. EngenderHealth takes very seriously our responsibility to ensure that our staff, operations, and programs do no harm to children or vulnerable adults, including not exposing them to abuse or exploitation. To solidify this, we developed an appropriate safeguarding system and exercise a zero tolerance policy regarding all types of misconduct. In 2019, EngenderHealth also introduced a revised Employee Handbook, which includes an updated **Safeguarding Policy** detailing our commitment to safeguarding all people, particularly children, vulnerable adults, and beneficiaries of assistance from any harm that may be caused due to contact with our organization. Safeguarding means taking all reasonable steps to prevent harm, particularly sexual exploitation, abuse, and harassment from occurring; to protect people, especially vulnerable adults and children, from that harm; and to respond appropriately when harm does occur.

The organization is committed to providing all employees with a work environment free of all forms of discrimination, harassment or retaliation, and in which every employee is treated with honor, respect, and dignity. To this end, our **Anti-Harassment Policy** (2018) reflects zero tolerance for discrimination or harassment based on any characteristic or status protected by law. On February 13, 2020, EngenderHealth staff participated in a UN Global Compact webinar titled “*Special Briefing: Eliminating Harassment and Violence in the World of Work.*”

We are committed to protecting all communities that we work with from sexual exploitation and abuse at all times, including vulnerable adults, women, and children who are particularly at risk. EngenderHealth's **Protection from Sexual Exploitation and Abuse (PSEA) Policy** (2018) affirms our commitment to the UN Secretary General's Bulletin on Special Measures for protection from sexual exploitation and abuse (ST/SGB/2003/13) and ensures all staff and partners understand their role and responsibility in keeping communities and stakeholders safe. Further, our **Anti-Trafficking Policy** (2016) reflects EngenderHealth's commitment to high standards of ethics and integrity throughout all operations, including the prohibition of actions that would support trafficking in persons and procedures to prevent such acts and report any violations.

EngenderHealth is committed to **pay equity** and our systems for recruitment, hiring, and promotions are designed to ensure that we pay equally and fairly for equal jobs, irrespective of gender, race, religion, or other individual characteristics. As part of our commitment to GEDI, EngenderHealth conducted its first gender pay gap analysis with data from September 2019, the results of which we made public on our website. In 2019, the organization developed an internal accountability and monitoring tool—a **Gender and Youth (GY) Marker**—to help our project teams self-assess the degree of gender and youth integration within their programs, as well as to track, improve, and support transformative approaches for gender and youth programming.

Environment

In 2019, EngenderHealth was a proud signatory to “*A global call to action: Empower women and girls for more effective action on climate change*” in which we—along with 11 global partners—called on parties to the Paris Climate Change Agreement to acknowledge the key role that the fulfilment of women and girls' sexual and reproductive rights and ensuring women and girls' access to SRH services must play in national climate change strategies.

EngenderHealth recognizes the role of environmental impact and climate risk mitigation in all of the programs we implement. Whether operating within or responding to climate-related disasters in the countries we work, or ensuring there is no negligent environmental impact from our interventions, EngenderHealth takes seriously our role in promoting greater environmental responsibility. For example, we proactively address environmental challenges in the context of SRH programming through the development of environmental monitoring and mitigation plans as part of routine award compliance. In our programs with health facility-based clinical components, we integrate infection prevention protocols to manage biomedical waste. This helps prevent the exposure of health workers, waste handlers, patients, and the community at large to infection, toxins, and other environmental pollutants.

In several of the countries we work, our programs face the often devastating consequences of environmental catastrophes. For example, in disaster-prone areas in the Philippines—and for Filipinos living in communities affected by armed conflict—EngenderHealth partnered with local health agencies to improve emergency preparedness and response. We joined the Inter-Agency Working Group on Reproductive Health in Crises and partnered with a disaster relief nongovernmental organization (NGO) to rebuild health facilities destroyed by a typhoon. Efforts like these help ensure that women, men, and adolescents have access to critical SRH services in humanitarian settings. They also contribute to strengthening local health systems to minimize risks to populations with a high probability of experiencing adverse effects from climate change and other disasters.

Anti-Corruption

EngenderHealth is committed to preventing fraud and corruption and developing an anti-fraud, anti-bribery and anti-corruption culture. Our **Anti-fraud, Bribery, and Corruption Policy** (2020) summarizes the values, principles, and business practices that guide the business conduct of EngenderHealth and our partners. As outlined in our **Fraud & Whistle-Blower Policy** (2019), EngenderHealth requires its employees to act honestly and with integrity at all times and to safeguard EngenderHealth's resources. This policy encourages and enables staff, without fear of retaliation, to raise concerns regarding suspected unethical, illegal, and/or fraudulent conduct or practices relating to the organization's financial and business matters on a confidential or anonymous basis so that EngenderHealth can address and correct inappropriate conduct and actions.

EngenderHealth has set up a confidential hotline with Navex Global EthicsPoint to which any employee in any office worldwide may report a concern.

EngenderHealth Partnerships

EngenderHealth implements its programs around the world in partnership with other international NGOs, local partners, governments, and other stakeholders, including corporations. Prior to entering into any agreement with implementation partners, we conduct the requisite due diligence as part of the competitive selection process. Our Grants and Contracts Unit has strong policies, standard operating procedures, and tools in place to assess the requirements for due diligence of all our partners, award subrecipients, and vendors. These include an assessment of human resources manuals, legal standing, financial practices, safeguarding, and routine compliance checks to ensure that partner organizations are on any terrorist or criminal watchlist. We recognize the opportunity we have through our partnerships to influence how these businesses uphold human rights and labor standards, stand against anti-corruption, and serve as stewards of the environment.

One example of a corporate partnership is EngenderHealth's work with Merck Sharp & Dome (MSD)—a corporate signatory of the UN Global Compact—since 2009 on numerous SRH projects. Our current programming funded by MSD focuses on reducing the incidence of cervical cancer through primary prevention and early detection and treatment in Kenya by 2022. MSD provided support for similar activities in Tanzania and Uganda from 2018-2019. From 2011 to 2015, EngenderHealth led the Mobile Services Outreach project, an initiative to reduce of maternal mortality and morbidity in Ethiopia through increased availability of contraceptive services for women in underserved rural areas. Funded by Merck, the project employed a public-to-public mentorship model designed to promote sustainability by gradually transferring skills and capacity to staff at the outreach sites.

Measurement of Outcomes

Evidence is at the center of all aspects of our work and EngenderHealth's impact would not be possible if it were not for our commitment to promoting women's rights as human rights, upholding labor standards, protecting the environment, and exercising zero tolerance for corruption. Our programs incorporate approaches and interventions proven to be effective, and we heed lessons learned about what does not work. We systematically document our own practices and results, regularly review program data, and adapt our work as needed to ensure maximum impact. An example of this is the development of EngenderHealth's GY Marker, an internal accountability and monitoring tool. This tool helps project teams self-assess the degree of GY integration within their programs and helps teams track, improve, and support transformative approaches for GY programming. Implemented on a quarterly basis, it allows teams to assess where they stand along the continuum and measure the impact of projects on the lives of women, girls, young people, and marginalized groups.

With an evidence-based approach as one of the guiding principles of our work, we have developed an extensive set of metrics to measure our progress against our strategic plan and our organizational impact. Included within those metrics are a global set of priority targets and indicators, measuring both the effectiveness of our programs and the ways in which we do business. We have a team dedicated to measuring progress against those goals, working closely with all other parts of organization. We also prioritize gender- and age-disaggregation across all of our monitoring, evaluation, and learning activities and strive to present our evidence, whether through organizational indicators or operational research activities, accordingly. Further, we tailor our research methodologies and reports to ensure age and gender appropriate methodologies and dissemination.

EngenderHealth measures its overall health impact on a monthly basis and tracks progress against our strategic goals. Metrics covered in the monthly report include number of clients counseled and contraceptive commodity data points, for example number of IUDs provided, number of implants provided, and number of three-month injectables provided. On an annual basis, we use our contraceptive commodity data to inform our global

estimates, using the Marie Stopes Impact 2 calculator, to inform our global impact, providing data on for example, maternal deaths averted, unintended pregnancies averted, CYPs, DALYs, and dollars saved in direct healthcare costs.

EngenderHealth recently invested in improving our capabilities for data collection and reporting, moving to a model in which program results are reported into a central, online database. The data drive regular internal reporting throughout the year, and we annually report key impact metrics. This online database was also updated to reflect revised age- and gender-disaggregated priorities to track, monitor, and present our global strategic plan indicators. This has allowed us to collate and report organizational metrics and use data visualizations, and focus on youth and gender disaggregates. The data gathered routinely supports greater use of organizational metrics for internal decision-making.