

Communication on Progress

Implementing UN Global Compact principles in the National Network of Depression Centers India
Foundation 2021

A. Statement of continued support by the Executive Director


Date: 08-04-2021

To our stakeholders:

I am pleased to confirm that the National Network of Depression Centers India Foundation (NNDC-IF) reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment, and Anti- Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture, and daily operation. We also commit to sharing this information with our stakeholders using primary channels of communication.

Yours sincerely



Dr. Hina Sharma
Executive Director
NNDC-IF

B. Description of Actions

I. Human rights

Principle 1: Business should support and respect the protection of internationally proclaimed human rights

Principle 2: Business must ensure that they are not complicit in human rights abuses

NNDC-IF completely supports the protection of Principles of Human Rights duly promoted by the UN Global Compact. The organization aims to communicate with all its employees, business connections, and communities in which we operate with respect and uphold human rights. We treat all the employees and volunteers associated with us fairly and equally. We do not discriminate them on grounds of age, gender, colour, race, ethnicity, language, caste, creed, economic or social status, or disability.

We value and promote the Universal Declaration of Human Rights as a common standard of achievement for all people and all nations and ensure on developing a healthy work environment for all employees.

Implementation

The organization obeys and protection of human rights and keeps a track record that it does not conflict with human rights. We make sure that we provide safe, suitable, and sanitary work facilities for all the employees. We ensure that all employees take their and family member's health and well-being seriously. We also condemn child labour, forced labour, discrimination, harassment, and bribery.

II. Labour

Principle 3: Business should uphold the freedom of association and the effective recognition of the right to collective bargaining

Principle 4: The elimination of all forms of forced and compulsory labour

Principle 5: The effective abolition of child labour

Principle 6: The elimination of discrimination in respect of employment and occupation

NNDC-IF agrees and abides by the principles related to Labour under the UN Global Compact. The organization is against any form of forced and compulsory labour or child labour and strictly follows the rule of not hiring employees under the age of 18 years.

Implementation

NNDC-IF makes certain to maintain a flexible time and working arrangement for the employees. We frequently keep formal and informal interactions among the employees and higher authorities to get their feedback and listen to their grievances regarding any issues if any. Being a responsible organization, we follow all the Labour Laws of India and do not force any of the employees to work with the organization.

Developing and providing mental health education and counselling programs for children and their working parents. We make sure that all the employees are entitled to medical insurance and get their medical check-ups regularly.

III. Environment

Principle 7: Business should support a precautionary approach to environmental challenges

Principle 8: Undertake initiatives to promote greater environmental responsibility

Principle 9: Encourage the development and diffusion of environmentally friendly technologies

NNDC-IF understands various environmental challenges that our world is facing and tries to make a positive difference by using environment-friendly technologies in the organization

Implementation

We at NNDC- IF encourages employees to minimize the use of environmental resources and use recycled or re-usable products efficiently whenever possible. Keeping in mind the initiative to save paper, our organization have implemented digital office and share all our educational brochure and presentations with our partners digitally.

During the pandemic, to save the environment and minimize the use of printers and papers, our organization publishes an e-book on "COVID-19: Mental health issues" which will help people from all around the world to read and understand facts about COVID-19.

IV. Anti-Corruption

Principle 10: Business should work against corruption in all its form, including extortion and bribery

NNDC-IF believes in integrity and trust within the organization and does not pay, solicit, or accept bribes. The organization guidelines require all the directors, stakeholders, and employees to behave ethically and prohibits them to accept any kind of payment or goods to obtain business or influence their decision.

Implementation

The organization ensures that all the transactions made by the employees are maintained with proper record and do regular audit about where each rupee goes to and what is done with it and is checked by the finance and administration department and ultimately reached to the Executive Director.

C. Measurement of Outcomes

- At NNDC-IF, we ensure that all the employees know all the Human Rights policies of the organization and the government and tried to handle any violation issues efficiently and solve them with a logical conclusion. Since all the employees are following the policies, we have not had any legal cases, fines, etc., to report.
- Employees and volunteers associated with NNDC-IF are from around the world irrespective of age, gender, etc., and ensure that agreement signed by the volunteers and reviewed and revised according to current labour policies annually
- To save the environment from toxic emission of gases from automobiles, employees use carpool or public transport like the metro for transportation and prefer walking for a short distance. The organization tries to reduce the consumption of electricity, water, and other non-friendly environmental resources daily.
- Currently, NNDC-IF does have any specific policy for anti-corruption, but to date, we have not had a single case of bribery or corruption.