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**Period covered by this Communication on Engagement**

From: 1<sup>st</sup> May 2018

To: 30<sup>th</sup> April 2020

**Part I. Statement of Continued Support by the Chief Executive or Equivalent**

16<sup>th</sup> April 2021

To our stakeholders:

I am pleased to confirm that CARE International UK reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption. This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on its contents.

In this Communication of 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. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Laurie Lee  
CEO

Internal as CIUK / Work with Corporate Partners	If Corporate Partner, which partner	Date	Principle the Activity Supports	Activity Undertaken	Brief Description of the Activities Undertaken	Measurement of Outcomes	Does the Activity Help to Support Any of the Commitments We Made When We Joined the Global Compact?
Corporate Partners	M&S	01/10/2017 - 30/09/2022	Principle 6: the elimination of discrimination in respect of employment and occupation	Join and/or support special initiatives and work streams	CARE is a member of the alliance implementing the FCDO funded WOW Programme. WOW works with businesses and business initiatives to increase women's economic empowerment in global supply chains. Over the last two years CARE has worked with M&S to increase women garment worker's access to leadership positions in Bangladesh.	Work is still underway, so no outcomes to report yet	Work in partnership with businesses to promote women's economic empowerment, decent work, environmental sustainability and anti-corruption measures.
Corporate Partners	Primark	01/10/2017 - 30/09/2022	Principle 6: the elimination of discrimination in respect of employment and occupation	Join and/or support special initiatives and work streams	CARE is a member of the alliance implementing the FCDO funded WOW Programme. WOW works with businesses and business initiatives to increase women's economic empowerment in global supply chains. Over the last two years CARE has worked with Primark, a WOW partner, to conduct primary research into how unpaid care and work affects women in the garment industry in Bangladesh. This resulted in a research report and recommendations for businesses on how to tackle this barrier to women's economic empowerment - <a href="https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/903073/The-Double-Day-">https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/903073/The-Double-Day-</a>	The report was disseminated at a virtual event attended by 100+ participants - 31% companies, 29% civil society, 19% public sector (and the rest academic/international development consultants).	Work in partnership with businesses to promote women's economic empowerment, decent work, environmental sustainability and anti-corruption measures.

					WOW-Primark-Unpaid-Work-Care-Report-July2020a.pdf		
Corporate Partners	Better Cotton Initiative (BCI)	01/10/2017 - 30/09/2022	Principle 6: the elimination of discrimination in respect of employment and occupation	Join and/or support special initiatives and work streams	CARE is a member of the WOW Programme Alliance which works with businesses and business initiatives to increase women's economic empowerment in global supply chains. Over the last two years CARE has worked with Better Cotton Initiative, a WOW partner, to increase recognition of women in cotton production in Pakistan.	Work is still underway, so no outcomes to report yet	Work in partnership with businesses to promote women's economic empowerment, decent work, environmental sustainability and anti-corruption measures.
Corporate Partners	Unilever	01/12/2018 - 15/05/2021	Principle 6: the elimination of discrimination in respect of employment and occupation	Join and/or support special initiatives and work streams	CARE and Unilever partnered in Guatemala to deliver skills training and community engagement to support women to become successful entrepreneurs within Unilever's Shakti sales channel. CARE and Unilever conducted a study to understand the relationship between violence against women and the potential benefits of participation in Shakti in reducing and responding to violence. To address the report findings, in November 2020 CARE and Unilever expanded the partnership to focus on designing women's safety guidance and recommendations for Shakti markets and supporting this with entrepreneurship skills training for Shakti women.	The guidance and training will be validated through in-depth analysis and gender needs assessments in two key Shakti markets in 2021	Work in partnership with businesses to promote women's economic empowerment, decent work, environmental sustainability and anti-corruption measures.
CIUK	N/A	3 & 6 March 2019	Principle 6: the elimination of discrimination in respect of employment and occupation	Join and/or support special initiatives and work streams	In 2019 we held an indoor event to mark our annual International women's day campaign. #March4Women saw thousands of people calling for the government to support a new ILO convention to protect people in the workplace. In addition to the event which got more than 800 pieces of press coverage highlighting the issue, we held a parliamentary lobbying day for key	800 pieces of media coverage talking about the issue. 1500 campaign postcards delivered to Alok Sharma	

					supporters to talk directly to their MPs about the issue.	80 people lobbied their MPs in person 4 corporate partners signed a letter: Avon, Unilever, M&S, Diageo	
Corporate Partners	Diageo	01/08/2016-31/07/2021	Principle 6: the elimination of discrimination in respect of employment and occupation	Engage companies in Global Compact-related issues	Gathering data and understanding the experiences of women throughout the Diageo value chain, including smallholder farmers, sales agents and corporate employees.	We have used this research to create recommendations and build action for more gender inclusive business models and anti-harassment practices throughout Diageo operations, as well as to advocate for change across business sectors.	Support UN Global Compact business participants, and support work streams to work collectively on the issues above.
Corporate Partners	Intercontinental Hotel Group (IHG)	Sept 2019 - December 2021	Principle 6: the elimination of discrimination in respect of employment and occupation	Engage companies in Global Compact-related issues	CARE is leading a gender risk analysis in the IHG textile supply chain to develop a series of recommendations for where IHG and partners can collectively maximise business opportunities through empowering women.	The analysis will focus on understanding the working environments within the supply chain from a gendered perspective in order to develop a series of recommendations and an action plan for IHG's gender	Support UN Global Compact business participants, and support work streams to work collectively on the issues above.

						commitments, starting with a programme pilot in 2021+.	
CIUK	N/A	Ongoing	Principle 8: undertake initiatives to promote greater environmental responsibility	Join and/or support special initiatives and work streams	Drafted a new Sustainability Policy - We have focused on the reduction of emissions for flights, office energy use and supporting a low carbon and climate sensitive work culture. Staff have been encouraged to avoid any non-essential travel through more use of technology but where essential using greener flight choices. In the office, we use energy-efficient equipment and purchase electricity 100% renewable resources.	Tonnes of CO2 emissions from flights have reduced from 340tCO2s FY19 to 218 tCO2e FY20. Electricity emissions have reduced from 29 tCO2e in FY19 to 21 tCO2e in FY20.	
CIUK	N/A	Ongoing	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery	Join and/or support special initiatives and work streams	Ongoing IATI information publishing - IATI is a global transparency standard that aims to make information about UK aid spending easier to access, use and understand.	Quarterly data and publishing process successfully completed for all institutionally funded projects and Private Sector / Trust / Foundation funding where approval has been sought	Support UN Global Compact business participants, and support work streams to work collectively on the issues above.
CIUK	N/A	Ongoing	Principle 8: undertake initiatives to promote greater environmental responsibility	Join and/or support special initiatives and work streams	CARE supports the Global Shelter Cluster initiative to reduce single-use plastics in Shelter and NFI (non-food item) distributions in humanitarian responses. Often, every item in a kit for distribution will be delivered by the supplier in its own plastic bag; the aim is to reduce and eventually ban this practice. The full text of the statement reads: "Acknowledging the growing body of evidence around the damaging environmental impacts of plastic	There are no formal indicators for this initiative, but CARE tries to work with field teams of country offices and local vendors to reduce the volume of unnecessary plastic packaging	

					<p>waste and increasing government led plastics bans, the Global Shelter Cluster calls on organisations involved in providing shelter in humanitarian settings to take all necessary steps to eliminate the use of all but essential plastic packaging in relief items by the end of 2020. Whilst acknowledging the significant advances already being made on this topic, the GSC advocates that changes be urgently made to specification and procurement practices to formalise principles of 'reduce or reuse' and ensure plastics are only used when absolutely essential. The Global Shelter Cluster will consolidate and share examples and practices from partners on achieving this initiative."</p>	<p>that is supplied with shelter kits and NFIs. Our global procurement team in CARE US is also aware of the initiative. Examples include the development of IEC guidelines for the re-use, repair and disposal of tarpaulins in Vanuatu for the Ambae volcano response (2018) and following Cyclone Harold (2020) in Bislama: <a href="https://www.sheltercluster.org/sites/default/files/docs/scv_tarpaulin_iec_v1_june_2020.pdf">https://www.sheltercluster.org/sites/default/files/docs/scv_tarpaulin_iec_v1_june_2020.pdf</a></p>	
CIUK	N/A	Ongoing	Principle 6: the elimination of discrimination in respect of employment and occupation	Join and/or support special initiatives and work streams	<p>* Investment in a Senior, Gender, Diversity and Inclusion Advisor – role recruited in March 2021. In the process of conducting a full GED review of HR policy content.</p> <p>* Diversity Action Plan for FY19-FY21. We're currently analysing progress and developing a new plan for FY22.</p> <p>* Disability Inclusion Strategy and Action Plan to double representation of staff with a disability in the organisation to 10% by June 2022.</p> <p>* Review of HR policies and procedures including recruitment methods and</p>	<p>Work is still underway, so no outcomes to report yet</p>	

					<p>systems, changes to how candidates and staff access reasonable adjustments, internal and external comms to promote disability inclusion across all strands of CIUK's work</p> <ul style="list-style-type: none"> <li>* De-biasing recruitment training for all staff involved in recruitment activities, currently being developed, will be rolled out in September 2021.</li> <li>* Racial justice commitments – Race, Power and Privilege workshops delivered in early 2021, pre-workshop survey and post-workshop survey. Priority is to now agree anti-racism targets/commitments for each team to be included in CIUK's FY22 Diversity Action Plan.</li> <li>* Establishment of peer to peer support networks – currently in progress, focus groups held with staff from minoritised ethnic backgrounds, LGBTQI communities and staff who have disclosed a disability.</li> <li>* Establishment of Employee Resource/Affinity Groups – currently in progress for staff from minoritised ethnic backgrounds.</li> <li>* Mandatory GED training for all staff. We need to establish a M&amp;E framework for the training and develop a GED Capacity and Learning plan for all CIUK staff.</li> <li>* Annual ethnic and gender pay gap reporting. In FY22 we're looking at cross analysing ethnic and gender pay gap reporting.</li> <li>* Bi-annual self-assessment audit against Gender Equality policy commitments – audit sent to CI Secretariat.</li> <li>* CIUK internal GED audit.</li> </ul>		
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