



UN Global Compact
Communication of Progress

UNISHKA Research Service, Inc.

April 2021

CEO Water Mandate

Women's Empowerment Principles



Statement of Continued Support

Period Covered:

From: April 20, 2020 – To: April 20, 2021

To our Stakeholders:

I am pleased to confirm that UNISHKA Research Service 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 operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

For the first time, UNISHKA is also reporting results for its commitments under the CEO Water Mandate and Women's Empowerment Principles. Although activities in the last year were severely hampered by COVID-19, our commitments were not diminished.

Sincerely,

Jeffrey Coonjohn
President

UNISHKA Research Service, Inc. (UNISHKA) is a worldwide alliance dedicated to fostering ethics and integrity in government, business and society. Founded in 2005 as University Research Service (URS), we began operations by reaching out to local legal advisors, scholars, scientists and financial experts; inviting them to collaborate with us in the creation of an international information consortium committed to gathering data and knowledge on economic, security, legal, and political issues relating to corruption. In 2014, UNISHKA incorporated in Alaska to carry on the URS legacy while implementing an anti-corruption methodology created by UNISHKA called Systems Integrity Development. UNISHKA is the first U.S.-company dedicated exclusively to anti-corruption. In April 2018, UNISHKA became a signatory to the UN Global Compact. For the period April 2020 through April 2021, UNISHKA was classified as “GC Active.” UNISHKA plans to expand its actions and outcomes in the coming years, eventually growing into a “GC Advanced” member. The following is a summary of the actions and outcomes for the reporting period:

Description of Actions



Human Rights

UN Objectives:

- Businesses should support and respect the protection of internationally proclaimed human rights.
- Make sure that they are not complicit in human right abuses.

UNISHKA Actions:

- UNISHKA Human Resources staff have started implementation of **Safe Zone** training for all full-time staff. These are opportunities to learn about LGBTQ+ identities, gender and sexuality, and examine prejudice, assumptions, and privilege.
- UNISHKA is sharing research on human rights abuses in Afghanistan with the International Criminal Court to ensure that any abuses of human rights are prosecuted.
- UNISHKA expanded its website to include gender and corruption resources through the WEP [WeEmpower](#) platform.
- In UNISHKA’s Quarterly Newsletter, we have devoted a section to gender and integrate gender issues throughout the document;
- UNISHKA continued a collaboration with Afghan Child Education and Care Organization (AFCEO) to enhance the educational opportunities for young girls;
- Enforced vetting policies to ensure that any business with whom UNISHKA does business is not complicit in human rights abuses;
- Retained a gender consultant to ensure a gender lens on all projects.

Labour

UN Objectives:

- Business should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- The elimination of all forms of forced and compulsory labour.
- The effective abolition of child labour.
- The elimination of discrimination in respect of employment and occupation.

UNISHKA Actions:

- Empowered UNISHKA's Compliance Committee to ensure our projects are being implemented in accordance with all labor laws as well as the UN Global Compact;
- Adopted a Human Resources pay scale that is significantly above local and national minimum wage standards;
- Employed a gender lens to Human Resources to ensure gender equality in benefits and pay.
- UNISHKA added provisions in all contracts prohibiting human trafficking and the use of forced labor.

Environment

UN Objectives:

- Business should support a precautionary approach to environmental challenges;
- Undertake initiatives to promote greater environmental responsibility;
- Encourage the development and diffusion of environmentally friendly technologies.

UNISHKA Actions:

- Remained a Signatory to the UN Water Mandate;
- Participated in a 2-Year Air Quality Testing Program in Juneau, Alaska
- Continued an office recycling program and "environmentally friendly" substitution policy (i.e. paper plates instead of plastic; reusable cups instead of single-use, substituted petroleum-based plastic for plant-based where possible, etc.).
- Exclusive use of renewable energy at both of our U.S. office locations.
- Established an annual, company-sponsored waterway cleanup.
- Adopted GreenGeeks as website host, which returns 300% of used power to the grid in the form of renewable energy.
- Adopted a "work from home" program for full- and part-time employees to reduce our carbon footprint.

Anti-Corruption

UN Objectives:

- Business should work against corruption in all its forms, including extortion and bribery.

UNISHKA Actions:

- Became a signatory to the Government Accountability Project advocating for stronger Whistleblower protections in the United States.
- Became a signatory to UNGASS, committing transparency in company ownership.
- Implemented an anonymous compliance reporting system through our new website www.unishka.com (see lower righthand footer).
- Engaged and empowered independent auditors to scrutinize UNISHKA's financial expenditures to reduce the risk to corruption in any form.
- Delivered pro bono anti-corruption services to activists and government agencies.
- Implemented anti-corruption programs worldwide.

Measurement of Outcomes

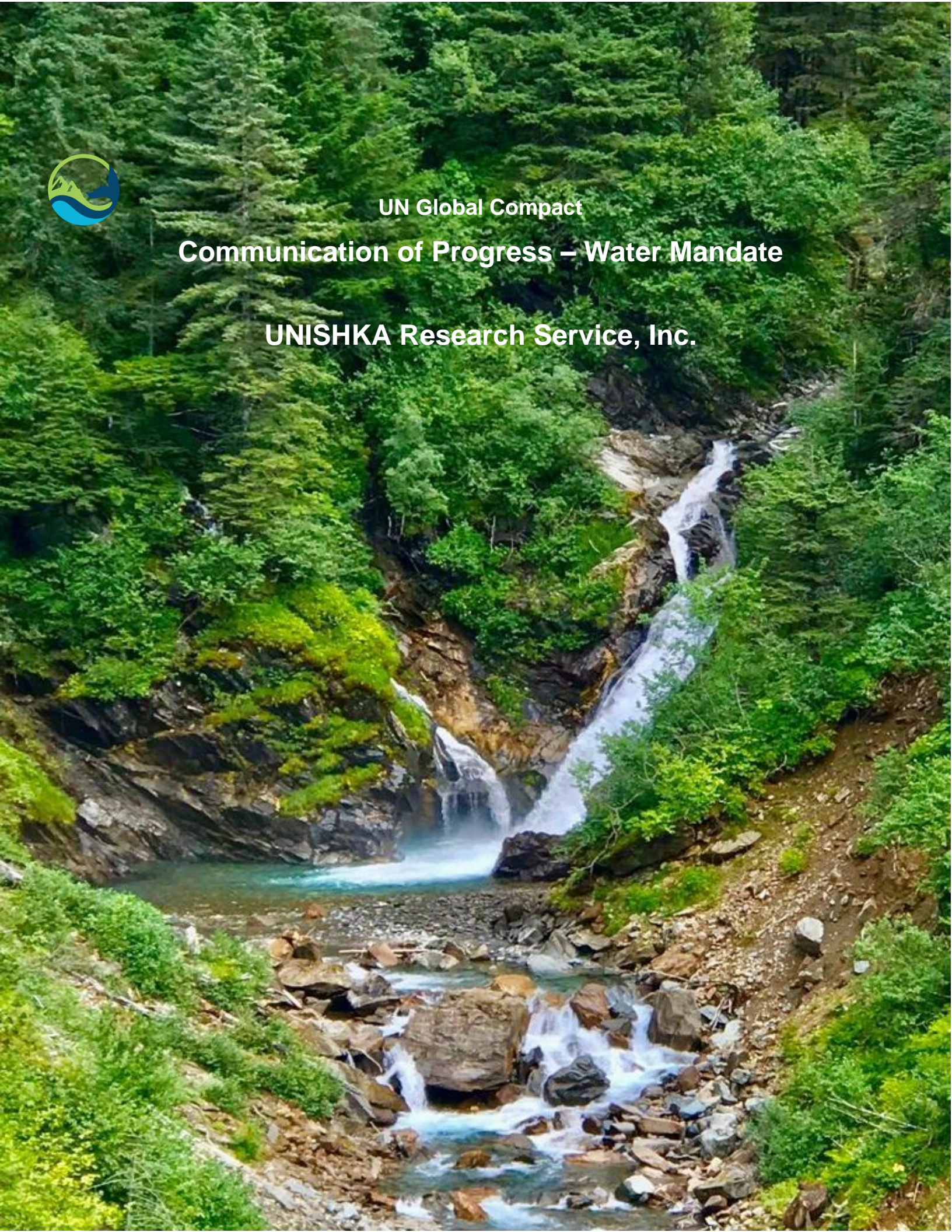
- UNISHKA was instrumental in the United States imposing sanctions on current and former public offices who engaged in corruption in multiple countries around the world.
- UNISHKA donated 200+ professional hours and countless staff hours to anti-corruption activists in Russia, the Middle East, and Central Asia.
- UNISHKA employs a policy of hiring refugees from counties that abuse human rights on projects that directly implicated those abuses; consequently, we have engaged two new consultants on projects focused on problematic environments in the Middle East and Central Asia.
- UNISHKA collaborates with Mine the Gap (<https://www.minethegap.co>) on a weekly basis to maintain our gender lens and commitment to gender equality.
- The company adopted recommendations to ensure compliance with human trafficking, anti-corruption and gender equality objectives and laws; all of the recommendations have been adopted for implementation.
- A majority our full-time staff and all of our part-time staff have opted for the “work at home” program allowing UNISHKA to significantly reduce its carbon footprint.
- Conducted worldwide research on the schemes and perpetrators of public corruption and identified those schemes to the appropriate authorities.



UN Global Compact

Communication of Progress – Water Mandate

UNISHKA Research Service, Inc.



This year (2021) will mark UNISHKA's first year as a signatory on the UN's CEO Water Mandate. Originally, UNISHKA intended to implement more Water Mandate-related projects; however, COVID-19-related layoffs forced the remaining UNISHKA employees to focus on the business' operations. Despite this setback, the company is poised to resume its planned efforts in the upcoming months.

Direct Operations

UN Objectives:

- Conduct a comprehensive water-use assessment to understand the extent to which the company uses water in the direct production of goods and services.
- Set targets for our operations related to water conservation and waste-water treatment, framed in a corporate cleaner production and consumption strategy.
- Seek to invest in and use new technologies to achieve these goals.
- Raise awareness of water sustainability within corporate culture.
- Include water sustainability considerations in business decision-making (e.g., facility-siting, due diligence, and production processes).

UNISHKA Actions:

- UNISHKA invested in new technologies such as under-sink hot water reservoirs to reduce water waste.
- UNISHKA initiated water delivery to reduce employee use of single-use plastic bottles.
- UNISHKA initiated planning for a rainwater collection system for the Juneau office.
- UNISHKA initiated planning for the installation of low flow toilets and faucets.

Supply Chain & Watershed Management

UN Objectives:

- Encourage suppliers to improve their water conservation, quality monitoring, waste-water treatment, and recycling practices.
- Build capacities to analyze and respond to watershed risk.
- Encourage and facilitate suppliers in conducting assessments of water usage and impacts.
- Share water sustainability practices – established and emerging – with suppliers.
- Encourage major suppliers to report regularly on progress achieved related to goals.

UNISHKA Actions:

- UNISHKA built capacity to analyze and respond to watershed risk.
- UNISHKA paused the Kabul River cleanup due to issues of security and COVID-19; however, we encouraged local-national consultants to resume the project when the security situation allows.

Collective Action

UN Objectives:

- Build closer ties with civil society organizations, especially at the regional and local levels.
- Work with national, regional and local governments and public authorities to address water sustainability issues and policies, as well as with relevant international institutions – e.g., the UNEP Global Programme of Action.
- Encourage development and use of new technologies, including efficient irrigation methods, new plant varieties, drought resistance, water efficiency and salt tolerance.
- Be actively involved in the UN Global Compact’s Country Networks.
- Support the work of existing water initiatives involving the private sector – e.g., the Global Water Challenge; UNICEF’s Water, Environment and Sanitation Program; IFRC Water and Sanitation Program; the World Economic Forum Water Initiative – and collaborate with other relevant UN bodies and intergovernmental organizations – e.g., the World Health Organization, the Organisation for Economic Co-operation and Development, and the World Bank Group.

UNISHKA Actions:

- UNISHKA Initiated a project to analyze the feasibility and potential effects of removing the concrete lining of Gold Creek in Juneau, Alaska. Removing the concrete lining would:
 - Allow for the return of indigenous plants;
 - Allow for the return of spawning salmon;
 - Restore the waterway to the historic significance held by the native Tlingit peoples;
 - Allow UNISHKA to build strategic relationships with local CSOs, especially those focused on water issues.

Public Policy

UN Objectives:

- Contribute inputs and recommendations in the formulation of government regulation and in the creation of market mechanisms in ways that drive the water sustainability agenda.
- Exercise “business statesmanship” by being advocates for water sustainability in global and local policy discussions, clearly presenting the role and responsibility of the private sector in supporting integrated water resource management.
- Partner with governments, businesses, civil society and other stakeholders – for example specialized institutes such as the Stockholm International Water Institute, UNEP Collaborating Centre on Water and Environment, and UNESCO’s Institute for Water Education – to advance the body of knowledge, intelligence and tools.
- Join and/or support special policy-oriented bodies and associated frameworks – e.g., UNEP’s Water Policy and Strategy; UNDP’s Water Governance Programme.

UNISHKA Actions:

- Initiated planning for the Gold Creek restoration project, allowing UNISHKA to partner with local CSOs.
- Partnered with local CSOs in Kabul, Afghanistan to clean-up Kabul River.

Community Engagement

UN Objectives:

- Endeavor to understand the water and sanitation challenges in the communities where we operate and how our businesses impact those challenges.
- Be active members of the local community, and encourage or provide support to local government, groups and initiatives seeking to advance the water and sanitation agendas.
- Undertake water-resource education and awareness campaigns in partnership with local stakeholders.
- Work with public authorities and their agents to support – when appropriate – the development of adequate water infrastructure, including water and sanitation delivery systems.

UNISHKA Actions:

- UNISHKA established an annual, company-sponsored waterway cleanup. This year (2021) will be focused on Jordan Creek in the Mendenhall Wetlands, Juneau, Alaska.
- UNISHKA identified local CSOs with whom to collaborate on water conservation, and waterway cleanup initiatives.

Transparency

UN Objectives:

- Include a description of actions and investments undertaken in relation to The CEO Water Mandate in our annual Communications on Progress for the UN Global Compact, making reference to relevant performance indicators such as the water indicators found in the Global Reporting Initiative (GRI) Guidelines.
- Publish and share our water strategies (including targets and results as well as areas for improvement) in relevant corporate reports, using – where appropriate – the water indicators found in the GRI Guidelines.
- Be transparent in dealings and conversations with governments and other public authorities on water issues.

UNISHKA Actions:

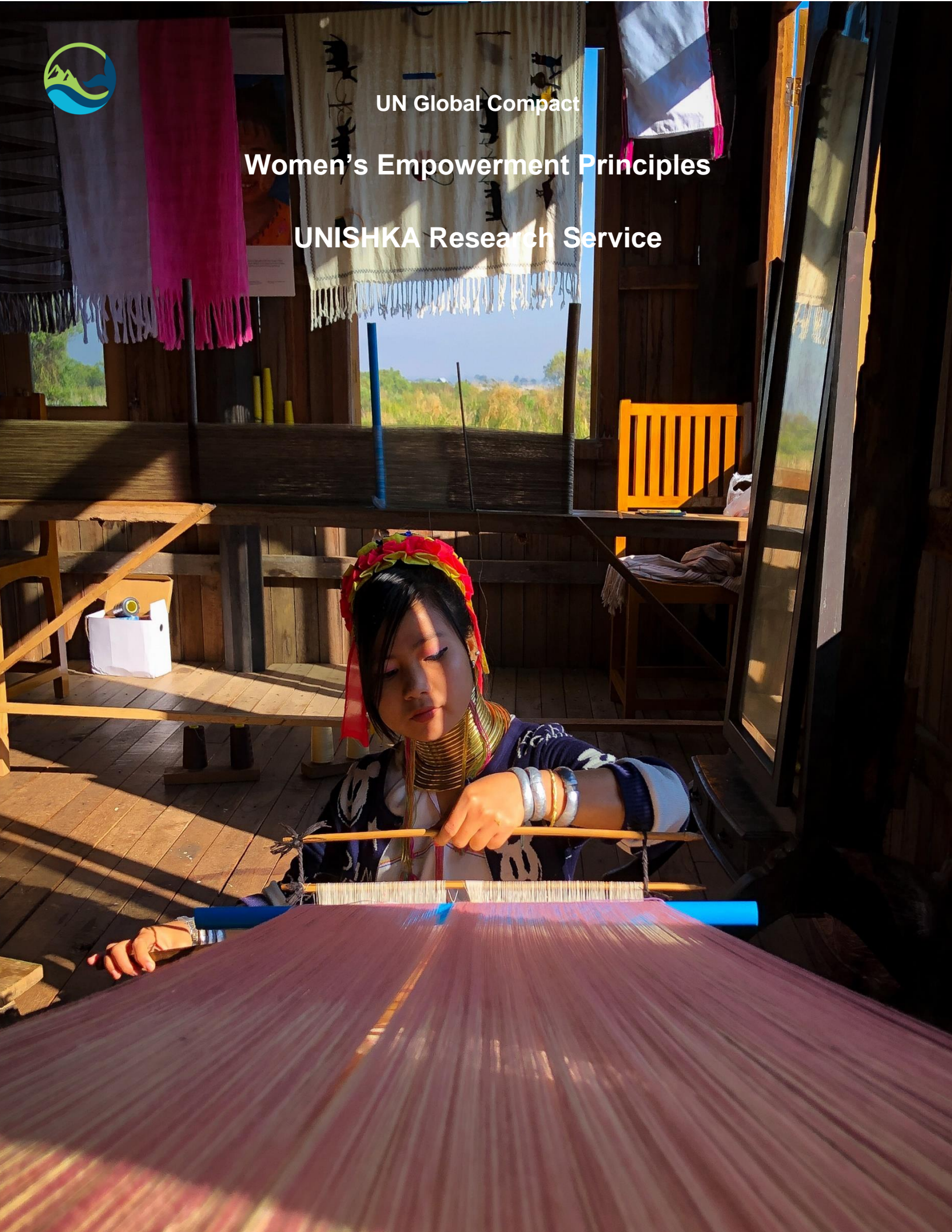
- Expanded UNISHKA's website to include an archive of all Water Mandate *Communications of Progress*.



UN Global Compact

Women's Empowerment Principles

UNISHKA Research Service



WEP Objectives

The Women's Empowerment Principles (WEPs) are a set of Principles offering guidance to business on how to promote gender equality and women's empowerment in the workplace, marketplace and community. Established by UN Global Compact and UN Women, the WEPs are informed by international labour and human rights standards and grounded in the recognition that businesses have a stake in, and a responsibility for, gender equality and women's empowerment.

UNISHKA Actions:

UNISHKA is committed to supporting gender equity and achieving gender equality in the workplace. Our goal is to ensure all staff have the same opportunities, rights, and responsibilities, and are treated with respect, regardless of gender or gender identity. We achieve this by distributing benefits, responsibilities, and resources fairly and justly.

Gender equity is the process of being fair to people in decision making, provisioning resources, and addressing imbalances. Gender equity recognizes that within all communities, women and men have different benefits, access to power, resources, and responsibilities. Gender equity leads to gender equality, where there are equal rights, responsibilities, and opportunities for all people.

To ensure fairness, strategies must recognize and sometimes compensate for historical and/or social disadvantages that prevent all staff from operating on an equal playing field.



Principles

- A. UNISHKA will promote a family-friendly workplace for men and women through the following activities:
 - a) Provide parental leave options for all staff;
 - b) Provide flexible working arrangements for staff;
 - c) Maintain awareness around gender-based violence and harassment and have appropriate policies, procedures, and training to support staff, including an appropriate leave policy.
- B. UNISHKA will regularly review its policies, procedures, and strategies to ensure gender equality principles are maintained.
- C. UNISHKA will ensure that gender is mainstreamed and integrated into all services, programs, activities, budgeting, evaluation, and reporting.
- D. UNISHKA will create an equitable, respectful, and enabling environment for all staff within the organization through the following activities:
 - a) Ensure that there is meaningful gender representation on all teams, interview panels and ad hoc assignments;
 - b) Ensure that gender equity exists regarding remuneration of employees;
 - c) Seek opportunities to encourage gender diversity in positions historically filled by gender stereotypes, particularly senior and leadership roles;
 - d) Demonstrate a commitment to gender equality through social responsibility including participation in the UN Global Compact and adoption of the Women's Empowerment Principles;
 - e) Ensure senior representation on external networks that address gender equality issues such as WEP, UN Global Compact, and the LEAD Network.
- E. Support external organizations that demonstrate gender equality.

Strategies

UNISHKA will employ various strategies to aggressively promote our gender policy. These will include both organizational strategies as well as programmatic strategies.

Organizational Strategies

Some of the strategies UNISHKA will use to promote the objectives of this gender policy within our organization include:

- Build a common understanding around gender through training.
- Ensure all training is gender-sensitive.
- Make all HR processes and policies gender-sensitive and responsive. Integrate gender indicators into staff objectives, accountabilities, and performance management systems.
- Prioritize gender sensitivity in all terms of reference, including TORs for external consultants.
- Determine the nature, structure and causes of gender imbalances throughout the organization and set targets for recruitment, retention, and promotion of staff accordingly, particularly women in senior positions.
- Develop strategies for reaching targets, including: 1) career development opportunities; 2) family friendly and flexible working policies to allow staff to fulfil caring responsibilities; 3) sexual harassment policies; and 4) equal pay for work of equal value.
- Use information technology to facilitate flexible working policies, flexible working hours and virtual working to strike a balance between home responsibilities and work;

Programmatic Strategies

In its implementation, UNISHKA will ensure that its projects and programs empower women and promote women's rights. This will require that UNISHKA:

- Apply gender analysis at all stages of project work, including planning, implementation, impact assessment and development of measurable indicators.
- Develop capacity of project staff to carry out gender analysis.
- Ensure project staff take responsibility for promoting gender equality.
- Monitor and evaluate projects for gender goals and develop and employ good practice guidelines and indicators.
- Promote the creation of structures and opportunities for women's participation in decision-making at all levels.
- Ensure that women's and girls' voices are heard in mainstream development processes.
- Undertake capacity building to strengthen women's organizations and groups, and organizations working towards gender equality.
- Promote, support, and participate in the women's movement.
- Support women and girls to secure their economic, social, political, civil, and cultural rights.

- Promote women’s and girls’ independent access to and control over land, employment, services, and institutions, including their ability to exercise rights over their own bodies and find protection against violence.
- Develop, promote, and use creative ways of engaging men and boys as agents of change in the pursuit of gender equality.
- Support partners who are aligned to our gender principles, and work to inform and influence those who are not, with the option of breaking the alignment in cases where positive change fails to occur.

Resource Allocation

To ensure adequate resources are allocated to gender work across the organization, UNISHKA commits to:

- Include a gender dimension in all finance planning and policies.
- Develop and refine tools and methods for assessing and reporting on gender-related investments throughout the organization.

Responsibilities Matrix

Responsibilities Matrix

Responsible Party	Responsible For
CEO & Executive Leadership Team	Championing the policy
Managers & Supervisors	Communicating the policy to all staff Adhering to the policy and procedures Addressing issues
Human Resources Department	Reviewing policies and procedures Communicating policies organizationally Advising and assisting managers and supervisors in addressing issues Providing regular training/awareness in relation to gender equality
All Staff	Adhering to policies and procedures Attending regular training/awareness programs