

COMMUNICATION ON ENGAGEMENT (COE)

Institute for Entrepreneurship and Economic
Development (IPER)



Period covered by this Communication on Engagement [2019 - 2021]

From: January 2019

To: January 2021

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

Please use the box below to include the statement of continued support signed by your organization's Chief Executive or equivalent.

[April, 26, 2021]

To our stakeholders:

I am pleased to confirm that **Institute for Entrepreneurship and Economic Development (IPER)** reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labor, 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,
Dragana
Radevic,
Director

Part II. Description of Action

Please use the box below to describe the actions your organization has taken in support of the Global Compact. It is strongly recommended that the actions taken are related to one or more of the specific activities suggested. *Please refer to the complete list of suggested activities for your type of organization found [here](#).*

We present the activities of our organization through the implementation of the ten Principles of the UN Global Compact:

Human Right

IPER supports all international conventions relating to human rights. It strives to eliminate discrimination and promote the principles of equality and fairness. In the daily work, we obey the basic principles of human rights:

- Right to freedom and protection of personal identity,
- Right to education,
- Right to employment, paid holidays, protection against unemployment
- Social security,
- Right to full participation in cultural life,
- Freedom from torture and discrimination of any kind,
- Freedom of thought, belief and religion,
- Freedom of expression and opinion.

Labor

In accordance with these principles, IPER aims to work together with their employees in creation of a workspace that will further motivate us to provide the best conditions for work and development.

IPER respects employees' rights to dignified and decent work, without discrimination and with equal opportunities for professional development. In particular, it insists on the strengthening of mutual support, tolerance and equality.

Professional training

As a think tank which recognizes the importance of helping young people in their further education, IPER is striving to provide the knowledge and experience to young educated people. The program of volunteer and professional practice is seen as its contribution to solving the problem of youth unemployment in Montenegro. During the last six years, in cooperation with the Employment Agency of Montenegro, IPER has actively participated in the 'Program of professional training of persons with acquired higher education'. Upon its completion, four out of nine young trained persons found employment in our team on definite period of time, while one person has been employed on indefinite period of time. The aim of this program is to facilitate the transition of young people from the education field to the world of business by providing opportunities to acquire additional knowledge, skills and competencies that will respond to the labor market. The program contributes to reducing youth unemployment, as well as to provide guidance to higher education institutions in the creation of enrollment policy.

Cooperation with students

In cooperation with the University of Donja Gorica from Podgorica, IPER has enabled students to gain experience and additional skills that is the best recommendation for permanent employment after graduation.

Anti-Corruption

In every day work, the business sector should work against corruption at every level, including extortion and bribery. IPER operates according to the rules laid down by law, and the cash flow is transparent because it is made exclusively through bank accounts, which contributes to the prevention of money laundering and abuse of the financial system in criminal purposes or terrorist financing. In line with this, IPER is raising awareness primarily of its staff as well as of clients on the topic and through mutual cooperation we could jointly fight against corruption and all forms of illegal behavior in society.

Action for paper recycling and electronic waste

Recycling is a key component of modern waste management system and it is the third Component 'Reduce, Re-use, Recycle' of waste management hierarchy. Since 2014, IPER has regularly participated in the collection and recycling of office paper in cooperation with a recycling center from Podgorica. Until now, the collection and sending of paper for recycling is carried out once a month, while the action of recycling electronic waste is held once a year.

Support to the Implementation of Anti-Discrimination and Gender Equality Policies

Within the program 'Support to the Implementation of Anti-Discrimination and Gender Equality Policies in Montenegro', from September to December 2020, IPER organized an education program for women entrepreneurs 'Develop support mechanism for underdeveloped women-run-companies and entrepreneurs to transit towards online economy', containing of four on-line trainings at the following topic, in order to help them transfer to online economy and new normality as a consequence of COVID-19:

- Online economy
- Online doing business
- Web platforms for doing business 1
- Web platform for doing business 2

In this way IPER contributed to development and promotion of women entrepreneurship in Montenegro.

Part III. Measurement of Outcomes

Please use the box below to include the most relevant qualitative and/or quantitative indicators to measure the outcome of the activities described in Part II above.

Target group: women entrepreneurs, underdeveloped women-run-companies and women-led businesses.

Indicator description: Improve access to information/digital transformation and Support employment maintenance/skilling or re-skilling

Number of private sector companies (micro, small, medium enterprises) and start-ups women entrepreneurs supported during and after the COVID-19 pandemic by training topics:

1. Concept of online economy – 33 women entrepreneurs
2. Online business running – 29 women entrepreneurs
3. Available web-based platforms for business 1 – 28 women entrepreneurs
4. Available web-based platforms for business 2 – 20 women entrepreneurs

Upon the implementation of the trainings, 13 women entrepreneurs obtained consultations with the trainers on how to improve, maintain or further develop their business during COVID-19 by applying digital solutions in business management.