

COMMUNICATION ON ENGAGEMENT

Period covered by this Communication on Engagement

From: 30 October 2019 To: 30 September 2021

Part I. Statement of Continued Support

To our stakeholders

I am pleased to confirm that the WORLD FEDERATION OF OCCUPATIONAL THERAPISTS (WFOT) 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 organisation has taken to support the UN Global Compact and its Principles as suggested for an organisation like ours. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Ritchard Ledgerd
Executive Director
World Federation of Occupational Therapists

About the World Federation of Occupational Therapists (WFOT)

The World Federation of Occupational Therapists (WFOT) directly links 105 member organisations across the world, representing over 580,000 occupational therapists internationally.

WFOT promotes occupational therapy as an art and science internationally. The Federation supports the development, use and practice of occupational therapy worldwide, demonstrating its relevance and contribution to society for improving world health and wellbeing.

The World Federation of Occupational Therapists (WFOT) has been a signatory to the UN GLOBAL COMPACT since 2007. The programme and project plans of WFOT are aligned with the UN Global Compact Principles as a requirement for approval by the WFOT Executive and Council.

For more information, go to www.wfot.org

Part II. Description of Actions

and

Part III. Measurement of Outcomes

WFOT is committed to ongoing support of the UN GLOBAL COMPACT and its Principles.

The following information presents the key activities of WFOT in support of the Global Compact, and the related outcomes.

OVERALL ACTIONS TO SUPPORT AND ENGAGE WITH THE GLOBAL COMPACT	Comment (described in more detail below)
Attracting new participants to the UN Global Compact through outreach and awareness raising.	Supporting the development of occupational therapy associations and education programmes internationally in the reporting period, two occupational therapy associations from middle to low economy countries were admitted as Full Members of WFOT. In addition, four new occupational therapy associations were admitted as Associate Members of WFOT. WFOT is working with these Associate Members to develop and approve an occupational therapy education programme in each of these countries.
Organising learning and dialogue events, workshops and training for members on the UN Global Compact and specific topics relevant to corporate sustainability.	The ongoing work of WFOT in relation to principles of the UN Global Compact is communicated to representatives of member organisations through an online portal.
Engaging members in collective action efforts on Global Compact-related issues.	Regular communications are sent to member organisations. Experts from the international membership are sought regularly work on WFOT initiatives relating to the UN Global Compact. A Council Meeting held in 2021 was attended by 83 international delegates. Reports address Global Compact, SDGs and related issues.
Other actions to support the Global Compact to engage with the initiative.	WFOT business practices support sustainability including: online and paperless meetings; implementation of risk management procedures; attention to governance; and development of position statements and other documents addressing related issues. Financial support has been offered for Delegates to attend the upcoming 2022 Council Meeting and Congress.

Part II. Description of Actions	Part III. Measurement of Outcomes
PRINCIPLES OF THE UN GLOBAL COMPACT – WFOT Actions (Projects and Activities), inclusive of indicative Member Organisation Activities, 2019 - 2021	Outcomes
Human Rights	
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights	
WFOT Actions (Projects and Activities)	
SDGs and Links with WFOT: WFOT Operational Plan	WFOT has developed an online master operational plan with initiatives of WFOT linked to the SDGs.
WFOT Leadership and Advocacy	As the international representative for the occupational therapy profession, the WFOT executive team is responsible for a range of projects focused on leadership and advocacy. Disability and human rights are at the core of work of WFOT, publications and standards. WFOT advocates for the human right to inclusion and participation in meaningful occupation.
WHO-Disability & Rehabilitation	<p>Ongoing activities include communicating with WHO; contributing to draft documents and responding to requests from DAR, completing many related actions in the reporting period relating to human rights. WFOT provided input/ was represented at meetings on human rights issues with WHO relating to:</p> <ul style="list-style-type: none"> • Rehabilitation 2030 • World Health Assembly Meeting • WHO Regional Committee for Europe; PAHO • WHO Dialogue on Mobilizing International Cooperation on Noncommunicable Diseases (NCDs) • WHO Global Cooperation on Assistive Technology (GATE) • Global Alliance for Musculoskeletal Health (Bone and Joint Decade) • WHO-FIC Network Annual Meeting • Global Rehabilitation Alliance (GRA) • Global Network of Civil Society Organisations for Disaster Reduction (GNDR) • Global Report on Assistive Technology (GReAT) Consultation
Respond to WHO calls to action	<p>WFOT responded to calls to action to provide expert occupational therapist input for human rights initiatives related to:</p> <ul style="list-style-type: none"> • Development Groups for Packages of Rehabilitation Interventions • Review of Wheelchair Service Standards • Rehabilitation Competency Framework • Training in Assistive Products (TAP) modules

Liaison with UN and its agencies; WHO; international NGOs; other relevant organisations	Ongoing activities include reporting as required on human rights related issues; responding to direct communications; initiating contact/partnerships as appropriate; communications to promote occupational therapy. MOUs/working relationships ongoing with seven international NGOs during this reporting period.
WFOT Position Statements	<p>New WFOT position statements related to human rights were developed and published on the WFOT website relating to the topics of:</p> <ul style="list-style-type: none"> • Role of occupational therapy organisations in monitoring practice • Occupational therapy and community centred practice • Human rights • Rehabilitation • Human resources • Ageing and health • Telehealth
WFOT public statements	<p>New public statements related to human rights were developed and published on the WFOT website on the topics of:</p> <ul style="list-style-type: none"> • Occupational therapy response to the COVID-19 pandemic • COVID-19 and WFOT minimum standards • Occupational therapy and rehabilitation of people affected by the COVID-19 pandemic • Statement on systemic racism • International year of health and care workers
Information Technology Review	A new online portal was implemented with information for Member Organisation Delegates. The WFOT e-newsletter is now distributed monthly to an audience of over 10,000 global subscribers. The Occupational Therapy International Online Network (OTION), available at otion.wfot.org provides online discussion forums relating to: COVID-19; Education; Practice; Research; Students; Working in another country; Studying in another country.
WFOT Bulletin	<p>The WFOT Bulletin is a professional journal published twice annually and available free to individual WFOT members. The journal has over 760 institutional subscribers around the world. Articles and themes support and promote human rights, including special issues devoted to:</p> <ul style="list-style-type: none"> • Sustainability • COVID-19 pandemic <p>A review is currently underway to identify recommendations for future aims and format of the WFOT Bulletin.</p>
Indigenous Cultural Integrity	WFOT supported the development of the Global Network of Indigenous Occupational Therapists (GNIOT) to inform occupational therapy practice and actions related indigenous issues.
WFOT Approved Educational programmes	Extensive work is undertaken by WFOT to maintain an accurate and current global listing of WFOT approved occupational therapy education programmes (over 1,000).

Curricula for WFOT Approval or Re-approval of Occupational Therapy Education Programmes	WFOT undertakes reviews of curricula of occupational therapy education programmes in countries seeking membership with the Federation. Once membership is obtained, support is provided by WFOT to Member Organisations to conduct curricula reviews. Resources to support curricula reviews are under current review and revision.
Education Related Queries	WFOT responds to ongoing enquiries regarding occupational education programmes to support education programmes, Member Organisations; national organisations applying for WFOT recognition of their education programmes; graduates from occupational therapy education programmes, and students wishing to study occupational therapy.
WFOT Resources	<p>New resources related to human rights were developed and published on the WFOT website relating to the topics of:</p> <ul style="list-style-type: none"> • International research priorities • Global indicators of assistive technology use amongst occupational therapists • Economic evaluations and occupational therapy • Guiding principles for the use of evidence in occupational therapy • Development paper on health cities • The impact of COVID-19 for occupational therapy: Findings and recommendations of a global survey • Was a global pandemic needed to adopt the use of telehealth in occupational therapy? • Quality Evaluation Strategy Tool (manual in five languages, plus videos, case studies and online course) • COVID-19 (online listing of information, resources and education from around the world relevant to occupational therapy and COVID-19 provided by WFOT member organisations, partner organisations and other organisations)
Occupational Narratives	Launched in 2020, the occupational narratives project is an open access, inclusive, database of occupational narrative videos available on the WFOT website. The aim is to represent people in naturalistic, formal, and institutional settings from all backgrounds, ability levels, ages, socioeconomic and sociocultural backgrounds as they engage in everyday “doings”.
Innovation Change Agent Narratives	Work is underway to provide a collection of exemplars highlighting advocacy, policy, and program development from different regions of the world. Project participants will develop a narrative template, recruit narratives and supporting multimedia materials from every WFOT region, and work with WFOT to make this web accessible to organisation and individual members.
Translations	To promote information dissemination and accessibility, official WFOT documents/material are regularly translated by volunteer translators into French, Spanish, German; on request, documents are translated into other languages such as Portuguese, Japanese, Arabic, Russian, Italian
Awards Programme	WFOT offers a range of awards for recognition for contribution to the profession/WFOT, and professional excellence. The awards presented are at a Council Meeting (every 2 years) and/or Congress (every 4 years). WFOT Thelma Cardwell Foundation Award for Research, specifically supports research in occupational therapy, and is awarded in a 2 year cycle.

WFOT Member Organisations	WFOT Member Organisations, with a focus on human rights for people with disabilities and disadvantage, are engaged in activities which support WFOT objectives and projects, including: advocacy to national governments; association governance policies, development /review of codes of ethics, strategic plans, position statements, conferences and educational events, and operational procedures to support and promote human rights, occupational justice.
Principle 2: Make sure that they are not complicit in human rights abuses	
WFOT Actions (Projects and Activities)	
Constitutional Review of National Occupational Therapy Organisations	WFOT reviews all constitutions of national occupational therapy organisations that apply for membership of WFOT. Mentoring is provided to assist applicants to develop appropriate constitutions.
WFOT Surveys and Consultations.	WFOT undertakes frequent surveys of occupational therapists and member organisations on issues related to human rights. Topics of consultations include: <ul style="list-style-type: none"> • COVID-19 occupational therapy needs analysis • Occupational therapy education • Occupational therapy human resources • Dysphagia • Disaster management • Decent work • Wheelchair and mobility service needs analysis
WFOT Member Organisations	Participation in national events relating to cultural and gender diversity; participation in national human rights forums/committees; association policies and position statements on human rights; educational events; monitoring association operations.
Labour Standards	
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	
WFOT Actions (Projects and Activities)	
Strategic Plan – 2019 - 2024	Strategic plan implemented in 2019 and regularly reviewed for progress towards achievement of goals.
Council Meeting and Congress Organisation	WFOT shifted to an online format for a WFOT Council Meeting in 2021 to promote meeting accessibility and participation despite travel restrictions imposed by the COVID-19 pandemic. A hybrid model is planned for the international WFOT Congress in 2022 to allow participants to attend virtually if not able to travel to the location of the event in Paris, France.
Developing the Occupational Therapy Profession in Non-Member Countries	Work is ongoing for the creation/revision of WFOT documents to support the development of occupational therapy in non-member countries and membership in WFOT.

Membership Fees & Revenue	Engagement with WFOT Member Organisations is ongoing to ensure participation, continuing to offer the 'Premium Pricing Model' option (lower member fees).
Support to Member Organisations	On request, provides support to Member Organisations e.g. letters to government on classification, employment conditions etc.
WFOT Member Organisations	Activities of WFOT member organisations include policies for free association of members, industrial relations, collective bargaining support for members, and liaising with government departments on specific issues.
Principle 4: The elimination of all forms of forced and compulsory labour	
WFOT Actions (Projects and Activities)	Human rights and occupational justice are imbedded in WFOT procedures and documents, for example WFOT Minimum Standards for the Education of Occupational Therapists and Position Statements
WFOT Member Organisations	Activities of WFOT member organisations include advocacy for elimination of forced and compulsory labour, in the national context
Principle 6: The elimination of discrimination in respect of employment and occupation.	
WFOT Actions (Projects and Activities)	
WFOT Human Resources Project	The WFOT Human Resources Project reports on data provided by Member Organisations relating to occupational therapist supply, migration, retention and labour shortages. Reports on findings are published by WFOT every second year (commencing 2006) on the WFOT website.
Human Resources Scoping Review	A scoping review is currently underway to provide an overview and identify gaps in the current research relating to health human resources in occupational therapy.
Occupational Therapy Human Resources Strategy	A project has been initiated by WFOT to develop a human resources strategy to guide the actions of WFOT and other stakeholders to meet population needs for occupational therapy.
International Standard Classification of Occupations (ISCO) Lobby Strategy	WFOT provided input to ILO regarding the classification of occupational therapists in the upcoming revision of ISCO.
World Occupational Therapy Day	WFOT develops an annual theme and resources to promote the role of occupational therapy for addressing population health and wellbeing. Themes include: <ul style="list-style-type: none"> • Reimagine doing (2020) • Be you. Belong. (2021)
WHO/NGO Job advertisements	Ongoing – WFOT posts international job advertisements from WHO and a range of NGOs, free of charge, on the WFOT website www.wfot.org

WFOT Member Organisations	Activities of WFOT member organisations include supporting labour rights; making submissions to national governments on policies, based on the principles of access, equity, efficiency, quality and sustainability; association operational procedures e.g. privacy, diversity and inclusion; position statements highlighting the importance of availability and accessibility of opportunity for “occupations” for all people of all ages, with a range of abilities and a range of chronic or episodic conditions.
Environment	
Principle 7: Businesses should support a precautionary approach to environmental challenges	
WFOT Actions (Projects and Activities)	
Disaster Preparedness and Response	Online course offered free from WFOT on the topic of disaster preparedness for occupational therapists.
Displaced Persons	Online course and virtual reality rooms offered free from WFOT on the topic of occupational therapy and working with displaced persons.
Principle 8: undertake initiatives to promote greater environmental responsibility	
WFOT Actions (Projects and Activities)	As above
Sustainable Occupational Therapy Practice	The WFOT sustainability project initiative began in 2011. Since then, the project team has had a number of accomplishments including publication of the WFOT position statement on sustainability and the sustainability principles document, producing a special issue of the WFOT Bulletin focusing on sustainability, and presenting posters and other presentations at professional conferences. The next phase in this project involves the dissemination and promotion of the 2018 WFOT sustainability principles document to increase uptake of the topic in the occupational therapy community.
WFOT Executive and Council Meetings, and Congress	Initiatives are ongoing for WFOT for reducing the amount of printed material at meetings (e.g. use of data projection instead of printing meeting papers; website for general information); and at Congress by providing the alternative of a Congress app, website.
WFOT Member Organisations	Activities of WFOT member organisations include promoting sustainable health care; advocating for the integration of ecological determinants of health into population health legislative, regulatory and policy frameworks that contribute to ecologically sustainable and healthy communities and societies; participation in disaster preparedness and response; and operational procedures including recycling initiatives.

Principle 9: encourage the development and diffusion of environmentally friendly technologies	
<i>WFOT Actions (Projects and Activities)</i>	
Occupational Therapy and Telehealth	WFOT developed a position statement, published a peer-reviewed journal article and provided presentations at international events to demonstrate leadership and provide guidance regarding telehealth and occupational therapy, particularly during the rapid shift to remote work practices during the COVID-19 pandemic.
<i>WFOT and WFOT Member Organisations</i>	Activities of WFOT and member organisations include meetings conducted via Skype, Zoom and other technologies; educational events held in virtual environments; promoting the use of technologies and software for therapist, client and community use; consideration of environmentally friendly aspects and energy-efficiency in association purchases.
Principle 10: Businesses should work against all forms of corruption, including extortion and bribery.	
<i>WFOT Actions (Projects and Activities)</i>	
WFOT Governance	<p>WFOT is engaged in a number of initiatives to strengthen governance and administration of the Federation, including projects related to:</p> <ul style="list-style-type: none"> • Implementing risk monitoring and management strategies • Updating policy and procedures, including new policies on confidentiality and conflict of interest • Ensuring compliance with general data protection regulations and legislation • Providing a mentoring programme • Archiving WFOT documents and artifacts • Developing and implementing a strategic governance decision-making tool • Reviewing registration • Maintaining a business continuity plan
<i>WFOT Member Organisations</i>	Activities of WFOT member organisations include support for anti-corruption organisations; national codes of ethics; antitrust policies; association corporate governance procedures; transparency, accountability and best practices to avoid corruption; monitoring and supervision.