



THE DANISH FAMILY  
PLANNING ASSOCIATION

# UN GLOBAL COMPACT

## Communication on Engagement 2019-2021

This report is a stand-alone document for the period 25<sup>th</sup> of October 2019 –  
25<sup>th</sup> of October 2021.

It serves to demonstrate DFPA's commitment as a participant to the UN  
Global Compact.

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## Statement of continued support by the chief executive

Copenhagen, October 2021

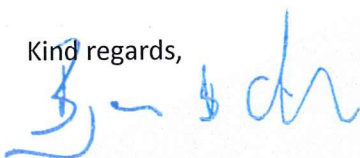
Dear stakeholders,

As a participant to the UN Global Compact since 2017, the Danish Family Planning Association (DFPA) is pleased to reaffirm its strong and continued support to the UN Global Compact, its 10 principles, and the 17 Sustainable Development Goals. With this commitment, we express our intent to continuously support UN Global Compact in advancing these global frameworks. As a Human Rights' CSO, DFPA's core contribution will continue to lie within the fields of Human and Labour Rights, where DFPA promotes and develops knowledge regarding human rights nationally and internationally - with a specific view to gender equality and health, including sexual and reproductive health rights (SRHR).

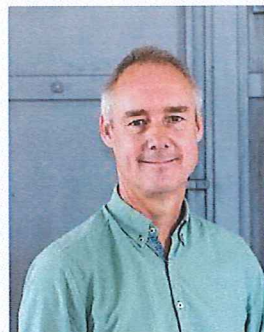
As for many other organisations, COVID-19 has impacted our activities externally as well as internally. We have tried to see it as a possibility for self-examination in terms of business as usual. This has e.g. resulted in more initiatives to examine, and hopefully heighten, employers' well-being as well as rethinking travel policies as part of our effort to reduce our organisational carbon footprint. Furthermore, our online systems have been upgraded significantly, allowing us to conduct more meetings, workshops, and monitoring activities virtually. Therefore, DFPA - to its best ability - remains determined to maintain high standards as regards Rights and Environment as well.

This Letter of Commitment accompanies our Communication on Engagement (COE) with the UN Global Compact. The COE describes the actions DFPA has taken during the last two years to support the UN Global Compact, its 10 principles and the 17 Sustainable Development Goals. The COE is a key-requirement for participation in the UN Global Compact. In the spirit of transparency and accountability, DFPA commits to report on progress as outlined in the UN Global Compact COE policy. DFPA further commits to sharing this information with our stakeholders via our primary channels of communication – and warmly welcomes any feedback.

Kind regards,



Bjarne B. Christensen  
Secretary-general, The Danish Family Planning Association



## About The Danish Family Planning Association

DFPA is an independent Danish human rights' CSO working in Denmark and globally to promote the right to decide over own body and sexuality. DFPA's vision is a world in which sexual and reproductive health and rights (SRHR) and gender equality are acknowledged and respected as fundamental to human well-being and sustainable development. A world in which all individuals can make their own free and informed choices about sexuality and reproduction without risk of discrimination. DFPA has been a member of the UN Global Compact since October 2017 and works dedicated to internalize, promote and disseminate the 10 UN Global Compact Principles.

DFPA's commitment to human rights and sustainable development is not new. As a human rights' organisation, the raison d'être of DFPA has been to promote and contribute to an inclusive, equitable, and sustainable world for more than 65 years. Globally, DFPA is a member of the International Planned Parenthood Federation and has sister organisations in most countries.

DFPA's international department works mainly in Africa, where it implements human rights' programmes funded by different donors including the Danish Ministry of Foreign Affairs. DFPA's international department works within five main themes, one of which is 'the world of work'. Within this theme, DFPA engages corporate sector stakeholders in support of human rights, the UNGPs, and sustainable development. The world DFPA envisions, and promotes to its best ability, is a world in line with the 10 UN Global Compact Principles, the SDGs and The Universal Declaration of Human Rights. Hence, DFPA continues to be engaged in a variety of activities promoting the spirit and principles of the UN Global Compact. These activities include capacity building of private sector partners on health, including SRHR, and gender equality. They further include supporting the development of relevant policies, tools, and due diligence systems in companies.



## Description of practical actions

### Internalize

As a human rights' organisation, it lies in DFPA's DNA to act ethically and continuously work towards higher levels of responsibility. DFPA is committed to uphold high standards on Human and Labour Rights as well as on Anti-Corruption. While environment and climate are not at the core of our mission, DFPA still aims to reduce its negative impacts as far as possible. During the last two years, DFPA has strengthened its own governance structures. Key-steps include:

1. Further updating DFPA's anti-corruption practices by:
  - a. Translating DFPA's anti-corruption policy into two additional languages making it accessible in Danish, English, French, and Arabic, allowing all our partners to fully internalise its intention.
  - b. Strengthening DFPA's Danish and English website explaining the purpose of the anti-corruption policy and how people can report grievances related to corruption. The anti-corruption policy is made available in all four languages [here](#).
  - c. Updating DFPA's website to ensure transparency regarding previous corruption cases which can be found [here](#).
  - d. Developing an anti-corruption document for internal use outlining:
    - i. What acts are seen as corruption or fraudulent.
    - ii. How DFPA tries to prevent corruption.
    - iii. Which expectations DFPA has to partners in regards to anti-corruption policies.
    - iv. How a project officer should act on suspicion of corruption.
  - e. Creating a guide for setting up and managing complaints and feedback.
2. Giving even higher priority to the health, well-being and security of DFPA staff – e.g. by:
  - a. COVID-19 related
    - i. Offering all employees influenza vaccines free of charge.
    - ii. Allowing employees to work from home as and whenever recommended by the health authorities.
    - iii. Furnishing offices to fit recommendations by the health authorities in regards to distance and contact areas.
    - iv. Including COVID-19 related topics in the annual staff satisfaction survey.
3. Working to reduce negative environmental and climate impacts - by reviewing and changing our internal practices to reduce our organisational footprint, e.g. by:

- a. Developing a climate and environment policy for internal use (covering travels, the office's energy consumption, purchase/recycling/waste and investments). This also includes having an external actor measuring DFPA's CO2-emission, which has established a baseline from 2018 to enable future monitoring of potential reductions.
- b. Contributing to the development of a climate mainstreaming tool together with other civil society organisations in the Danish CSO platform Globalt Fokus. The tool is considered an internal tool for member CSO organisations to review and reflect on their level of climate and environmental mainstreaming at both organisational and intervention level – and allow them to take action based on the results of the assessment.
- c. Developing a position paper on how climate change and sexual and reproductive health and rights are interlinked. DFPA has also contributed to International Planned Parenthood Federation's position paper on the same topic.

### Engagement with Global Compact – in Local Networks and with the New York office

DFPA still engages where relevant with Global Compact local networks to gain new knowledge, inspiration and networks within sustainability. However, due to COVID-19, interactions have been at a reduced level in this reporting period. Engagement include:

- As a member of the Danish Network, DFPA engages in relevant network activities – mainly in the SDG and Human Rights' working groups. DFPA has e.g. participated in national events related to mandatory human rights due diligence (mHRDD) co-arranged by the Danish Network.
- In selected Global South locations, where DFPA has established private sector projects, engagement is also taking place – e.g. in Kenya, where the strategic partnership with the local Global Compact Network continues to add good results. DFPA provides funding to support specific network activities within research and awareness raising related to gender equality and health, specifically SRHR. This contributes to clear guidance for member companies within these fields and feeds into the Target Gender Equality Project – results, which would not have been possible without DFPA's support and guidance, according to the ED of the Kenya Network.

In relation to the central UN Global Compact Office in New York, DFPA has:

- Previously reached out to the top of the organization with the hope to become a preferred and trusted expert and resource for the UN Global Compact on matters related to health, including SRHR, and gender equality. However, a response to this request is still pending.
- Participated as a key-note speaker in the gender side-event on the 2019 UN Forum on Business and Human Rights in Geneva – and developed an official statement in this regard. The statement has at this point been removed from the website of the UN Working Group on Business and Human Rights. However, it should be available on request.

## Join or propose design and implementation of partnerships on corporate sustainability

DFPA's World of Work Theme aims at raising corporate awareness of and establishing partnerships in support of the 10 UNGC principles, the UNGPs, ILO conventions C-100, C-111, and C-190 as well as the SDGs. An integral strategy is to design and implement innovative partnerships to build and strengthen corporate responsibility. Existing partnerships include:

- Partnership with the Danish Investment Fund – focusing on:
  - Building joint tools on how companies can integrate health, including SRHR, and gender equality in their due diligence processes.
  - Building the capacity of IFU investment officers to include considerations regarding equality and health in their investment screenings and decisions.
- Partnerships with Employers' Organizations in East Africa – please see under next heading.
- Partnership with the Danish Confederation of Industry – focussing on building private sector capacity on gender equality, SRHR, and decent work in general in companies in the East Africa region.

Besides, DFPA continues to engage DK-based MNCs with the aim to establish partnerships to promote gender equality and SRSR. However, most companies continue to be reluctant to establish partnerships with CSOs, even when these CEOs, like DFPA, have proven private sector methods and tools in place.

DFPA has a fixed process in place for screening of potential key private sector partners.

## Engaging companies in Global Compact-related issues

In millions of workplaces around the world, challenges such as sexual harassment and sexual and gender-based violence (SGBV) are still widespread – due to root causes such as insufficient funding, policies, tools, and capacity at company and

national level. During COVID-19, SGBV has even increased and women have generally been disproportionately affected by the negative impacts of the pandemic. Under the World of Work Theme, DFPA works to gradually address this situation by:

- Building the private sector capacity of our sister organisations (e.g. Reproductive Health Uganda) and other partners to advocate for the required change at national level and to engage companies as change agents. This includes information and tools regarding the 10 UNGC Principles, the UN Guiding Principles, relevant ILO conventions, and the SDGs.
- Engaging employers' organisations as well as private sector companies to build their capacity on health, including SRHR, and gender equality. DFPA's training departs from a human rights based and gender transformative approach and includes information on the 10 UN Global Compact Principles, the UN Guiding Principles, relevant ILO conventions, and the SDGs. It is targeted e.g. at CEOs, HR staff and OHS committees in companies. In 2021, together with Confederation of Danish Industry, we have e.g., engaged approximately 60 companies in Uganda and Kenya in full day workshops to build their capacity in terms of implementing gender and SRHR transformative policies, setting KPIs, and monitoring progress.
- Developing company relevant tools on SRHR and gender equality. In early 2021, DFPA e.g. developed the following tools, most of which have been translated into English:
  - A model policy
  - A KPI overview/monitoring framework
  - An escalation process for reporting of non-compliances
  - Dilemmas for use in company training
  - Training on sexual harassment

Presently, DFPA engages mainly with employers' organisations and selected companies in Kenya, Uganda and Ethiopia – e.g. in the Ethiopian flower and horticulture industry.



## Measurement of outcomes

### Anti-corruption

Due to the focus DFPA has had on anti-corruption, especially in the last few years, DFPA has now decided to take the necessary steps to make anti-corruption an on-going focus. Therefore, DFPA has decided to:

- Form an internal anti-corruption group with the purpose to work continuously and strategically with anti-corruption across departments.
- Capacity build DFPA staff and partners on the topic.
- Draft a five-year plan for anti-corruption practices, both regarding DFPA internal affairs and regarding partners and projects.

### Health, well-being and security of DFPA staff

The employee satisfaction surveys completed by staff the last two years have shown that employee satisfaction in general is really high. Furthermore, it demonstrates a continued growth in satisfaction, which proves that the initiatives made to support and heighten the health, well-being and security of DFPA staff are working and well received.

### Reduce negative environmental impacts

DFPA's climate and environment policy has increased the awareness amongst employees and motivated them to strengthen the focus on reducing the organisation's negative environmental impacts.

DFPA's CO<sub>2</sub>-emission has also gone down since 2018. This is partly explained by COVID-19 and the resulting lower energy consumption at the headquarter office as well as no international travelling.

### Engagement with Global Compact – in Local Networks and with the New York office

- 2020-2021 funding provided by DFPA for the gender equality and SRHR activities of GC Network Kenya.
- Engagement of GC Network Kenya in regional partner activities, webinars, workshops, and strategizing.
- Continued membership of GC Network Denmark – as well as extensive DFPA lobby-work aimed at the local network for it to increasingly activate the core competencies of DFPA towards its member companies.

## Join or propose design and implementation of partnerships on corporate sustainability

- One new partnership MoU signed with Confederation of Danish Industry.
- One new partnership concept developed with the Danish company, Real Relief. However, funding to support its implementation is still lacking.
- An intense partnership dialogue with PFA (Danish pension and investment company) has been conducted and a partnership concept developed. However, at this point, PFA has signed the partnership agreement.

## Engaging companies in Global Compact-related issues

In terms of measuring the company engagement activities of DFPA, many individual results could be mentioned, e.g. including:

- Five new gender equality and SRHR tools developed for activation in existing partnerships, and aimed at driving company progress in East Africa.
- Four gender equality and SRHR workshops conducted for app. 60 companies in East Africa – two in Uganda and two in Kenya.
- Two World of Work Regional workshops conducted for all DFPA's World of Work partners in East Africa. The first mainly focussing on creating awareness of the UN-GC, its 10 principles, the UNGPs, the SGDs, and relevant ILO conventions. The second mainly focussing on providing training in how to apply a gender transformative (GTA) approach and strategizing to increase future impact in the region.

## Looking ahead

Within the next COE period, DFPA will continue to work dedicated to:

1. *Internalize*
  - a. Follow through on the plans made by the internal anti-corruption group.
  - b. Form a travel policy which among others will describe how we can make the least negative environmental impacts when travelling.
2. *Form partnerships*
  - a. A focus will continue to be on entering new partnerships with business associations, and through them their member companies, in support of SDGs 3, 5, 8 and 17.
  - b. However, being a small CSO, the main focus will be on leveraging the existing partnerships to allow DFPA to drive real progress for women and other vulnerable groups (e.g., LGBT+), who are often excluded, marginalized, or exposed to UNGP non-compliances in a World of Work context.
  - c. Finally, a core priority will be to build a strong regional World of Work partner platform advocating for gender equality and SRHR progress.