



Terre des hommes
Helping children worldwide.

UN Global Compact – Communication on Engagement

Covering period from October 2019 - October 2021

Part I – Statement of continued support by the Director General, Barbara Hintermann

21 October 2021

To our stakeholders

I am pleased to confirm that Terre des hommes - Helping children worldwide - Foundation 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 on 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,

Barbara Hintermann,
Director General, Terre des hommes Foundation





Parts II & III – Description of Actions & Measurement of Outcomes

Since Terre des hommes (Tdh) was founded by Edmond Kaiser in 1960, our work has been dedicated to the well-being of children. We work in 35 countries and are committed to bringing lasting change to the lives of children and youth, especially to those most exposed to risk. We work towards improving children's lives by providing essential services or by assisting and training professionals and members of their communities to do so. We strive to ensure the effective application of children's rights as defined by the Convention of the Rights of the Child and core conventions of the International Labour Organisation, as well as other relevant human rights instruments. To make a difference, we focus on the areas of maternal and child health, children and youth migration, and access to justice. We aim to empower children and youth through active participation. We advocate for the respect of children's rights, supporting them in voicing their needs and interests. We work in fragile and conflict settings, as well as in stable environments.

Tdh has signed the UN Global Compact in 2019 and is committed to its ten principles in the areas of human rights, labour, environment, and corruption. Our values, policies and practices are aligned with the UN Global Compact, as set out in our strategy documents (Strategic Plan 2021-2024) in our Global Code of Conduct and documented in our annual reports (see [Tdh 2020 annual report](#)). With this Communication of Engagement, we would like to highlight some of our key activities implemented over the last two years.

Principles 1 & 2: Human Rights

Tdh works to uphold the human rights of children, families and communities and has developed policies and procedures to ensure compliance with Principles 1 and 2 of the UN Global Compact.

We have a Global Code of Conduct and a safeguarding framework, consisting of policies and procedures, which derive from the Global Code of Conduct. These tools aim to prevent and protect from abuse:

- Child Safeguarding Policy
- Prevention of Sexual Exploitation and Abuse Policy
- Directive on Staff Misconduct at the Workplace
- Gender and Diversity Policy
- Duty of Care Policy

All members of staff and parties associated with and representing Tdh are required to abide by the Global Code of Conduct and the deriving policies and procedures. We have zero tolerance for any form of abuse that targets beneficiaries, our partners' employees, members of the communities we serve, or any other vulnerable person, and Tdh employees, perpetrated by a member of our staff or by authorised representatives acting on our behalf.

We continuously strengthen our safeguarding procedures and provide specialized training for staff and partners, in particular on the Prevention of Sexual Exploitation and Abuse and on child safeguarding. We take care to allocate sufficient resources to these procedures and trainings, in line with global best practice.

We provide channels for confidential reporting for staff, partners and suppliers and the communities we serve.

We reiterate our commitment to the Convention of the Rights of the Child, the Universal Declaration of Human Rights, the Code of Conduct for the International Red Cross and Red Crescent Movement and NGOs in Disaster Relief and the U.N. Secretary General's Bulletin on the Protection from Sexual Exploitation and Abuse of Beneficiaries.

Tdh, for example, is co-leading the Global Safeguarding Resource and Support Hub for FCDO. It provides key resources on safeguarding and protection from sexual exploitation, abuse and harassment in various mainstream





languages (English, French, Arabic). The [Safeguarding Resource and Support Hub](#) also offers a series of 5 e-learnings and organizes specific support and capacity development of local civil society organisations in Ethiopia, South Sudan and Nigeria, and in Syria, Yemen and Jordan. The global platform has already been accessed by more than 53,210 users since the launch in 2020 and will soon extend to South Asia.

Tdh has also, for example, joined efforts with the Union of European Football Associations (UEFA) to safeguard children participating in football activities in Europe by raising awareness, training young players and staff and implementing a safeguarding framework. Working with UEFA's 55 member associations, Tdh has developed a complete tailored safeguarding toolkit, which contains the necessary guidance and templates for child safeguarding policies, codes of conduct, risk assessments and safer recruitment procedures to be used by professionals. E-learning courses for staff, coaches and child safeguarding focal points and in-depth training complement the toolkit.

Principles 3 - 6: Labour

In line with our Global Code of Conduct, we are committed to ensuring safe and secure working conditions and equal treatment for our workers, and to guaranteeing social and union rights of employees, partners and suppliers.

Our Global Code of Conduct forbids us from engaging in any relationships with partners or suppliers that are involved, including indirectly, in child labour, exploitation or any other human rights violations. We immediately terminate contractual relationships if one of these conditions is breached.

Furthermore, when implementing projects and contracts, our Global Code of Conduct obliges us to place special emphasis on ethics and compliance with the principles of equal treatment, non-discrimination of partners and suppliers and impartial assistance to beneficiaries.

Our Gender and Diversity policy outlines our commitment and guiding principles for gender and diversity sensitivity and responsiveness across our operations and provides a clear framework towards a more inclusive working environment, systematic mainstreaming and monitoring of gender and diversity in Tdh operations.

As the largest children's aid organisation in Switzerland, we are committed to working against forced and compulsory labour, especially exploitative and hazardous child labour.

In Asia, for example, we work with children and communities to identify and act upon the drivers of the worst forms of child labour, in particular in the leather industry in Bangladesh (See [CLARISSA, Child Labour: Action-Research-Innovation in South and South-Eastern Asia](#)). The action-research that we undertake in Asia builds on children's and other stakeholder's perspectives and experiences through a participatory, adaptive and child-centred approach to provide evidence and generate innovation based on a Participatory and Systemic Action Research. We have published a number of evidence reports accessible on the above site and we are also preparing to start the implementation of an innovative 'cash plus' intervention in two slum areas of Dhaka. The cash plus intervention will be complemented by focused activities at child and family-level through case management, and at community level through community collective actions.

We are also dedicated to equal rights and opportunities for women. As such, we focus for example on gender justice in the Middle East and Northern Africa region: In 2020, eight projects were launched in the region working to (i) ensure that justice apparatus are age-appropriate and gender-responsive, (ii) uphold the rights of girls and young women who are survivors of gender-based violence, (iii) foster the UN Women, Peace and Security agenda, and (iv) support youth feminist organisations and social movements.





Principles 7 - 9: Environment

We are committed to the UN Global Compact principles on environment. We recognise that environmental sustainability is a key factor to achieving our mission.

We naturally recognise that also our own activities in the Tdh offices have consequences for the environment, and it is our responsibility to minimise the negative impacts of these as far as it is possible. We operate in compliance with all applicable environmental legislations, and we strive to use environmental best practices in all that we do.

The Covid-19 crisis has also demonstrated our ability to carry out work remotely to equally high standards and in our Strategic Plan 21-24 we have committed to minimizing our carbon footprint. Moreover, our programmatic response will consider the consequences of environmental and climate emergencies in the countries of intervention and among the populations concerned, especially in response to natural disasters and crises, focusing also on prevention and preparation. Furthermore, we will develop positioning and advocacy on the issue of children's rights and the environment. And in 2021, we have joined the Climate Action Accelerator Initiative to step up our response, to promote best practices and to learn from others.

Principle 10: Anti-Corruption

Tdh has a zero-tolerance policy in relation to all forms of fraud, corruption, conflict of interest and financing of criminal activities, in accordance with our Global Code of Conduct, our Policy against fraud, corruption and conflicts of interest and our Policy on the Prevention of the financing of criminal activities. These detail mandatory requirements for all staff and partners to report any suspected, alleged or actual cases of fraud, corruption, conflict of interest and financing of criminal activities.

Suppliers must sign the Tdh good business practices, which set out transparent procurement procedures, state clear reasons for excluding bidders from procedures, specify potential sanctions, and the obligation to report any actions in the breach of these rules.