



THE LONDON SCHOOL
OF ECONOMICS AND
POLITICAL SCIENCE ■

The London School of Economics and Political Science (LSE)

UN Global Compact

Communication on Engagement

July 2022



Statement of continued support from the LSE Director

It is my pleasure to reiterate the continued commitment of the London School of Economics and Political Science (LSE) to supporting and upholding the principles of the United Nations Global Compact.

LSE, as one of the leading universities for social sciences in the world, fully understands and appreciates the values that the UN Global Compact aims to protect, promote and advance. Principles such as human rights, environmental responsibility and anti-corruption are embedded in LSE in three ways: in our work through rigorous standards and a culture of responsibility; in the curiosity-driven research conducted by LSE staff and students and shared within and beyond the academic community; and in our teaching to the future leaders and protectors of these same values across generations.

We will continue to do our part in living and strengthening these principles, and, as always, we will be actively thinking and re-thinking ways in which we can do more and better, for our community and our world.

A handwritten signature in black ink, appearing to read 'Minouche Shafik', written in a cursive style.

Minouche Shafik, LSE Director

Period covered by the CoE: 2019 - 2021

1. Description of actions

1.1 Introduction

As one of UK's leading higher education institutions for social sciences, LSE prides itself on being an institution that actively upholds and implements aims and principles aligned with the UN Global Compact. Our 2030 Strategy - [Shape the World](#) - draws and builds on this, to help us become an even better and more proactive upholder of these values. As part of this Strategy, and with the belief that leading by example is key, we have actively committed to ensuring that we can attract and retain the best academics, researchers, and professional services staff by embedding equity, diversity, inclusion, and sustainability across all our processes and procedures. We have also committed to working hard each day to embed and demonstrate these principles in the ways in which we approach our students - as future leaders of change - and in our research work.

These strategic commitments represent just the tip of the iceberg of things that make LSE a genuine upholder of the principles entailed in the Global Compact. We hope to offer a clear, albeit condensed, overview in the segments of the document that follow.

1.2 Human Rights and Labour

Creating an environment which actively supports and guarantees the respect of universally recognised human rights is a non-negotiable principle for LSE as an organisation. These constitute an essential ingredient of all School policies.

The School has an [Ethics Code](#) in place to overarchingly guide and direct all aspects of its activities. In addition, various policies are in place to ensure that staff and students are treated equally, and that diversity and inclusion are encouraged. The list below names some of our key policies:

- [Equity, Diversity and Inclusion Strategy 2017-2022](#)
- [Equity, Diversity and Inclusion \(EDI\) Policy Statement](#)
- [Equity, Diversity and Inclusion in the Public Lecture Programme: Policy Statement](#)
- [Policy on Trans Staff and Students](#)
- [Disability Policy](#)
- [Discrimination, Harassment and Bullying Policy](#)
- [Modern Slavery Statement](#) 2019-20
- [Religious Observance Policy](#)

As a targeted overarching action to address racial inequality, the School has also rolled out its [Race Equity Framework](#). Through the Framework we are implementing concrete race equity actions, including actively promoting, funding, and supporting research about race, nominating academic attainment leads in departments, analysing and seeking to close our ethnicity pay gap, addressing racial inequality in our PhD, academic and professional staff recruitment and progression, and more. Under the Framework, an internal [Race Equity Innovation Fund](#) call was launched in late 2021, for projects aimed to advance equity within the LSE community.

The School also upholds freedom of association and the right to collective bargaining. Its diverse staff and student populations help ensure mindful implementation and further advancement of the principles reflected in the policies, through a wide range of formally organised, School-wide initiatives, such as:

- Disability & Accessibility Steering Group
- Gender Equality Steering Group
- LGBTQ+ Steering Group
- Race Equality Charter Self-Assessment Team
- Diversifying LSE PhD Students Project Board

Furthermore, several networks operate across the School on a voluntary basis, to help advance the equality and diversity agenda:

- EDI Representatives: EDI Representatives are a network of staff who work to embed equity, diversity, and inclusion locally within their departments and divisions.
- DAWN: The Disability and Wellbeing Staff Network aims to make LSE more disability confident and raise awareness about disability on the campus.
- Embrace: EMBRACE (Ethnic Minorities Broadening Racial Awareness and Cultural Exchange) is the School's black and minority ethnic group for staff at LSE.
- The Gender Equality Forum (GEF): is a network of women across LSE committed to addressing gender inequality in pay, access and culture.
- The Parents and Carers Network: is for parents (which includes anyone who is caring for a child, be it their own, adopted, or fostered) and carers to meet and exchange experiences, tips, and to socialise.
- LSE Power: aims to engage with professional services staff of all gender groups within LSE to encourage and champion behaviour change and development of School policy towards gender equality.
- Spectrum: is the network for lesbian, gay, bisexual and trans (LGBTQ+) staff at LSE.

These steps have led to several achievements and recognitions that the School takes great pride in, including the following:

- LSE was awarded a Bronze Athena SWAN¹ award in March 2020. The award is not an end in itself, but rather a commitment to delivering on an ambitious action plan.
- We became a Disability Confident Employer (level 2) in October 2019.
- The School was recognised in Stonewall's [Top 100 Employers list](#) for 2019, highlighting it as one of the best employers for lesbian, gay, bi and trans staff in the UK.

1.3 Environment

Creating a sustainable LSE is one of the commitments of LSE's 2030 strategy. Accordingly, LSE has developed a [Sustainability Strategic Plan](#) focusing on six key areas/themes to maximise its impact in shaping a sustainable LSE and a sustainable world: Education, Research, Engagement and Leadership, Investment, Collaboration and Our School.

¹ The Athena Swan Charter is a framework which is used across the globe to support and transform gender equality within higher education (HE) and research. More information is available here: <https://www.advance-he.ac.uk/equality-charters/athena-swan-charter>.

We are proud to say that our actions over the years have already led to tangible positive results: the School's direct emissions have been reduced by 44 per cent since 2005, despite an increase in campus size and student numbers, and LSE has procured all the electricity it uses from 100 per cent renewable sources such as solar and wind since 2009 and has retrofitted its buildings to optimise energy use.

In November 2021, LSE was verified by the global certification organisation BSI, against the internationally recognised standard for carbon neutrality, PAS 2060, as the first UK university to be [carbon neutral for the academic year](#). We continue to build on this milestone towards achieving net-zero carbon emissions by 2030 for most direct emissions and by 2050 at the latest for all emissions. Relevant [reports on progress](#) are regularly published on the School's website.

1.4 Anti-Corruption

A range of policies help us ensure that corruption, including extortion and bribery, are prevented in all activities we conduct and participate in. These include:

- [Ethical review of donations procedure](#)
- [Fraud and Bribery Policy](#)
- [Gifts and hospitality procedure](#)

As part of our work with external partners and funders, the School also conducts extensive due diligence checks.

1.5 LSE's commitment to engaging with the principles of the Concordat in Research and Teaching

The School is committed to conducting high quality research in a broad range of areas falling within the areas of social sciences and humanities. While we take great pride in fostering academic curiosity by allowing our academic colleagues to drive the themes and the focus of the research work that they do, we will occasionally encourage projects in particular areas through designated funding schemes.

For instance, for two consecutive academic years (AY 20/21 and 21/22) LSE's internal Research and Impact Support Fund prioritised supporting research aligned with selected LSE and national priorities, namely: environmental sustainability; equity and inclusion with a focus on race equity; shaping the post-COVID world; and data driven technologies for the social sciences. 9 out of the 17 projects supported in the AY 20/21 round, and 7 out of 17 in the AY 21/22 round, fell under the environmental sustainability and equity and inclusion themes. More information about the awarded projects from 20/21 round can be found on the [LSE's website](#).

The principles of the Global Compact are also frequently the theme/subject of research conducted at LSE. Many of our units engage with themes such as climate change and equality, and work on these topics constitutes a significant part of our scientific outputs. These topics also feature often and prominently in our blog publications and public events, including our annual LSE Festival held in June.

Between 2019 and 2021, LSE researchers published close to 3,570 research papers* related to the 17 United Nations Sustainable Development Goals (SDGs):

Sustainable Development Goal (SDG)	Number of LSE papers published	Total Citations	Total policy citations
SDG1: End poverty in all its forms everywhere	322	2,340	705
SDG2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture	73	777	168
SDG3: Ensure healthy lives and promote well-being for all at all ages	525	6,485	869
SDG4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	94	564	166
SDG5: Achieve gender equality and empower all women and girls	234	1,448	392
SDG6: Ensure availability and sustainable management of water and sanitation for all	35	314	18
SDG7: Ensure access to affordable, reliable, sustainable and modern energy for all	51	423	58
SDG8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	494	4,444	1,633
SDG9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	220	2,260	602
SDG10: Reduce inequality within and among countries	582	3,718	830
SDG11: Make cities and human settlements inclusive, safe, resilient and sustainable	211	1,484	219
SDG12: Ensure sustainable consumption and production patterns	43	259	21
SDG13: Take urgent action to combat climate change and its impacts	215	2,687	716
SDG14: Conserve and sustainably use the oceans, seas and marine resources for sustainable development	18	160	25
SDG15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	50	366	46
SDG16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	403	1,984	287

SDG17: Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development	<i>no avail stats</i>		
Grand Total	3,570	29,713	6,755

Sources

Number of LSE pubs per SDG: SciVal 2021 SDG mapping

Total Citations: [SciVal](#) database

Policy document citations: [Overton](#)

*Please note that individual papers may be counted more than once if they meet more than one of the SDGs.

Finally, there are numerous examples of our teaching activity and work with students reflecting our commitment to the values of the Global Compact. While it would be impossible to list them all here, they are reflected in the themes of the [undergraduate](#) and [graduate programmes](#) and courses that we offer. Examples include: MSc in Human Rights; Global Master's in Management; MRes/PhD in Employment Relations and Human Resources; MSc in Environment and Development; MSc in Environmental Economics and Climate Change; and MSc in Inequalities and Social Science. These are also reflected at the "ground" level, through some of our [student-run societies](#), dedicated to issues such as circular economy, sustainable futures and social mobility.