COMMUNICATION ON ENGAGEMENT

CMI – Martti Ahtisaari Peace Foundation

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Period covered by this Communication on Engagement

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

29/09/2022

To our stakeholders:

I am pleased to confirm that CMI – Martti Ahtisaari Peace 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.

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,

Ms. Hanna Klinge
Deputy Chief Executive Officer

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Part II. Description of Actions

CMI – Martti Ahtisaari Peace Foundation is an independent Finnish organisation that works to prevent and resolve political conflicts through mediation and dialogue. Founded by Nobel Peace Laureate and former President of Finland Martti Ahtisaari in 2000, CMI has since grown to be a leader in the field of international peacemaking. CMI works primarily in four geographic regions: Eurasia, Asia, Middle East and North Africa and Sub-Saharan Africa. To integrate inclusivity, innovation and the advancement of practice-oriented policy into its work, CMI has two specific thematic priorities: Women in Peacemaking and Digital Peacemaking.

Contemporary conflicts are characterised by their multi-level nature, as most conflicts include local, national, regional and international dimensions, as well as the participation of both state and non-state actors. Compounding factors, such as decrease in international peace and security cooperation, increase in proxy dynamics and the emergence of non-state armed groups as well as the hybrid nature of modern conflicts pose great challenges for countries living under conflicts. At the forefront in addressing conflict is a collective recognition of the importance of political, non-violent solutions, which are well-aligned with the efforts to achieve the Agenda 2030.

Despite the recognition and evidence of the effectiveness of peace mediation, the international community faces several challenges in its meaningful application. There is a growing need for low-key, independent actors with broad networks and proven expertise – such as CMI – to complement the efforts of multilateral organisations and other official actors. CMI's core value added lies in its long-term cooperation with local, national, regional and international actors, where it can provide complementary, agile and on-demand support to conflict prevention and resolution.

Having the legacy of President Ahtisaari as its foundation, CMI maintains the enduring vision that all conflicts can be resolved. Anchored in its fundamental principles of honest broker, ownership, inclusivity, complementarity and integrity, CMI's approach does not impose externally driven agendas nor insert preconceived solutions. Conflict resolution is always the most cost-efficient option to bring violent conflicts to an end; it can bring great dividends on a very modest financial investment. Peace and stability are vital for social development and wellbeing, and for the economic growth and international trade and investments that secure these social goods. By working in partnership with CMI, companies in the private sector can more effectively meet their global responsibilities.

Building on a wide range of partnerships, CMI's Programme engages international and regional actors, government officials, peer organisations and political actors with access to relevant circles of influence at different levels. Importantly, CMI also supports the participation of civil society actors, local communities as well as those excluded from processes of conflict resolution and prevention. Aligning with the Agenda 2030, CMI embraces a Human Rights Based Approach as well as the cross-cutting themes of gender equality, non-discrimination, climate resilience and low-emission development. At the core of CMI's work are two UN sustainable development goals (SDGs): SDG 16 and 5.

SDG 16: Promote just, peaceful and inclusive societies, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

CMI's programmatic objectives fully address the SDG 16 and contribute to its realisation: promoting peaceful and inclusive societies. Conflict prevention and resolution contribute directly

to the reduction of violence and related deaths (Target 16.1). CMI's Programme strongly supports efforts to ensure inclusive, participatory, and representative decision-making (Target 16.7) and to develop effective, accountable and transparent institutions (Target 16.6.). This is achieved through, *inter alia*, enhancing the inclusivity and representativeness of peace processes and increasing the capacities of key actors, which also, for their part, contribute to strengthening democratically functioning political institutions and support the participation of civil society. Indirectly, but nonetheless significantly, CMI's Programme further supports the broader realisation of representative and inclusive institutions (Targets 16.7 and 16.6), promotion of the Rule of Law (Target 16.3) and the reduction of corruption (Targets 16.5).

SDG 5: Achieve gender equality and empower all women and girls

Supporting women's meaningful participation in conflict resolution is a thematic priority outlined in CMI's Programme and Strategy. CMI's work in this regard directly contributes to two SDG 5 targets and Priority area I: ending all forms of discrimination against women and girls everywhere (Target 5.1) and ensuring women's full and effective participation in decision-making in political, economic and public life (Target 5.5).

CMI's actions regarding the areas covered by the United Nations Global Compact have been constant during the reporting period and integrated into CMI's programmatic work and operations as follows:

Human Rights

CMI's Global Programme is founded on the notion of positive peace: it contributes to the fulfilment of civil and political rights by working to reduce violence and enhance political participation, aligned with the SDG 16. CMI's Programme also contributes to the fulfilment of inalienable economic, social and cultural rights by addressing the causes of conflict and deprivation of rights in these domains. It seeks the reduction of inequalities through providing opportunities for political participation and influence for the variety of actors needed for sustainable peace, while also strengthening ownership and agency of local stakeholders. Women's inclusion and active participation in conflict prevention and resolution is a central thematic priority for CMI, one well aligned with the SDG 5.

CMI's internal capacities on human rights-based work are consolidated through, for instance, training and recruitment. Human rights and inequalities are integrated into the context and conflict analysis conducted in CMI's projects. Similarly, results of CMI's work are assessed through a human rights lens at the wider programme-level, along with collecting lessons learnt on CMI's overall human rights based approach.

During the reporting period, on several occasions, CMI's activities enabled dialogue over critical issues linked to the fulfilment of human rights of conflict-affected populations. Issues such as the freedom of movement, rights of IDPs and refugees, violent political extremism, education, language, and minority rights represent the types of topics that were considered in CMI's dialogue activities. In a number of CMI's projects, participatory dialogue enabled a conducive environment for bridging civic initiatives and governmental action, and ultimately ensured wider representativeness of conflict resolution and prevention efforts.

Support towards political participation and local civil societies was at the heart of several of CMI's projects. Further to working with those with direct access to or involvement in decision-making (e.g., political parties and actors), CMI also worked with those excluded or marginalised from it (e.g., youth, tribal and other local actors). Moreover, CMI continued its Women in Peacemaking work particularly in selected geographic contexts. Finally, in addition to working directly with rights-holders in support of participation, CMI continued its support to duty-bearers at different levels – including for example regional organizations – which in turn has the potential to bolster their ability to protect and ensure the fulfilment of human rights.

Women's Participation

Ensuring that all people, regardless of their gender, can equally contribute to and benefit from CMI's work, is an institutional priority for CMI. CMI ensures ownership and commitment to gender equality as a cross-cutting theme throughout the organisation. CMI both mainstreams gender equality throughout its project portfolio but also seeks to positively contribute to women's role and gender-sensitive policies for mediation through its thematic priority Women in Peacemaking.

Building on contextual understanding on the diverse needs and vulnerabilities of all our stakeholders, CMI understands gender equality as the provision of equal human rights, equal opportunities and equal access regardless of gender. CMI grounds its gender equality action on international norms such as the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the UNSCR 1325 on Women, Peace and Security, and the SDG 5 on gender equality; with consideration to related regional and national commitments in its countries of operation.

During the reporting period, CMI continued the active implementation of its Women in Peacemaking thematic priority through two dedicated projects as well as its wider mainstreaming as components in CMI's other projects. CMI also continued tracking the level of gender integration in its project portfolio through the use of the Gender Marker measurement as well as specifically monitoring women's participation in CMI organized events – both measurements are described below in detail.

Labour

CMI is an expert organisation consisting of professionals representing diverse backgrounds and committed to advancing sustainable peace through mediation and dialogue. Our areas of operations include volatile, high-risk environments, and our work is demanding. It is evident that the safety, professional development, and wellbeing of our teams are at the core of our ability to deliver. Only through skilled, motivated professionals can we achieve our mission to anticipate

and respond to the changing character of conflicts. Our work community is based on equality, cooperation, mutual respect, and collegial support. While our operating environments are complex, we strive to create the highest degree of stability and normalcy for the wellbeing of our staff.

During the reporting period CMI took several steps to enhance the wellbeing of employees. These included continuing the staff wellbeing program with Hintsa Performance and the monthly employee satisfaction survey to ensure quick feedback to the CMI Leadership on staff wellbeing, a two-module supervisor training for all supervisors and several policy and process related updates. Moreover, CMI organized training on self-leadership and supervisor training on coaching style of leadership and psychological safety by Filosofian Akatemia. Monthly employee satisfaction surveys were continued to ensure quick feedback to the Leadership on staff wellbeing. CMI established a new benefit ensuring full paid holidays for all new employees. Finally, in CMI's Brussels office an extra 5 holidays were added to the benefit package and paid leave to take care of a sick child.

Moreover, during the reporting period CMI developed a new Protection from Sexual Exploitation, Abuse and Harassment (PSEAH) Policy in a consultative manner, building on international frameworks and best practices in preventing and managing SEAH incidents. The policy enjoys a strong commitment of CMI's Leadership Team and has provided an excellent basis for refining the related PSEAH practices inside the organisation.

Anti-Corruption

CMI maintains a zero-tolerance approach towards all forms of corruption. CMI adheres to the anti-corruption and ethical conduct practices and applicable laws in the countries in which we operate. Anti-corruption policies and practices are an essential part of good governance and part of CMI's Finance & Administration policy manual, as well as Code of Conduct.

Any agreement is deemed invalid and renounced immediately, if corruption or fraudulent practices are engaged in making or implementing the agreement. CMI's reputation as an honest and reliable organisation is of paramount importance to us, and each staff member is expected to safeguard this reputation.

All CMI staff are required to participate in an online training on anti-corruption, which includes information about situations where corruption might occur and ways to politely but firmly refuse any demands or hints of corruptive practices. An internal anti-corruption team, focused on corruption prevention and appropriate CMI anti-corruption practices, reports to CMI's Leadership Team. CMI staff are required to report all incidents or attempts of corruption to their superiors. Any suspected incidents of corruption are dealt with by the Leadership Team.

During the reporting period, CMI continued integration of anti-corruption measures especially as a part of its programmatic risk management approach. A new risk management policy was launched which further expanded CMI's approach to assessing risks and considering relevant mitigation measures to them both at project and programmatic levels. Corruption related risk sources are considered as part of the mandatory risk assessments.

Environment

CMI acknowledges that the evident linkages between climate change related impacts and peace and security require long-term efforts of the international peacemaking community to consider the theme of **climate resilience**, that is climate adaptation, in their approach. Climate change related impacts on human security are amongst the most pressing issues of the 21st century. Growing risks posed by climate change related security implications are increasing and demand concerted, multilateral peace and security efforts and policy making. The transnational nature of climate change and its implications makes coordination across borders and cooperative crisis responses and prevention mandatory.

Overall, through its work, CMI seeks to use its expertise in dialogue and mediation in a forward-looking manner and contribute to building more responsive states, inclusive societies and dialogue-driven institutions. Thereby, conditions are created which allow for local and regional stakeholders to better prevent or resolve violent conflicts, and to address the various challenges presented by climate change with the necessary resilience. Integration of climate resilience into specific activities in CMI's projects continued during the reporting period in a case-by-case manner.

Low emission development aims to mitigate climate change and to facilitate the transition to low emission development and further to climate neutrality, while taking into account wider development impacts. Climate neutrality means minimizing greenhouse gas emissions and enhancing sinks for greenhouse gases. This contributes to the goal of the Paris Agreement to limit the global average temperature rise to 1,5º C, or a maximum of 2º C, above preindustrial levels.[62]

CMI's relationship to low emission development is mostly indirect, as the focus of the organisation's work is to contribute to preventing and resolving conflict, and thereby building more resilient and sustainable societies. Climate change affects CMI's work, which has both an indirect mitigating and adaptive effect and a contributing effect on climate change. Therefore, CMI recognizes its responsibility to reduce greenhouse gas emissions. CMI continues to further and institutionalise its current objectives for emission reductions. CMI also improves the energy efficiency of its premises with its own smart practices and by striving to influence the energy use of the properties it operates in.

During the reporting period, CMI continued actively tracking its flight based Coe2 emissions – described below in detail. CMI also continued to apply green office practices especially related to recycling and the use of ecologically and ethically sustainable products and services. CMI also made use of local providers of goods and services – both at the office and in external events, when possible. Furthermore, as part of designing the CMI Programme 2022-2025, CMI formed a dedicated task force to consider ways in which the organization can operate in a more climate-friendly manner.

Part III. Measurement of Outcomes

Below are listed some measurable outcomes of our actions:

Women's Participation

Since 2018, a Gender Marker (GM) tool has been a part of CMI's Planning, Monitoring & Evaluation toolkit – a tool designed as a part of the conducted Women in Peacemaking baseline study. The Gender Marker exercise seeks to prompt deliberate reflection on gender in CMI's projects on four key dimensions: conflict analysis, results and objectives, activities, and monitoring and evaluation. During the reporting period, CMI continued its consistent efforts aimed towards integrating women's participation and gender equality across its Programme.

Positive steps and an overall increase in the GM assessments made by CMI's project teams were seen during the reporting period. During 2018-2021, there has been a linear increase year-by-year in the GM assessments. This sends a promising signal regarding the integration of gender considerations as part of project conflict analyses, objectives and results, activities and monitoring and evaluation, which are aspects measured by the GM. The overall gender marker average for all of CMI's projects was 1.21 in 2018, 1.27 in 2019, 1.36 in 2020 and 1,57 in 2021. Hence, from 2018 to 2021 there has been nearly a 30% increase across the board. As compared to 2020, in 2021 of the categories considered in the GM, monitoring and evaluation grew most significantly (1.20 in 2020 to 1.61 in 2021) and most positive development was seen in projects situated in the Eurasia and MENA Regions. It is important to note that the Gender Marker score does not imply a straightforward desirability for the highest scores; while a GM score of 1 (some integration) is generally preferable to a GM score of 0 (no integration), a GM score of 3 (the project has a specific focus on gender equality or women's participation) is not automatically the most desirable outcome – depending on the context and the theory of change set for the work.

Similar to the Gender Marker assessments, a positive linear development was seen in women's participation to CMI's events: the share of women participants grew from 39% in 2018 to 41% in 2019, 46% in 2020 and finally 48% in 2021. The goal set by CMI for the 2018-2021 Programme period was that at least 30% of the participants are either male or female. As this target has been consistently exceeded, CMI elevated it to 40% for the new 2022-2025 Programme period.

Labour

As a response to the 2018 biannual staff wellbeing survey, an anonymous monthly staff satisfaction/stress level survey has been conducted since 2019 to ensure quick feedback to the leadership on staff wellbeing. The quantitative monthly results are shared with all staff and feedback reviewed regularly by management. As per the surveys, both job satisfaction and stress levels have been steady without big variation. The management is prepared to take action if there were signs of negative trends.

Anti-Corruption

Anti-corruption is part of our integrated risk management system. All risks are considered through their likelihood and impact and assessed per each project three times a year. Based on the findings from the Overall Programme Risk Report, the overall corruption risk level has been assessed as low during the reporting period even though CMI works in many contexts where standards and practices vary. Moreover, CMI's projects are regularly audited according to donors' requirements.

Environment

CMI tracks its carbon footprint (Coe2 emissions) annually as a part of its organization wide annual reporting process.

CMI's Flight Kilometers and Emissions

	Aug-Dec 2018	2019	2020	2021
Flight kilometers	2,526,776	6 148 007	1 618 999	3 581 792
CO2e kg emissions	252,805	562 217	164 229	336 801

During 2020, CMI noted a dramatic decrease in its overall level of flight-based emissions, which are the most notable factor in considering CMI's carbon footprint. As can be expected, in 2021, the normalization of travel and the fact that physical meetings were again becoming more common were reflected in a notable increase in flight-based emissions.

While the volume of short, medium and long-haul flight emissions had decreased by 71% from 2019 (562 217 CO2e kg) to 2020 (164 229 CO2e kg), moving to 2021 the emissions doubled to 336 801 CO2e kg. This indicates that while travel was increasing, as compared to the situation before COVID-19, emissions were still at a notably lower level. This signals that the shift towards virtual working modalities will have a permanent effect on the need to travel for physical meetings, thus contributing to a lower level of emissions.

However, it is likely that in the short term the emissions are not reducing, due to programmatic growth and regular physical meetings being vital for effectively advancing project objectives of dialogue and mediation. CMI needs to consider an efficient balance between what objectives can be achieved virtually and what require physical convening. For instance, trust-building and pursuing new initiatives has been often noted as more challenging remotely.