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# UN GLOBAL COMPACT

Communication on Engagement

MARCH 2023



## **1. Period of coverage**

This report covers the academic years 2021/22 and 2022/23.

## **2. Statement of continued support by the President and Vice-Chancellor**

I am pleased to confirm that the University of Manchester continues to support the ten principles of the UN Global Compact with respect to human rights, labour, environment and anti-corruption.

With this Communication on Engagement, we express our continued commitment to participate in and engage with the UN Global Compact by conducting applied research and thought leadership to advance best practices. We also commit to sharing this information with our stakeholders using our primary channels of communication.

We support public accountability and transparency, and commit to reporting on our progress every two years.



Professor Dame Nancy Rothwell

President and Vice-Chancellor of The University of Manchester

### 3. Description of Actions

#### 3.1 Human Rights

- The University of Manchester is part of a multi-ethnic, vibrant and friendly city, and we know from our history that world-class scholarship and research require the engagement and exchange of people and ideas. The University has a zero-tolerance approach to any type of intolerance or abuse in our community. We have a wide range of policies to ensure non-discrimination, governed through our EDI leadership group, which oversees policy and strategy relating to this agenda and monitors progress towards achieving ambitious targets. We have a suite of policies and guidance such as our [Equality and Diversity Policy](#) which prevents discrimination based on factors such as race, gender or disabilities; our [Dignity at work policy](#) which covers harassment and discrimination and our [‘Report and Support’](#) system to address any alleged cases of bullying, harassment or discrimination.
- Our [Equality, Diversity and Inclusion \(EDI\) Leadership Governance Group](#), chaired by the University’s Vice-President for Social Responsibility, is attended by a number of representatives from around the University. This group is administered by a group of professional support staff in our EDI Team whose role is to advise on and implement policies, programmes, and training related to diversity, equity, inclusion and human rights on campus. They also work with our governing bodies, presenting annual data and information in terms of diversity of workforce.
- Nazir Afzal OBE was appointed Chancellor of The University of Manchester in 2022. He has a long and prestigious record of engaging with and fighting for human rights, social justice, anti-racism and social equalities. In the [2023 BASS Annual Lecture](#) students and staff will be given the opportunity to hear from Afzal about his work in the areas of social justice, and how he has made positive differences to the human rights of people around the world.
- Our [Business and Human Rights \(BHR\) Catalyst](#) programme is one of the first Human Rights programmes worldwide hosted by a business school. One of the most significant developments in global governance in the past decade has been the assigning of human rights responsibilities to business. Viewing business as an actor who has a direct responsibility to respect human rights in their activities and operations notwithstanding the context in which they operate has been revolutionary. Recognizing this fundamental disruption, our Alliance Manchester Business School funded this initiative. The BHR Catalyst aims, through world-leading research and policy recommendations, to have a real

impact on the rights of some of the most vulnerable people in society and to serve as a safe space for inter-disciplinary discussions between academics, policymakers and businesses on the role of the private sector in relation to fundamental rights.

### 3.2 Labour

- Our [Work and Equalities Institute](#) identifies and promotes the conditions for more inclusive and fair work and employment arrangements. Our institute's research covers 4 main themes:
  - Business Transformation and Work Futures
  - Fair Treatment at Work
  - Inequalities and the Life Course
  - Regulation and Representation

The Institute's research is used in knowledge exchange, dialogue and debate with key stakeholders and policymakers, and to make informed contributions to policy formation and the development of practice. To achieve this, the Institute draws on advice from an advisory board of policymakers and practitioners with local, national and international expertise.

- Our University has a comprehensive set of policies in place to promote Equality, Diversity and Inclusion and ensure that any allegation of discrimination is fully investigated through its [Grievance, Appeals and Complaints](#) and [Dignity at Work and Study Procedures](#). These procedures aim to ensure that no member of staff or student is treated less favourably than others due to factors such as age, disability, gender, race or religion.
- The University of Manchester has a policy commitment against forced labour, modern slavery, human trafficking and child labour. We have adopted an [Anti-Slavery and Human Trafficking Policy](#) and issue a Modern Slavery Statement annually, in line with the Modern Slavery Act 2015. Our commitment against forced labour, modern slavery, human trafficking and child labour are referenced both in our Annual Modern Slavery Statements as well as our [Annual Financial Statements](#). As part of our commitment to open and transparent reporting, our statements are visible through the Transparency in the Supply Chain Platform and all information is available from our main webpage.

### 3.3 Environment

- Our [Sustainable Futures](#) platform brings together the unique depth and breadth of internationally leading research at The University of Manchester and builds on the University's track record of successful interdisciplinary working, to produce integrated and truly sustainable solutions to urgent environmental challenges. Research is centered around five themes which aim to address major environmental challenges:
  - ['Our changing Earth system'](#) seeks to understand the physical, biological and chemical changes in the Earth system and make a major contribution to the challenge of living in the modern age.
  - ['The environment's effect on human health'](#) addresses the impact of the environment on human health and wellbeing in the current and changing conditions.
  - ['Food and agriculture'](#) brings together expertise to tackle the challenge of sustainable food production and the impacts it has on the social and physical environment.
  - ['Managing the world's water resources'](#) brings together academics from all University Faculties with partners from industry, government, civil society groups, NGOs, and environmental organisations to improve the understanding, prediction, and management of our changing water cycle.
  - ['Environmental energy'](#) seeks to improve our understanding of energy and its impact on our environment in order to better develop environmental and energy usage practices.
- [Manchester Environmental Research Institute](#) (MERI) continues to unite knowledge and expertise from across the University of Manchester to address the subsequent effects of environmental change on healthcare, food security, water resources and energy production.
- As one of the core Tyndall partners, our [Tyndall Manchester](#) produces world-class agenda-setting research on energy and climate change. With over a decade of experience in undertaking interdisciplinary approaches to complex policy problems, our holistic approach remains a national and international benchmark in climate change mitigation and adaptation research. Tyndall Manchester has three core aims:
  - To conduct and disseminate internationally recognised, high quality and interdisciplinary research with a focus on climate change mitigation and adaptation.
  - To provide inspirational teaching that draws on high quality research and researchers.
  - To ensure our research has an impact on policy makers, business, NGOs and other stakeholders by communicating findings in language that is amenable and

attractive to wider audiences and, where appropriate, by engaging these audiences in the research process.

- The University of Manchester has contributed to local education programmes on climate change and the environment. Our [ScienceX](#) programme provides children and families with an opportunity to explore science through various activities, experiments and demonstrations from scientists and engineers. In 2021, ScienceX held a [weekend-long festival](#) with a particular focus on climate change, sustainability and the environment which attracted over 5,000 visitors. The event ran sustainably, as staff donned organic cotton ScienceX t-shirts that were reused from previous events and travelled by public transport or car-shared where possible. Items for many of the stalls were borrowed from other teams around the University, as opposed to being bought new, and any items that required printing used recycled paper.
- Our University informs and supports regional and local government in managing climate change monitoring through various programmes. We have developed "[Manchester-i](#)" which holds data on many aspects of climate change warnings and monitors disaster risks (e.g. flooding, heat waves and air quality). Our [RESIN cities project](#) involved working with our regional government authority, Greater Manchester Combined Authority (GMCA), to build and strengthen climate change adaptation, resilience knowledge, and planning locally, nationally and across Europe.

We help businesses improve their understanding of the use and consumption of plastics through the [Sustainable Materials Innovation Hub](#) (SMI Hub) which is part of the Henry Royce Institute at The University of Manchester. The SMI Hub offers free advice to organisations looking to reduce plastic usage and supports them with assessment facilities to develop innovative solutions.

- Our [Energy Research Beacon](#) brings science and engineering together with social science, economics, politics and arts to address the entire lifecycle of every energy challenge faced. Our community of more than 600 experts work in collaboration to create innovative and enduring solutions to make a difference to the lives of people across the globe. We're helping to develop pathways to ensure a low carbon energy transition that will also drive jobs, prosperity, resilience and equality. We are also supporting national and international development in clean energy and energy-efficient technology. Our [Dalton Nuclear Facility](#) works with the UK government to support clean energy and energy-efficient policy development. While [FutureDAMS](#) works with global governments, NGOs and the private sector on the world's most significant programme covering clean energy and energy-efficient technology through dams.

### 3.4 Anti-corruption

- Our [Global Development Institute](#) is where critical thinking meets social justice. Researchers at the Global Development Institute are addressing some of the biggest challenges the world faces including the politics of development, growth, agrarian and urban changes, the opportunities and challenges of digital and migration, global production networks and the effectiveness of development organisations. Our [Effective States and Inclusive Development programme](#) is a global partnership that has investigated the kinds of politics that promote development, including those forms of politics where corruption has the potential to restrict democratic, economic and social development.
- Our [African Cities Research Consortium](#) addresses intractable development challenges in African cities. Its commitment to developing new analytical frameworks; practical approaches to projects; and, programming and innovative urban solutions, is key to ensuring good governance and tackling corruption.
- The University undertakes a range of research to shed light on and increase our understanding of political corruption and bribery. In March 2021, Dr Tomáš Diviák from the Department of Criminology and the [Mitchell Centre for Social Network Analysis](#) was awarded the Campion grant from the Manchester Statistical Society for a project called [Conspiracy to Corrupt: Extraction and Analysis of Bribery Network Data from Deferred Prosecution Agreements](#). The project aimed to map bribery networks which is crucial for understanding how corporate corruption unfolds and evolves over time. This made empirical analysis of bribery networks informative for formulating and testing efficient evidence-based strategies in combatting corruption, which could not be obtained by more traditional corruption indices or perception-based measures. The [findings of the project](#) were discussed in terms of their policy implications for designing evidence-based intervention and prevention measures.
- Researchers from The University of Manchester and University of Navarra have also [examined the value of politically connected firm directors to the Chinese elite](#), in terms of getting preferential access to resources. The study found that being connected to the political elite in China brings advantages to firms, despite the launch of the Anti-Corruption Campaign (ACC) by president Xi Jinping in 2012. The researchers also suggested that reducing connections between politicians and firms and introducing market rules within state companies would increase efficiency, shedding light on a resource allocation mechanism that has become increasingly important in China since 2012, but which, according to the researchers, harms China's economic growth in the long term.



## 4. Measurement of Outcomes

### 4.1 Human Rights

- The University of Manchester has ranked [first in the UK](#) for two years in a row and ninth in the world in the Times Higher Education Impact Rankings. These global rankings assess our University's actions to tackle the United Nations Sustainable Development Goals (SDGs), which encompass a variety of human rights issues, particularly those related to SDG 5 Gender Equality; SDG 10 Reduced Inequalities; SDG 16 Peace, Justice and Strong Institutions. In 2022, the University ranked 89 out of 938 institutions for work on SDG 5, 101–200 out of 796 institutions for work on SDG 10, and, 67 out of 809 institutions for work on SDG 16. A more detailed description about our work on the SDGs is available in our [2021/22 SDG report](#).
- We have produced [5,179 research publications](#) linked to human rights. The University of Manchester also has 191 publications linked to tackling gender discrimination, 293 publications regarding reducing inequalities and 693 publications which relate to promoting peace, justice and strong institutions.
- Our university has created fully-funded [humanitarian scholarships](#) for students who are fleeing war and persecution. These were developed in response to the Russian invasion of Ukraine but are open to any international applicant who has been displaced because of armed conflict or is at serious risk of persecution or violence due to race, religion, nationality, membership of a particular social group or political opinion. Undergraduate and postgraduate-taught places are offered and successful applicants have their fees, living expenses and visas covered. It is expected the scheme will cost around £5m a year to operate.

### 4.2 Labour

- Our University is a very diverse community: 17% of our staff are from a black and minority ethnic background, women make up 51% of our workforce, and international staff members make up 21%. We publish a [report](#) each year that details information on all staff and students at the University.
- We have achieved [15 Charter Marks](#) for Gender Equality, we are one of the few universities in the UK to hold a Charter Mark for [Race Equality](#), and we are rated by Stonewall as a top employer for [LGBT inclusion](#) in the workplace.



- We have committed to being an accredited Living Wage employer, raising [pay for the lowest paid workers](#) significantly above the legal minimum thresholds.
- We have produced [5,330 research publications](#) linked to labour and labour rights.

### 4.3 Environment

- We have produced [3,984 research publications](#) linked to climate change and [25,465 research publications](#) linked to the environment
- Policy@Manchester has produced a [publication which provides an analysis on tackling air pollution](#). The articles in *On Air Quality* explore how air pollution affects public health, economic outcomes and acts to widen existing inequalities. They also provide recommendations for policymakers on how these impacts can be addressed. For instance it contains proposals for how at-risk communities can be engaged to develop our understanding and build a resilient solution to the air pollution problem and reduce risks and outcomes on health and the economy. Four MPs from the Labour Party, the Liberal Democrats and the Conservative Party have all [acknowledged the report](#).
- Our University runs a [Sustainable Futures](#) programme which brings together the unique depth and breadth of internationally leading research at The University of Manchester and builds on the University's track record of successful interdisciplinary working, to produce integrated and truly sustainable solutions to urgent environmental challenges. We have undertaken a range of research which has led to positive changes in environmental policy:
  - [Work undertaken by Dr Paul Ivor Williams](#) from the University's School of Natural Sciences and the National Centre for Atmospheric Science formed an integral part of informing new regulatory standards on emissions of nvPM. This research is a result of a large international effort that will reduce aviation pollution and improve local air quality.
  - [Research led by Stefan Bouzarovski](#), Professor of Geography, has established a framework to explain how domestic energy deprivation affects households and communities over prolonged periods of time, and in relation to existing political and economic inequality. This work has resulted in the European Union (EU) directing a programme of extensive measures on a historically unprecedented scale and ensured that energy poverty is recognised and integrated into relevant EU regulation and policy.

- [Research by Professor Frank Geels](#) at Alliance Manchester Business School has transformed how reducing greenhouse gas emissions is understood and addressed by the United Nations' Intergovernmental Panel on Climate Change (IPCC) and the European Environment Agency.
- We are working towards our commitment of becoming a [Zero Carbon University by 2038](#) and as such we are divesting from fossil fuels and other carbon intensive investments. Part of our pledge includes ensuring 100% of the University's electricity consumption are backed with Renewable Energy Guarantees of Origin, which means that for every megawatt of electricity the University consumes, the equivalent volume of electricity is generated from renewable sources. We have agreed a Power Purchase Agreement with a renewables generator to create additional volume equal to the University's electricity commitment, included in the contract with our supplier.

#### 4.4 Anti-corruption

- We publish the [University's principles and commitments on organized crime](#), corruption and bribery. We have introduced policies and procedures to ensure that we conduct all of our business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption and are committed to act professionally, fairly and with integrity in all our business dealings and relationships wherever we operate and implementing and enforcing effective systems to counter bribery and corruption. We uphold all laws relevant to countering corruption in all the jurisdictions in which we operate.
- As part of our commitment to being open and transparent in our operations, we publish university financial data. Our full [Financial Statements](#) are published annually, and accessible to the public. This information is also accessible as [open data](#) as we publish the raw underpinning spreadsheets that comprise our key financial information in Excel format.
- We have produced [407 publications](#) linked to anti-corruption. 54 of these have been during the 2021 and 2022 calendar years. We also have produced [117 publications](#) linked to bribery.
- In an increasingly digital world, the University of Manchester, through our [Digital Futures](#) platform, has partnered with fellow Northwest universities to deliver a £6 million, European Funded business support project, [Greater Manchester Cyber Foundry](#). This project has helps local Small-to-Medium-Enterprises and start-ups prevent digital corruption. So far, the programme has supported 135 SMEs to prepare for a digital future and enabled the development of 46 new products and services.