

International Planned Parenthood Federation**Communication on Engagement (COE) with the UN Global Compact
from January 2020-December 2022****Commitment statement**

International Planned Parenthood Federation (IPPF) expresses its continued support for the UN Global Compact and renews its ongoing commitment to the initiative and its Ten Principles in the areas of Human Rights, Labour, Environmental and Anti-Corruption. This support and commitment is enshrined in IPPF's global policy on Private Sector Partnerships¹.

As a rights-based global federation, IPPF has global and local policies that are aligned with the Global Compact Principles. IPPF's work upholds these Principles and those of the Women's Empowerment Principles, a joint venture of UN Global Compact and UN Women.

IPPF commits to leading a locally owned, globally connected civil society movement that provides and enables services, and champions sexual and reproductive health and rights for all, especially the under-served. IPPF's core values guide the way it undertakes its work: IPPF believes:

- in social inclusion with a demonstrated commitment to enable the rights of the most under-served to be realized
- in diversity, respecting all regardless of their age, gender, status, identity, sexual orientation or expression
- its passion and determination inspire others to have the courage to challenge and seek social justice for all
- in the significant contribution our volunteerism delivers across a range of roles and as activists inspiring the Federation to advance its mission
- in accountability as a cornerstone of trust which is demonstrated through high performance, ethical standards and transparency

In this Communication of Engagement IPPF outlines the actions that it has undertaken in support of the UN Global Compact and its Principles. IPPF is looking forward to deepening its engagement with the Global Compact as it further develops partnerships with private sector members.



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¹ <https://www.ippf.org/sites/default/files/2017-01/POLICY%20HANDBOOK%20November%202016.pdf> see Policy 3.7, section 5.ii.

Engaging with the Global Compact Principles

Delivering the human right to health and healthcare

IPPF supports the UN Global Compact Principles through upholding the human right to health and healthcare for workers within global supply chains, many of which are supplying goods and services to Global Compact members. Workers in factories, farms and other mass production environments often struggle to access the health services they need, whether due to a lack of understanding of health needs, insufficient time, or not knowing where to go to get health services. Additionally, many women workers who move away from their communities to find work are shown to be more vulnerable to gender-based violence and exploitation.

In over 50 countries, IPPF's locally-owned and run Member Associations work with employers to address and overcome these barriers to health and healthcare for more than a million workers, through the provision of information, education and access to quality health services. These programmes improve the health of workers, reducing sickness, absence and staff turnover, with a resulting increase in productivity and worker well-being. These include those in garment and textile factories, agricultural and flower farms and plantations, construction sites, canning and electronic factories, and the hospitality industry.

These health education and services support the UN Global Compact and UN Women's joint initiative, the *Women's Empowerment Principles* and specifically Principles 3: 'Ensure the health, safety and well-being of all women and men workers' and 4: 'Promote education, training and professional development for women'. Education and livelihoods programmes can promote women's economic participation, but research suggests that women will not become economically empowered unless these programmes are combined with appropriate health services.

Studies show that female labour force participation decreases with each additional child by 10 to 15 per cent among women aged 25 to 39. There are serious health and economic consequences of unplanned and/or frequent pregnancies, including increased maternal and infant mortality. However, when access to sexual and reproductive health information, education and services, is provided to women, their economic stability, health and well-being is seen to improve.

During the reporting period, IPPF has worked closely with the UN to demonstrate to employers with large numbers of women employees, the importance of providing education and access to essential health services to their women workers. IPPF continues to build partnerships with large employers and brands that they supply to ensure the health needs of workers are being addressed.

How IPPF works with the Private sector?

IPPF collaborates with the private sector across a variety of different partnerships and has been doing so for many years to deliver the Strategic Framework. At the country level, a key strategy is partnering with local companies to ensure that workers employed in factories, farms, and other mass production environments have access to the SRHR information and services they have a right to, want, and need.

While many workplaces have on-site clinics, these often have unskilled staff and function predominantly as first aid stations, offering very little in terms of health education, particularly around preventative healthcare and SRH. This means workers must seek services outside the workplace, yet their work hours can make this almost impossible. IPPF's integrated approach to SRH service delivery (IPES), and MAs' capacity to offer more general health services, such as testing for and prevention of diabetes, anaemia, hypertension, and cholesterol, make the Federation an attractive partner for many employers.

Addressing the SRHR and more general health needs of workers in these environments enables the Federation to fulfil its aim of reaching under-served populations through direct and indirect service delivery. At the same time, it promotes MAs' financial sustainability through fees/funding from the brands or workplace owners. Workplace delivery partnerships advance multiple areas of IPPF's current Strategic Framework.

We currently have a number of MAs engaged in delivering information and services to people at their place of work, reaching hundreds of thousands of clients each year.

The programmes that IPPF delivers to workers ensures that they have the information and education they need to make essential choices about their health and those of their families, and are able to access the health services they want. This covers a range of health issues including:

- Family planning and the prevention of unwanted pregnancy
- HIV and sexually transmitted infections
- Antenatal care, maternal and child health
- Breast and cervical cancers
- Well-being, nutrition, and other health issues including anaemia and diabetes
- Inequality and gender issues including domestic and gender-based violence

Working closely with workplace management, particularly Human Resources departments, the Member Associations tailor programmes to the needs of the workplace, factoring in the demands of work and the needs of the employer. This includes addressing issues such as:

- low knowledge of good health,
- promoting healthy behaviour through peer educators,
- group discussions including 'what to expect when you're expecting',
- health fairs including stage performances and 'edutainment',
- distribution of information and educational materials,
- what services are available at nearby IPPF clinics and where the clinics are.

The Member Association supports workplaces to improve their own onsite facilities through capacity building for onsite clinic staff, to improve the quality of the health services available. Where needed, they work with the management to support the introduction of workplace policy initiatives, especially on health and women's rights, responsive to workers' needs.

In some countries with large employers, such as garment and textile factories, coffee and tea plantations, flower and vegetable farms, construction sites and manufacturing plants, IPPF MAs have located clinics nearby to ensure that workers can access services they need.

Many workplace management teams report that MAs' services help reduce absenteeism and sickness, and increase productivity among their workforce: a win-win for both sides.

Strengthening MAs involvement with the Corporate Sector (CS).

IPPF's new Strategic framework for the period 2023-2028, underscores the cruciality of pushing policy changes and norm shifts. This is accomplished by influencing governments and institutions to respect, protect, and fulfil the sexual and reproductive rights of all and increasing societal support for the prevention of sexual and gender-based violence, access to abortion and promotion of gender equality.

The corporate sector is an inevitable strategic partner in making policy changes and shifting norms on intersecting issues as climate change and gender equality in workspaces. Therefore, there is much to gain baselining and developing IPPF's strategic partnership building with corporate sector.

Spotlight DFPA: Harnessing Private Sector Expertise from within the Federation

IPPF MA in Denmark (DFPA) has an extensive track record of collaborating with the private sector, including through its own international programme. Since 2021, with support from IPPF, DFPA is now helping build the capacity of selected MAs to strengthen their strategic engagement with the corporate sector to improve SRHR and gender equality in private sector workplaces. The goal is to secure funding from the private sector and increase financial sustainability. This initiative will also ensure that the MAs play a critical role in reducing gender-based violations in the workplace, which in turn will safeguard the SRHR rights of workers and create more inclusive workplaces, especially for women and marginalized groups.

The longer-term ambition is to develop a corporate sector hub, which can serve as an incubator for successful corporate sector engagement of MAs across IPPF. While scaling up SRHR interventions in the corporate sector, the programme will accelerate gender equality and better inclusion in workspaces. DFPA is currently working with MAs in India, Mexico, Uganda, and Kenya to scale up their engagement with corporates, supporting them through private sector mapping and training webinars.

Over the years, IPPF has formed partnerships to deliver SRHR information and services to workers within global supply chains, including condom manufacturer Durex, tea company Twinings, India's largest apparel manufacture - Shahi Exports and clothing manufacturer Levi Strauss. IPPF is in ongoing conversations with other brands and suppliers. Examples of some of IPPF's Member Association partnerships with factories and major employers, many of whom are part of the supply chains of UN Global Compact members are below:

IPPF MA in Ethiopia – the Family Guidance Association of Ethiopia (FGAE) has a strong track record of addressing the SRH needs and rights of workers in textile and garment factories, through its workplace SRH interventions across Ethiopia, including in the Tigray Region. FGAE has been working to delivering workplace health services since the 1990s.

FGAE currently works with over 150 businesses ranging from textile and garment factories, and flower and horticultural farms including coffee plantations to engineering and automotive industries and cement factories, employing more than 64,000 workers FGAE promotes SRH services introduced at the health facilities of those factories and workplaces, youth-friendly services, HIV and STI services, and the provision of contraceptives and other medical commodities. FGAE has also put in place a referral process with factory clinics in conjunction with nearby FGAE clinics to adequately address the wider SRH needs of factory workers.

IPPF MA in Nepal – FPAN. FPAN has an ongoing partnership with Kumari Bank, which started in 2020 to help deliver quality integrated SRH services to hard-to-reach people under corporate social responsibility schemes.

IPPF MAs in India, Sri Lanka and Cambodia receive funding to support factory apparel workers in those three countries to access quality comprehensive SRH services and products for industrial sector workers. During the pandemic these initiatives were tailored to encourage e-Health counselling on sexuality, psychological problems and other SRHR issues among the factory workers.

IPPF MA in Cambodia -RHAC. IPPF's Member Association in Cambodia, Reproductive Health Association of Cambodia (RHAC) has been providing workplace health services since 1996 with a focus on delivering integrated reproductive health and HIV/AIDS services. RHAC has strong working relationships with more than 80 factories, including British and Hong Kong owned, covering more than 130,000 factory workers. These are predominantly garment factories producing clothing for global brands. There are RHAC clinics located in the major manufacturing zones including those of Phnom Penh, Kampong Speu, Preah Sihanouk, Takeo, and Kampong Cham province. These clinics are open 7 days a week and offer services until late at night, specifically to ensure that workers can access services outside their work hours. Additionally, RHAC advises the Garment Manufacturer Association and the Ministry of Labour on how to improve health of the factory workers, including gaps to be addressed in policies and practices.

Covid-19 pandemic has a significant impact on Cambodian garment industry, a pillar of the economy, accounting for over 80% of national export income, and employing 700,000 factory workers (FWs). During the pandemic, RHAC has been instrumental to improve practice of self-care on SRH (e.g. pregnancy test, FP-pill/condom, abortion pills). Over 60% of factory workers reported improved access to support for psycho-social, SGBV, and SRH services meeting their needs during the pandemic.

Spotlight to FPAI: Addressing workplace SRH needs of women in garment factories:

Since March 2021, IPPF's Member Association in India, Family Planning Association of India (FPAI) engaged with 116 garment factories towards addressing workplace sexual and reproductive health (SRH) needs. Between March 2021 to December 2022, FPAI provided quality SRH information and services including preventive health services available and accessible to over 23,000 women and men garment workers in Solapur and Bengaluru.



Due to lack of knowledge and access to only basic health services and unavailability of SRH providers, workers were not aware of SRH health rights, hence there is huge demand for the same. Raising awareness and peer education was extremely effective in addressing SRH issues. Peer educators (PEs) were identified by organising orientation meetings with the factory managers,

supervisors and workers. During service sessions, PEs would assist FPAI team to make the arrangements. They were committed to be active in the factories, support & encourage the team members. Peer educators distributed leaflets/ booklets/ posters with information designed to reinforced SRH to their co-workers.

In Solapur, bag was distributed to peer educators to carry necessary resource materials. In Bengaluru, factories support creche – space for child care. FPAI team reached out to 500 children of 3 factories with fortified foods as additional nutritional supplementation for them. Awareness on breastfeeding practices for women with infants was also conducted besides providing SRH services.

"Well Women Clinic" was established at Shell Apparels, Sunkadakatte, Bengaluru with services reaching to 1411 clients. Centre is well equipped with necessities. It was inaugurated on 12th July 2021.

Some of the current challenges include:

Time available for FPAI staff to conduct awareness sessions and other activities is extremely limited as the income of workers is based on their daily completion of work.

Although not very overt, it is observed that there are mental health issues among workers especially migrant workers. At present, FPAI team is not trained in handling these issues therefore feel inadequate.

Lessons learnt:

Before initiating the project, there was no awareness of SRH health needs among the garment workers. As we started with the awareness and health service sessions, their knowledge was updated and the clients gradually visited the health service sessions.

Establishing strong networking with the factory owners is vital.

SRH program for garment workers offered a platform for raising young women's awareness on SRH & other issues.

Trained peer educators played an important role in sharing SRH information with their co-workers and understanding the health needs.

Garment factories medical officer/ nurses' roles can be expanded to include SRH counselling for workers as well as referral for SRH services.

Presence of medical staff on weekly basis assured the garment workers a kind of support for their health needs.

In total, FPAI supported over 23,135 garment workers, where the projection was to reach 19,200. Hb testing and further treatment of anaemia of the factory workers has been beneficial to make the workers feel energetic and better. Establishment of Well Women Clinic for providing SRH services on – site has been a big success. As a result of FPAI engagement, sexual harassment policy implemented at work place.

Spotlight to Sri Lanka

Since 2012, IPPF's Member Association in Sri Lanka, Family Planning Association of Sri Lanka (FPASL) has been working with global garment manufacturers delivering a range of sexual and reproductive health and family planning services to the predominantly female employees in their factories. It has a long-term partnership with the Board of Investment to open clinics that specifically serve the workers in Sri Lanka's Industrial Zones.

On tea plantations, FPASL has been providing health services to the workers and their families that live on the plantations. This community health program goes beyond sexual and reproductive health, and covers general health issues including addressing the severe anaemia which is common in these communities.

During 2020-2022 period, FPASL was also able to address the SRH needs of an important demographic of whom such needs are distinct, unique and hardly addressed – those of the apparel sector. Apparel sector workers contribute immensely to the country, especially during a time of economic crisis where they're forced to work twice as hard to earn a living in a state where living expenses have exponentially increased. A large percentage of apparel sector workers are women, and from them a considerable number of them are in ages ranging from 18 to 30.

Through FPASL Mobile Clinics, female factory workers could seek SRH services at the footsteps of their respective workplaces and at their convenience. Due to their high-demanding occupations with increased targets and long hours of work, female factory workers have little time to spare to access their unmet and unaddressed SRH needs.

Although some of them seek services at static clinics, the times that they operate clash with their working hours, and therefore are not always feasible to access. For this reason, mobile clinics were found to be the most popular among factory workers, and with the obligations of travel and extra hours of transport reduced.

FPASL identified that the need of counselling and mental health support among factory workers especially during Covid increased significantly. Long hours and increased demands during the COVID and impacts of the pandemic and economic crisis have immensely affected the mental well-being of factory workers. Factory workers have shown decreased enthusiasm to work and lower levels of turnover, falling into depressive episodes. Through the counselling services provided by static and mobile clinics as well as the hotline counselling service, myriad unaddressed psychological needs of factory workers were fulfilled. Managers of factories which had received the service reported that their employees have shown increased enthusiasm to work and have also shown improved turnover. Their improved mental health, thanks to counselling and mental health services, have contributed positively to their workplaces and their lives.

In addition to workplace programmes, some MAs collaborate with private health sector companies, including pharmaceutical providers. Some examples are listed below:

IPPF MA in Lebanon has an agreement with Sanita Companyⁱ to provide sanitary products; they also sponsor AWRO's brochure on Menstruation and Menstrual Hygiene.

IPPF MA in Palestine, PFPPA, has recently developed an app that is expected to serve as a pathway to work with the private sector by offering companies purchased advertisement space in the app for their services and/or products, along with app-based online sales of products.

IPPF MA Morocco, AMPF, collaborates with the pharmaceutical sector and holds partnerships with private sector healthcare providers, offering free referral services not available within AMPF service delivery centres to support the needs of refugees in Morocco, for instance radiology and laboratory services. AMPF also has a partnership agreement with the BMCE BANK which provides funding to support SRH services for young people.

Protecting human rights and labour rights

Since 2019, IPPF has overhauled its safeguarding processes and procedures to ensure that it forms safe partnerships and is an organisation that is safe for all. IPPF is committed to taking all reasonable steps to prevent foreseeable harm in any activity or interaction it is responsible for. IPPF's framework is built on the following four pillars:

- Prevent
- Report
- Respond
- Governance & Accountability

This includes a responsibility to ensure that Member Associations and partners acting on IPPF's behalf have the competency to fulfil their obligations safely and have the policies and procedures in place to prevent, report and respond to harm appropriately.

IPPF already had other policies in place that apply to the Federation collectively (Member Associations as well as the Secretariat). These seek to protect clients, employees, volunteers and other stakeholders from exploitation or abuse as well as ensuring they fully realise their human rights. These include: Gender Equality; Meeting the Sexual and Reproductive Health Rights of Young People; and Forced Labour and Human Trafficking.

Global Assurance Mechanism

Over the past two years, IPPF has made significant investments in improving its incident reporting and response system, through which anyone, in any part of the world, can now escalate matters of concern. As a direct result of these improvements, there has been a significant rise in reported incidents of suspected fraud and financial wrongdoing. IPPF has put in place a rapid response mechanism to any incident being reported in connection with fraud and financial wrongdoing. This mechanism includes informing donors of the incident, undertaking initial due diligence and following up with programmatic, governance, forensic audit, as required.

Recently, an internal audit programme has been developed to provide additional assurance to IPPF over MAs. The main aim of the audit programmes is to gain assurance over the systems and controls in place at high-risk MAs. The audit programmes is delivered as part of internal audit reviews that are designed to provide assurance on the overall effectiveness of key controls, and to identify areas of concern or weakness where improvements can be made. The development of the Risk-Based Internal Audit plan of IPPF MAs has involved a risk assessment of all MAs, in consultation with a range of stakeholders to ensure that their views on risks across IPPF are identified and considered.

Fraud Prevention and Anti-Criminal Practices Training

IPPF acknowledges the importance of ensuring that all staff receive financial crime prevention training. IPPF's procedures and policies aim to promote awareness among staff of the risk of criminal practices and corruption, to reiterate the importance of complying with controls aimed at preventing and detecting fraud, and to take prompt and effective action whenever fraud is discovered or suspected.

At the beginning of 2022, work started to develop fraud and financial crime awareness training material to be delivered to all IPPF staff. A number of relevant employees based in Regional Offices have also been trained to extend fraud awareness training to all IPPF partners and MAs.

In May 2022, IPPF launched its new Anti-Criminal Practices training module on the new IPPF

online learning hub. This training is now compulsory for all new staff, and all staff and trustees will be required to complete the training on an annual basis. This training provides a high-level introduction to criminal practices, how they relate to IPPF and the responsibilities of IPPF staff members, volunteers and partners. Trainees are guided through the main types of criminal practice, how to detect wrongdoing, and what action to take when they suspect wrongdoing. Each section provides questions and examples to check their learning and put the values into practice. By the end of the training, staff are able to:

- Understand what IPPF means by criminal practices.
- Understand why people commit fraud and other types of criminal practices.
- Understand IPPF's commitment of zero tolerance regarding criminal practices and define their responsibility to uphold this principle.
- Identify different types of criminal practice and their implications to IPPF.
- Define their responsibility in the fight against criminal practices and understand how to apply the guidance available when they suspect wrongdoing.

Addressing environmental impacts

IPPF looks to reducing its impact on the environment through its Governance and Accreditation standards and commitments. As indicated in IPPF's Policy 4.17 Sexual and Reproductive Health and Rights, Climate Change and Sustainable Development, IPPF recognizes the complex, critical links between sustainable development; population dynamics; climate change and sexual and reproductive health and rights; and is committed to reducing its own carbon footprint and impact on climate change and the environment by improving the efficiency of its activities and adopting cost effective technologies.

Moreover, IPPF recognizes that meeting the sexual and reproductive health and rights needs of every individual is essential in promoting healthy families, healthy communities, and a healthy planet. Additionally, Accreditation Membership Standard 9.8 ensures that all Member Associations take appropriate action to reduce its harmful impact on the environment.

IPPF is working to strengthen both implementation of the standards and commitments, and evidencing the actions taken. It is looking across the sector at good practices, measuring organisational responsibility and accountability in this area and how it ensures it can report compliance with the environmental commitment requirements of donors and partners.

Participation with UN Global Compact global events and local networks

Due to the Covid pandemic during 2020-2022, IPPF had less opportunities to engage at global meetings aligned with the UN Global Compact including the Women's Empowerment Principles (WEPs). But we continue to encourage all Secretariat offices including London and regional offices (Nairobi, New York, New Delhi, Kuala Lumpur, Brussels, Tunis and Melbourne and Fiji) to engage with the Global Compact Local Networks where possible.

Measurement of outcomes

Additional measurements of IPPF's rights-based work can be found in its Annual Performance Review: [2021 Annual Performance Report | IPPF](#)

ⁱ Sanita is a manufacturer and distributor of a wide range of household, institutional, and personal care products. It supplies to markets in Europe, Middle East, Africa, and Asia.