

# UN GLOBAL COMPACT

## Communication on Engagement 2021-2023

This report is a stand-alone document for the period 25<sup>th</sup> of October 2021 –  
24<sup>th</sup> of October 2023.

It serves to demonstrate DFPA's commitment as a participant to the UN  
Global Compact.

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## Statement of continued support by the chief executive

Copenhagen, October 2023

Dear stakeholders,

As a participant to the UN Global Compact since 2017, the Danish Family Planning Association (DFPA) is pleased to reaffirm its strong and continued support to the UN Global Compact, its 10 principles, and the 17 Sustainable Development Goals. With this commitment, we express our intent to continuously support UN Global Compact in advancing these global frameworks. As a Human Rights' CSO, DFPA's core contribution will continue to lie within the fields of Human and Labour Rights, where DFPA promotes and develops knowledge regarding human rights nationally and internationally - with a specific view to gender equality and health, including sexual and reproductive health rights (SRHR).

This Letter of Commitment accompanies our Communication on Engagement (COE) with the UN Global Compact. The COE describes the actions DFPA has taken during the last two years to support the UN Global Compact, its 10 principles and the 17 Sustainable Development Goals. The COE is a key-requirement for participation in the UN Global Compact. In the spirit of transparency and accountability, DFPA commits to report on progress as outlined in the UN Global Compact COE policy. DFPA further commits to sharing this information with our stakeholders via our primary channels of communication – and warmly welcomes any feedback.

Kind regards,

Majbrit Berlau  
Secretary-general, The Danish Family Planning Association



## About The Danish Family Planning Association

DFPA is an independent Danish human rights' CSO working in Denmark and globally to promote the right to decide over own body and sexuality. DFPA's vision is a world in which sexual and reproductive health and rights (SRHR) and gender equality are acknowledged and respected as fundamental to human well-being and sustainable development. A world in which all individuals can make their own free and informed choices about sexuality and reproduction without risk of discrimination. DFPA has been a member of the UN Global Compact since October 2017 and works dedicated to internalize, promote and disseminate the 10 UN Global Compact Principles.

DFPA's commitment to human rights and sustainable development is not new. As a human rights' organisation, the raison d'être of DFPA has been to promote and contribute to an inclusive, equitable, and sustainable world for more than 65 years. Globally, DFPA is a member of the International Planned Parenthood Federation and has sister organisations in most countries.

DFPA's international department works mainly in Africa, where it implements human rights' programmes funded by different donors including the Danish Ministry of Foreign Affairs. DFPA's international department works within five main themes, one of which is 'the world of work'. Within this theme, DFPA engages corporate sector stakeholders in support of human rights, the UNGPs, and sustainable development. The world DFPA envisions, and promotes to its best ability, is a world in line with the 10 UN Global Compact Principles, the SDGs and The Universal Declaration of Human Rights. Hence, DFPA continues to be engaged in a variety of activities promoting the spirit and principles of the UN Global Compact. These activities include capacity building of private sector partners on health, including SRHR, gender equality, and inclusion. They further include supporting the development of relevant policies, tools, and due diligence systems in companies.

## Description of practical actions

### Internalize

As a human rights' organisation, it lies in DFPA's DNA to act ethically and continuously work towards higher levels of responsibility. DFPA is committed to uphold high standards on Human and Labour Rights as well as on Anti-Corruption. While environment and climate are not at the core of our mission, DFPA still aims to reduce its negative impacts as far as possible. During the last two years, DFPA has internally taken the following key steps:

1. *Further building competencies on anti-corruption*
  - a. Providing an anti-corruption course for employees.
  - b. Providing a course on anti-corruption to partners.
  
2. *Giving even higher priority to the health, well-being and security of DFPA staff e.g. by:*
  - a. Further developing the annual staff well-being survey
  - b. Finetuning security procedures regarding staff travels by improving procedures on communication between staff and focal point for safety and security before and during travels and by using information alerts of travel agent to inform staff of issues that may be relevant in the countries or regions where they go.
  - c. Formulating a language policy to provide clear guidelines for staff on how to accommodate that not all staff members speak the same language.
  - d. DFPA has continued to offer all employees influenza vaccines free of charge after COVID-19.
  - e. DFPA provides flexible hours for its employees and employees are allowed to work from home when needed.
  
3. *Working to reduce negative environmental and climate impacts e.g. by:*
  - a. Integrating the environment policy into travel considerations by developing the travel policy and a checklist that staff member goes through when making decisions on travels. The filled-out checklist on climate considerations is shared with management before travels.
  - b. Implementing climate compensation on DFPA's travels with the travel agent.

### Engagement with Global Compact

DFPA still engages where relevant with Global Compact local networks to gain new knowledge, inspiration, and networks within sustainability. Engagement include:

- As a member of the Danish Network, DFPA engages in relevant network activities – mainly in the SDG and Human Rights’ working groups. DFPA has e.g. participated in the Nordic Global Compact Meeting 2022 on *Just Transition and the role of business* to among other discuss with companies how SRHR and inclusion can be part of the just transition. DFPA also followed up with companies who showed interest in working more with inclusion.
- In selected Global South locations, where DFPA has established private sector projects, engagement is also taking place especially between partners and the global compact network in those countries.

## Join or propose design and implementation of partnerships on corporate sustainability

DFPA’s World of Work Theme aims at raising corporate awareness of and establishing partnerships in support of the 10 UNGC principles, the UNGPs, ILO conventions C-111, and C-190 as well as the SDGs. An integral strategy is to design and implement innovative partnerships to build and strengthen corporate responsibility. DFPA is increasingly focusing on and supporting partners in how SRHR and inclusion can and should be considered in the green transition. Existing partnerships include:

- Partnership with the Danish Investment Fund – focusing on:
  - Advancing gender equality through investment by building business procedures that integrate a gender lens.
  - Building the capacity of IFU investment officers to include considerations regarding equality and health in their investment screenings and decisions.
- Partnerships with Employers’ Organizations in East Africa
- Partnership with the Danish Confederation of Industry – focussing on building private sector capacity on gender equality, SRHR, and decent work in general in companies in the East Africa region.

Furthermore, DFPA continues to engage DK-based MNCs with the aim to establish partnerships to promote gender equality and SRSR. DFPA has a fixed process in place for screening of potential key private sector partners.

DFPA also support DK-based MNCs in improving DEI in their companies and avoiding and handling sexual harassment by developing tools, participating in webinars, and providing consultancy.

## Engaging companies in Global Compact-related issues

In millions of workplaces around the world, challenges such as sexual harassment and sexual and gender-based violence (SGBV) are still widespread – due to root causes such as insufficient funding, policies, tools, and capacity at company and national level. Under the World of Work Theme, DFPA works to address this situation by:

- Building the private sector capacity of our sister organisations and other partners to advocate for the required change at national level and to engage companies as change agents. This includes information and tools regarding the 10 UNGC Principles, the UN Guiding Principles, relevant ILO conventions, and the SGDs.
- Engaging employers' organisations as well as private sector companies to build their capacity on health, including SRHR, and gender equality. DFPA's training departs from a human rights-based and gender transformative approach and includes information on the 10 UN Global Compact Principles, the UN Guiding Principles, relevant ILO conventions, and the SGDs. It is targeted e.g. at CEOs, HR staff and OHS committees in companies.
- DFPA engages mainly with employers' organisations and selected companies in Kenya, Uganda and Ethiopia.
- DFPA has further supported sister organizations in Mexico and India in their building of capacity to support companies in improving SRHR and inclusion at their workplaces.

## Measurement of outcomes

### Internally

#### **Anti-corruption**

As part of DFPA's ongoing focus on anti-corruption, DFPA is following its five-year plan from 2021 for anti-corruption practices, both regarding DFPA internal affairs and regarding partners and projects has. It therefore:

- Has implemented capacity building of staff members on anti-corruption.
- Continues to implement capacity building of partners on anti-corruption.

This has increased awareness among staff members on anti-corruption and enabled them to understand and identify corruption.

#### **Health, well-being and security of DFPA staff**

The employee satisfaction surveys completed by staff the last two years have shown that employee satisfaction in general is really high. Furthermore, it demonstrates a continued growth in satisfaction, which proves that the initiatives made to support and heighten the health, well-being and security of DFPA staff are working and well received.

#### **Reduce negative environmental impacts**

DFPA's integration of climate considerations into its travel policy has increased the awareness amongst employees and enabled them to integrate climate considerations into their decisions about travels.

## Externally

DFPA has continued its membership of GC Network Denmark, however DFPA's core competencies have not been activated in the Network.

DFPA has used its knowledge on SRHR and inclusion in the private sector to develop new partnerships as:

- A partnership concept developed with the Danish company, Real Relief. However, funding to support its implementation is lacking.
- A partnership with Danish Industry and the Danish Trade Union Development has been initiated around technical education in Tanzania to improve the supply of workforce and trainee conditions. DFPA supports among others with technical advice on the inclusion of women.

Furthermore, an increasing number of companies are reached:

- Companies in India and Mexico has been reached and partnerships around improving SRHR and inclusion in their workplaces have been established.
- There is an increasing demand from companies in East Africa on the support of sister organizations to advance SRHR and inclusion in their workplaces.
- IFU has by integrating a gender lens into its investment contributed to the awareness on gender equality in a great number of companies.

## Looking ahead

Within the next COE period, DFPA will continue to work dedicated to:

1. *Internalize*
  - a. Follow through on the plans made by the internal anti-corruption group.
  - b. Follow through on the plans to continuously ensure the well-being of staff members.
2. *Form partnerships*
  - a. A focus will continue to be on entering new partnerships with business associations, and through them their member companies, in support of SDGs 3, 5, 8 and 17.
  - b. However, being a small CSO, the main focus will be on leveraging the existing partnerships to allow DFPA to drive real progress for women and other vulnerable groups (e.g., LGBT+), who are often excluded, marginalized, or exposed to UNGP non-compliances in a World of Work context.
  - c. Finally, DFPA will continue to work on building a strong World of Work platform advocating for SRHR and inclusion progress.