



# UN GLOBAL COMPACT COMMUNICATION ON ENGAGEMENT DECEMBER 2023

Presented By  
**BRAC**





08/01/ 2024

H.E. António Guterres  
Secretary General  
United Nations  
New York, NY 10017  
USA

Dear Mr. Secretary General,

I am pleased to confirm BRAC's steadfast support for the UN Global Compact's ten principles, encompassing human rights, labour, environment, and anti-corruption. Our commitment reflects our genuine intent to advance these fundamental principles, and we are dedicated to transparently communicating about this commitment to our stakeholders and to the wider public.

Enclosed is the Communication on Engagement (COE), providing a concise overview of BRAC's initiatives to uphold these principles. This document is a testament to our ongoing efforts towards maintaining this engagement.

Additionally, we express our sincere commitment to continue active participation and engagement with the UN Global Compact through various channels.

Sincerely Yours

A handwritten signature in black ink, appearing to read "Asif Saleh".

Asif Saleh  
Executive Director  
BRAC

## **BRAC's Commitment to UN Global Compact Principles**

BRAC, an international development organisation established in Bangladesh in 1972, collaborates with over 100 million people affected by inequality and poverty, aiming to create opportunities that unlock human potential.

Through a combination of development programs, micro-finance operations, and social enterprises, including the Aysha Abed Foundation, BRAC actively upholds the UN Global Compact principles. Moreover, these principles are integrated into BRAC's own operations, as evidenced by the alignment with UN Global Compact standards in BRAC's Governance, Human Resource, Financial, Procurement, and Environmental policies.

Principles of the UN Global Compact	Activities Undertaken	BRAC Programs & Partner(s)	Impact
<p><b><u>Principle 1:</u></b> Businesses should support and respect the protection of internationally proclaimed human rights.</p> <p><b><u>Principle 2:</u></b> Ensure they are not complicit in human rights abuses.</p>	<p>BRAC extensively engaged with approximately one million vulnerable individuals, imparting crucial information on legal rights, child marriage, gender-based violence, and sexual and reproductive health rights.</p>	<p>BRAC's Social Empowerment and Legal Protection Programme (SELP)</p> <p>Partner(s): UNFPA</p>	<p>SELP delivered legal aid to 32,387 people, encompassing 23,165 Alternative Dispute Resolution (ADR) cases, 5,324 legal advice, 2,603 court-case assistance, and referral services for 1,296 survivors seeking support from other state and non-state entities. Notably, 93% of the beneficiaries were women, predominantly survivors of gender-based violence. Of the total recipients, 424 were Persons with Disabilities (399 women, 25 men).</p>
	<p>BRAC's Social Compliance Programme works with RMG factories through private sector engagement with retail brands and through the AGNEE project to provide training on safeguarding and cultivating a conducive work environment.</p>	<p>The Social Compliance Programme (SCP)</p> <p>Partner(s): EU</p>	<p>59 RMG factories (with over 5000 participants) received Safeguarding Awareness Training for creating a conducive work environment, ensuring the continued growth of women in the workplace while addressing gender-based violence and sexual harassment through strengthened systems and policies</p>
	<p>BRAC provided referral support and assistance for the birth registration</p>	<p>The Urban Development Programme (UDP)</p> <p>Partner(s): DFAT, Australia &amp; GAC, Canada</p>	<p>5,849 children and 5,032 people received support for birth registration and assistance for national ID registration. Having an identity is related to fundamental human rights.</p>

	<p>BRAC Enterprise prioritises human rights With robust HRPP, Safeguarding, Child Protection, Gender, and PSHEA policies. Upholding ethical standards, the recruitment policy enforces a minimum age of 18, ensuring a responsible and inclusive work environment.</p>	<p>Social Enterprise's Partner(s): None</p>	<p>The impact of BRAC Enterprise's commitment to human rights is evident in creating a secure and inclusive workplace. Their comprehensive policies, from HRPP to Child Protection, safeguard employees and promote ethical standards. Enforcing a minimum age of 18 in recruitment reflects a dedication to responsible employment practices, fostering a culture of integrity and well-being.</p>
	<p>BRAC Microfinance's initiatives align with the principles of the UN Global Compact, promoting a culture of integrity, inclusivity, and social responsibility in its operations. The organisation's efforts contribute to protecting and promoting human rights, reflecting a holistic commitment to sustainable development.</p>	<p>Microfinance (MF) Programme Partner(s): None</p>	<p>BRAC MF has created financial opportunities for marginalised communities, around 9 million people from poor and vulnerable communities, empowering individuals with economic resources and fostering financial inclusion, which aligns with the fundamental principles of human rights protection. By doing so, BRAC MF has contributed to creating a positive impact on human rights without being involved in any form of abuse or discrimination.</p>
	<p>BRAC enforces a safeguarding policy, ensuring all staff adhere to a code of conduct. The safeguarding team imparts training to office and field staff, extending education to the community through various platforms. This comprehensive</p>	<p>Human Resource Division Partner(s): None</p>	<p>Implementing BRAC's safeguarding policy has increased trust in the system. Staff members, having undergone training, exhibit heightened proactivity, fostering a culture of accountability and ensuring a safer and more secure</p>

	<p>approach underscores BRAC's commitment to safety and ethical practices.</p>		<p>working environment.</p>
	<p>BRACs contribute to providing psychosocial counselling, skills training, and in-kind support.</p>	<p>Migration Programme</p> <p>Partner(s): EU, Embassy of Switzerland, Embassy of Denmark</p>	<p>Counselling support was provided to 152 women survivors of human trafficking, out of which 62 received training and 67 received in-kind support.</p>
<p><b><u>Principle 4:</u> the elimination of all forms of forced and compulsory labour.</b></p> <p><b><u>Principle 5:</u> the effective abolition of child labour.</b></p> <p><b><u>Principle 6:</u> the elimination of discrimination concerning employment and occupation.</b></p>	<p>To reduce unemployment in the country and unlock the potential of future generations, BRAC provides apprenticeship and training opportunities and high-quality formal and informal ICT training for underprivileged young people, adults and migrants, reducing the number of young NEET people. BRAC also provides job placement support to graduates by linking them with</p>	<p>Skills Development Programme (SDP)</p> <p>Partner(s): DFAT, Australia, GAC, Canada, CAF America, EU</p>	<p>SDP provided training and apprenticeship support to 138,000 participants and ensured decent jobs for 91,000 young people through job placements</p>
	<p>BRAC is providing comprehensive economic reintegration support to returnee migrants. Economic reintegration support includes trade-specific and entrepreneurship development training, financial assistance, and loan referral.</p>	<p>Migration Programme</p> <p>Partner(s): EU, Embassy of Switzerland, Embassy of Denmark</p>	<p>14,130 returnee migrants (including 1,419 women returnee migrants) received economic reintegration support, training, and financial assistance. The average monthly income of beneficiaries increased by 59 per cent from its baseline value. For financial assistance recipients, the average monthly</p>

			income was up to 58 per cent. In comparison, recipients of training support experienced an average 67 per cent increase in income from the baseline value. Moreover, the unemployment rate was reduced by 11 per cent from the baseline value among 19,920 returnees who received reintegration support, including economic reintegration and psycho-social counselling support in the same period,
	BRAC strengthens systems in RMG factories and schools, promoting awareness of sexual harassment and GBV. It addresses rights violations through internal inquiries and committees. The intervention aims to enhance confidence in the system, facilitating the reporting and resolution of cases.	The Social Compliance Programme (SCP) Partner(s): EU	Since 2022, over 5000 participants have been trained (online and offline) in sexual harassment and GBV through support from the Social Compliance Programme. Meanwhile, 59 factories have activated standard reporting, protection, and referral mechanisms.
	BRAC provides individuals access to credit financial services, enabling them to start businesses or expand existing ones. By providing access to financing, MF helps individuals to become entrepreneurs and create employment opportunities for themselves and others.	Microfinance (MF) programme Partner(s): None	BRAC MF empowers impoverished communities by providing approximately 5.62 billion USD to individual clients (more than 9 million clients), offering children alternative paths to education and a brighter future free from child labour exploitation. BRAC MF promotes non-discrimination in employment and occupation by providing financial services to diverse individuals from poor communities.

			This inclusive approach allows borrowers to pursue entrepreneurship independently, fostering a work environment free from employment and occupation discrimination.
	BRAC, aligning with the labour principles of the UN Global Compact, actively upholds freedom of association, eradicates forced and child labour, and promotes non-discrimination in employment through training and employment. Ayesha Abed Foundation empowers women in poor communities, eliminating forced and child labour, fostering a non-discriminatory work environment, and creating a sustainable impact on women's lives.	Ayesha Abed Foundation  Partner(s): UNHCR, KfW, Germany	The Ayesha Abed Foundation contributes by providing employment opportunities for nearly 70,000 women across 15 locations in Bangladesh through 11 auxiliary production centres and 802 sub-centres.
	BRAC has been working for the well-being of readymade garment workers. Training programmes for RMG workers have been provided through One Stop Service Centres (OSSC) located in Savar, Gazipur, and Tongi. Besides, BRAC UDP advocated for health insurance for the workers.	Urban Development Programme (UDP)  Partner(s): Porticus Foundation	Till now, more than 50,000 RMG workers have received skills development training and health and financial inclusion services, which have fostered the elimination of forced and compulsory labour by empowering workers with valuable skills and reducing dependency on exploitative labour practices.  Additionally, by offering health and

			financial inclusion services, BRAC promotes the effective abolition of child labour and works towards eliminating discrimination in employment, creating a more inclusive and equitable working environment for RMG workers.
<p><b><u>Principle 7:</u></b> Businesses should support a precautionary approach to environmental challenges.</p> <p><b><u>Principle 8:</u></b> undertake initiatives to promote greater environmental responsibility and</p> <p><b><u>Principle 9:</u></b> encourage the development and diffusion of environmentally friendly technologies.</p>	BRAC provides disaster risk reduction support to district-level governance bodies in selected climate-vulnerable districts to enable the planning and most effective response to disasters.	Climate Change Programme (CCP) Partner(s): UNDP, Royal Danish Embassy	The Climate Change Programme (CCP) has helped establish 35 resilience houses in selected climate-vulnerable districts and disseminated crucial weather-related information and climate change adaptive agriculture support to 16,323 farmers while providing safe drinking water for 8,606 people from coastal communities.
	BRAC Enterprise has taken the initiative to reduce the harmful impact of chemical usage from their production centres by establishing Effluent Treatment Plants (ETPs).	Aarong (Social Enterprise)	Aarong prioritises environmentally friendly production practices, including 14 effluent treatment plants (ETPs) to minimise waste impact and a water treatment plant for cleaner water. Compliance auditors and administrators ensure ongoing monitoring and maintenance. Aarong is committed to impactful environmental and societal initiatives.
	BRAC has initiated waste management in the slums by initiating several interventions to raise awareness, supplying plastic	Urban Development Program (UDP)	The plastic waste collection drive has been expanded, contributing to enhanced municipal solid waste and sanitation services. 518

waste bins, constructing concrete structures for households to dump their waste in, waste collection bins, vans and waste recycling initiatives in partnership with the local government.	Partner(s): DFAT, Australia, GAC, Canada	dustbins, two tractors, 428 vans. Four waste collection motorised vans were added.
BRAC Enterprise has taken a sustainable initiative to reduce paper wastage through the digitalisation of its operation.	Aarong (Social Enterprise)	Digital invoices are utilised by Aarong for their customers, with 5 million invoices being Delivered through the digitised platform.
CCP built community resilience through resilient housing cum mini cyclone shelter	Climate Change Programme (CCP)  Partner(s): UNDP, Royal Danish Embassy	35 resilient houses have been established, improving the participants' security and resilience.
BRAC provided climate resilience homestead gardening and introduced short rice varieties and climate-adaptive agriculture services, including value chain development.	Integrated Development Programme (IDP) Partner(s): DFAT, Australia, GAC, Canada, IFAD	182,064 households have been covered, resulting in improved climate resilience and reduced vulnerability among the HHs supported by BRAC IDP
BRAC promotes reducing organisational carbon footprint	Climate Change Programme (CCP)  Partner(s): UNDP, Royal Danish Embassy	Reducing single-use plastics, changing desktops to laptops, moving to LED lights, etc., initiatives.

