

Part I. Statement of Continued Support by the Chief Executive Officer

To our stakeholders:

I am pleased to reaffirm that EngenderHealth continues our ongoing support of the United Nations (UN) Global Compact and proudly renews our commitment to its ten principles in the areas of human rights, labor, environment, and anti-corruption.

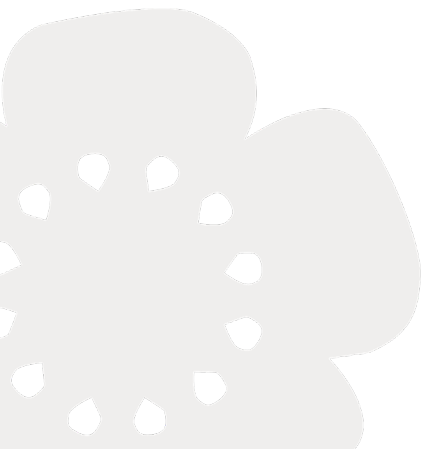
EngenderHealth is a leading non-governmental organization working to improve sexual and reproductive health and rights (SRHR) in communities around the world. With more than half a century of global experience, we support access to safe, integrated, and sustainable contraception; maternal healthcare services and safe surgery; comprehensive abortion care; and programs to prevent and address gender-based violence. In our last complete program year, our programs reached more than 1.16 million people with contraceptive care, reached hundreds of thousands of people with accurate messages about SRHR, and supported the training of more than 7,300 clinical staff and more than 41,500 community health workers.

EngenderHealth's global staff is based in regional and country offices in 13 countries in Africa and Asia, and is supported by a small global team which provides technical, operational, financial, and administrative support to our programs. We work in partnership with governments, other NGOs, communities, and individuals to advance our goal of advancing SRHR and gender equality. We share the principles espoused by the UN Global Compact and remain committed to integrating them into the work we do each day around the globe, and into the partnerships that make our work possible.

This is our Communication on Engagement with the UN Global Compact, in which we describe the practical actions that EngenderHealth has taken to support the UN Global Compact and its core principles. We look forward to sharing this commitment with our stakeholders.

Sincerely,

Traci L. Baird
President & CEO



Part II. Description of Actions

Over the past two years (February 2022 - February 2024), EngenderHealth has continued to implement high-quality, gender-equitable programs that advance sexual and reproductive health and rights (SRHR) globally. EngenderHealth works with local, national, regional, and international partners and stakeholders to help build resilient and sustainable health systems that provide accessible and high-quality care for all. We collaborate with communities and civil society organizations to raise awareness of SRHR issues and related healthcare concerns, enhance community members' engagement with the health sector, and support policies that advance health, rights, and equity. By working with a broad range of partners and putting people at the center of our programming, we strive to support a more inclusive and gender-equitable world. As part of EngenderHealth's continued engagement, our teams have attended a variety of UN Global Compact-hosted events/webinars that have informed the alignment of our work including *Global Compact 101: An Introduction to UN Global Compact Network USA*; *An Introduction to Target Gender Equality*; and *The SDG Business Breakdown: Learning the Languages of ESG & the SDGs*.

Here is an overview of some of the actions EngenderHealth has undertaken in the past two years in alignment with the 10 principles of the United Nations Global Compact.

Transforming INGO Models for Equity (TIME)

Established in 2022, **Transforming INGO Models for Equity (TIME)** is a collaboration-based initiative that is exploring how SRHR international nongovernmental organizations (INGOs) should rethink how they operate to contribute to responsive, equitable, and inclusive development. It is grounded in the understanding that the SRHR community is prepared to move towards more locally-led development. At its core, TIME believes that one INGO alone cannot lead sector-wide reforms towards localization, but together – working as a community of INGOs, national NGOs (NNGOs), and funders – it is possible to chart a course that is equitable, resilient, and accountable. In fact, the story of TIME began with collaboration and EngenderHealth, along with 18 other SRHR INGOs, have come together to engage on this initiative. In 2021, the leaders of four SRHR INGOs were all independently thinking about how to transform their organizations and better meet the needs of partners. Each one realized that this reflective work would be stronger if they did it together. That initial group of leaders spurred the creation of the TIME initiative, based on the belief that SRHR INGOs need to acknowledge and learn from their history, use their place of power to amplify progress in the present, and co-create a more equitable future.

Phase 1 of the TIME Initiative was comprised of collective understanding. This meant defining the power dynamics between funders, INGOS, and NNGOS and understanding how we can shape the sector to be more accountable, resilient, and equitable in the future. The current phase 2 moves towards building SRHR INGO consensus where all participating SRHR organizations worked across levels (individual, organizational, sectoral) to determine how to re-align to transform operations and improve ways of working in this sector. Upcoming, phase 3 will include seeking out global funding to evolve the discussion to improve inclusivity across INGOs, NNGOs, and funders to catalyze transformation.

Driving Inclusivity through Language

As we continued to apply our [Gender, Youth and Social Inclusion \(GYSI\) marker](#) and [Do No Harm Framework](#) across projects, we created more resources to ensure we engage thoughtfully

and inclusively with communities where we work, including developing a [People With Disabilities Language Guide](#) in 2022. The principles outlined in our People with Disabilities Language Guide provide overarching guidance on how we think about and use language in our work as well as more detailed applications related to people with disabilities who face barriers when accessing healthcare. EngenderHealth also published the [Gender-Based Violence \(GBV\) Language Guide](#) in 2022, illustrating recommended language and examples of accurate GBV messaging – as well as common myths to avoid. These language guides are part of a suite of guides to ensure that EngenderHealth’s language reflects our organizational vision and mission and our overarching principles of language use by being (1) current and technically accurate, (2) consciously nonjudgmental and destigmatizing, and (3) deliberately and explicitly inclusive of the diversity of our partners and impact populations.

Amplifying Voices Through Partnerships

Through our [Partnering to Advance SRHR and Eliminate GBV in West and Central Africa program](#), EngenderHealth supported an established network of youth- and women-led organizations (YWLOs) across multiple countries in West Africa. Our work has continued through the [Strengthening Local Youth- and Women-Led Organizations to Become Key Actors in Promoting SRHR and Improving the Management and Prevention of GBV in West Africa](#) program, funded by the William and Flora Hewlett Foundation, which is active in Benin, Burkina Faso, Côte d’Ivoire, and Togo. Our role is to provide technical and financial support to ensure these organizations can effectively implement their advocacy goals and plans. Our partner YWLOs are critical to the success of this program. In 2023, we published “[Perspectives of and Reflections from Working with Nine Youth-Led Organizations in Benin, Burkina Faso, and Côte d’Ivoire](#)” to share our partners' perspectives, experiences, and recommendations. Through these interviews, we could determine the success of this innovative approach and inform future activities. One of our key approaches to partnership is to amplify local organizations' work by elevating their voices, strengthening their skills, and fostering connections across communities and countries.

Protecting the Rights of Affected Populations

In 2022, EngenderHealth published its [Accountability to Affected Populations \(AAP\) Framework](#) to ensure that affected populations are able to exercise their agency, including through contributing to our learning and influencing our program approaches and organizational strategies. This publication is part of a suite of EngenderHealth policies, procedures, and frameworks that govern our operations. These materials are grounded in principles of intersectionality and feminist accountability and governance.

Global Commitments

All our achievements are facilitated by our technical expertise and leadership. We elevate priority topics in SRHR, GBV, and maternal and obstetric care through national, regional, and global fora. We actively demonstrate our commitment to advancing and sharing our knowledge through blogs, conference participation, journal articles, technical briefs, webinars, and more.

- In FY23, EngenderHealth shared updates on our contributions to global goals, including commitments for FP2030 goals and the 2022 Global Disability Summit. We also promoted [Generation Equality Forum](#) efforts at the regional level, with technical and financial support to the Ouagadougou workshop held in June 2023 to monitor gender equality commitments for West Africa.

- EngenderHealth advocated to protect women and girls globally and in multiple countries during the [16 Days of Activism Against GBV](#). In Mali, we held community forums and sessions in schools to raise GBV awareness. In Ethiopia, we briefed 25 journalists on efforts to prevent and respond to GBV. In the Democratic Republic of Congo, we organized a webinar addressing the interplay of GBV and fistula.
- EngenderHealth in India supported the Ministry of Health and Family Welfare to organize the G-20 “Health of Youth-Wealth of Nation” event in Delhi in June 2023, where global stakeholders joined together to raise attention of and investment by G20 nations in the health of adolescents and youth.
- In 2022, EngenderHealth joined the YIELD Collective Action Learning Hub to support collective learning about how systematic youth partnerships can address the gender discrimination and violence experienced by youth leaders.
- EngenderHealth leaders Anna Temba, Meskerem Setegne, and Yvette Ouedraogo, (from Tanzania, Ethiopia, and Cote d’Ivoire, respectively) were honored as [Heroines of Health](#) by Women in Global Health and Johnson & Johnson for their outstanding contributions gender equity in global health at the [Women Deliver](#) conference.
- In April 2023, EngenderHealth participated as an official observer in the WHO’s Policy and Coordination Committee of the Human Reproductive Program in Geneva.

Commitment to Gender Equality and Fairness in Internal Processes

Another quantifiable outcome during this time period relates to EngenderHealth’s completion of our [fourth annual pay gap analysis](#) with data from September 2022.

Following our [first gender pay gap analysis in 2019](#), EngenderHealth finalized our [Gender Equity, Diversity, and Inclusion \(GEDI\) policy](#) and updated our compensation policy and salary grade structure for our offices, which included a detailed pay equity review. EngenderHealth also participates in the [Global Health 50/50](#) and [Fair Share of Women Leaders initiatives](#), both to demonstrate commitment and to learn from others across the sector about how organizations can improve on the journey to equality. The report includes data on EngenderHealth offices with 10 or more staff, noting that the small numbers of staff in some of these offices means that any one staff change in a position (whether from male to female or female to male) has a large influence on the results. At the time of data collection in September 2022, our offices in the Democratic Republic of the Congo, Ethiopia, India, Nigeria, Tanzania and the US/Global team had more than 10 staff. For the third time, EngenderHealth also conducted a race/ethnicity pay gap analysis for its US/Global staff.

The full report has country-by-country gender pay gap data and the US/Global race/ethnicity pay gap data, along with additional context and commentary. You can read the report [here](#).

Considering Environmental Context in Programming

We advanced our work at the intersection of climate and SRHR. This included, for example, engaging with the Margaret Pyke Trust to deliver an internal webinar to create awareness among staff on the important connections between SRH, gender, and climate.

EngenderHealth works with public, private, and nongovernmental health system partners to eradicate barriers to care, build resilient and equitable health systems that advance universal health coverage, and promote sustainable change. In FY23, EngenderHealth worked in a growing number of humanitarian contexts to strengthen the ability of health systems and communities to endure

and resist shocks, such as political instability and environmental disasters spurred by climate change.

At the individual and community level in Mali, EngenderHealth operated in regions of political insecurity to increase the capacity of communities to plan, finance, and manage their own health programs. While access to villages was challenging, we reached more than 900,000 households with gender-integrated messaging on family planning, newborn care, prevention of malnutrition and malaria, immunization, and water, sanitation, and hygiene. We reached tens of thousands of youth with meaningful youth participation training and held sensitization sessions for community leaders, and we used community platforms to scale up EngenderHealth's Men As Partners approach to better engage men in promoting the health of women and children.

At the health systems-level, under the 3M—My Body, My Choice, My Rights project in Burkina Faso, EngenderHealth worked to expand access to comprehensive abortion care and reduce unintended pregnancies among underserved populations and in humanitarian settings. Despite Burkina Faso's deteriorating security situation, since the launch of the project in October 2022, the team has provided training and equipment for health facilities and established safe spaces for women to discuss SRH issues.

At the policy and strategy level, through our work in Ethiopia, we actively engaged in various humanitarian platforms at global, national, and subnational levels to develop strategies and update policies to promote accountability, to ensure respect for human rights, and to foster improved ownership by the responsible sectors.

Part III. Measurement of Outcomes

Health Impact

In the last fiscal year for which we have comprehensive data, spanning from July 2022 to June 2023, EngenderHealth implemented SRHR activities through 23 projects across 16 countries. Moreover, we supported the provision of high-quality contraceptive care through eight projects across nine countries reaching approximately **1,164,500 clients** and contributing to the following estimated health outcomes:

- **3,448,700** couple years of protection
- **1,682,900** unintended pregnancies averted
- **477,400** unsafe abortions averted
- **31,300** child deaths averted
- **2,300** maternal deaths averted
- **\$157,679,500** in direct healthcare costs saved

In addition to the abovementioned health impact data, during FY23 EngenderHealth and our partners supported a total of **18 policy changes across 11 countries**. We continued to work with governments and other partners to build equitable and resilient health systems that support universal health coverage and primary healthcare by improving the availability, accessibility, acceptability, and quality of services; advancing research and innovation; and promoting ownership and sustainability. EngenderHealth also supported the training of more than **7,300 clinical staff and more than 41,500 community health workers across 14 projects**. In an attempt to reach communities with SRHR information, we reached individuals directly through

peer-to-peer outreach, home visits, and community events and indirectly through mass media activities to promote SRHR. In FY23, we reached more than **1.6 million people directly with SRHR messaging**, including messaging on abortion, contraception, GBV, and other health topics. Finally, in addition to contraceptive care, our work supported provision of more than **89,400 obstetric surgeries, 21,000 abortion and postabortion services, and 1,299 fistula repair surgeries**. We also supported services for survivors of 127,435 GBV incidents.

Partnerships

In FY23, EngenderHealth published our [Partnerships Summary](#), illustrating key components of how we work with local partners. We partnered with **7 new organizations** during FY23 to implement programming. We also demonstrated our commitment to long-term, meaningful and mutual collaboration with local organizations by signing **memoranda of understanding with 25 organizations across 10 countries**. Furthermore, in 2023 we began tracking our engagement with **youth-led and civil society organizations** and opportunities **designed with youth**.