



# **CENTRE FOR HUMAN DEVELOPMENT**

*A Non-Profit Organization*

## **COMMUNICATION ON ENGAGEMENT (COE)**

**PERIOD COVERED ON THIS COMMUNICATION ON ENGAGEMENT**

**FROM: 08 APRIL, 2015**

**TO: 07 JULY, 2017**



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July 07, 2017

## **PART I: STATEMENT OF CONTINUED SUPPORT BY THE EXECUTIVE**

To Our Stakeholders,

I am pleased to confirm that Centre for Human Development reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labor, Environment and Anti-Corruption. This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on its content.

In this Communication on Engagement, we describe the actions that our organization has taken to support the UN Global Compact and its Principles as suggested for an organization like ours. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours

Simi Afonja  
Executive Director



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## PART II: DESCRIPTION OF ACTIONS

Centre for Human Development supports the UNGC's principles in the areas of Gender Equality; End Poverty; Peace Justice, Strong Institutions and Making Cities Inclusive Safe, Resilience and Sustainable. We presently concentrate on **Women's Empowerment and Gender Equality**. The program focuses on gender/women empowerment program assessments in organizations, continuous advocacy, gender dialogues between organization's management and the male and female employees, training sessions in gender analysis and gender sensitive development programming. We suggest various gender development business models to organizations.

Centre for Human Development participates in Global and Local Compact Network events and monitors the outcomes of its activities.

### **DIALOGUES ON SUSTAINABLE DEVELOPMENT GOALS AND GENDER EQUITABLE BUSINESS MODELS**

Under this major activity, Centre for Human Development (CHD) is engaging the private sector for the UNGC/UN Women's transformative agenda on achieving gender equality, women's rights and women's empowerment. The goal is to support **actions** that promote the commitment of business concerns to empowering and advancing women by introducing them to sustainable gender equitable business models. Committed private organizations will participate in dialogues that will review the SDGs, the gender dimension, global strategies and methodologies, the design of a gender equity project that will be tailored to the interests of each organization.

The dialogue is an intensive 2-day workshop for learning, knowledge production and development of plans that will enhance the principles of the UNGC. It will be complemented by one-on-one conversations with the CHD project team to provide information about the participating organizations and the process. In order to penetrate the private sector, we have developed a partnership with Quantum Learning Solutions, a leading Nigerian human relations firm.

## **WORKSHOP OBJECTIVES**

At the end of the workshop, the project should assist organizations to:

- Understand the linkages between gender equitable business models and sustained competitive advantage.
- Build a working model that they can implement in their organizations.
- Identify gaps in existing policies and procedures in their respective organizations and develop a road map for action.
- Identify high impact initiatives and practices that they can implement upon return to their respective organizations.
- Identify high impact initiatives and practices for further replication.

## **WORKSHOP CONTENT**

- The World we want: delivering 2030 agenda through the gender window.
- Understanding gender equitable business models.
- Gender equitable business models and organization's bottom line.
- WEP – Women Empowerment Principles.
- The role of employers and employees in creating a gender equitable workplace.
- Developing and implementing gender friendly policies and procedures that align with global best practices.
- Changing behavior and workplace culture.

## **STRATEGY**

The project is scheduled for a period of one year for each participating organization. The activities are divided into three phases. Phase One is **Advocacy and Mobilization** of participants, Phase Two **The 2-Day Dialogue** and Phase Three the **In-House Gender Equity Project**.

## **ADVOCACY AND MOBILIZATION**

One hundred medium to large organizations were reached directly by the campaign, 2000 fliers distributed and 6,500 Executives of organizations and industries reached by email, Facebook and LinkedIn. Thirty organizations have responded and made enquiries.

**Face to Face Meetings were held with 10 organizations. Seven responded positively.**

1. Olagunju Security Limited
2. Woman and Child Foundation
3. Women of Essence/Hall Mark Schools
4. Redwood Consulting
5. Crested Edge Discovery House
6. Boss Associates Limited.
7. Deloitte and Akintola Williams
8. KPMG
9. Forte Oil
10. Diaspora Innovation Institute.

Crested Edge Discovery House and Boss Associates are now partnering for all project activities. UN Women Nigeria, The Nigerian Ports Authority, Flour Mills, Airtel and Access Bank have been enlisted and are interested in a long lasting partnership.

This phase of the project will continue through the year. The Dialogue is now scheduled for 24<sup>th</sup> and 25<sup>th</sup> July, 2017.

## **PARTICIPATION IN UNGC LOCAL NETWORK MEETINGS**

### **MAY 5, 2015 GENERAL ASSEMBLY MEETING OF THE LOCAL NETWORK IN NIGERIA**

Centre for Human Development participated in the Local Network meeting for the first time. The meeting was called to update members on the activities of the Local Network and introduce new members to its activities. After reviewing the history, operations and governing structure, it was concluded that the network needed to extend its activities beyond the traditional anticorruption focus, increase membership and find new sources of funding.

### **SEPTEMBER 8, 2016 LOCAL NETWORK ANTI-CORRUPTION COLLECTIVE ACTION WORKSHOP**

#### **Introduction**

A Local Network's Anti-Corruption Collective Action Workshop took place on Thursday, September 8, at 10.00am prompt at the Oriental Hotel, 3, Lekki Road, Victoria Island, Lagos. The Workshop was organised and jointly hosted by the United Nations Global Compact Office New York, the Global Compact Network Nigeria, the Nigerian Economic Summit Group (NESG) and supported by Siemens' Initiative, the workshop marked the formal commencement of the second round of the Anti-Corruption Collective Action project in Nigeria. The Workshop Focused on the 10<sup>th</sup> Principle and ultimately –SDG 16, target 16.5, The workshop objective was to introduce the project to participants and engage them in the process of collectively identifying mutual interests that will contribute to advance the Anti-Corruption agenda in Nigeria. Among other things, the workshop was the first in a series to prepare the ground for launching collective action initiatives on the platform of the Local Network. The workshop brought together about 80 leaders in business, government, academia and civil society to discuss pertinent themes on (1) building trust and transparency, (2) drivers and incentives (3) main AC challenges and stakeholders, (4) AC CA platforms, partnerships, initiatives, (5) participation and commitment to SDGs/ SDG 16.

### **JULY 4, 2017 NIGERIA LOCAL NETWORK ANTI-CORRUPTION COLLECTIVE ACTION WORKSHOP “MSMEs ON THE FIGHT AGAINST CORRUPTION”**

The workshop addressed the multiplicity of challenges and constraints facing MSMEs and identified good business practices that could ease their participation in the fight against corruption. It was a follow up to the first workshop on the peculiar problems of Micro, Small and Medium Enterprises (MSMEs) and the development of an SME tool kit for compliance program. The workshop on the role of collective action, adoption of good business practices, power of incentives and sanctions in getting them to deploy collective action, the costs, barriers and incentives required to sustain interest in collective action. It engaged MSMEs on how to work

with other stakeholders; civil society, media on collective action to ease doing business with government agencies.

The session “*MSMEs Fighting Corruption: Costs, Barriers and Incentives*” provided opportunity for participants to break into smaller groups to identify a Collective Action that would be jointly subscribed to and ultimately midwifed by an independent facilitator. The plenary agreed to the following:

- \* Establishment of a faceless collective monitoring system on corruption
- \* Digital process of bidding to reduce human contact
- \* Proper business structure/compliance code
- \* Integrity code by SMEs to ease of access to bank loan, contract from government or multinational companies.

The next step is for UNGC to fine tune the outcomes of the plenary sessions; help build trust and transparency in providing access to different companies and scale up MSMEs Collective Action to reach big organizations.

## **PARTICIPATION IN UNGC GLOBAL NETWORK MEETING 2016 WOMEN EMPOWERMENT PRINCIPLES EVENTS HELD MARCH 15-16 AT THE UN HEADQUARTERS AND WYNDHAM NEW YORKER HOTEL NEW YORK**

### **Preamble**

Launched in 2010 the Women's Empowerment Principles (WEPs) – Equality Means Business—a joint initiative of UN Women and the UN Global Compact which has grown to become the largest business-led gender equality initiative in the world has currently been endorsed by more than 1,100 CEOs from 80 countries. The Principles outline seven steps for business to empower women in the workplace, marketplace and community; and highlight that empowering women to participate fully in economic life across all sectors and throughout all levels of economic activity is essential to building strong economies; to establishing more stable and just societies; achieving internationally agreed goals for development, sustainability, and human rights; for improving the quality of life for women, men, families and communities; and propel business' operations and goals.

In observance of International Women's Day, over 300 leaders from business, civil society, Government and the UN gathered at the United Nations Headquarters in New York City for the 2016 Women's Empowerment Principles (WEPs) event, [Business Partners for Gender Equality: Multipliers for Development](#), to scale-up business action and unleash the full potential of women and girls. The event which took place on 15-16 March, brought together inspirational business leaders, including innovative female entrepreneurs, with civil society, the UN and Government. The event through high-level panels and interactive sessions delved into how diverse companies around the world are implementing the Women's Empowerment Principles (WEPs) and helping to achieve the new Sustainable Development Goals (SDGs) set forth in the 2030 Agenda for Sustainable Development.

The two-day Women's Empowerment Principles annual event, held in conjunction with the 60<sup>th</sup> Commission on the Status of Women as an official side event, spotlighted companies that

are implementing the WEPs to achieve the SDGs, step up action, and find innovative ways to partner and advance gender equality. Keynote speeches from UN Secretary-General Ban Ki-moon and His Excellency Mr. Luis Guillermo Solís Rivera, President of Costa Rica who discussed the importance of multi-stakeholder partnerships to help meet national and global gender equality goals and targets.

The meeting exposed CHD to the main issues, the varied methodologies and experiences of various countries and organizations. The presentations and discussions assisted in defining its program of engaging with business organizations in Nigeria. The main issues being addressed in the three phases of the project derived from the lessons learnt and major recommendations of the meeting.



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## **PART IV: MEASUREMENT OF OUTCOMES**

- A working partnership with 3 private sector organizations and additional 7 anticipated after the Dialogue
- Thirty business organizations registered for the Dialogue
- Over 100 business organizations sensitized to SDGs and Gender Equity