



Part I. Statement of Continued Support by the Chief Executive or Equivalent

To our stakeholders:

I affirm that Starfish Pakistan is a charitable NGO committed to supporting the Ten Principles, enshrined in the goals of the United Nations Global Compact, in the areas of Human Rights, Labour, Environment and Anti-Corruption. This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on its contents.

In this Communication of Engagement, we describe the values that we hold dear and the actions that our organization is taking in support of 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,

Anser Javed
Director, Starfish Pakistan



Part II. Description of Actions

Starfish Pakistan is a private registered COE whose purpose is to address issues of economic and attitudinal poverty, gender equality (especially the empowerment of women), social equality (especially addressing the issue of minority communities), engaging at the non-political and innovative level to address the complex issues of poverty, exclusion and community marginalisation. Starfish Pakistan's strategy focuses on education and social improvement for neglected minority communities, in full harmony with the UN's Sustainable Development Goals.

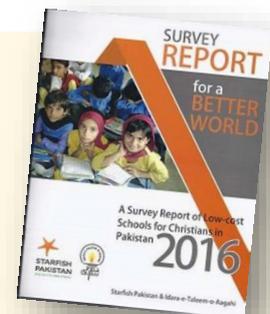
Starfish Pakistan's objectives fit most suitability into the ACADEMIC and CITY categories.

Actions taken in the past two years in fulfilment of these objectives include:

- **Conduct of a Survey (2016)** to ascertain the extent of poverty in the educational sector, with a special focus on minority communities. The Survey is accessible via the NGO's website:

[\(http://starfishasia.com/2016/for-a-better-world/\)](http://starfishasia.com/2016/for-a-better-world/).

The Survey has formed the basis of our work to raise the standards of education in about 100 low-income schools across the country.



- **HUMAN RIGHTS:** Starfish Pakistan has taken action to address the curse of human rights violations for Pakistan’s minority communities. Without discrimination, we are supporting 40 schools for the poor, who are discriminated against by the current educational system, and 7 homes for the disabled and disadvantaged that provide care for the poor, the neglected and the marginalized in society.



- **HUMAN RIGHTS:** Starfish Pakistan works in close co-operation with community leaders to provide suitable and accessible quality education from primary to the highest level for members of society that have been neglected by institutional provision, based on the highest principles in line with the ideals of the UN Global Compact.

- **HUMAN RIGHTS:** Starfish Pakistan takes proactive care of women in society, who by virtue of their gender are often deprived of education. 90% of the teachers in Starfish-supported schools are women, and an above-average of girls attend Starfish-supported schools and receive scholarships for further study. Empowerment of women, especially in minority communities, in education and leadership in society, through the provision of scholarships, promotion of career options and opportunities, teacher training, etc.



- **HUMAN RIGHTS:** Across the spectrum of the 47 schools and institutions we support directly, we teach equal rights regardless of religion, economic and social background, promoting equality at every level for minority communities in society and Pakistan’s future. We choose textbooks with care, to ensure to the best of our ability that they reflect respect for all religions and have no special political bias. We believe, practise and teach the importance of respect for individual choice and personal freedom.



- **HUMAN RIGHTS:** Starfish Pakistan aims to address the expectations of a generation of young people whose ambitions have been extinguished by society’s traditions, through teaching, provision of books, manuals and school curricula and promotional material on career options for the underprivileged.

- **HUMAN RIGHTS:** Starfish Pakistan provides about 250 annual scholarships to young people from deprived backgrounds for higher studies – some for Intermediate studies, others for higher studies up to PhD. We also provide scholarship for about 25 young people in vocational skills, such as engineering, computer science, draughtsmanship, etc.



- **LABOUR:** Starfish Pakistan has established and supports schools for the children of brick kiln labourers in 5 locations and has an active programme to expand this provision.

- **HUMAN RIGHTS:** Starfish Pakistan has arranged events for students from low-income communities – notably inter-schools speech competitions (to increase confidence in minority community children), awards for high achievers from minority communities, inter-schools sports competitions, etc.



- **LABOUR:** Starfish Pakistan is committed to the elimination of all forms of forced and compulsory labour, including child labour and discrimination of opportunity in the workplace. Starfish Pakistan is actively working to promote education as the alternative to child employment enables free education for the poorest in city slums, villages, brick kilns, etc.

- **ANTI-CORRUPTION:** In so far as the UN Global Compact principles WORK AGAINST CORRUPTION in all its forms, including extortion and bribery, these standards apply, and are taught in all our institutions and public access opportunities – as well as being the written commitment and practise of our organization.

Part III. Measurement of Outcomes

Participation in the activities of the UN Global Compact has been very limited. Therefore no business partnerships have been formed or formalised.

- More than 7,000 children attend schools subsidised and supported regularly by Starfish Pakistan in 2018.
- Starfish Pakistan has donated sets of school furniture, uninterrupted power supplies, solar panels, classroom decoration, school toilets, drinking water, blackboards, etc. to 44 schools in 2018. Six school buildings serving low-income schools have received extra classrooms in 2018.
- In 2018 228 teachers from low-income schools attended teacher training workshops arranged by Starfish Pakistan. 523 teachers are receiving salary income subsidies from Starfish Pakistan in 2018.
- Outcomes of the activities described can be quantified by the numbers of qualifying students – 68 successful Matric graduates from 9 low-income high schools in 2018, minority communities empowered and individuals given opportunities in academic institutions and numerous jobs across the social spectrum.
- 384 students received an award – 77 a cash prize – for outstanding achievement in their Matric exam in 2018, as an incentive to high achievers.
- Through 14 years of operation, the organisation has maintained and demonstrated standards of excellence, both morally and ambitiously, promoting values that can be seen as both biblical and in full accord with the UN Global Compact principles.
- Mr Anser Javed, Director of Starfish Pakistan, has spoken publically at the Karachi forum of the UN Global Compact in 2018, in support of the commitment to promote the principles of the Global Compact.