

# Inspiration on political participation for consultants (consulting firms)



This collection of ideas is intended to give us something to think about when establishing measures within the corporate sustainability dimension *political participation*. This list is by no means exhaustive. However, we want to encourage you to reflect on your own ideas and measures and find inspiration and validation with regard to your sustainability in this context.

Using the collection of ideas, you can rate for yourself the extent to which the points mentioned are relevant to your commission and the extent to which you believe they support a POSITIVE IMAGE, have a MAJOR IMPACT or can be implemented with LITTLE OUTLAY. Your assessment is only saved locally, meaning that nobody but you can view it, and you can amend or delete it at any time.

POSITIVE  
IMAGE      MAJOR  
IMPACT      LITTLE  
OUTLAY

## Equal opportunity & diversity

- Can you build a team that takes diversity considerations into account (e.g. suitable balance of age, gender, ethnicity, etc.)?
- Do your national and international staff have equal access to training regardless of job title, gender, age, etc.?
- Have you appointed a team member to handle employee interests and to provide subject-specific information on a regular basis?
- In your commission, is it possible to pay particular attention to people with disabilities when selecting staff?

## Social engagement

- Have you considered whether your staff can also give something back to society in an appropriate way (e.g. collection campaigns for social causes in the office, lectures at NGOs, etc.)?
- In most GIZ countries, our country offices and projects get involved in the annual *Sustainability Action Days*. Can you think of ways in which you could participate in them too?
- Is there any potential for doing something extra for your local community within the wider scope of your commission (e.g. cooperating with NGOs on local educational or environmental projects or supporting civil society initiatives)?
- Do you organise internal forums and communication options to discuss volunteering?

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POSITIVE  
IMAGE

MAJOR  
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## Stakeholder management

- I Do you have a clear idea of which stakeholders are important to your work?  
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- I Has anyone considered what information these stakeholders need or expect?  
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- I Do you speak with your stakeholders or offer them forums for dialogue so that they become more aware of their own impact?

## Participation of staff members

- I The GIZ country offices have sustainability teams (CSH, see information on CSH). Would it make sense for you or a staff member from your team to join in with this?  
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- I Does your team have the chance to contribute to established GIZ newsletters and participate in GIZ feedback mechanisms and information events in your country?  
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- I Do you support your employees' engagement and motivate them to get involved, e. g. with non-monetary and / or monetary incentives?  
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- I Do you regularly discuss with your team the areas in which your staff would like more information from you and / or to participate more?  
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- I Do you regularly inform your staff about your company's sustainability strategy, objectives and results?  
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- I Do you foster innovation among your staff, e. g. with competitions or workshops?  
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- I Do you promote corporate sustainability among your staff, e. g. with competitions or working groups made up of people with different job titles?  
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- I Can you guarantee that your events (internal and external) are accessible to people with disabilities?  
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- I Can you make your infrastructure accessible to staff members and guests with disabilities?