New York  1.15.2016
To: The Global Compact Office

Statement by the Secretary General

As an active member of the United Nations Global Compact, the Society for Industrial and Organizational Psychology (SIOP) continues to adhere to the ten principles stipulated by the Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

SIOP, as well as our members, holds a special expertise within these areas as they pertain to the science of work and workers, and strives ensure that our activities are aligned with the Universal Declaration of Human Right (1948), the ILO’s Declaration on Fundamental Principles and Rights at Work (1998), the Rio Declaration on Environment and Development (1992) and the United Nations Convention against Corruption (2005). We express a firm ongoing commitment to these principles and endeavor to utilize them in the development of policies and practices within our organization, partners, and membership.

Since affiliating with the Global Compact, SIOP has striven to publicly align and intensify our practices and advocacy, particularly as they pertain to sustainability, human rights. For this first term, we have produced concrete and tangible results including:

- Public and professional advocacy of the Global Compact agenda
- Networking and engagement with partner organizations
- Pro-bono consultancy
- Academic and professional scholarship
- Development of tools and other resources related to the Global Compact

Sincerely Yours,

David A. Nershi
Executive Director
Our Vision

The Society for Industrial and Organizational Psychology (SIOP) is an association of the world's top workplace behavioral scientists. With more than 8,000 members from 43 countries, SIOP is a diverse group with its primary focus on building better organizations by improving the well-being and performance of individuals, teams, and groups.

Specifically, SIOP seeks to: 1) Advance the science and practice of organizational psychology to improve the quality of working life on a global scale, 2) Impact global organizations’ policies regarding corporate social responsibility, gender/ethnic diversity and sustainability initiatives, and 3) Promote the use of evidence-based decision-making in management and policy development on a global scale.

About SIOP

SIOP is the premier membership organization for those practicing and teaching I-O psychology. While an independent organization with its own governance, SIOP is also a division within the American Psychological Association and an organizational affiliate of the Association for Psychological Science. I-O psychology is a dynamic and growing field that encompasses workplace issues at the individual and organizational level. I-O psychologists apply research that improves the well-being and performance of people and the organizations that employ them. This involves everything from workforce planning, employee selection and leader development to studying job attitudes and job motivation, implementing work teams, and facilitating organizational change. SIOP is working to strengthen support for I-O psychology research and practice among national policy decision makers. A more comprehensive history of SIOP can be found at: https://www.siop.org/History/historynew.aspx.

Main achievements 2013-2015

SIOP has worked to advance the principles of the Global Compact through several strategic activities, including:

- Public and professional advocacy of the Global Compact agenda
- Networking and engagement with partner organizations
- Pro-bono consultancy
- Academic and professional scholarship
- Development of tools and other resources related to the Global Compact
Public and professional advocacy of the Global Compact agenda

SIOP endeavors to publicly advocate for the 10 principles of the Global Compact through public, professional, and student advocacy. Much of this advocacy occurs through the avenues of the United Nations, where SIOP represents issues pertaining to best practices in organizational behavior and management. SIOP also contributes to policy discourse with other decision making bodies, such as the United States Congress and university programs. Additionally, SIOP regularly produces publications aimed at professional and academic membership that showcases ongoing efforts related to the principles of the Global Compact. A sample of SIOP’s advocacy activities are found below:

Advocacy within the United Nations

Authored, co-authored and co-sponsored written and oral statements for the United Nations Commission on the Status of Women and United Nations Economic and Social Council’s High Level Segment of the Annual Ministerial Review.

Co-authored foundational report developed by the United Nations Development Programme’s Istanbul International Center for the Private Sector in Development that considers barriers to and opportunities for poverty reduction from the perspective of various psychology sub-disciplines.

Helped raise public awareness of relevant Economic and Social Council’s agenda items through presentations and publications (cited below) at national and international conferences and governmental fora.

Formed teams of Society of Industrial and Organizational Psychology (SIOP) members to respond to United Nations calls for assistance, including the provision of white papers and engagement on special projects with United Nations working groups and agencies.

Assembled group of Industrial-Organizational psychologists to develop leadership competencies and advise on talent management activities for United Nations Children’s Fund (UNICEF).

Joined the United Nations Global Compact and organized initiatives to attract new participants – including the development of a toolkit and support structure for assisting SIOP members in approaching their organizations and universities about joining.

Since 2014, have had a SIOP United Nations representative currently serving on the Americans for the United Nations Educational, Scientific, and Cultural Organization (UNESCO) board of directors, attending virtual and in-person Americans for UNESCO board meetings including a meeting held at the United Nations Foundation, Washington DC, 10 June 2014.
Co-chaired Psychology Day at the United Nations for two consecutive years, covering such topics as Sustainable Development and Global Violence; ongoing participation in planning for this annual event.

Co-founded and serve on the board of the Psychology Coalition of NGOs Accredited at the United Nations (PCUN).


Representative attended Preparing for Beijing+20 by the NGO Committee on the Status of Women, United Nations Headquarters, New York, 17 September 2013.


Representative attended launch event of United Nations Women’s global campaign Empowering Women – Empowering Humanity: Picture It! to mark the 20th anniversary of the World Conference on Women in Beijing, Apollo Theatre, 253 W 125th Street, New York, 26 June 2014.


Representative co-authored Written and Oral statements: Promoting productive capacity, employment and decent work to eradicate poverty and workplace abuses in the context of inclusive sustainable and equitable economic growth at all levels for achieving the Millennium Development Goals (MDGs), presented to The United Nation’s Economic and Social Council Annual Ministerial Review High Level segment, United Nations Headquarters, New York, 2-9 July 2012.


SIOP Science Advocacy Initiatives, US Congressional Briefings, & White Papers


**SIOP Member-oriented Publications:**


“News From the SIOP–United Nations Team: SIOP Has Joined the UN Global Compact and So Can You!” [April 2013, Volume 50, Number 4] [http://www.siop.org/tip/Apr13/09_UN.aspx](http://www.siop.org/tip/Apr13/09_UN.aspx)

Networking and engagement with partner organizations

The SIOP UN Committee works with various partner organizations in an effort to collaborate on shared goals relating to the UN agenda and the Global Compact. Primarily, the Committee is currently partnering with the Committee on the Status of Women, an NGO aligned with the wide range of UN initiatives for women and girls, the activities which are detailed below. This NGO focuses on the humanitarian themes of equality and decent work for women, the interplay of sustainability with women's rights and empowerment, as well as many other themes related to women and girls globally. Current initiatives include ensuring global participation in CEDAW (Convention on the Elimination of all Forms of Discrimination Against Women) and supporting commitments and measurements to assess progress for women and girls by country, especially as related to the 2030 Sustainable Development Goals.

The committee has also partnered with the Global Organisation for Humanitarian Work Psychology (GOHWP), which connects a global membership of work psychologists together for issues pertinent to humanitarian causes and humanitarian work. Several of the SIOP UN Committee members also serve or have served in direct leadership roles with GOHWP since its founding, and the Committee continues to work with GOHWP on shared projects and common objectives.


Representative attended Preparing for Beijing+20 by the NGO Committee on the Status of Women, United Nations Headquarters, New York, 17 September 2013.


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Pro-bono consultancy

The Committee used its expertise in workplace hiring and evaluation practices to create a pro-bono team selected from its membership in order to assist UNICEF in revising its competency and job classification frameworks. UNICEF’s unique organizational structure and vastly different work environments and job responsibilities across countries places particular challenges on the organization’s capacity to identify proper selection tools for its many positions, as well as their ability to offer a centralized platform for senior staff selection. Working within current competency and job classification frameworks, the SIOP-led team explored ways in which competency definitions could be better tailored to capture the work demands inherent to different senior staff positions. The team also worked toward identifying a suite of assessments most suited to measure these competencies.

Academic and Professional Scholarship

Those serving within the organization make a dedicated effort to produce impactful academic scholarship and make professional contributions that advance the cause of the Global Compact. Additionally, innumerable organizational members not holding service positions actively publish and engage in research in areas related to the Global Compact. A sample of these publications, presentations, and other activities include:

*SIOP Representative to the United Nations; **SIOP NGO Intern


*Thompson, L. F. (2014, August). Global development is a lot of work: I-O psychology’s role in poverty reduction. In T. S. Behrend (Chair), *Humanitarian work psychology as a way for I-O psychology to support global humanitarian goals*. Invited symposium presented at the 122nd annual meeting of the American Psychological Association, Washington, DC.


*Thompson, L. F. (2014, December). *Research at the intersections of work, psychology, technology, and global development*. Presentation delivered to the Faculty of Commerce, University of Cape Town, Cape Town, South Africa.


*Thompson, L. F. (2015, August). I-O psychology and global human development: Creating positive work cycles. In D. L. Blustein (Chair), *Reconnecting vocational psychology and I-O psychology in the fight against global poverty*. Presentation to be delivered at the 123rd annual meeting of the American Psychological Association, Toronto, Canada.


Development of tools and other resources related to the Global Compact

The Committee has taken on several additional projects related to the Global Compact worth noting, including advocating industrial and organizational psychology graduate programs to join with the Global Compact, and the creation of a data collection tool on Global Compact-related Sustainable Development Goals (SDGs). The Committee is working with graduate programs in industrial and organizational psychology to support membership within the Global Compact and has thus far successfully assisted Purdue University’s program in joining. Several other programs are in the process of applying. The Committee has also developed a data collection tool for use in collecting resources and information related to the United Nations Sustainable Development Goals from SIOP’s members and affiliated organizations. This tool, presently available at http://tinyurl.com/siopun, will be used to utilize the subject-specific expertise of SIOP’s membership in order to provide the UN, its affiliates, and partner organizations with best practices, current research, and experts pertinent to specific work-related SDGs.