



**UNITED NATIONS GLOBAL COMPACT
COMMUNICATION ON PROGRESS
2007-2009**



**INSTITUTO
PARADIGMA**
pessoas incluindo pessoas



**United Nations Global Compact
Communication on Progress Report (COP)**



Opening Letter

Statement of continued support from the Chief Executive Officer

Mr. Ban Ki Moon
Secretary-General
United Nations
New York, NY 10017
USA

Dear Mr. Secretary-General,

As a signatory member of the United Nations Global Compact (GC), Instituto Paradigma presents our 2007-2009 Communication on Progress Report, in which the organizational Commitments; Policies, systems, processes and programs; Actions and Performances related to the GC's principles are informed.

Instituto Paradigma became a signatory on June 2007, with the solid commitment of developing all of its activities considering the GC's principles and themes. In the informed period, the organization chose to work with three of the ten GC's principles, which are: (1) Businesses should support and respect the protection of internationally proclaimed human rights; (2) Businesses should make sure that they are not complicit in human rights abuses, and (10) Businesses should work against all forms of corruption, including extortion and bribery.

We are motivated by the perceived changes, as much as what concerns the internal dimension of our processes, as the unfoldings observed in relation to our work with partners and customers, giving opportunity to the consolidation of our institutional mission and our values through our work routine.

Luiza Barata Russo
CEO Instituto Paradigma



United Nations Global Compact Communication on Progress Report (COP)



Mission, Vision and Values

MISSION

"To promote the social inclusion of people with disabilities, assisting public and private organizations in the construction and management of sustainable projects to enlarge the practice of active citizenship."

VISION

"To be a referential organization in the social inclusion of people with disabilities and recognized by its technical expertise, ethical conduct and capacity for innovation in generating solutions."

VALUES

- 1 - Egalitarian, ethical and transparent conduct.
- 2 - Committed to results.
- 3 - Entrepreneurial attitude and resourcefulness.
- 4 - Information and knowledge sharing.
- 5 - To respect and live with the diversity of ideas.
- 6 - Job as an opportunity for growth for all.

Human Rights

1 - Businesses should support and respect the protection of internationally proclaimed human rights

Commitment	Policies, Systems, Processes and Programs	Actions	Performance
To promote the social inclusion and the equality of opportunities for people with disabilities in the economic, educational and social and community fields.	Economic Inclusion Program	"Prepare to Include" project: builds the capacity of young people and adults with disabilities, in the Southern region of São Paulo, to join the job market and promotes income and job generation.	<ul style="list-style-type: none"> • 30 people with disabilities are registered to take the course; • accomplishment of 2 partnerships with local organizations, in synergy with the project.
		Consultancy for economic inclusion of people with disabilities' corporate projects for Instituto Paradigma's partner companies.	<ul style="list-style-type: none"> • 11 companies served; • 11 job positions' assessments; • 3 situational diagnoses; • 3 accessibility diagnoses; • 29 sensibilizations and formative actions; • 1,409 employees formed;
	Social and community Inclusion Program	Training of multipliers of the rights of people with disabilities in partnership with Coordenadoria Nacional para a Integração da Pessoa Portadora de Deficiência (CORDE).	<ul style="list-style-type: none"> • 50 certified participants; • development and distribution of 3,000 kits (informative journal + CD); • divulging and releasing of the kit event, with 120 participants.
		Guide of the city of São Paulo: resources and services to attend the high risk premature baby and with genetic diseases.	<ul style="list-style-type: none"> • 858 direct beneficiaries (health and psychosocial organizations and technicians); • distribution of 500 printed Guides and 1,000 CD Guides.

Human Rights

1 - Businesses should support and respect the protection of internationally proclaimed human rights

Commitment	Policies, Systems, Processes and Programs	Actions	Performance
To promote the social inclusion and the equality of opportunities for people with disabilities in the economic, educational and social and communitary fields.	Educational Inclusion Program	Free Basic Instrumental Brazilian Language of Signs (LIBRAS) Course for employees of the Centro de Apoio ao Trabalho (CAT)	<ul style="list-style-type: none"> • 4 classes offered for employees of the CAT- Luz; • 117 certified participants.
		"Social Balance" magazine: history and best practices of the city of Santo André's Inclusive Education Program, in partnership with Instituto Paradigma.	<ul style="list-style-type: none"> • The Program allowed the increase by 83% of students with disabilities in the municipal teaching network; • 3,500 teachers formed; • Distribution of 3,000 magazines, for divulging best practices of the Program.
		Execution of lectures and formative/informative events about disabilities	<ul style="list-style-type: none"> • 13 events occurred between 2007 and 2009 in several provinces of the country for the discussion of the inclusion process in the educational and corporate fields.

Human Rights

2 - Businesses should make sure that they are not complicit in human rights abuses

Commitment	Policies, Systems, Processes and Programs	Actions	Performance
To foster and execute labour practices which ensure the non-violation of Human Rights.	Human Resources Policy	Equality of opportunities: the discrimination against employees based on gender, race, physical condition, origins, religion, age or sexual orientation, is not acceptable.	<ul style="list-style-type: none"> Instituto Paradigma's body of employees is equally composed of men, women and people with disabilities.
		Equal pay for equal work	<ul style="list-style-type: none"> Instituto Paradigma respects the principle of "equal pay for equal work", for instance, for men and women.
	Audit	Instituto Paradigma yearly has its administrative, financial and labour processes audited by Terco Grant-Thornton.	<ul style="list-style-type: none"> Assimilation of the Audit's recommendations in order to adopt new concepts of corporate governance.
		Public projects are audited to build accountability and economicity of resources.	<ul style="list-style-type: none"> Enhancement of 75% of the points raised by the Audit between 2007 and 2009.

Anti-Corruption

10 - Businesses should work against all forms of corruption, including extortion and bribery

Commitment	Policies, Systems, Processes and Programs	Actions	Performance
To encourage ethics and transparency in the relations with customers, employees, partners and suppliers.	Strategic Planning	Review of the institutional mission, vision and values	<ul style="list-style-type: none"> Active participation of all employees in this review; occurrence of meetings with employees for divulging and discussing the values.
		Definition of goals and 7 internal strategic projects, from the SWOT matrix (Strengths, Weaknesses, Opportunities and Threats)	<ul style="list-style-type: none"> Elaboration of an internal strategic project in the first semester of 2009: "Competencies' Development".
	Human Resources Management	Implementation of the Human Resources Management field	<ul style="list-style-type: none"> Adoption of a clearer and more equitable HR policy.
		Design of a competencies' development program	<ul style="list-style-type: none"> First stage of the design, definition of competencies, is concluded; remaining stages: selection, integration of new employees and continuous assessment processes in phase of implementation.

**United Nations Global Compact
Brazilian Template for Communication on Progress Reports (COP)**

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