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# The Dubai Real Estate Institute Communication on Engagement Report 2015-2017

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## *CEO Statement of Commitment*

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H.E. António Guterres  
Secretary-General  
United Nations New York, NY 10017  
USA

Dear Mr. Secretary-General,

I am pleased to confirm that Dubai Real Estate Institute supports the ten principles of the UN Global Compact with respect to human rights, labour, environment, and anti-corruption. I am currently the Local Network Representative as the Dubai Real Estate Institute sits on the board of the UN Global Compact UAE Local Network and with this commitment, we express our intent to support the Global Compact advancing these principles, and will make clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the Global Compact is the submission of a Communication on Engagement (COE) that describes our organization's efforts to support the implementation of the ten principles and to engage with the Global Compact. We support public accountability and transparency, and therefore commit to report on progress within two years thereafter according to the Global Compact COE policy.

Yours sincerely,



*Mr. Mahmoud Al Burai*  
*CEO of Dubai Real Estate Institute*

**The Dubai Real Estate Institute** is the educational arm of the Dubai Land Department, which is part of the Dubai Government; the institute works on educating, sensitizing, and training dealers in the real estate sector. Our work is closely linked to promoting and raising awareness of the Real Estate Sustainable Development as the **vision** of DREI is to become the leading international benchmark in spreading and sustaining real estate knowledge, while the **mission** of DREI is to create an innovative and a sustainable real estate environment that will promote Dubai as the world's happiest city through: smart services, professional human and financial resources, and Integrated real estate legislation. Our **aim** is to obtain the leadership in real estate investment not just in the MENA region but worldwide. We support the human rights, labour rights, environment and anti-corruption principles as a part of our ongoing commitment to the precepts of social responsibility and sustainability.

We will continue to spread the Ten Principles, UN objectives and goals within our field and reach out to other sectors as well. We are already working with different UN entities, governments, and private sectors to support the conduct of the ten principles into our business and culture. The Dubai Real Estate Institute has been able to achieve many developments on both the business and society fronts in the UAE. As the host for the UAE Local Network, DREI offers both financial and institutional resources to support the Network. Conference and meeting rooms are allocated for participant trainings, taskforce meetings, youth meet-ups and steering committee meetings. We have launched initiatives to strengthen capacity and empower youth, as we believe a sustainable future rests with our youth, the next generation. DREI periodically reaches out to its database to encourage enrollment into the UNGC UAE Local Network. DREI understands the critical role that supply chain plays in creating sustainable value. DREI also understands that responsibility extends beyond internal processes and operations

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## *Human Rights Principle*

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The Dubai Real Estate Institute is in full compliance with the United Nations Declaration of Human Rights and is in no violation to its related articles when moving forward with its operations as it's well known and acknowledged that human rights are the fundamental rights of each human being. As a government entity, under the Dubai Land Department, it is an honorable responsibility to promote the Human Rights Principle and to ensure that the fundamental rights are not abused within the workplace. Furthermore, DREI's operations are also in alignment with the Government Human Resources Law 2016.

As the non-discrimination principle is central to all Human Rights treaties and conventions, it is also a central theme of DREI that keeps our colleagues and customers in a bond. There is a strict 'no discrimination' policy, which applies to DREI's professors and consultants, which DREI strongly adheres to. Under the policy all staff members are treated equally irrespective of sex, race, color, religion, political and much more. The discrimination policy extends to DREI customers and partners.

### Human Rights – Actions

DREI supports UAE's gender balance aspirations and, as per the universally accepted principles following Labor Rights, does not allow discrimination in the workplace. There are currently more women than men employees in DREI.

DREI supports work life balance. Expecting mothers are offered flexible working hours. There is presently one pregnant employee that we ensure has no pressure and is able to work at her own pace as motherhood is entitled to special care and assistance with flexible working hours in DREI. As per the law, mothers will receive 90 days of maternity leave as well.

In order to comply with the UN Declaration of Human Rights Article 25, "the right to a standard of living adequate for the health and well-being of himself and of his family", DREI guarantees all employees and staff members' health by providing health benefits, annual benefits and flexible working hours to spend time with family.

### Initiatives – Healthcare Camp

In 2016, DREI took a step forward for the wellness and happiness of its staff members by initiating a full medical checkup in which all employees had assigned dates and times for doctors and body test machines to check and analyze them in the Dubai Land Department. Full reports were then sent to all employees with advice on what to eat and what to avoid too. We also ensure that fruits are an essential part of both the breakfast and lunch all staff members receive.

### 'Special Tokens'

The Dubai Real Estate Institute respects people with disabilities and ensures that elders and differently abled people have special tokens to allow their transactions and procedures to be as quick as possible.

### Autism Day

DREI also acknowledges learning disabilities and has held an autism day to spread awareness about the learning disability to parents and children.

## *Labor Principle*

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The Dubai Real Estate Institute complies with the four universally accepted principles under Labor: freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced and compulsory labor; the effective abolition of child labor; and the elimination of discrimination in respect of employment and occupation. It follows the first principle by following the UAE laws regarding collective bargaining.

Currently, DREI employs 12 employees with 9 women and 3 men from 6 nationalities: UAE, India, Pakistan, Iraq, Lebanon, and Egypt. There is no discrimination in any form and the working environment is safe and secure as aligned with the UAE Federal Laws of Humans and Labor.

### Recruitment:

There is no discrimination in the selection process of the professors irrespective of nationality, sex, age and much more. The professors of the DREI are chosen on the basis of their experiences, qualifications, and their educational backgrounds.

- The selection process involves an initial interview with the Director General of DREI, if chosen the professor has to hold a trial class which the clients and the defined team of the selection policy will then assess.
- Professors will be selected if he/she receives a 70% or above approval rate by all assessors a part of the trial class;

The purpose of these actions and processes is to ensure that the selection is purely based on the professor's skills.

Along with complying with the labor principles, DREI certainly follows the other international labor standards too. We respect all employees and we ensure employees feel welcomed at all times by the following ways:

- Retreat to the Sheikh Zayed Grand Mosque in Abu Dhabi during the month of Ramadan
- Trip to public park.
- Labor Day is also celebrated every year to appreciate the work that employees do which we are grateful for.
- Lastly, those who leave the company get a farewell party with buffet for all and appreciation letters are given out too. However, DREI has a low staff turnover rate which reflects the high standards in the workplace and indicates how satisfied employees are with the working environment.

### Outcomes:

There has not been any discrimination complaints from any employee.

## Environment Principle

The Dubai Real Estate Institute believes in growth aligned with environmental sustainability and ensures that the workplace continues to support the 'No Paper' policy introduced two years ago and other numerous recent initiatives.

The 'No Paper' initiative has further reached out to apply to reports and surveys. In case paper is printed out for meetings, employees are encouraged to shred the papers with the available shredder and dispose it into recycle bins when the printouts are not needed or outdated. Apart from this policy, DREI celebrates many environment related days and has held other initiatives and activities too such as:



The Dubai Real Estate Institute celebrates the **National Environment Day** (Jan) every year and this year DREI distributed plants to all employees to encourage planation and the nurturing of the beautiful nature. DREI also spread information about the planet, the Ozone layer and the dangers of it deteriorating in a limited number of years.



This was a partnership with the Dubai Municipality for "**Shop smart and reduce waste**" to encourage recycling among all employees working in the Dubai Land Department.





### 'Let's Make Our Summer Green'

DREI is in collaboration with Dubai Electricity and Water Authority (DEWA) for clean-up drives every year. This year it was called **'Make Our Summer Green'** and it was held on 27<sup>th</sup> July 2017, which mobilized employee volunteers from different departments to clean up beaches and deserts.

After every event, posters like the above are sent out to all employees via email to fill out surveys regarding the events and to encourage participation for next year's events.



### Earth Hour

The DREI also observes the **Earth Hour** and collaborates with Dubai Electricity and Water Authority for this day every year. Employees are encouraged to switch off the electricity and limit its use after the Earth Hour too.

## *Anti-corruption Principle*

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### Zero -Tolerance Policy

The Dubai Real Estate Institute is aligned with the Dubai Government Anti-Corruption Rules and legislation and has a zero- tolerance policy for corruption at all times.

### Examination Policy:

We also have a strict examination policy for brokers. Each broker has to attend the annual development brokers' course and the examinations to renew their license and no one is exempted from this policy in order to ensure that the professionals working in the market are legal and up to date. This is monitored at all times to avoid any bribes for renewing licenses.

### Actions

#### Monthly Reports:

DREI has its own governance regarding corruption and dishonesty, which works on finding administrative and financial contraventions and violations. Monthly reports about the feedback and observations regarding such violations are always issued to the CEO.

#### Code of Governance

The DREI has also established the code of governance for real estate companies in order to help create a more ethical and a professional management of such companies in the UAE.

#### Financial Procedures:

DREI is careful to clearly define its financial procedures in detail to avoid any personal interpretation in the way money is handled.

#### Gifts:

As part of the DREI human resources' policy, employees are not to accept any gifts that clients or stakeholders give in order to speed up their process or for any other reasons. If this happens, employees should report such actions to the Human Resource department immediately.

### Outcomes:

There has been no anti-corruption violations or acts till now.