

COMMUNICATION ON ENGAGEMENT

YEAR OF 2018



universitas 
paramadina

TO OUR STAKEHOLDERS

Paramadina University has been built on foundations of idealism. A concern for the nation as well as its future was the driving force behind the initiative to establish this higher learning institution. This concern was translated into a concrete moral struggle for developing an educated and ethical civil society.

Paramadina University was designed as a breakthrough in education and research. Paramadina equips the students capacity with actual and creative intelligence balanced with religious ethics and Indonesian value. As a research institute, Paramadina positions itself to promote the growth of professional research traditions that impact positively on nation.

With its enthusiasm for combining intelligent thought and firm faith, Paramadina University is gradually becoming an authoritative and influential centre for education and research. To respond to the future challenges of the nation, Paramadina University has positioned itself as a vehicle for nurturing future Indonesian generations that are intellectually dependable, possess the capacity for leadership and entrepreneurship and hold ethics in the highest possible regard; future Indonesian generations that will be at the frontline of the nation's progress; future Indonesian generations with the capacity to make this nation stand upright and proud among other nations of the world.

Throughout its 20 years of journey in 2018, Paramadina University has planned and formulated its grand ideas maturely; learning numerous lessons along the way, and laying the foundations for a centre of research and education. Through education and research, Paramadina University are committed at all times to think creatively and work hard and intelligently to translate idealism, noble principles and grand ideas into reality in educational and research activities.

Paramadina University reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption. This report is our Communication on Engagement with the United Nations Global Compact. In this Communication of Engagement, we describe the actions that our organization has taken to support the UN Global Compact and its Principles as suggested for an organization like ours. Hopefully this priceless humanitarian investment for the nation and country will always have the mercy and blessing of Allah the Almighty.



Sincerely yours,

Prof. Firmanzah, Ph.D.

Rector



VALUES
CHARACTER
COMPETENCE

Universitas Paramadina holds *Islamic, Modern, and Indonesian* values. The academicians continually encourage broadening the knowledge, to gain a deeper understanding of technology and business, and to absorb the true meaning of a religious existence. They aim at transforming students into holistic human beings. Academicians conduct various activities to produce future scholars, leaders, and entrepreneurs with the high regard for ethical and moral values. Also, through these activities, the university builds the capacity to exploit existing opportunities for the benefit of the nation. However, the institute is committed at all times to think creatively, and works hard and diligently to translating idealism, noble principles and grand ideas into reality.

However, the vision of the university is manifested in its endeavor to develop knowledge by creating an environment for the campus as a center of knowledge and culture that appreciates and respects academic freedom. Universitas Paramadina strives to create graduates, who are not only adept at meeting the challenges but also have the depth of faith, inner sensitivity, broad insight, and an independent spirit.

Implementation of United Nations Global Compact Principles

Paramadina University sustaining its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption. The actions that Paramadina University has taken to support the UN Global Compact and its Principles are a continuous effort that linear with our character “Islam, Indonesia, and Modernity”.

HUMAN RIGHTS

Paramadina University holds Islamic, Modern, and Indonesian values in high regard. As well as expecting community support and involving the whole academia, supporting staffs and students, Paramadina University are continually encouraged to broaden their knowledge, to gain a deeper understanding of technology and business and to absorb the true meaning of a religious existence. All of which are essential for creating complete human beings. These values are realized through activities-involving the whole entities-to produce future scholars, leaders, and entrepreneurs with high regard for ethical and moral values and the capacity to exploit existing opportunities for the benefit of the nation.



WORKING ENVIRONMENT

Paramadina University support and respect to the International declaration of Human Rights has been our commitment. Paramadina University facilitates the academic staffs, non-academic staffs and also the students with a healthy and safety environment. This effort is an action to make sure all of the activities conducted in Paramadina University will create a good impact to our stakeholders. Paramadina University gives the same right for every staffs to develop theirself according to their jobs needs and priority, and also the students to develop their skills. Our activities are always encouraging everyone to bind with any kind of bounding activity due to implement equality within workplace. We ensure that in Paramadina University everyone has a right to express their ideas without intimidation and threatens.



OUTCOMES

- Paramadina University provides a comprehensive compensation, benefit and adequate allowance including medical, health insurance, and pension plan. We are also providing health clinic that can be accessed by staffs and students. One time of a year university always held a Blood Donation event to support the healthy life through donating our bloods;
- Paramadina University committed to supporting freedom in belief of such religion. We also provide facilities such as prayer room for Muslim staffs and students;
- Paramadina University provides opportunities for the staff to develop their skills through our weekly Knowledge Sharing session. For the academic staffs, university provide opportunity for them who wants to pursue their studies;
- Paramadina University activities are always filling with bounding activity such as Morning Coffee to gather all staffs every month. Family Gathering is held one in two years to give opportunities for all of the staffs to get refreshing activity;
- Committed to the freedom of expressing ideas university give opportunity to staffs to join as writer in Paramadina University Academic Journal.

Future Target:

In 2019, Paramadina University maintains the policy of Human Rights and Working Environment to sustain in our management activities.

COMMUNICATION IN ORGANIZATION

Communication in organization is an important part that should be maintain to keep the organization delivering the values to all of the stakeholders. Some of the programs are provides by the university in communication aspect:

- Kick off meeting, is a meeting at the beginning of academic semester, attended by all lecturers to prepare for the following academic semester;
- Faculty meeting, is a meeting which had been held twice a month to discuss the current condition of the academic activities in university, attended by all dean, head of study program, and operational management.

Outcomes:

- Regular meeting will gather the element of university and will deliver the communication process in an effective ways;
- The regular meeting will also give university management a new insight to solve the current problems.

Future Target:

In 2019, Paramadina University maintains this activity to sustain in our management activities.



LABOR STANDARD

Businesses Should Uphold The Freedom Of Association And The Effective Recognition Of The Right To Collective Bargaining.

In our organization nobodies will be a subject to any discrimination. Paramadina University gives opportunity to all staffs to enhance their skills and knowledge to have its members express their ideas and communicate among them freely in the work place.

The Elimination Of All Forms Of Forced And Compulsory Labor

Paramadina University have a comprehensive and fair policy in employee recruitment process. All of the policy are based on the Republic of Indonesia's Constitution and other related legal conduct. The working agreement contains of job description and payment will be a result of conversation between two parts, employers and employees.

The Effective Abolition Of Child Labor

Paramadina University strongly against child labor, and human trafficking in our business process.

The Elimination Of Discrimination In Respect Of Employment And Occupation

Paramadina University committed to avoid any forms of discriminations in recruitment, promotion, training and career development. The fair opportunity will be provided to all employees to get career improvement based on individual achievement and performance appraisal.

Personal evaluation is conduct every year by the Human Resources Department and also by the direct user of the employees. Promotion and degradation procedures are based on personal performance which evaluated by direct manager, director or head of department and human resources department.

ENVIRONMENT

Paramadina University believes that every activity should have a good impact to our environment especially the community. Based on the “TRIDHARMA PERGURUAN TINGGI” (Three Principles of Higher Education Institution), community service is one of the mandatory activities for the university. Every semester we are held various activities to giving back to the communities.

Outcomes:

- Since 2008, Paramadina University with the helps from many philanthropists create a Paramadina Fellowship Program to provide an opportunities for the students from all over Indonesia to pursue their studies in Paramadina University.
- Student community service to provide aids for the victims of natural disaster such as earthquake and tsunami in Lombok, Palu, Donggala, in 2018 and other places.
- Annually, our students participating in “Mahasiswa Mengabdi “ program. The program will send the students to certain remote area around Indonesia to provide helps to solve the local problems.

Future Target:

In 2019, Paramadina University maintains this activity to sustain in our management activities.



ANTI-CORRUPTION

Paramadina University committed and agreed with the anti-corruption principle and will not tolerate any kind of non-integrity activities in our business process.

Paramadina University is not practicing the bribery as well as corruption which do not allow in our business activities.

In 2018, Paramadina University celebrating the 10th years of Anti-Corruption course as a compulsory course for all the students. We have many festivals and other activities regarding the celebration.

Outcomes:

- Paramadina University, since Academic year of 2008-2009, established the Anti-Corruption course as a compulsory course for all the students;
- Many of Anti-Corruption course's lecturer being certified by Commission of Eradicating Corruption (KPK).



ACTIVITIES TO SUPPORT INDONESIA GLOBAL COMPACT NETWORK

Paramadina University also committed to support the activities of Indonesia Global Compact Network (IGCN) to implement The Ten Principles of United Nations Global Compact. To support the initiatives, Paramadina regularly give the supports on IGCN activities.

WORKING GROUP

Quarterly Multi-stakeholders Dialogues Series IX Walking the Talk: Promoting Accountable Business through Advancement of UN Guiding Principles on Business and Human Rights (UNGPs) Implementation in Indonesia “Women’s Rights in Workplace” on Friday, 19 October 2018, at Paramadina Graduate School (PGS) campus, Gedung Tempo, Jl. Palmerah Barat no. 8, Kebayoran Lama, Jakarta Selatan.



