

COMMUNICATION ON ENGAGEMENT

Year of 2021



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.

During this unprecedented situation, Paramadina University sustainably to create any solutions and hopes to its stakeholders. These efforts provide a generous impact to help the society to undertake the pandemics effect. 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 humanitarian investment will be a sustainable efforts to give the benefit to the our nation, Indonesia.



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 NATION 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. During the pandemic of Covid-19, that urges the working activities conducted at home, there are no cuts on compensation be applied;
- Paramadina University provides aids for the students whom economically affected by the pandemic by providing the discount of students bill. For the academic staffs, university also provide opportunity for them who wants to pursue their studies by employee's scholarships scheme;
- Paramadina University activities are always filling with bounding activity such as Virtual 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;



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BANTUAN BIAYA STUDI DALAM PANDEMI COVID-19

Mencermati kondisi dan situasi terkini terkait dengan Pandemi Covid-19 universitas Paramadina mengambil kebijakan bantuan biaya studi dengan ketentuan sbb:

BENTUK BANTUAN

- (a) Pembebasan Biaya Kuliah;
- (b) Keringanan Biaya Kuliah;
- (c) Penundaan Pembayaran Biaya Kuliah



Outcomes



- Committed to the freedom of expressing ideas university give opportunity to staffs and student
 - to join as writer in a book, Academic Journal and other media
 - to actively participate in seminars, workshops, and other public discussions
 - to join civil society organizations and movements that fight for civil and humanitarian rights



Outcomes



- During the pandemic of Covid-19, Paramadina University actively participated in social action to help the affected society through collaboration with Indonesian Red Cross to provide the sanitation packages; to provide the food packages for the front officer at Kelurahan Tegal Parang; and hold the vaccination centre for people who lives surround the campus.
- Paramadina University activities are always filling with bounding activity such as Virtual 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;



Communication in Organization



Communication in organization is an important part that should be maintained to keep the organization delivering the values to all of the stakeholders. Some of the programs are provided 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 has 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:

During the pandemic situation, Regular meeting which gathered the element of university and delivered the communication process in an effective ways held by online meeting;

The regular meeting will also give university management a new insight to solve the current problems.

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. We are held various activities to giving back to the communities, in academic core.

Outcomes:

- Paramadina University provides 10 allocated scholarships every year under Paramadina Social Responsibility program for the students whom living surround the Paramadina campus to pursue their study at Undergraduate Program.
- In collaboration with PA International and Kelurahan Tegal Parang, Paramadina University empowers the economics of people by recycling the plastic waste using the 3D Printer.



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 2020, 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.



Anti-Corruption

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);
- In collaboration with Ford Foundation, Paramadina University conducted a project titled "Integrity in Natural Resources Field" which consists of research, book publication, and dissemination events.



ACTIVITY 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 supports on IGCN activities.



Integrity Talks

Paramadina University actively participated in the series of Integrity Talks. Our lecturer Ibu Wahyuningdiah Trisari and Ibu Prima Naomi participated as a moderator and speaker on their respective issues which supported by the IGCN and other members.

Speakers

Join us and let's learn from these professionals!
bit.ly/BizToVE

Preventive Measure
Amien Sunaryadi
Kurniasari Utama, PMP

Introduction to Business Integrity
Dwi Purnomo
Head of Unit, FIP Universitas Padjadjaran

Lessons on Grey Areas: What to do when you are faced with integrity challenge
Jan Ramos Pandia
Chief Operating Officer, Telkom Group

Business Integrity Challenges & The Law
Louise Patricia Esmeraldas
Senior Associate, Roodmans & Partners (a member of DZB Bank Group)

Drivers of Business Integrity Internally
Dani Rustandi
Anti-corruption Learning Center, Kominfo Kementerian Komunikasi dan Informatika

Identifying Red Flags & Working Group Session
Irsan Firmansyah
Chief Finance Officer, The local Indonesia Research

Discussion on Conflict of Interest
Dr. Dra. Prima Naomi, MT
Vice-Chancellor Business Ethics & Governance, IGCN also the first local member of IGCN in Indonesia, Universitas Paramadina

Didukung oleh:

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INTEGRITY TALKS

Digitalisasi dan Integritas: Data Proteksi di Era Covid-19

Pembicara:

Semuel Abrijani Pangerapan*
Kementerian Komunikasi & Informatika RI

Ronny Telkomsel

Sudaryatmo
Yayasan Lembaga Konsumen Indonesia (YLKI)

Indriyanto Banyumurti
ICT Watch

Moderator:

Wahyuningdiah Trisari
Universitas Paramadina

14.00-15.30 WIB

28
JANUARI
2021

Pendaftaran: <http://bit.ly/IntegrityTalks2>
atau Afin-Indonesia@giz.de

Webinar melalui aplikasi Cisco Webex

**sedang dalam konfirmasi*

Berkolaborasi dengan:

Alliance for Integrity, Indonesia Business Links, Global Compact Network Indonesia, TRANSPARENCY INTERNATIONAL

INTEGRITY TALKS

Perilaku Kepatuhan: Dilema Etika Baru di Era Covid-19

Pembicara:

Hasinah Jusuf
PT Allianz Life Insurance

Danang Girindrawardana
APINDO

Roy Iman Wirahardja
PT Rajawali Corpora

Prima Naomi
IGCN/ Universitas Paramadina

Luthfi Mardiansyah
SwissCham Indonesia

Nia Sarinastiti*
Indonesia Business Links

Moderator:

Ferdian Yazid
Transparency International Indonesia

14.00-15.30 WIB

25
FEBRUARI
2021

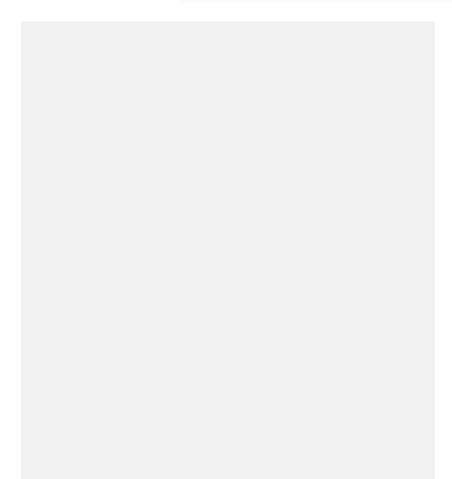
Pendaftaran: <https://bit.ly/IntegrityTalks3regist>
atau Afin-Indonesia@giz.de

Webinar melalui aplikasi Cisco Webex

**sedang dalam konfirmasi*

Berkolaborasi dengan:

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