

## **UN GLOBAL COMPACT COMMUNICATION ON ENGAGEMENT 2022**

### **Participatory Development Solutions – ElMahrousa PDS**



## **COMMUNICATION ON ENGAGEMENT (COE) 2021 – 2022**

## *1. Statement of Continued Support by the Chief Executive Officer*

**To our stakeholders,**

Participatory Development Solutions – EIMahrousa PDS was established on 20/3/2011. EIMahrousa PDS is an organization for organizations, sharing the belief that the very development of non governmental organizations is an indicator of the progress of communities and citizens. What civil society organizations need is to be supported, fostered and involved in order to have a greater impact. Understanding their specific needs is based on careful analysis and awareness of the socio-cultural context of their work.

Our vision is to see a world in which civil society contributes actively, effectively and efficiently to achieve peaceful, democratic, green and fair communities.

I am pleased to confirm that EIMahrousa PDS reaffirms its support to the **United Nations Global Compact and its Ten Principles** regarding Human Rights, Labor, Environment and Anti-Corruption. With this commitment, we express our continued commitment to support the global Compact advancing these principles through this Communication on Engagement and we welcome feedback on its contents.

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. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely,



Hany Ibrahim

## **2. DESCRIPTION OF ACTIONS**

### **2.1: Human Rights**

#### **2.1.1: Right to Equality**

ElMahrousa PDS Equal opportunity policy revised and updated on December 2021, prohibit discrimination on the basis of what is known as a '**protected characteristic**.' This includes gender, sex, sexual orientation, race, and religious belief.

Discrimination against those with disabilities is also forbidden. The Policy places obligations upon our employers to make 'reasonable adjustments to accommodate employees with disabilities, whether these are of a physical, psycho-social or intellectual nature.

Also protecting against age discrimination. However, there are some exceptions. Age discrimination can be allowed where it is justified by a legitimate aim. For example, it is permissible for ElMahrousa PDS Management to set a compulsory age for retirement. This can be justified by, for example, the need to conserve the labor market.

#### **2.1.2: Right to Equality in the Recruitment Process**

ElMahrousa PDS's recruitment policy revised and updated on December 2021, State that HR department and any hiring organisations working on behalf of ElMahrousa PDS are not allowed to unfairly discriminate against potential employees on the basis of a protected characteristic (except in some circumstances, age).

Eg: Our organization is tackling this by introducing anonymous applications, where the candidate's name is excluded from their application, this helps applicants enjoys fair CV screen process.

#### **2.1.3: Equal Pay for Equal Work**

ElMahrousa PDS's recruitment policy revised and updated on December 2021, stating that payment schemes should always reserve the right to equality which

means that two people who are performing the same, or equivalent job function should be paid the same amount.

## **2.2: Labor**

(Our employees are advised of their rights and obligations to employment law)

### **2.2.1: Minimum Wage**

As per ElMahrousa PDS Human Recourses policy revised and updated on December 2021, ElMahrousa PDS is committed to the Egyptian labor law updated in respect to Minumum Wage of 2400 LE per month. The minimum obligatory annual increase is set at no less than 7% by law, however ElMahrousa PDS annual increase applied 10% of the basic salary which is the basis for calculation of social insurance.

Also, per law the minimum premiums are set at 35% of the normal pay for overtime work during daylight and 70% for work at nighttime; 100% for work performed on days off and holidays. However, ElMahrousa PDS decided to increase the 35% of the normal pay for overtime work during daylight to be 70%.

### **2.2.2: Working Hours**

As per ElMahrousa PDS Human Recourses policy revised and updated on December 2021, ElMahrousa PDS Following the Labor Law maximum working hours per day are 8 hours, or 48 hours per week in case of a five-day work week.

## **2.3: Environment**

### **2.3.1: Reducing Energy Consumption**

ElMahrousa PDS decided to change all the office light to Led light and also lowering the air to conditioning to 24 C and instructing the closing team to take devices off the plugs when it's not needed are some good actions, we implemented that all lead to reducing our energy consumptions.

Moreover, by paying more attention to other daily routine actions, our

business can slightly reduce our energy consumption and, thus, our impact on

the climate change.

Our Procurement Policy has been changed to put preference criteria to any new electronic equipment to be green product.

### **2.3.2: Optimize Employees' Transportation**

As we know, transportation is one of the largest sectors of greenhouse gas emissions. ElMahrousa PDS decided to run internal awareness campaign to encourage our employees to take public transit, to carpool with other colleagues living close by, that can significantly reduce our indirect CO2 emissions and therefore our impact on [climate change](#).

### **2.3.3: Promote Environmentally Friendly Ways of Working:**

ElMahrousa PDS started to implement Some ways of working ecological with 2021 and 2022 by relying more on technology and telecommuting more, for example, ElMahrousa PDS made application for all staff to commit to conduct 50% of their meetings through video conferences which avoid employees traveling by car for meetings with clients every week.

Also, as ElMahrousa PDS working in the education sector we used to use lost of printed books and handouts during our training workshops. However, in 2021 and 2022 ElMahrousa PDS transferred 70% of its operation to use digital eManuals.

## **2.4: Anti-Corruption**

### **2.4.1: Translation of the anti-corruption commitment into actions**

Making a formal commitment to zero toleration of corruption is an important step for our organization. Concrete actions to prevent, detect corruption and apply sanctions begin by implementing the following:

(1) Developing Anti- Corruption section in ElMahrousa PDS Compliance policy: ElMahrousa PDS developed detailed procedures that support anti-corruption commitment and cover forms of corruption such as bribes, gifts, entertainment and expenses, donations and sponsorships, political contributions, facilitation payments, and conflicts of interest;

(2) Responsibility: ElMahrousa PDS made the implementation of the Anti-Corruption section in ElMahrousa PDS Compliance policy the responsibility of

each manager in the organisations to implement, monitor, and improve implementation under the oversight of Board of Directors.

(3) Awareness campaign for employees: ElMahrousa PDS arranged and provided communication and training to ensure that our employees understand the organization's policies and procedures as well as the leadership's commitment to zero tolerance of corruption.

## **2.5 Partnerships:**

Over 2022 ElMahrousa PDS has been engaged in three long-term partnership. The first one is being a partner in the SURENexus project funded by EU – PRIMA program with 14 other partners in the Meditreaena region including partners from Spain, Greece, Algeria, Tunisa, Israel and Malta. The Second partnership is with EstDamaa (Sustainability) Group to advocate for climate finance and climate justice for African counries. The third one is with Free Move Association in Negeria to advocate the ratification of African Union Protocol regarding Free Move for Persons.

ELamhrousa PDS is an organization dedicated to the capacity building of civil society actors and advocate decent work and decent life of all taragted groups and countries in the MENA region. We would like to be engaged with United Nations Gloal Compact to be presented on the national board and be more active in delivering tailored programs for the advancement of Egyptian organizations.

## **3. MEASUREMENT OF OUTCOMES**

**In the box below, please include the most relevant indicators to measure outcomes.**

**Examples include:**

- ☐ Ratio of Men to Women within ElMahrousa PDS team in Egypt. (70 % Women, 30 % Men)
- ☐ Ratio of the E-education resources to the Printed education Materials.  
(75 % E. Education – 25 % printed)
- ☐ Number of Corruption incidents reported after implementing the new compliance policy (net zero)