



Communication on Engagement 2024

To our stakeholders:

Universitas Paramadina 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. Driven by Prof. Dr. Nurcholish Madjid, this University with Indonesian and modern perspectives was officially founded in January 1998.

Universitas Paramadina 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, Universitas Paramadina is gradually becoming an authoritative and influential centre for education and research. To respond to the future challenges of the nation, Universitas Paramadina 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 decade-long journey, Universitas Paramadina 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, Universitas Paramadina 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.

Universitas Paramadina 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,

Prof. Didik J. Rachbini, M.Sc, Ph.D.
Rector



VALUES, CHARACTER, AND COMPETENCE

Universitas Paramadina holds Islamic, Modern, and Indonesian values in high regard. As well as expecting community support and involving the whole civitas academia, students in Universitas Paramadina 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 civitas academia-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.

Throughout its journey, Universitas Paramadina has planned and formulated ideas of creating a modern Islamic university with Indonesian insight. The foundations for a research and education university have been laid. We are committed at all times to thinking creatively and working hard and intelligently to translate idealism, noble principles and grand ideas into reality.

Implementation of United Nation Global Compact Principles

Universitas Paramadina 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 Universitas Paramadina 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

Universitas Paramadina holds Islamic, Modern, and Indonesian values in high regard. As well as expecting community support and involving the whole civitas academia, students in Universitas Paramadina 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 civitas academia-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.



Implementation of United Nation Global Compact Principles

Working Environment

Universitas Paramadina support and respect to the International declaration of Human Rights has been our commitment. Universitas Paramadina 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 Universitas Paramadina will create a good impact to our stakeholders. Universitas Paramadina 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 Universitas Paramadina everyone has a right to express their ideas without intimidation and threatens.



Implementation of United Nation Global Compact Principles



Outcomes:

- Universitas Paramadina 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;
- Universitas Paramadina committed to supporting freedom in belief of such religion. We also provide facilities such as prayer room for Muslim staffs and students;
- Universitas Paramadina 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;
- Universitas Paramadina activities are always filling with bounding activity such as Coffee Morning 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 Universitas Paramadina Academic Journal.

Future Target:

In 2025, Universitas Paramadina maintains this policy to sustain in our management activities.

Implementation of United Nation Global Compact Principles

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 2025, Univeritas Paramadina maintains this activity to sustain in our management activities.



Implementation of United Nation Global Compact Principles

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. Universitas Paramadina 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

Universitas Paramadina 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

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

The Elimination Of Discrimination In Respect Of Employment And Occupation

Universitas Paramadina 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.



Implementation of United Nation Global Compact Principles

ENVIRONMENT

Community Environment

Universitas Paramadina 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, Universitas Paramadina 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 Universitas Paramadina. Almost 300 students have been received the scholarship which contains of tuition fee, books allowance, and living allowance total of 125 million for each students;
- Since 2015, Communication Studies lecturer held a community service in Tegal Parang Community, to help the people especially mothers to have a literacy media and to educate them to choose a good broadcasting program based on the good value for their kids;
- Student community service to provide aids for the victims of natural disaster such as Smoke disaster in South Sumatera 2015, Floods disaster in Garut, West Java 2016; and also non-natural disaster such as fire disaster;
- We are also providing the Psychology consultation for the elementary students in West Jakarta since 2014 which held by the Psychology Studies students and lecturers.
- Construction of Universitas Paramadina Cipayung Campus with a green building concept 2022-2024.

Future Target:

In 2025, Universitas Paramadina maintains this activity to sustain in our management activities.



Implementation of United Nation Global Compact Principles

ANTI-CORRUPTION

Universitas Paramadina committed and agreed with the anti-corruption principle and will not tolerate any kind of non-integrity activities in our business process. Universitas Paramadina is not practicing the bribery as well as corruption which do not allow in our business activities.

Since 2009, Universitas Paramadina become an initiator and organizer of Integrity Education Network, which has over 100 members from the university and other education institution from all around Indonesia. Together with the network member, Universitas Paramadina had been organized many activities such as: Policy Labs, Training of Trainers, Lecturers Exchange, Integrity Dialogue and Focus Group Discussion, Research on Integrity Issues, and Annual Meeting.

Outcomes:

- Universitas Paramadina, since Academic year of 2008-2009, established the Anti-Corruption course as a compulsory course for all the students;
- Universitas Paramadina become the center of integrity action secretariat in 2009-2024 periods to manage the integrity and anti-corruption initiatives such as integrity research, integrity workshop and training, and young initiatives for anti-corruption.



ACTIVITIES TO SUPPORT INDONESIA GLOBAL COMPACT NETWORK

Universitas Paramadina 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, below is the selected list:

- 24th and 25th of February 2014, Regional Asia Oceania Meeting UN Global Compact, in Paramadina Graduate School.
- 19th of March 2014, IGCN & TII (Transparency International Indonesia) "Penerapan Prinsip UN Global Compact "Mewujudkan Bisnis yang Berintegritas dan Berkelanjutan", in Paramadina Graduate School.
- 23-27 November 2015, Social Responsibility Asia International Conference, technical meeting in Paramadina Graduate School.
- March 2016, Study on CSV Program for the Coffee Farmer in Lampung.
- of August 2016, Host of IGCN Members Gathering and Halal Bi Halal, in Paramadina Graduate School.
- Become a resource person in organizing activities related to anti-corruption activities and become VP of Business Ethics & Governance for the period 2021 to 2024.



Leadership | Entrepreneurship | Ethics

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