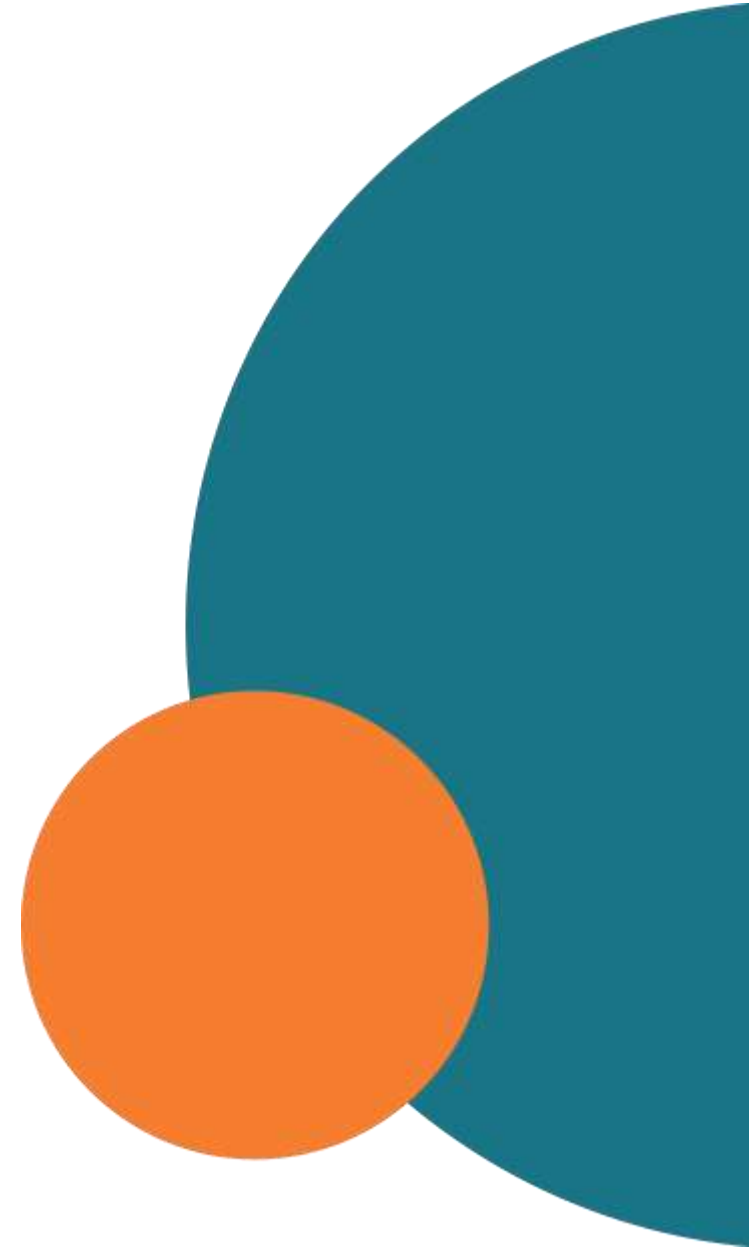




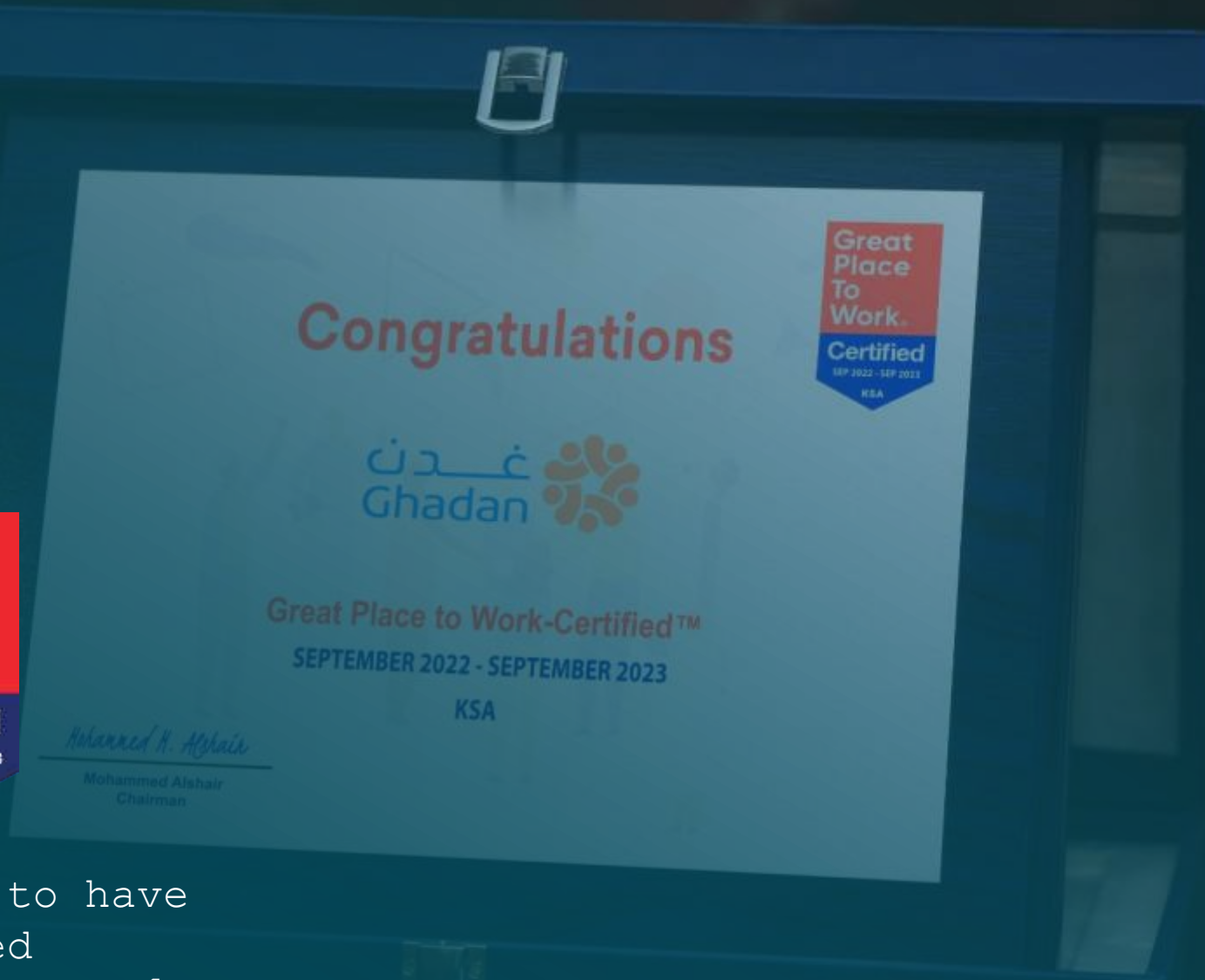
Corporate Volunteering Standard



Ghadan

Is a non-profit company, located in Saudi Arabia, that contributes to increasing community participation by building and strengthening capacities and providing solutions for three sectors (governmental, private, and non-profit organizations).





We are proud to have
obtained
**Great Place to Work-
Certified™**
2023 Certificate

Some of our international partners



Timebanking UK





KSA EFFORTS TO ACTIVATE VOLUNTEERING

KSA efforts to activate volunteering

Voluntary Service Law
(VSL)

Issuance of Voluntary
Service Law executive
regulations

Saudi Volunteering
National Standard

Launch the National
Volunteer platform

Launch the National
Award for Voluntary
Work

Activation of Saudi
and International
volunteer day



رؤية VISION
2030
المملكة العربية السعودية
KINGDOM OF SAUDI ARABIA

The Vision was cascaded into **strategic objectives** to enable effective implementation through Vision Realization Programs.

Ambitious Nation

Enhance government effectiveness
Enable social responsibility



Thriving Economy

Grow & diversify the economy
Increase employment



Vibrant Society

Strengthen Islamic & national identity
Offer a fulfilling & healthy life



6

Level 1

Overarching Objectives

27

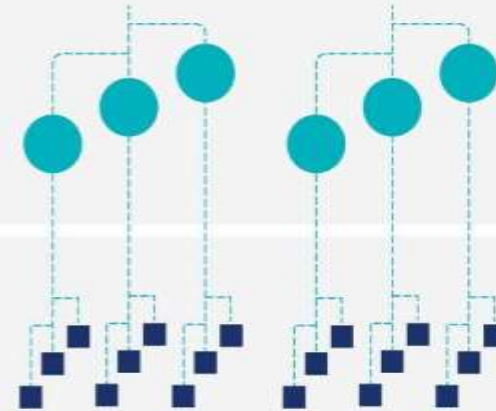
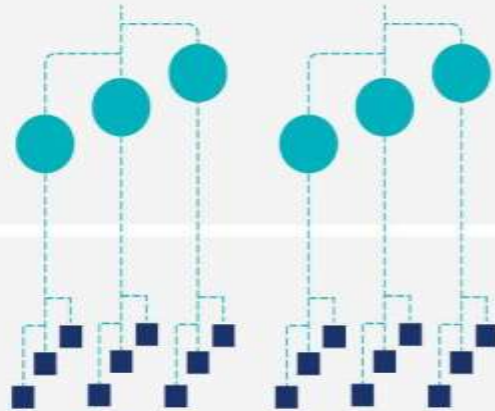
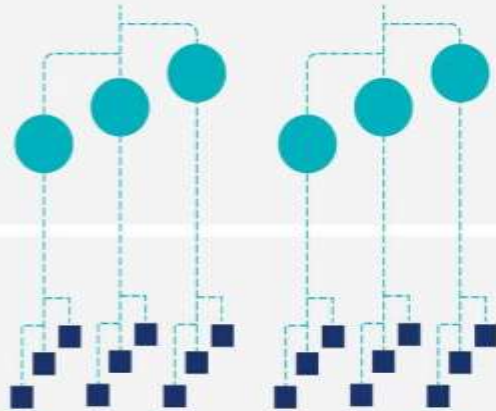
Level 2

Branch" Objectives"

96

Level 3

Strategic Objectives



Quality of Life Program



Fiscal Sustainability Program



Housing Program



Health Sector Transformation Program



Financial Sector Development Program



Doyof Al Rahman Program



National Transformation Program



Public Investment Fund Program



Privatization Program



National Industry Development & Logistics Program



Human Capability Development Program



Ambitious Nation

Enhance government

Effectiveness

Enable social responsibility

CORPORATE VOLUNTEERING STANDARD



The first standard of its kind Globally

The corporate volunteering standard is considered the first of its kind in the world, according to desk research and expert discussions.



What is the Corporate Volunteering Standard?

It serves as a guiding standard for corporations aspiring to participate in volunteering within the kingdom. This corporate volunteering standard facilitates their engagement.



Corporate Volunteering Standard Components

01
Promoting concepts related to
Corporate Volunteering



03
Examples, instructions and
supporting tools and templates

02
A detailed explanation of
Corporate Volunteering
Standard

04
References

Importance of Corporate Volunteering Standard

Providing enablers and supporting corporations in the private sector to activate their roles in VWS

Issuing reports that serve national trends in volunteer work; to include achievements of all sectors and components of the volunteer system involved in activating and organizing volunteer work in KSA.

KSA is dedicated to staying abreast of the best international practices in Corporate Volunteering and continually developing them.

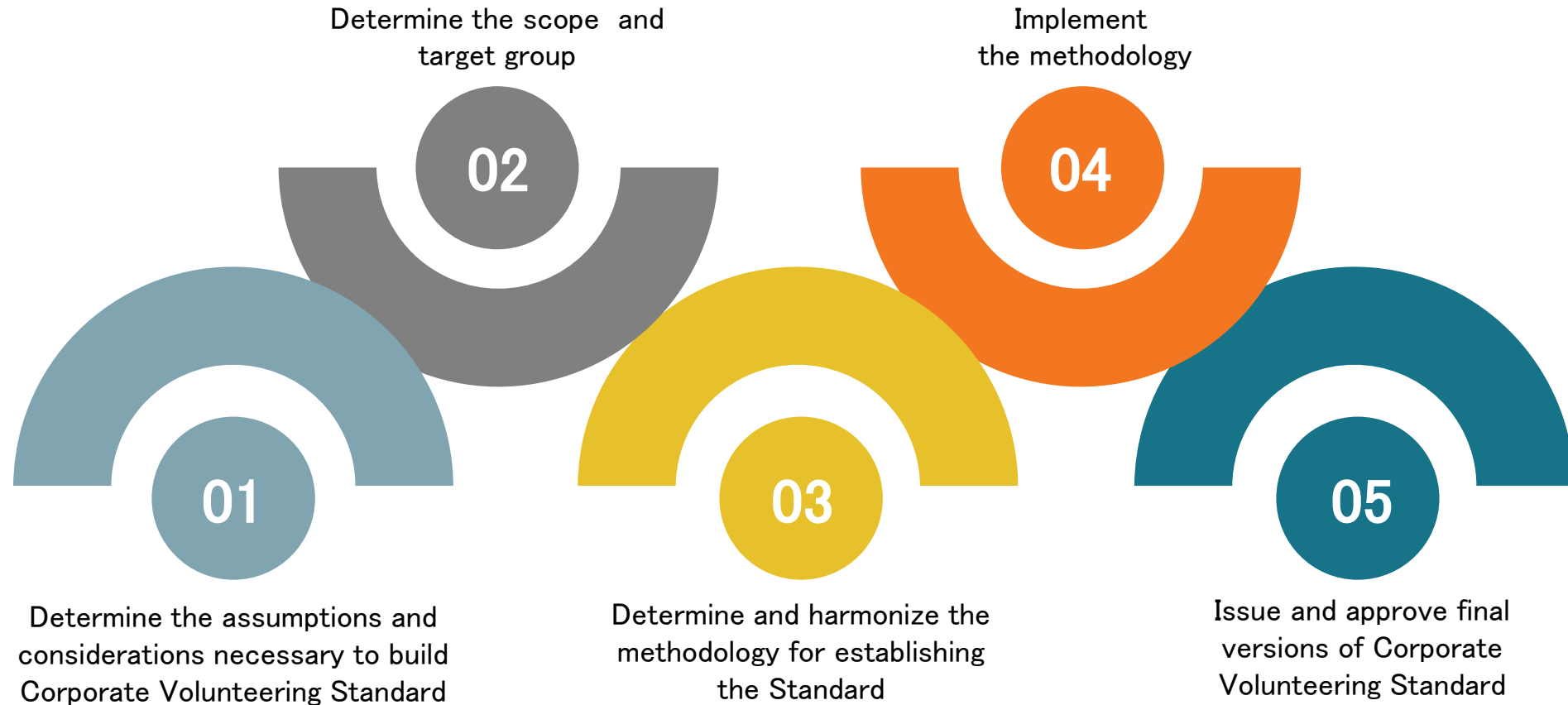
Providing enablers and supporting corporations in the private sector to activate their roles in VWS

Establishing a common foundation and unified framework, endorsed at the national level, for all entities aiming to activate Corporate Volunteering.

Mitigating the risks arising from improper practices in volunteer work activation in general, and specifically within the private sector.



Stages of developing Corporate Volunteering Standard





Determine the assumptions and considerations necessary to build Corporate Volunteering Standard

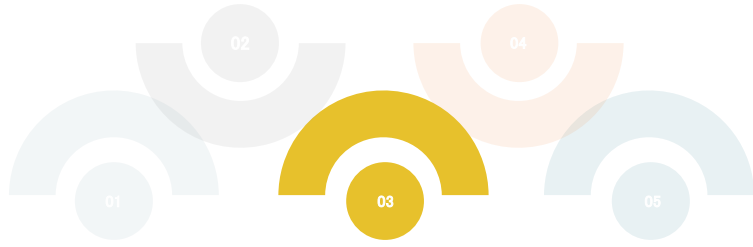
- 01** The standard developed on general basis to fit the Diversity of corporations in KSA in terms of size, number of employees, and level of maturity.
- 02** The relative novelty of Standard in the Kingdom it has been meticulously constructed to serve as the foundational threshold for the requisites.
- 03** Corporate Volunteering Standard was developed to seamlessly integrate with Saudi Volunteering National Standard.



Determine the scope and target group of Corporate Volunteering Standard

Scope of Corporate Volunteering Standard

The Corporate Volunteering Standard targets	Private sector corporations wishing to activate volunteer work		
Size of targeted corporations	Small	Medium	Large
Maturity of targeted corporations in activating volunteer work	Start-up	Medium	Mature
Target group	Families of employees	Retirees	Current employees



Determine and harmonize the methodology for establishing the Standard

Improvement and building of Corporate Volunteering Standard according to implementation notes



Efforts of Developing Corporate Volunteering Standard



Scanning

7

National documents related to volunteer work



Considering

16

Corporations in best global practices



Holding

4

Workshops



Participation of

64

leaders of three sectors in the workshops



Participation of

12

experts in volunteer work in a focused group



Participation of

32

employees from private sector in the private sector workshop



Analyzing

800

Entries from the workshops



Participation of

32

local experts in volunteer work in standard feedback processes



Evaluation

5

international experts for the second version of the standard



Scanning

6

countries with best global practices



International Experts Participated in Evaluating the Standard



Rahim Hassan Ali

- Consultant at RH Consulting
- A key participant in developing First Global Volunteering Standard
- 20 years of experience in social work leadership



Lorrie Foster

- Director of the Corporate Community Engagement Strategies Department at IAVE International Foundation for Volunteer Efforts



Alethea Hannemann

- Consultant at Platypus Advisors
- specialized in designing strategies and maximizing the impact of community work
- Former consultant at Taproot Foundation



Caroline Barlerin

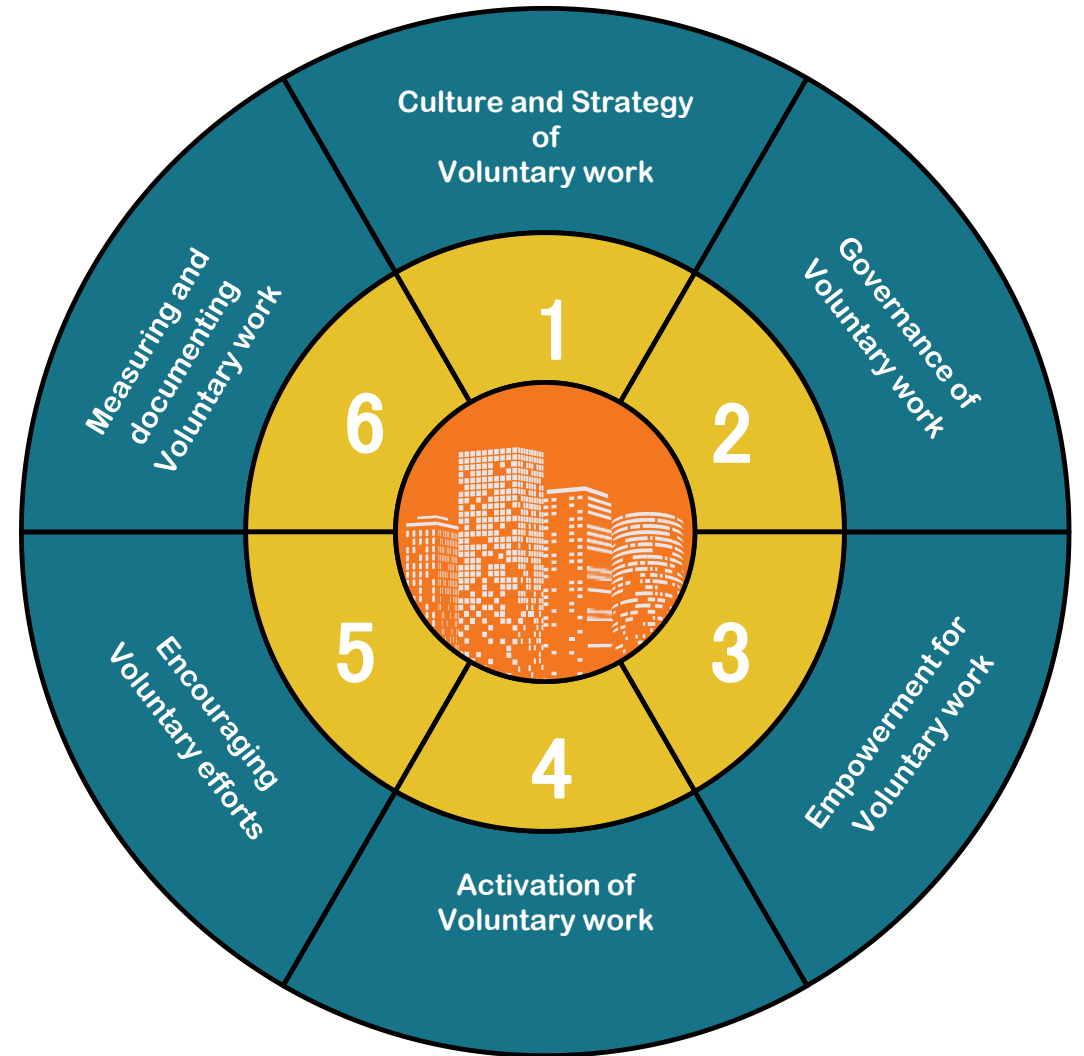
- A leader of the Global Impact Federation
- Founder and President of Platypus Advisors company
- specialized in designing strategies and maximizing the impact of community work organizations



Bea Boccalandro

- Employee engagement expert at Platypus Advisors, President of VeraWorks
- Author of Do Good in Work: How Simple Acts of Social Purpose Social Success and Wellbeing

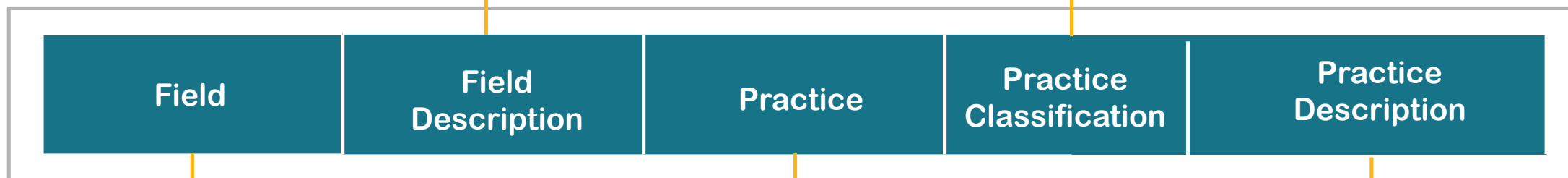
Main Fields of Corporate Volunteering Standard



Corporate Volunteering Standard Components

Description of the field and its significance.

- Core
- Advanced



Key focal fields that need to be activated when implementing Corporate Volunteering in corporations.

6

Fields

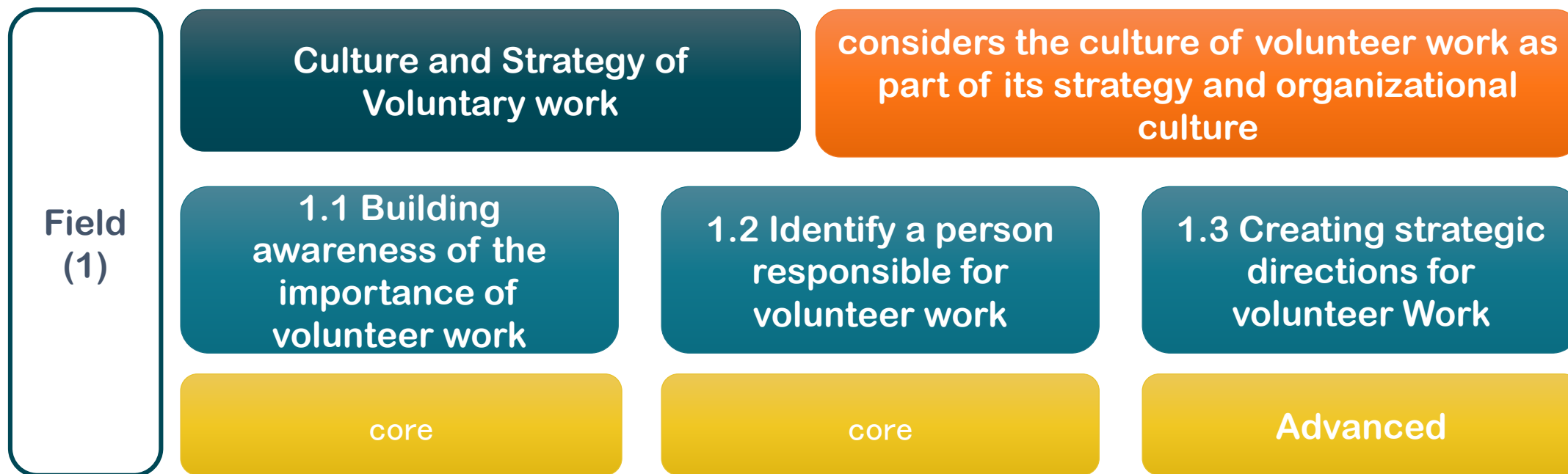
Applied practices that implement the field, where each field consists of practices

23

Practices

Explanation of the practice and scope of its application

Corporate Volunteering Standard example



Appendix

CORPORATE VOLUNTEERING STANDARD FORM



Corporate Volunteering Standard

Field	Field Description	Practice	Practice Classification	Practice Description
Field (1): Culture and Strategy of Voluntary work	considers the culture of volunteer work as part of its strategy and organizational culture	1.1 Building awareness of the importance of volunteer work	Core	The corporate implements processes and activities to raise awareness of the importance of volunteer work among its current employees of all administrative levels, retirees and their families to consolidate the values and practices of volunteer work within its organizational culture.
		1.2 Identify a person responsible for volunteer work	Core	The corporate assigns the responsibility of volunteering to one of its members, whether an individual, a department, or a formed team. This is announced internally to ensure the achievement of its volunteering objectives.
		1.3 Creating strategic directions for volunteer Work	Advanced	The corporate defines a vision, goals and values for volunteer work related to its strategic goals and develops them whenever the need arises. It also seeks to involve its employees in making its strategic directions for volunteer work.

Corporate Volunteering Standard

Field	Field Description	Practice	Practice Classification	Practice Description
Field (2): Governance of Voluntary work	The corporate organizes volunteer work and clarifies the responsibilities and powers of volunteer workers.	2.1 Clarifying the roles and powers of volunteer workers	Core	The corporate determines the roles and powers of all volunteer workers
		2.2 Issuing policies related to volunteer work	Core	The corporate issues decisions, regulations, and policies to organize its volunteer work in line with national regulations and trends to provide a potential work environment for volunteer work in a manner that preserves the rights of all parties involved in volunteer work.
		2.3 Managing the risks of volunteer work for the corporate volunteers	Core	The corporate manages the risks of volunteer work to ensure the safety of the corporate volunteers in the initiatives and opportunities that are implemented in its name
		2.4 Managing the risks of volunteer work to the corporate	Advanced	The corporate manages the risks of volunteer work to ensure the safety of its employees and to preserve the interests of the corporate, the beneficiary, and the public interest.

Corporate Volunteering Standard

Field	Field Description	Practice	Practice Classification	Practice Description
Field (3): Empowerment of Voluntary work	The corporate works to empower volunteer work within its premises by identifying community needs for volunteering. Based on these needs, it provides well-designed volunteer opportunities that align with the strengths of its employees. The corporate also strives to allocate the necessary financial resources, logistical services support, and facilities to facilitate volunteering efforts.	3.1 Understanding community needs and beneficiaries needs	Core	The corporate identifies community needs and the needs of beneficiaries that can be addressed by the volunteering efforts of the entities current employees, retirees, and their families.
		3.2 Providing resources and tools for volunteering	Core	The corporate provides the necessary resources, logistical services, and facilities for volunteering, aiming to efficiently and effectively manage these efforts. This approach ensures the achievement of the corporate objectives and goals, while meeting community needs.
		3.3 Inventory of the skills and experiences of its employees in the areas of volunteer work	Core	The corporate works on periodically inventorying the skills and experiences of its current and retired employees and their families wishing to volunteer and plans how they will develop other skills to meet the needs of the beneficiaries and societal needs.
		3.4 Qualifying Corporate's employees for volunteer work	Core	The corporate provides the necessary qualification for its current and retired employees and their families to implement volunteer initiatives and programs with a quality that meets the societal need.
		3.5 Providing opportunities for volunteer work	Core	The corporate provides opportunities for its current and retired employees and their families to enable them to practice volunteer work by designing community programs and initiatives or by cooperating with beneficiaries to provide appropriate volunteer opportunities.
		3.6 Allocating financial resources for volunteer work	Advanced	The corporate allocates the necessary financial resources for volunteer work to achieve goals and meet needs

Corporate Volunteering Standard

Field	Field Description	Practice	Practice Classification	Practice Description
Field (4): Activation of Volunteer Work	The corporate collaborates with relevant stakeholders to execute volunteer activities. It ensures the quality of the recruitment process for volunteers and aligns volunteer tasks with the aspirations of current employees, retirees, and their families. Additionally, it offers support and guidance to ensure the efficient and high-quality execution of volunteer tasks.	4.1 Establishing partnerships for volunteer work with the beneficiaries	Core	The corporate establishes partnerships with the beneficiaries to activate volunteer work in a way that meets societal needs and achieves mutual benefits.
		4.2 Linking the corporate volunteers with volunteer tasks.	Core	The corporate strives to match suitable volunteers with appropriate volunteer tasks, whether these tasks arise from the needs of a beneficiary or from the programs and community events designed by the corporate.
		4.3 Providing support and guidance to corporate volunteers	Core	The corporate provides the necessary support and guidance to its volunteers to prepare them for volunteer work and to overcome any obstacles they may face. It ensures that they receive all their rights after completing the volunteer opportunities.
		4.4 Matching the experiences and interests of its employees with volunteer tasks	Advanced	The corporate ensures the compatibility of its volunteers with the volunteer tasks within the programs and community initiatives it implements, as well as the volunteer opportunities provided by the beneficiaries, to achieve efficient performance in volunteer work. In addition, the corporate verifies that the volunteer tasks align with the interests and backgrounds of its volunteers.
		4.5 Concluding agreements on volunteer work with all sectors	Advanced	The corporate enters into agreements to achieve its goals of volunteer work in coordination and integration with various entities of all sectors.

Corporate Volunteering Standard

Field	Field Description	Practice	Practice Classification	Practice Description
Field (5): Encouraging volunteer work	The corporate strives to motivate and appreciate the voluntary endeavors exerted, aiming to ensure the sustainability of volunteer work and enhance the positive gains and returns from such endeavors.	5.1 Celebrating volunteer efforts	Core	The corporate celebrates those who contribute to the achievements of volunteer work from its current and retired employees and their families in encouragement and appreciation for their efforts.
		5.2 Designing an incentive system for voluntary work	Advanced	The corporate works to design an incentive system for its employees that achieves diversity in methods and means to encourage volunteer work in line with the values of volunteer work and to preserve its goals.
Field (6): Measuring and documenting volunteer work	The corporate works to monitor and share the results of volunteer work with internal and external stakeholders, and evaluate its performance in volunteer work according to the results.	6.1 Monitoring and evaluating the results of voluntary work	Core	The corporate monitors the results achieved from volunteer work periodically, evaluates them in line with its volunteer work goals, and participates in monitoring its contributions to achieving national and global goals related to volunteer work.
		6.2 Obtaining feedback and improving voluntary work practices	Core	The corporate regularly measures the satisfaction of its volunteers and partners in volunteer work, and makes improvements to its volunteer practices based on the results of satisfaction assessments.
		6.3 Sharing the results of voluntary work with stakeholders Conclusion	Advanced	The corporate documents and shares the results of volunteer work with internal and external stakeholders through official and media reports.

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10
Years



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Thanks

