



# 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).





Congratulations



Great Place to Work-Certified™  
SEPTEMBER 2022 - SEPTEMBER 2023  
KSA

*Mohammed H. Alshair*  
Mohammed Alshair  
Chairman



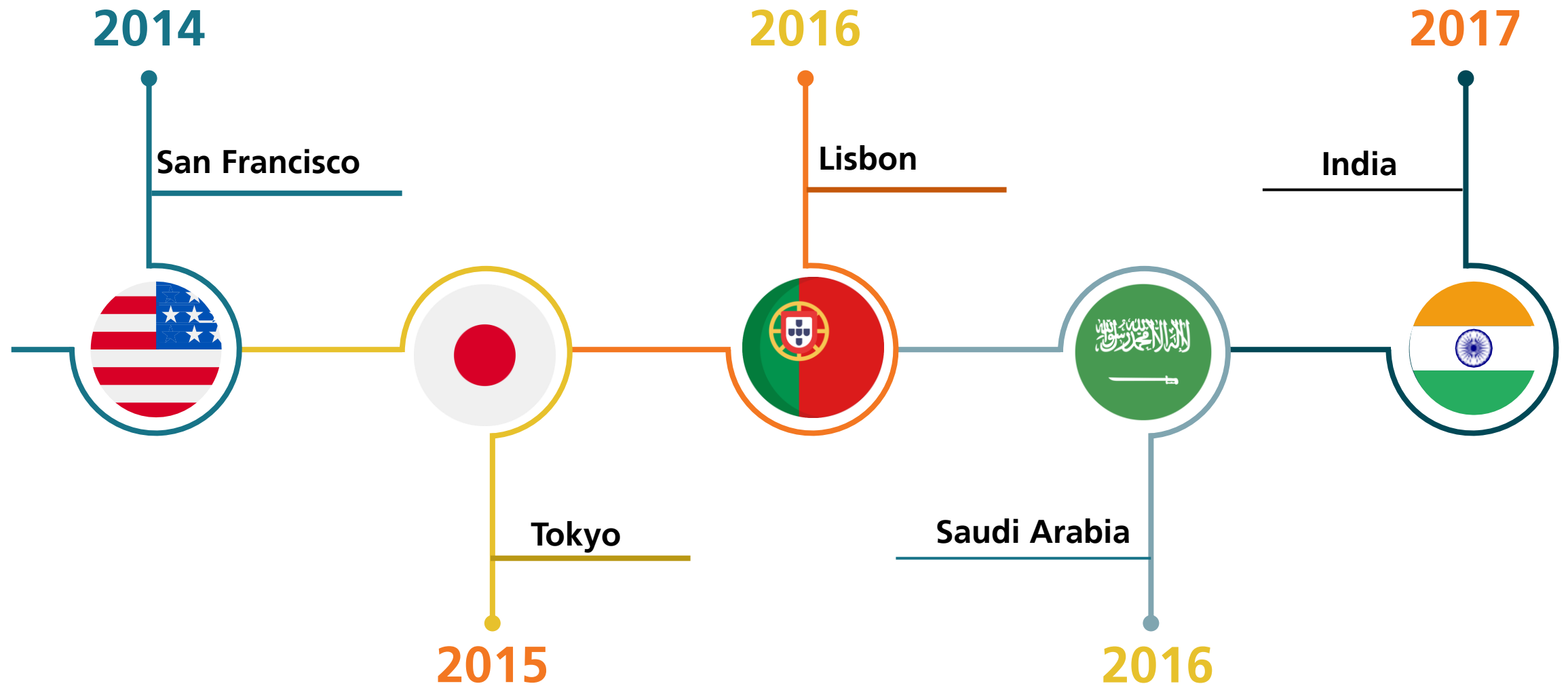
We are proud to have obtained  
**Great Place to Work-Certified™**  
2023 Certificate

# Some of our international partners



Timebanking UK

# Ghadan with The Network



# Volunteering numbers in KSA



615K+

Volunteers



20.5%

Pro Bono  
Volunteers



923M+

Economic  
return

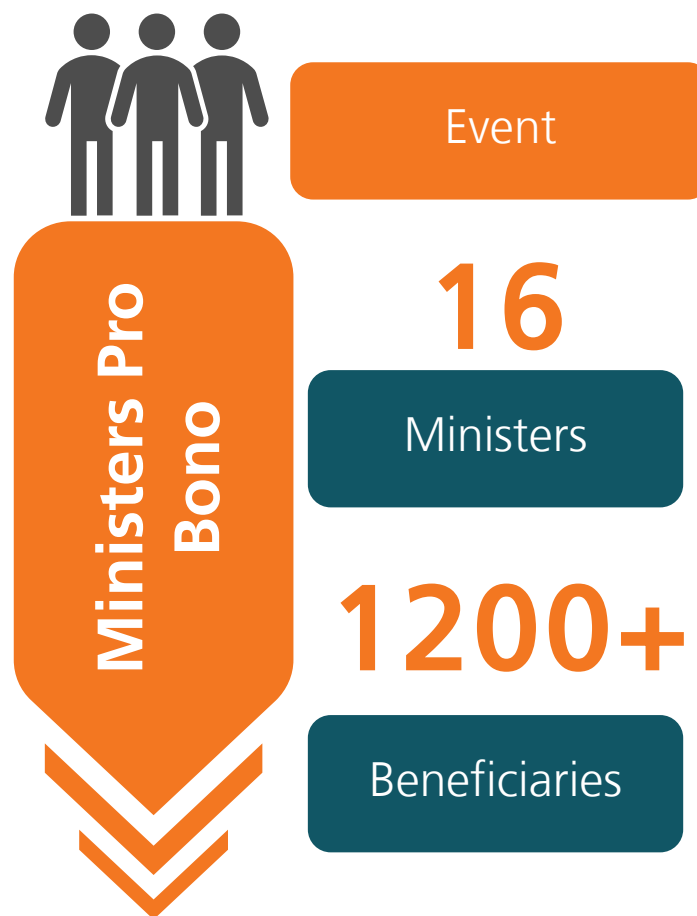


16.8%

The Ratio of  
volunteers to  
population



# Pro Bono In KSA



# Ghadan's Efforts to Promote Pro Bono



Build the  
Corporate  
Volunteering  
Standard



Build the Pro  
Bono Ecosystem



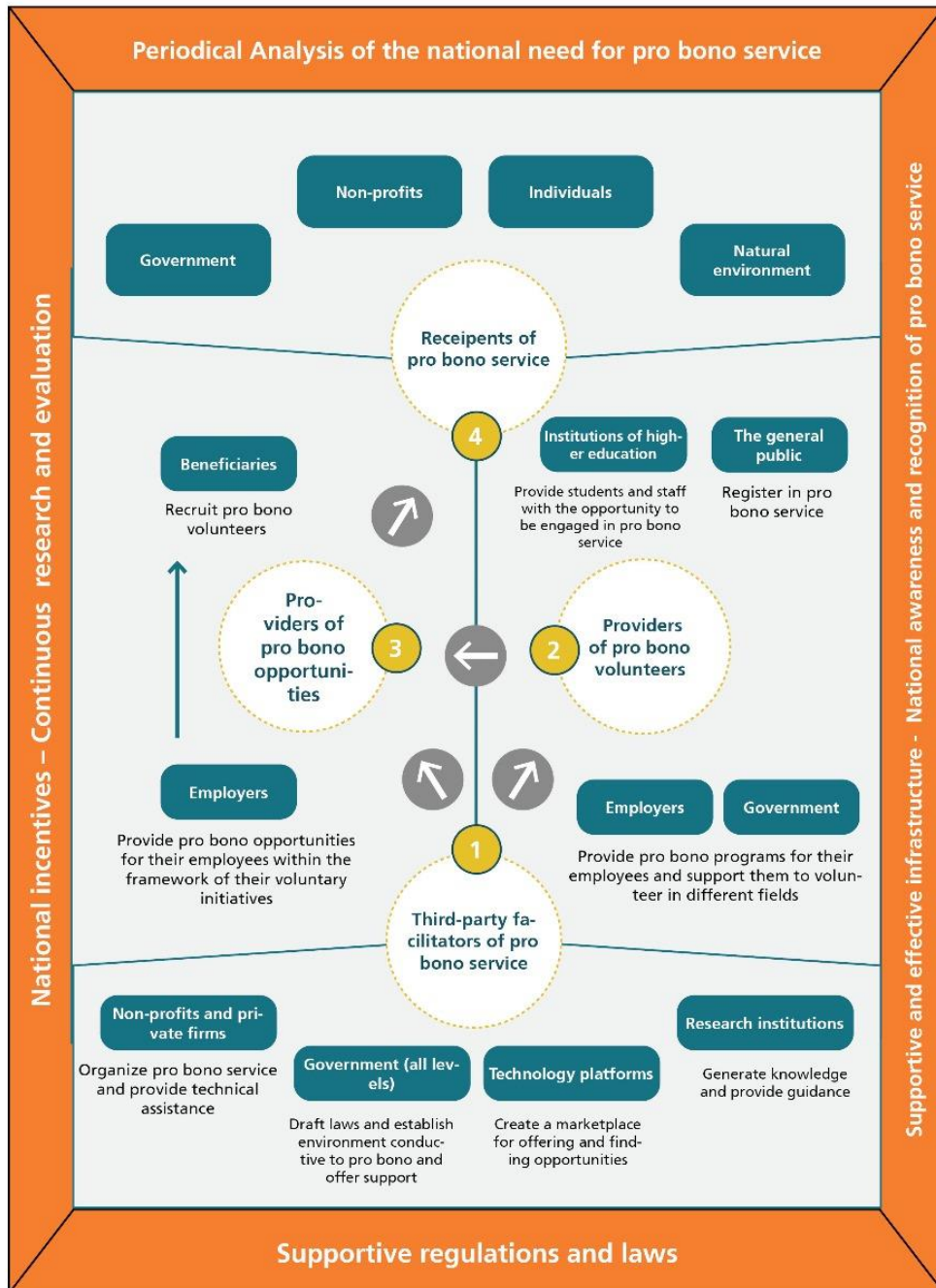
Build the Private  
sector volunteer  
platform



# Pro Bono Ecosystem



## Pro bono ecosystem



## Pro bono ecosystem

# 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.

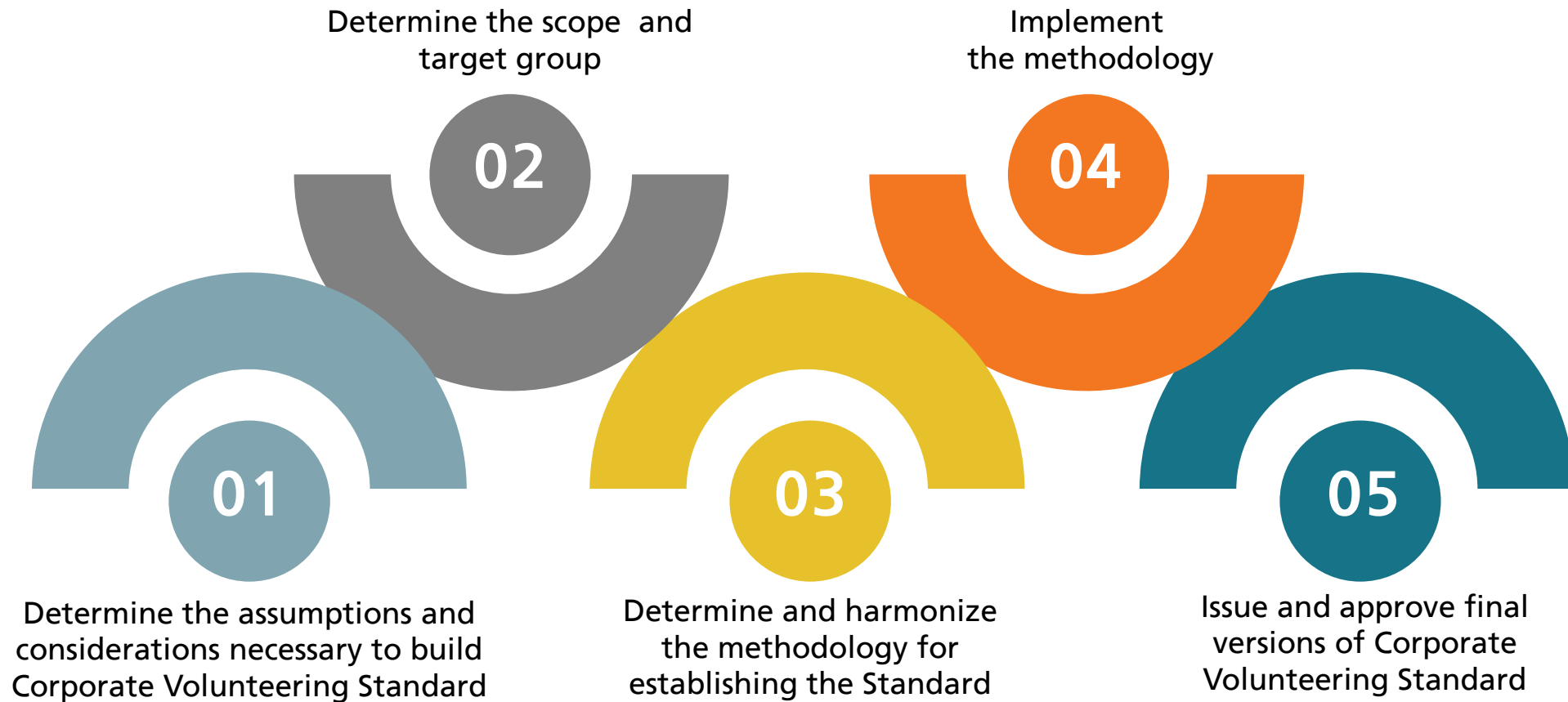


# What is the Corporate Volunteering Standard?

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



# Stages of developing Corporate Volunteering Standard



# 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 and the Ecosystem



**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**

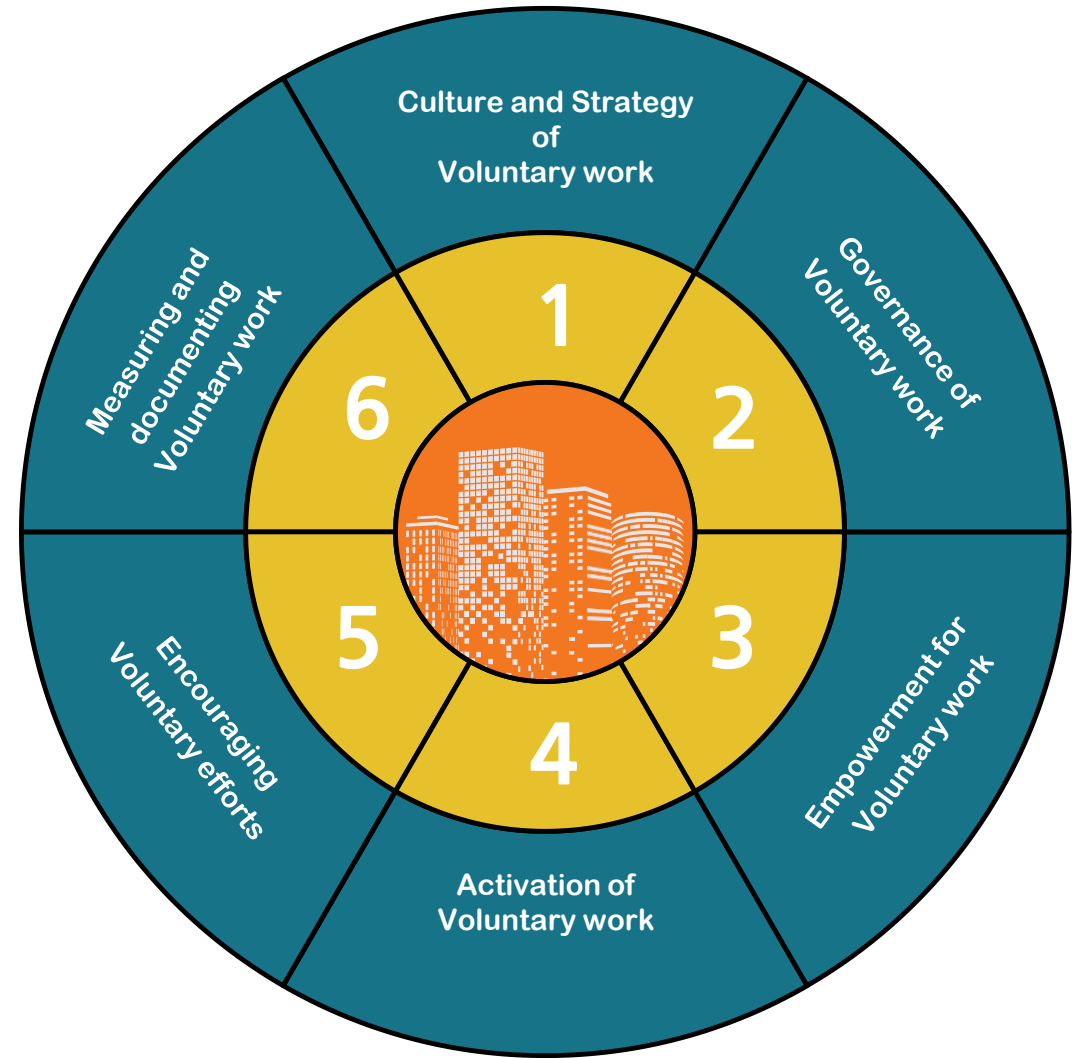
- A leader of the Global Impact Federation
- Founder and President of Platypus Advisors company
- specialized in designing strategies and maximizing the impact of community work organizations



**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



Appendix

# CORPORATE VOLUNTEERING STANDARD



# 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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Q&A



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# Thanks

