Fostering Employee Diversity & Inclusion
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**OUR COMMITMENT**
is to provide quality employment and decent working conditions for people of all backgrounds

**Management Approach**
Providing decent and inclusive work has been embedded in INDEVCO for over six decades. The industrial manufacturing industry is male-dominated; however, INDEVCO identifies economic inclusion, employment and engagement of people with disabilities and women as an important material topic, with boundaries extending from our HR and operations to universities, educational institutions, and partner NGOs. INDEVCO and member companies leverage on the education and value that both groups can offer. In 2018, INDEVCO reevaluated and improved its approach to hiring people with disabilities, as well as enhanced efforts to support work-life balance for working mothers.

**Context**
In recent years, the Lebanese and Saudi Arabian governments have introduced legislation and focused on economic inclusion and rights of persons with disabilities to work in the private sector. In 2018, Lebanese Ministry of Labor communicated the enforcement of Law 220 / 2000 on the Rights of Disabled Persons, following the national Shura Council final decision in 2017. [1] Saudi Vision 2030, meanwhile, set a major objective for equal opportunities, calling for lifelong talent development and job opportunities for people with disabilities and women. [2]

Lebanon and Saudi Arabia both ranked among the lowest countries in the Global Gender Gap, 140 and 141 respectively out of 149 surveyed countries. Based on the pace of improvement in closing this gap over the years, the World Economic Forum estimates that it would take an additional 153 years in the Middle East and North Africa to close the gender parity. Strong and aggressive support from policy-makers and private companies can accelerate closing the gap. In 2018, Lebanon’s performance remained unchanged, while Saudi Arabia witnessed some improvements in wage equality and women’s labor force participation. [3]
Employed ~ 170 Persons with disabilities in Egypt, Lebanon, and Saudi Arabia (95% male, 5% female)

In 2018, INDEVCO Chairman & CEO endorsed the implementation of Law 220/2000, which takes effect in October 2019, governing the rights of disabled persons. INDEVCO evaluated existing operations and set targets across Egypt, Lebanon, and Saudi Arabia to reach national quotas for employment of people with disabilities. The group is also assisting existing employees attain or renew expired social affairs cards.

**OUTCOMES**

**Supporting Persons with Disabilities**

_Egypt, Lebanon, Saudi Arabia_

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**Recruiting People with Special Needs**

INDEVCO Human Resources & Organizational Development (HROD) Department partnered with Lebanese NGO, ProAbled, to use its online recruitment platform to screen qualified candidates with disabilities for our workforce in Lebanon. Our Recruitment Unit selects candidates based on required job competencies, including physical and mental requirements related to safety and operations in a manufacturing environment.

**TRAINING COURSES TAKEN BY PEOPLE WITH DISABILITIES**

**Personal Development Courses**
- Communication Skills
- English Beginners - Part One
- Industrial English
- Team Building

**Quality & Operations Courses**
- British Retail Consortium (BRC) Standards for Food Safety & Quality
- Quality & ISO Standards
- Quality Assurance

**Occupational Health & Safety Courses**
- 5S Methodology for Workplace Housekeeping
- Emergency Response
- Fire Fighting Basics
- Heavy Equipment & Personal Safety
- Machine Operational Safety
- Sanitation and Housekeeping
Implementing Disability-Friendly Work Space
Our companies offer reserved parking, disabled access into buildings and restrooms with safe passageways, floor designations, and appropriate signage. In Lebanon, our consumer and institutional disposables manufacturing plant, Sanita, maintains a safe and secure packing section for persons with special needs at its plant in Zouk Mosbeh, while Phoenix Group facilities in Safra meet international standards for inclusive working conditions for disabled persons.

Raising Public Awareness
Sanita’s Zouk Mosbeh plant is featured in ProAbled’s 2018 national campaign, the largest online campaign to raise awareness about the importance of fair employment of persons with disabilities in Lebanon. Sanita actively recruits persons with special needs, currently over 4% of the employee population.

In addition, INDEVCO and Sanita shared their commitment to inclusive and quality work for all during events organized by the Global Compact Network Lebanon (GCNL).
INDEVCO employs over 600 women in the Middle East and North Africa region, including over 100 women in Saudi Arabia. In 2018, over 130 women in Lebanon and Saudi Arabia attained training for personal and skill development, health and safety, and quality and operations.

Supporting Working Mothers in Lebanon

With a heavy emphasis on work-life balance, INDEVCO extended its Maternity Policy, so that all mothers of children up to the age of 8 are eligible to benefit from reduced working hours to balance responsibilities at home. Women still predominantly hold responsibility for the household, carrying out at least two and a half times more unpaid household and care work than men. [4]

During International Breastfeeding Week, the first week of August 2018, INDEVCO launched a breastfeeding awareness session for employees across operations in Lebanon. The Breastfeeding Fundamentals Workshop brought together 28 INDEVCO mothers and mothers-to-be on 7 August at the Reston Hotel in Jounieh. For the workshop, INDEVCO partnered with LACTICA, an NGO dedicated to normalizing and promoting breastfeeding in Lebanon. Doctors specialized in infant nutrition and lactation consultants from LACTICA highlighted scientific studies presenting real benefits of breastfeeding for babies and mothers, tips on positioning, latching, preparations, and working and breastfeeding. The initiative, organized by INDEVCO HROD and Sustainability Departments, coincides with Lebanon's 2018 national breastfeeding campaign, which emphasizes the role businesses play in supporting successful and continued breastfeeding for working mothers.
Empowering Female Employees in Saudi Arabia

Major reforms in Saudi Arabia transformed the rights of women in the Kingdom overnight. After new legislation lifted the ban on women driving in June 2018, Napco National launched an employee benefit program to support female employees interested in obtaining a driver’s license. The initiative, which will run through until July 2019, provides women who want to attain their driver’s license, regardless of nationality or position, a one-time compensation of 500 Saudi Riyals, as well as one day leave not deducted from annual leave or salary. The benefit program aims to partially compensate fees paid to attain the license and working days off needed to take driving lessons. The initiative was organized by Napco Communications Department in alignment with INDEVCO HROD Department, and INDEVCO Sustainability Department.

See Appendix L for references.
APPENDIX L

Fostering Employee Diversity & Inclusion References

1. The Daily Star Newspaper (2018, July 28). Disability law implementation, at last?

2. Saudi Vision 2030 (n.a.). Thriving economy rewarding opportunities.


4. UN Women (2019, May). Gender equality starts at home: Seven tips for raising feminist kids.