

Nomination: 6914

Future Workforce beyond Gender and Race

Page: General Information

Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.

Name of Organization/Company

DHL Global Forwarding, Freight

Additional Contacts

I would also like to have others receive emails about the disposition of our entries.

Page: Entry Information

Entry Title

Future Workforce beyond Gender and Race

Category

B01 - B59 Achievement > B33 - Best CSR Strategy

Achievement Submission Format

Written Answers

a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required

The Freight Forwarding experts since 1815. DHL Global Forwarding, Freight (DGFF) is part of Deutsche Post DHL Group (DPDHL) with more than 48,000 Freight Forwarding Experts in more than 101 countries around the world. Our air, ocean and overland freight forwarding services include standardized transport as well as multimodal and sector-specific solutions, together with individualized industrial projects.

Being the Employer of Choice allows well-being to be at our core. Employee Engagement at DGFF looks into the way employees feel passionate about their jobs and are committed to the organization. Employee engagement includes recognition, appreciation, well-being, Diversity & Inclusion, volunteering and feedback.

Our Culture at DGFF is driven by our values: Passion, Entrepreneurship, Excellence and Teamwork. These guide how we work together with our colleagues, Customers and business partners on a daily basis.

We have come a long way as organization: In 2014 we went through a hard time in terms of financial performance, and we lost the focus on our employees. Since then, we have developed programs and initiatives focused on creating a strong culture and common values which took our Employee Opinion Survey results on Employee Engagement from 70% in 2014 to 87% in 2022.

b. Outline the team's or organization's achievements since the beginning of 2021 that you wish to bring to the judges' attention (up to 250 words). Required

In MEA, we are passionate and committed to building a safe, inclusive, and equitable environment where everyone has a sense of belonging. Our strategy this year was to expand our DEIB program to have a greater impact on the communities we live in, building a sustainable workforce for the future.

Ability: Partnered with a local NGO to provide training, role matching and job placement of people with disabilities. Interns were on-boarded into the warehouse facility to work on value added services provided to customers. Upon successful completion of internship, permanent placements are offered. Additionally vocational training for students, providing employable skills in warehousing.

Evolvin Women: Program supports vulnerable women from Africa through skill development and international work experience in Dubai for 24 months, and will be placed back in their home countries in permanent roles within the DHL Network. Together we will build a network of female ambassadors capable of further developing the community on their return to their home country.

RefuShe: On boarded women from RefuShe as interns in DGF Kenya for 9 months to go through on the job learning to gain knowledge in logistics. We are also training them via external training provider on skills builder framework which focuses on developing key skills required to be successful in a role like listening, Speaking, Problem solving, creativity, staying positive, aiming high, leadership and teamwork. The program will help in providing the interns with full time job opportunities in DGF Kenya.

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the team's or organization's past performance (up to 250 words). Required

Ability, EvolvIn Women & RefuShe are positively impacting the social challenges faced because of widened gap in inequalities in our region. They were kicked off to support 3 key Sustainable Development Goals of Gender Equality, Decent Work and Economic Growth and Reduced Inequalities. Wherever people come from and whatever their gender, abilities, experience/beliefs are, can contribute and belong.

Ability: Pilot study in Dubai began with raising awareness in the business on working with people with disabilities. Education program for managers on how to create a safe, inclusive environment where everyone has an equal opportunity to thrive and grow leveraging on their strengths and abilities with necessary adjustments made to ensure safe and accessible workspace. Creating peer support and inclusive working environments where our people feel supported and valued.

EvolvIn Women: Initiative is about changing the story for all unemployed women who have limited access to quality education and job opportunities initially across Africa through its skill development programme in the UAE. It aims at up skilling and promoting the women with a multifaceted plan for personal and professional growth designed to help them secure jobs back in their home countries.

RefuShe: Initiatives aims at up skilling female refugee by providing them with logistics knowledge which can create employment opportunities for them or enhance the entrepreneurship ventures. Focus is mainly on female refugees as they are the most vulnerable and many of these girls and young women lost their most basic human rights when they crossed Kenya's border and became refugees.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

HR Awards -Future Workforce beyond gender and race = Purpose driven Customer Experience – FINAL ppt– background details and statistics to support our nomination
DEIB Ability@DGF_IDPWD Muhammad Moazzam – Interview for our permanent FTE published Globally within the organization on International Day for People with Disabilities (video)

Future Workforce beyond Gender and Race = Purpose driven Customer Experience – (video) share for the Global HR awards within DPDHL featuring the details of the 3 initiatives

<https://youtu.be/CDdWXJxQGYk> - published video for testimonials from our 3 initiatives

https://www.linkedin.com/posts/danzas-aei_idpwd2022-dhl-dhlglobalforwarding-activity-7006520434456211456-Jygv?utm_source=share&utm_medium=member_ios - LinkedIn post on Disability Day

https://www.linkedin.com/posts/danzas-aei_dhl-dhlglobalforwarding-danzas-activity-7053001729285529600-sW3p?utm_source=share&utm_medium=member_ios - LinkedIn for disability post

https://www.linkedin.com/posts/danzas-aei_futureready-danzas-dhlglobalforwarding-activity-7062672196040634368-kvP_?utm_source=share&utm_medium=member_ios - LinkedIn post for Vocational training

Webpage Link

<https://youtu.be/CDdWXJxQGYk> (<https://youtu.be/CDdWXJxQGYk>)

Would you like to add an additional webpage link?

Yes

Webpage Link 2

https://www.linkedin.com/posts/danzas-aei_idpwd2022-dhl-dhlglobalforwarding-activity-7006520434456211456-Jygv?utm_source=share&utm_medium=member_ios
(https://www.linkedin.com/posts/danzas-aei_idpwd2022-dhl-dhlglobalforwarding-activity-7006520434456211456-Jygv?utm_source=share&utm_medium=member_ios)

Would you like to add an additional webpage link?

Yes

Webpage Link 3

https://www.linkedin.com/posts/danzas-aei_dhl-dhlglobalforwarding-danzas-activity-7053001729285529600-sW3p?utm_source=share&utm_medium=member_ios
(https://www.linkedin.com/posts/danzas-aei_dhl-dhlglobalforwarding-danzas-activity-7053001729285529600-sW3p?utm_source=share&utm_medium=member_ios)

Would you like to add an additional webpage link?

Yes

Web Page Link 4

https://www.linkedin.com/posts/danzas-aei_futureready-danzas-dhlglobalforwarding-activity-7062672196040634368-kvP_?utm_source=share&utm_medium=member_ios
(https://www.linkedin.com/posts/danzas-aei_futureready-danzas-dhlglobalforwarding-activity-7062672196040634368-kvP_?utm_source=share&utm_medium=member_ios)

Would you like to add an additional webpage link?

No

Supporting Document

Download File (<https://stevies-sage.secure-platform.com/file/16745/eyJ0eXAI0iJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWZlYXN0IjoiNSwiYXsb3dOb3RtaWduZWRVcmwiOiJGYWxzZSImlnBm9yKBo?HR%20Awards%20-Future%20Workforce%20beyond%20gender%20and%20race%20-%20Evidences.pptx>)

Would you like to add an additional supporting document?

Yes

Supporting Document 2

Download File (<https://stevies-sage.secure-platform.com/file/16746/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoxNjc0NiwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6ImInbn9yZSkg8we5Psm?HR%20Awards%20-Future%20Workforce%20beyond%20gender%20and%20race%20-%20FINAL.pptx>)

Would you like to add an additional supporting document?

Yes

Supporting Document 3

Download File (https://stevies-sage.secure-platform.com/file/16747/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoxNjc0NywiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6ImInbn9yZSkg53qeyRVXilJRvU_xJQrZT-NA?DEIB%20Ability%40DGF_IDPWD%20Muhammad%20Moazzam.mp4)

Would you like to add an additional supporting document?

Yes

Supporting Document 4

Download File (https://stevies-sage.secure-platform.com/file/16748/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoxNjc0OCwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6ImInbn9yZSkg53qeyRVXilJRvU_xJQrZT-NA?DEIB%20Ability%40DGF_IDPWD%20Muhammad%20Moazzam.mp4)

Would you like to add an additional supporting document?

No

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