

WECF Code of Conduct

Women in Europe for a Common Future (WECF), is a not-for-profit, independent non-governmental organisation, not affiliated to any political party or religious institution, aiming at promoting the full participation of women in sustainable development and environmental policy making.

WECF implements sustainable development projects and facilitates the cooperation among women's and environmental organisations around the world. The WECF network focuses on the issues of environment, health and sustainable development in relation to gender justice, social justice, poverty eradication and human rights. Our approach is to jointly implement practical projects and policy-influencing activities with partners in Europe and worldwide, always from a gender perspective. We have recognised that our strength is based on working from the local level to national and international levels. Our mission is to work for a healthy environment for all. Our overall goal is to achieve an equitable and sustainable future for all.

To fulfil this mission WECF expects its staff¹, members², partners³, consultants and other alliances to believe in and act in accordance with the principles set out in this code of conduct.

This code of conduct is shared with all staff and annexed to all employment contracts and to the memorandum of understanding (MoU), which all members sign when joining the network. Furthermore, it will be the basis for all cooperation with natural or legal persons, civil society organisations, donors, public authorities, governmental and inter-governmental entities and business.

PRINCIPLES

Respect for Universal Principles

We seek to advance international and national laws that follow a human rights approach⁴, promoting in particular sustainable development, environmental protection, gender equality, poverty eradication, public participation and social justice. In doing so, we respect the equal rights and dignity of all human beings.

Respect for All and Treating People Fairly

¹ "Staff" is defined as employees, free lancers and volunteers.

² "Member" is defined as member of the WECF network.

³ "Partner" is defined as any natural or legal person with whom WECF jointly works on project of policy level.

⁴ "A human rights-based approach is a conceptual framework for the process of human development that is normatively based on international human rights standards and operationally directed to promoting and protecting human rights. Under a human rights-based approach, the plans, policies and processes of development are anchored in a system of rights and corresponding obligations established by international law." (see UN Declaration)

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- We do not discriminate on grounds of race, gender, age, social class, beliefs or sexual orientation.
- We stimulate diversity amongst our staff, members and partners.
- We believe in putting people first not the system.
- We believe in a fair system of rewarding including a fair wage structure with a credible scale between highest and lowest paid worker.

Respect for Our Environment and Future Generations

- We promote the protection of our and our children's health, with a focus on a precautionary approach to environmental health.
- We actively promote the protection of our environment, including a nuclear free environment, fostering safe and sustainable management of energy, water and waste(-water), elimination of hazardous chemicals and technologies including agriculture free of hazardous pesticides and GMOs (genetically modified organisms).
- We support a transformation of our current unsustainable economy towards socially just economies operating within the carrying capacity of the planet, and which avoid unsustainable consumption and production practices, and respect the rights and needs of indigenous and rural people.

Making Choices in Accordance with Our Beliefs

- We do not accept economic reasons for compromising on our children's health, our own health and the environment.
- We do not participate in actions that are not compatible with our principles and objectives.
- We do not seek funding from donors, including businesses that are not in line with WECF's objectives and principles.

Being Transparent and Accountable

- We commit to transparent relationships with partners and other civil society organisations, freely and as equals.
- We are accountable to donors, partners and members. Annual reports (narrative and financial) will be published and regularly audited.
- We respect the rights of our donors: to be informed about causes for which we are fundraising and to be informed about how their donation is being used.
- We make any source of funding public and ensure that donations are free from direct or indirect obligations and/or influence on the policies and strategies of WECF and its partner organisations.

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- We acknowledge funding sources in publications, event materials and on its website.

Governance, Participation and Learning

- We have open democratic, participatory, consultative problem-solving and non-discriminatory practices.
- We monitor and evaluate our activities and results, based in part on locally formulated indicators relating to process and outcome.
- We have a governing body (International Board of Trustees), which oversees the programme and the budgetary matters and gives a voice to our network members (International Advisory Board) in setting priorities for our work programmes.
- We are striving for dialogue by involving multi-stakeholders in our activities.
- We share information with all members and partners and invest in the necessary mechanisms to gather and exchange experiences.
- We encourage an interrelated transfer of knowledge and capacities between West and East and South and North.
- We promote professionalism and competence.