

Toolkit - Resources for trainers

Microproject - SDG Nr. 8

The ethical code in the company

Learning Objectives

- Identify who you are targeting with this initiative in the local community
- Set up cooperation with the employees in the organisation
- Make sure that all staff are aware of all aspects of the challenge

Description

One of the main motives for creating and then implementing the principles of the code of ethics may be the willingness to systematize the prevailing rules and create a point of reference in unclear, problematic situations, in order to strengthen the transparency of the requirements and expectations in force in the company.

The ethical codes are referred to as "certificates of morality". They constitute the basis for action in a specific profession, serve as a reference system for the assessment of behavior in public life. They create an ethos of people adopting certain attitudes.

The ethical codes are separate regulations of moral behavior of employees of a given company or are part of the so-called the company's mission, including the formulation of strategic goals of the company, its organizational culture and ethical standards for both managers and all employees.

The ethical codes usually refer to specific professions. They then define the way of performing a given profession. The most famous codes of professional ethics refer to professions such as doctor, judge, lawyer, teacher, etc.

It is a document that promotes positive behavior and motivates individual positive thinking, is the necessary basis for the formulation of assessments and judgments, which contributes to the protection of employee rights and promotion of a safe working environment for all employees in a given company, including, for example, migrant workers. , in particular for migrant women and people in precarious employment.



Possible roles of the trainees and skills needed

- To facilitate the process of creating the ethical codes for the enterprises.
- To discuss and allocate roles with participants involved in this initiative implementation.
- The skills needed: problem solving, team work, creativity.

<p>Theoretical activity</p>	<p>The ethical professional code in a company/organization may take the form of a document developed through consultations by employees, in which they themselves define the rules which they undertake towards themselves and comply with them "outside". It can be given a more formal framework and implemented as an act of internal law.</p> <p>Make a list of which steps you need to fulfil in your context to implement the similar initiative.</p>
<p>Creative activity</p>	<p>It is a good practice to base a code of ethics by an internal working group in the organization, which also works on the elements of the ethical system in the organization. The document with the ethical code can be based on the company's global 10 ethical principles.</p> <p>The creation of a ethical code should be accompanied by a training cycle for employees. It is also worth planning an annual mandatory certification of the ethical code for all employees and the publication of the ethical code (or its most important elements) for external stakeholders.</p>

