

## **CKU ETHICAL CODE OF CONDUCT FOR DEVELOPMENT WORK**

*The work of the Center for Church-Based Development (CKU) is based on core Christian values. CKU expects member organisations, partner organisations, employees of these **organisations** and development workers supported by CKU and member organisations to embrace the following ethical norms and standards to which CKU is committed.*

### **A. Involvement of intended target groups/beneficiaries**

1. Development assistance is offered to all irrespective of gender, race, ethnic origin, nationality, religion, culture, sexual orientation, psychological and mental disability, social status or political affiliation. However, some interventions and activities may target specific beneficiaries such as women, children, disabled and minority groups (including religious minorities) and other marginalised groups.
2. The poorest of the poor, minorities and other marginalised groups should be the main beneficiaries of development efforts supported by CKU.
3. Women and men should have equal access to resources, services and employment offered by development interventions and activities. These should be planned in such a way that women can, where possible, exercise their right to equal participation. However, some interventions and activities may primarily or exclusively target women/girls or men.
4. Beneficiaries should be actively involved in the preparation, planning, implementation and evaluation of development interventions and activities relevant to them.
5. Development interventions and activities should be planned in such a way that disabled people can participate in relevant events e.g. consideration should be given as to whether or not they are able to reach and access facilities used for training activities, service delivery etc.
6. Youth should be offered ample, realistic opportunities to get involved and assume responsibility for planning, implementation and evaluation of relevant development interventions and activities.
7. Members of other Christian denominations, followers of other religions and non-believers should be treated with respect. Evangelization can not be supported by Danish public funds. However, member churches and organisations may support missionary and evangelical activities with their own private funds.

### **B. Interaction with target groups/beneficiaries.**

1. The dignity and integrity of beneficiaries should always be respected. This applies, in particular, to poor and suffering individuals whose plight should never be exploited or exposed for fundraising or other purposes.
2. Beneficiaries should not be asked to do favours or offer gifts or undue services, sexual or otherwise, as a condition for receiving assistance. Partner churches and organisations and employees should not accept such services, favours or gifts.
3. Partner churches and organisations are expected to combat discrimination and stigmatisation of, for example, people living with disabilities or diseases such as HIV/AIDS, TB, leprosy etc., and support advocacy work on behalf of discriminated and stigmatized groups at local and, if possible, at national level.

### **C. Administration and stewardship of resources**

1. Partner churches and organisations are expected to administer support from overseas partners in a transparent way and implement development activities in an open and participatory manner, respecting basic democratic values and acting accountably towards the local constituency, the overseas partners and back donors.
2. Member and partner churches and organisations are also expected to show responsible stewardship of God given natural, material, financial and human resources and contributions - local as well as external, and private as well as public. Funds and assets made available for specific development interventions and activities should not be used for any other purposes.
3. Member and partner churches and organisations are expected to respect God's creations by avoiding any unsustainable exploitation of natural resources and by minimizing any possible harmful environmental effects from planned development interventions and activities.
4. Member and partner churches and organisations should always consider their impact on the life and work of churches when applying for and approving funds for development work.
5. Partner churches and organisations are expected to adhere to national laws, rules and regulations when implementing development interventions and activities e.g. tax and employment legislation and obligations. They are also expected to respect international human rights conventions, including labour conventions and declarations concerning the rights of women, children, indigenous people, disabled and other disadvantaged groups.
6. CKU cannot accept nepotistic behaviour including the preferential treatment of close or extended family members, relatives, friends, members of the same clan, ethnic group or specific religious or political group.
7. CKU does not tolerate any kind of fraud, corruption and misuse and mismanagement of funds made available for poverty reduction, ref. the CKU Anti-fraud and Anti-corruption Code of Conduct.

8. CKU can in no way accept bribes or unauthorized payments including “facilitation payments” (also called “speed” or “grease payments”) offered in order to secure or expedite routine private or public services, which the partner churches and organisations are entitled to.

9. If member and/or partner churches and organisations have well-founded suspicions or proof of fraud, corruption, blackmailing, misuse and/or mismanagement of funds theft of project assets etc.; they are expected to report such cases immediately to CKU for further action in accordance with the CKU Anti-fraud and Anti-corruption Code of Conduct.

*It would be greatly appreciated if member and partner churches and organisations with Ethical Codes of Conduct or similar Statement of Values (reflecting their respective contexts) share these with CKU for information purposes and mutual inspiration. CKU would like to encourage member and partner churches and organisations that have not prepared such statements, to do so, and share them with CKU.*

**Approved by the CKU Board  
November 18, 2008**