



GOVERNANCE

ORGANISATIONAL DEVELOPMENT INSTRUMENTS

ETHICS/ VALUES

Please use the following example to create a policy related to ethics in your organisation, continue the exercise based on your organisational values:

1. RESPECT FOR ALL HUMAN RIGHTS

The organisation shall recognize and respect the rights of every individual and treat everybody within and outside of the organisation with respect, no matter the possible differences related to age, different ability, social status, nationality, religion, race or ethnicity, gender and identity, sexual orientation, health status, etc.;

2. ACCOUNTABILITY/ TRANSPARENCY

The organisation shall be accountable to stakeholders/ the community, provide accurate information on its activities and accept responsibility for the outcomes of own actions;

3. INDEPENDENCE

The organisation and all its members/ staff/ volunteers shall operate independently and will not allow pressure from others to influence their work;

4. EMPOWERING YOUNG PEOPLE

The organisation shall empower beneficiaries/ young people to make own decisions and take action as agents of change;

5.

6.

GOVERNANCE SKILLS

Give your definition of governance in the section below:

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What is the highest governance body in your organisation?
Name it and describe its compenence:

Write the tasks and responsibilities of your governance body:

Based on the tasks and responsibilities of your governance body, please fill in the table below:

Competencies that your governance body has in order to fulfil its tasks and responsibilities	Competencies that your governance body lacks in order to fulfil its tasks and responsibilities	How can your governance body get the competencies that are lacking? Who do you know has the competencies you need and could become part of your governance body?

LEGAL OBLIGATIONS

Make a list of rules/ laws from your national legislation that the organisation has to take into account in order to legally carry out its activity (e.g. Fiscal Code etc.)

Legislation (name of law, issue, etc.)	What is it about/ why is it important	Link