

INTEGRITY CODE

The signature of a work contract on permanent or part-time basis or the acceptance of a membership request implies that the employees or members respectively have read, understood and accepted this Code

FUNDAMENTAL VALUES

We, at ESTIMA, are devoted to the promotion of a rules-based international order and liberal and democratic values as a political system that has proven to be the most supportive towards the protection of human rights and basic freedoms. It is in this context of free association and free expression that we strive to do our work.

The focus of our work is public interest and we are open, transparent, accountable and professional in the communication with all stakeholders. We ensure independence in our operation from government, political parties and other powerful social actors.

We comply with the laws. We apply legally established financial, accounting and administrative systems in order to reduce the risk of funds misuse and corruption.

Not a single share of the profit we make is distributed to our members, employees or directors, but is reinvested in the achievement of our mission, goals and activities set by the Statute, guaranteeing our not-for-profit aspect.

We care about the protection of the environment and the sustainability of our planet. We implement our activities in an environmentally sustainable way and promote systemic changes for a healthy planet where future generations can thrive and develop.

We are committed to providing open access knowledge which benefits our communities and societies and to partnering with all interested organizations and individuals who share our beliefs and values.

ORGANIZATIONAL CULTURE

We foster and encourage participation, inclusiveness and feedback-based decision making throughout all our internal processes.

We encourage responsible leadership which aims to empower people and create an enabling environment for personal and professional growth. The concept of leadership is not associated with the managerial function only, but extends to the personal role of each employee in order to encourage personal initiative and responsibility.

Teamwork is a core skill that all employees cherish and demonstrate in practice. We support mutual help, solidarity and assistance in the team and beyond, as a fundamental pillar of a society's collective well-being and prosperity.

Our work practices and schedules include an important degree of flexibility, allowing for all the employees to tailor to the extent possible the execution of their work obligations to fit their work-life balance. For that purpose, we implement early planning of the team's responsibilities and result-based monitoring of the tasks and achievements.

We are committed to creating opportunities for life-long learning and development of new skills for all our employees and members.

We ensure fair and transparent policies for hiring qualified staff with the necessary knowledge, skills and competencies. We cultivate and develop the spirit of volunteerism, and volunteering is always welcome and appreciated.

Our employees are recruited among other qualities for their integrity and personality features. They accept the obligation to denounce and come forward whenever they become aware of or affected by situations of conflict of interest, undue influence and other developments which are contrary to this Code.

Our employees and members accept to be loyal to the organization and protect its reputation at work and in private. In that context, they refrain from publicly expressing attitudes and engaging in activities that go against the values of the organization.

GENDER EQUALITY AND DIVERSITY

We aim to create a working environment that takes into account the respective needs and interests of both men and women. We ensure equal pay for equal work and the pay reflects the complexity of the tasks and the income of comparative positions in the private and public sector. Our employment policies are based on non-discrimination and respect for the rights of marginalized and vulnerable categories of citizens.

We strive to include as many women and junior researchers in our work and in managerial positions in order to leverage the added value that such a diversity brings to a team. As of February 2023, 4/5 employees are women, 2 of which in managerial positions, as well as 1/3 of the advisory board members.

We believe that public policies are not gender neutral and strive to streamline gender into our work whenever possible by going beyond numerical parity. To that effect, we use sex-disaggregated data whenever possible and develop specific policy recommendations for men and women when applicable.

In all our dealings with young girls and women, we try to empower them by putting forward role models and informal mentoring processes. We try to raise awareness about gender biases in and outside the workplace.