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Schweizerischer
Verband für Personelle
Entwicklungs-
zusammenarbeit

Swiss association for
the exchange of
personnel in development
cooperation

Association suisse pour
l'échange de personnes
dans la coopération
internationale

Asociación Suiza para el
intercambio de personas
en la cooperación
internacional

Associazione Svizzera per lo
scambio di persone
nella cooperazione
internazionale

Associação Suíça para o
intercâmbio de pessoas
na cooperação
internacional

5.4 Code of Conduct for Specialists in Volunteer Status

In order to organise an assignment with an organisation of the Personnel Development Co-operation as effectively and sustainably for the person and their profession, **Unité** has determined seven basic rules that the specialists have to adhere to in a development assignment. As specialists primarily have the role of a guest in the assignment country and maintain the partnership dialog between cultures, institutions and people, they sign the following Code of Conduct:

- The specialists show **respect and appreciation** to the **local population and institutions**, their customs, beliefs and traditions (unless they contradict the human rights defined by the UN). They, thus, recognize the equality of the cultures and worldviews in the sense of mutual respect and dialogue at the same level.
- The specialists respect the **laws** and authorities of the host country.
- The specialists pay proper attention to their personal **safety** as well as their physical and mental **health**. The relevant guidelines, instructions and recommendations of the sending organisation as well as of the partner in the South are to be kept, as failure to do so in the behaviour of the specialists can impair the safety and health of the local partner.
- The specialists see themselves as representatives of a **Switzerland** that is world-open and obligated to intercultural dialogue and solidarity. On the one hand, they convey a differentiated picture of our country and its development co-operation. On the other hand, they pass on the experiences and knowledge they have gained in the South to the Swiss society. Contact with the media as well as publication of printed or electronic products serve this purpose.
- The specialists are carefully observed in the host countries in the way they shape **interpersonal relationships** (professional as well as personal behaviour) and are evaluated on credibility. They are characterised by adaptability and professional commitment. This means, in particular, a courteous behaviour, a lifestyle that is adapted to the socio-economic conditions of the working and living environment (volunteer status) and an appearance that is beneficial for a positive personal as well as institutional image. Thus, the following are to be avoided: aggressive and racist behaviour, drunkenness, drug abuse, possession of firearms, infringement of the cultural standards in the domain of sexuality, prostitution milieus, sexual relationships with minors, bribery, active or passive involvement in corruption.
- The specialists pay attention to an appropriate **preparation of their assignment** (social, intercultural and professional skills). This includes, notably, attending preparation courses as well as the independent research of information on topics that are relevant to their assignment. In addition, a detailed preoccupation with the ecological, political, economical, social, cultural and religious situation in the assignment region is required.

- During the **assignment**, the specialists commit themselves to a loyal dialog with the partner in the South, the sending organisation and if necessary the co-ordinating office. They aim at an assignment commitment that leads to the improvement of the conditions of life of disadvantaged people.

I commit to keeping the regulations of this Code of Conduct during my assignment.

Volunteer

Sending Organisation

Place and Date

Signature