



## PREFACE

Last year was also called 'the following year', meaning the year after the COVID pandemic, as this had a huge impact on our actions and our freedom of movement. Fortunately, we are now no longer totally depending on only online meetings. We have switched to hybrid (online + live) events. And finally, we were able to celebrate our lustrum (37 years) that we had to postpone a few years due to the COVID pandemic. To make zoom work was a challenge from time to time, in terms of making the connection work and accommodating both live and online participants optimally and ensuring sound interaction between all.

The war in Ukraine still keeps us worried and so does the sad situation in Turkey and Syria due to the earthquake. As well as less favourable conditions in many countries which considerably restrict the rights of women and girls, such as in Afghanistan or Iran, to name just a few countries, human rights violations and armed conflicts in many other countries, like DRC and South Sudan, which unfortunately hardly make their way to European news agencies. We can add to this list the migration crisis in e.g., Venezuela, Haiti, Central America and Mexico, the effects of climate change and, unfortunately, the breach of minimum promises on this, inequality, racism, etc. etc. But there are also some small bright spots, more positive developments. Among these, we can mention the development of a Feminist Foreign Policy in the Netherlands and the growing attention for Shift the Power and Decolonization of Aid, just to name a few important issues in the context of international development.

We hope that everyone is doing well under the given circumstances. There is still a lot to do, and maybe this is also notable in the amount of work and / or assignments you have. As in previous years, some members changed jobs, in the Netherlands or abroad, to other sectors, while others retired. We also welcomed some new members, while others have cancelled their membership because they want to focus on other things or have retired from the labour market.

Due to the decreasing number of members, as well as this constantly changing context, it is therefore very important for the association to adjust to these changes and innovate in order to attract new members. Last year we conducted a survey among potential members to find out to what extent we, as an association, can be of interest to self-employed freelancers and employees working in the international development sector, or how we need to keep up with changes to be or to become interesting for this group of potential members. The first results of this survey have been presented at our New Year's event, 12 January 2023, and have further been validated by a working group, called Future NEDWORC. The options for the future that arose based on the survey findings, will be discussed in the pre-event (afternoon session) of the General Assembly (ALV) taking place on 9 May 2023. A brief intro was provided during the recent lustrum celebration. The internationalization pilot, meaning that English is now used as lingua franca as much as possible, is another process contributing to the ongoing transition process. Some final remarks/conclusions of this pilot process will be shared during the upcoming General Assembly (ALV) in May 2023.

In the past year we again organised several networking and thematic meetings, either completely virtual or in a hybrid way. We will continue with these hybrid meetings in order to reach as many members as possible (e.g., those living too far from Utrecht, or those who stay/live abroad). The two regional network groups, Asia and LATAM, will also continue to meet online, provided there is sufficient interest. Maybe other regional networking can follow if members are interested and take up the challenge to organize a meeting.

The 2020 – 2023 triennial plan, drawn up as a result of the March-April 2020 online retreat trajectory will be extended for one additional year as it has not been possible to implement all actions as a result of the COVID Pandemic.

Christine Verheijden, Chairperson

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## THE NEDWORC ASSOCIATION

 An Association for and by its members

### 1 | BOARD AND MEMBERS

#### Board 2022-2023

- Christine Verheijden, chairperson till May 2023
- Albertien van de Veen, secretary till May 2023
- Hans Wormgoor, treasurer
- Marion van Eeckhout, general board member
- Erik Nijland, general board member
- Thea Bongertman, general board member

Thea Bongertman joined the board during the year 2022. To ensure continuity, one or two board members are replaced every year by new ones. At the end of this period, Christine Verheijden (chairperson, 6 years in the

board) and Albertien van de Veen (secretary, 4 years in board) are stepping down. The General Assembly will choose new board members among candidate(s). The new board 2023-2024 will divide the tasks among themselves, including a new chairperson and secretary.

The Association currently has 261 members (April 2023), with 302 in April 2022. During the past year, we had a decline of approximately 14%; reasons for termination include stopping work/retirement, long-term contract (job) in the Netherlands, work in a sector other than International Development. But we also welcomed 10 new members, and many of them already have participated in our activities.

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### 2 | DIGITAL NETWORKS AND SOCIAL MEDIA

#### Member Forum (Ledenforum)

The interactive Members Forum is our digital newsletter on which many messages are posted, both by the Board or Secretariat (Office Coordinator) and members. Members receive these automatically unless they have unsubscribed.

#### Website NL/ENG

The website is our 'business card' and a platform for knowledge exchange. We also indicate who we are, what we do, a profile database of members is included and our activities and associated reports or presentations are uploaded. Likewise, our own agenda is posted and sometimes the agenda of other like-minded organisations or networks as well. Behind the login, there is also a members list with profiles of all members.

Since the majority of our members operate internationally and we want to open up to non-Dutch speaking International Development professionals, we are changing the language of our website from Dutch only, to bi-lingual -starting with English- in order to accommodate also non-Dutch speakers. Our activities are described increasingly in both Dutch and English language and we will gradually make other sections bilingual as well. This is a step-by-step process in our internationalization pilot started January 2023 and the results of this pilot will be presented during the upcoming General Assembly in May 2023.

#### LinkedIn account & group

The NEDWORC Association has a [LinkedIn profile](#) for posting our upcoming events or activities. Here too, as much as possible both Dutch and English are used.

Additionally, there is a LinkedIn group specially for members, the [NEDWORC Association Members group](#)

### 3 | INTEGRITY WITHIN THE ASSOCIATION

Integrity is a very important issue for and within the Association, as within any professional organisation, and we want each of our members to behave accordingly. Our Code of Conduct (CoC) is an illustration of this, which is endorsed by all members upon registration. In 2019 we updated the CoC by adding internal focus within the association. The full version of the current Code of Conduct can be found in Annex 1, and Annex 2 shows this infographic in full size. From 2019 onwards, new members subscribe to this latest version and currently we are in the process of asking also existing members to re-endorse this latest version at the moment of payment of their annual membership fee.



See Annex for a full-size infographic

### ACTIVITIES 2022-2023

#### 4 | SPECIFIC BOARD ACTIVITIES

The board has been involved in the following activities:

**Collaboration with Partos** - As a member organisation of Partos, we participated in various activities organized by Partos, including the general assembly in which on average 60-70 directors or other representatives of Dutch International Development organisations take part. In addition, we are also a member of the Lobby Group of Partos for jointly taking actions with other International Development organizations towards the Dutch government, or to support actions, if deemed necessary. We have participated in a few other activities over the past year such as the DEI (Diversity, Equality and Inclusive) Learning Pathway, of which 3 modules have taken place between January and April 2023. The next 3 modules will be scheduled after the summer holidays. The intention of this process is to support the affiliated organizations in the development and implementation of a DEI strategy. For us as NEDWORC the main reason for participation, through our chairperson, was to learn how we as association can include these focuses in our Code of Conduct. Additionally, a trajectory of CEO

Intervisions, or peer-to-peer coaching, recently started, for which the chairperson has been registered as participant.

**Collaboration with the Nedworc Foundation** - In addition to the NEDWORC Association (NA), there is also the Nedworc Foundation (NF). There have been efforts to identify interests and ways for strengthening future collaboration. After a first brainstorm and mapping (2021), a draft concept plan was discussed during a consultation meeting which took place in June 2022, with participation of both boards, office and secretariat staff to discuss possibilities of implementation. During this meeting, a number of possible actions were identified for further strengthening the collaboration between the two organisations, NF <=> NA. However, to date no concrete actions took place and the process has somewhat been delayed for different reasons.

**General Assembly (ALV)** and process of development of annual reports and plans, including the financial ones. The previous general assembly took place in hybrid form on June 21, 2022

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## 5 | FUTURE NEDWORC

NEDWORC's membership has been declining steadily over the past decade. This decline has been slightly more rapid, and still steady, since 2017. If this steady pace would continue, NEDWORC would cease to exist in 12 years' time because of lack of members. The average age at the start of membership has been 54 for many years. Over two-thirds of the members is 60-67 or over 68 years old.

Given these trends, various NEDWORC board members have made several efforts over the past decade to attract new and particularly younger members. So far this has not paid off to reverse the trend of declining membership or to lower the average age at the start of membership despite the trend that people start being self-employed at an earlier age.

In the meantime, a good number of NEDWORC working groups are no longer functioning and NEDWORC organizes fewer activities as a result. For example, none of the so-called board support working groups as mentioned in the association's by-laws are still functioning (these concern the so-called WAQ, WIS, WEP and WCOM). The evaluation and gender working groups are no longer operational either. In addition, various (former) board members indicated that the organization of other events more and more relies on board members' leadership, whereas the motto has always been that 'NEDWORC is an association for and by its members'.

### Pilot of internationalisation

A survey was conducted among NEDWORC members by Albertien van de Veen and Erik Nijland on the question if NEDWORC should open-up towards non-Dutch speaking colleague consultants and freelancers. The survey findings were presented at the General Assembly in June 2022, followed by propositions and discussion in subgroups. You can find the presentation [here](#).

Based on the discussion it was decided to start a pilot, meaning that English is now used as lingua franca as much as possible (website and other communications bilingual and hybrid network events mainly in English). This internationalization pilot, we started in January 2023

with the New Years' event, is another process contributing to the ongoing transition process of NEDWORC. Some final remarks/conclusions of this pilot process will be shared during the upcoming General Assembly (ALV) in May 2023.

### Survey for potential members

With all the above in mind, Saskia Ivens in collaboration with Christine Verheijden (chairperson) conducted a 'Survey for potential members' of NEDWORC in the second half of 2022 to see if renewal and reversing the trend could stand a chance. We were particularly interested to find out if NEDWORC as an association, can be of interest to self-employed freelancers and employees working in the international development sector, or how we need to keep up with changes to be or to become interesting for this group of potential members.

The first results of this survey have been presented by Saskia Ivens at our New Year's event, 12 January 2023. The two main conclusions were as follows:

- Survey participants express interest in the type of activities of NEDWORC Association. This applies to Dutch and non-Dutch speakers living in the Netherlands and abroad. Internationalization and hybrid meetings would potentially attract more new members than before.
- The trend of declining membership will not be reversed. The extra membership that NEDWORC maybe could attract through an exercise such as a survey, including through internationalization and hybrid events, is small. Even if survey participants who expressed interest to learn more, all become a member, and NEDWORC would still attract its usual share of new members, the trend will not be reversed. In addition, the outreach to potential members by NEDWORC members was limited and is expected to remain limited in the coming years.

### Working group Future NEDWORC

A working group was formed after the presentation of these and more survey findings of the 'Survey for potential members' at the NEDWORC's New Year's Day in January 2023. This working group consists of Saskia Ivens (lead), Christine Verheijden (representing the

board), Hugo Oosterkamp, Jan Reynders, and Simon Koolwijk. The group further received input from three former board members including Fedde Potjer, Foluke Quist and one former board member who wished to remain anonymous.

The working group verified and confirmed the survey results and its conclusions. The final PowerPoint 'Analysis Survey Potential Members' has been uploaded on the NEDWORC website and can be checked [here](#) (login to the member-site).

In addition, the working group had (first) discussions about the future of NEDWORC in response to the survey findings. In analysing the findings and discussing questions on the future of the association, the working group concluded that something needs to happen if the association would like to survive. Working group members realized that the context in which NEDWORC operates has changed and that the association has not kept up well with the changing context. The reason for existence is not as prominent anymore, especially with fewer active members and fewer activities taking place. The reason NEDWORC was established is no longer a sufficient reason for its existence. If NEDWORC is unique it is because it has a broad focus on international development cooperation and it can provide practical information for self-employed consultants, as well as opportunities for mutual support and dialogue. As such

it is still unique in the European context (and sometimes envied by others).

The working group members explored many different options for the future of the association. The group, amongst others, looked into the feasibility of each option looking into aspects such as active leadership by members of the association and whether an option would be in line with NEDWORC's goals.

These goals, summarized and translated from NEDWORC's articles of association, are:

- To encourage exchange of information, knowledge and experience in international cooperation
- To encourage exchange between members on developments in international cooperation
- To encourage support amongst members to acquire assignments in international cooperation.

The different options for the future of the association, coming forward from this discussion will be presented and discussed in the pre-event (afternoon session) of the General Assembly taking place on 9 May 2023. NEDWORC members will be invited to reflect on and discuss these different options in an inspiring exercise in separate groups (live and online). Corresponding documents prepared by the working group and other relevant information will be shared for preparation prior to this pre-event/workshop.

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## 6 | NETWORKING ACTIVITIES

Networking and exchange with colleagues in the sector are central for NEDWORC around three pillars:

- Content: policy & developments in the sector
- Acquisition support, information on contract matters
- Professional Development /Expertise: sharing tools, knowledge and experience (workshops and training)

In the past year, a range of different activities took place, in line with these three pillars, initiated and organized by the board, working groups or individual members. In this way, we once again had a good program of network meetings online only or in a hybrid form. Many thanks to Simon Koolwijk who has been our facilitator for these meetings. See Annex 3 for an overview of networking events in 2022-2023.

The board played an important role in initiating various of these online or hybrid meetings. Of course, we received a lot of cooperation from the secretariat and Simon. However, we do hope that working groups, as well as individual members, will become more active in the coming year so that the board can focus more on its coordinating and catalysing role, rather than its implementing role as it has been the necessity in recent years. Board and members together are more dynamic and can achieve a lot.

### General Assembly (ALV) and Network Drink June 2022

The general assembly took place in hybrid form on June 21, 2022, with in the afternoon a workshop on Feminist Foreign Policy (FFP) by Saskia Ivens in collaboration with Jan Reynders, followed by the General Assembly, where Albertien van der Veen presented the results of the

survey on opening up to non-Dutch speaking members and discussion on related statements. Simon Koolwijk was again our great facilitator during this the hybrid meetings. See the website [here](#) for further information

### New Year's Event 2023

The New Year's Network Event took place on January 12, 2023, in hybrid form. It was the first English-language day that we organized, both for the afternoon and evening program, as the starting signal for the internationalization pilot. The afternoon was also meant as a 'Tasting Event' for members and potential members. People who had earlier completed the 'survey for potential members' and had left their name and address, were invited for this afternoon/tasting event, and some were able to attend indeed.

The first session was to provide information about the NEDWORC Association, mainly intended for potential members and new members, followed by three different workshops from which participants could choose: a) 'Making Learning Practical' by Lisa Paaskesen; b) Consulting in times of Decolonization of Aid and Shift the Power by Gerrit de Vries; and c) 'Between Shoes & Slippers', dilemmas of working as in-between professional by Cornélie van Waegeningh and Sjaak de Boer.

After toasting to the new year, and a light evening meal with soup and sandwiches, a few announcements by the board followed. Then the first results of the 'survey for potential members' were presented.

Subsequently, two keynote speakers from the Liliane Foundation introduced us to their programme of 'Breaking down barriers', which promotes evidence-based informed practice. The event was closed by a networking drink. A great start to the New Year, with more than 60 participants throughout the day. A short impression of this day with links to relevant presentations can be read [here](#).

### Lustrum

On March 29, 2023 we celebrated our 37th anniversary (unfortunately 2 years later due to COVID). In the afternoon session of the lustrum celebration Smruti Patel (Global Mentoring Initiative) and Katherine Belen (KCMB Consulting and Connective Path Foundation)

guided us in a dynamic and interactive way in exploring new ways of working of equal relationships in consultancy and advisory work. The afternoon session was open to everyone, 64 people (47 members and 17 non-members) participated in this session, of which 40 in the Kargadoor and 24 online.

Furthermore, [#shiftthepower](#) / [#decolonizingaid](#), International advisory work in a world of transition - We look back on an inspiring and constructive afternoon held at The Kargadoor in Utrecht and online, at the occasion of NEDWORC Association's Lustrum celebration. This session was organised by Thea Bongertman, with collaboration of Manon de Courten and Gerrit de Vries.

What is our current role in upholding unequal power relations between the [#GlobalNorth](#) and the [#GlobalSouth](#)? How can we shift these power dynamics towards more [#equity](#) in our daily work? In this connection, how can NEDWORC Association offer a space of belonging for its current and new members? To answer these questions, we first looked at the NEDWORC Code of Conduct, presented by Christine Verheijden which will require an update to foster the much-needed Southern leadership and ownership.

Then, under the energetic guidance of [Smruti Patel](#), co-founder and director of the Global Mentoring Initiative, we explored issues of [#trustand](#) [#equity](#) in the current international cooperation practices. Considering our privileged position, how can we pay back and foster [#solidarity](#) with the Global South? [Katherine Belen](#), founder and managing director of the Connective Paths Foundation, facilitated our further reflection on this question along key dimensions of [#equitable](#) [#partnerships](#), such as roles and responsibilities, participation in decision-making, access to and control of resources, protection from violence and exploitation, and balancing needs and strategic interests. This led most of us to acknowledge both our role within a system perpetuating inequity, and our power, privilege and potential to change it from within with small but important steps.

Wrapping up the session with recommendations for NEDWORC Association, Saskia Ivens and Jan Reynders underscored the widely shared need to internationalise membership, to increase the diversity of our members in

The Netherlands, and to support individual behaviour of consultants and advisors in each and every step of our international work towards equity and solidarity. A short impression of this session will be shared on the website.

We will follow up on this important discussion in our activities this year.

After dinner & drinks with NEDWORC members and some announcements of the chair, Mr. Mino van Nassau

entertained us with cabaret. Mr Mino is a Dutch comedian from Indian origin. In The Hague he runs a Comedy Club. With his credentials, Mr Mino was selected to bring us a show as stand-up comedian, specially tuned for NEDWORC. At the last moment Mr Mino decided to bring a colleague as well, who introduced himself Fahry, and had recently arrived in The Netherlands from Sudan. This gave the show a more diverse international character.

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## OVERVIEW OF NETWORKING EVENTS AND ACTIVITIES

**Platforms for internal communication** and sharing between members:

Member Forum (Ledenforum), interactive mailing list to share news and events, ask member-to-member questions and more. In 2022-2023 the list had 130 postings, all short messages reaching all members.

NEDWORC LinkedIn group, also open for other development cooperation professionals

**Events and meetings** were organised to share and meet with colleagues working in the same sector or region, and all with a focus on sharing and networking, around three pillars. Some focus areas are covered by special working groups, with regular meetings. Our main pillars:

- International development and policies
- Acquisition, work and contracts
- Personal development

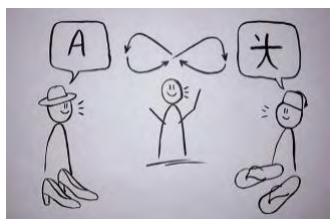
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### A | NETWORK MEETINGS on international development

**Network meeting: Situation in Ukraine**, was to be held on March 2, which happened to be scheduled just some days after the Russian invasion. Due to the tragic and urgent developments, the meeting was cancelled and instead much information was shared on the Ledenforum mailing list.

**Network meeting: Poland and its neighbouring countries**, by Hans Wormgoor. Webinar on the complex relations between countries in the region, including Poland, Russia and Ukraine, and how it continues to affect the political situation over the decades, up to today.

**Network meeting: Mali and the Sahel region**, by Aart van der Heide, with discussions on political situation and food security, with participants working in or



closely related to the region. With a second meeting on food security and the PAGR-SANAD program, a program with EU-funding, covering 17 countries in western Africa.

**Network meeting: Between Shoes and Slippers**, by Cornélie van Waegeningh and Sjaak de Boer, on working in the 'in-between space' between policy makers and fieldworkers, and how to find a common basis for flexibility when original project procedures don't fit well in day-to-day reality.

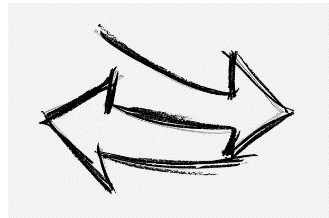
**Network meeting: Strengthening civil society**, by Reinier van Hoffen, on the DGIS learning and research program, to support civil society organisations and knowledge institutions in seven countries in the global South.

See under events organised by the Board for:

**Workshop: Feminist Foreign Policy**, by Saskia Ivens and Jan Reynders

**Workshop: Making Learning Practical**, by Lisa Paaskesen

**Workshop: Consulting in times de decolonisation of Aid and Shift the power**, by Gerrit de Vries (See for more details on the website)



**Interactive session: Breaking down barriers** and promoting evidence-informed practice, by Nicky Bor and Sofka Trajcevska (Liliane Foundation) (See for more details on the website)

**Lustrum event: Shift the Power - Decolonizing Aid**, International advisory work in a world of transition, by Smruti Patel, Katherine Belen, Thea Bongertman, Manon Courten and Gerrit de Vries. See [here](#) for pictures and first impressions.

## B | SUPPORT ON ACQUISITION, WORK, CONTRACTS AND PERSONAL DEVELOPMENT

**Mailing list Vacancy (Vacature) Alert** had 66 postings in 2022-2023, reaching members and their (international) networking relations. Postings can come from companies, consulting firms and organisations, as well as from members, sharing alerts with their NEDWORC colleagues.

**The Profile database** on the website was regularly consulted. All members have and manage their own profile, add a link to their LinkedIn profile, and can check the number of views. The database shows the broad expertise, skills and regional experience covered by NEDWORC members.



**NWW Broodfonds**, A Dutch collective 'AOV voorziening' for freelance experts. A solidarity fund, in collaboration with Waterforce, Waterfocus and Ruimteschepper experts, that enables independent entrepreneurs to temporarily support each other in times of illness

**Gender training webinar:** Gender Mainstreaming, knowing the main strategies and getting skills for effective use of these strategies by Thera van Osch and Margherita Sofia Zambelli.

Information on this training, in Dutch, can be found [here](#).

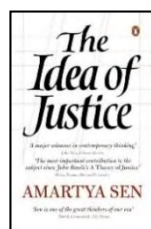
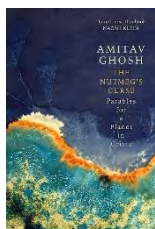
## C | WORKING GROUPS

**Boekworc** had interesting discussions on 6 books, all analysing important global questions and developments.

**PAQ group** is a pro-active acquisition learning group, focused on sharing strategies and inspiration on personal acquisition strategies. How can you keep renewing and profiling yourself? The second group

started December 2021, and the closing meeting took place on July 13, 2022. A total of 8 people participated in this round. No new group has started (yet)

**Regional network Latin America** had an interesting meeting on the recent political developments, with a presentation by Erik Nijland with a focus on Peru and Bolivia, and with input from participants in Costa Rica and Brazil.





## ANNEX 1 | Code of Conduct, in text and infographic

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### NEDWORC Association - Code of Conduct

version: January 2019

**NEDWORC Association** is an organisation of professionals in the field of International Cooperation (Sustainable Development, Relief & Rehabilitation). The Association offers its members a forum for the exchange of information and practical experiences to raise their level of expertise and keep abreast of the latest developments in the field. The Association also offers information-services related to work and contract issues.

**Membership of the NEDWORC Association implies** endorsement of the following Code of Conduct, meaning members are committed to respect their fellow members, and be both professional and impartial when carrying out assignments with respect to:

- the contracting party of the NEDWORC-member (referred to as his/her 'client');
- the client's partners & stakeholders and participants in their programmes (referred to as the 'client's customers').

#### CODE OF CONDUCT<sup>1</sup>

Members of the NEDWORC Association shall:

##### 1. Respect fellow members

- irrespective of age, sex/sexual orientation, gender/gender identity and professional experience;
- welcoming all members, allowing them to feel comfortable being part of the Association;
- acknowledging that all members and their diversities in all respects add value to learning and to the NEDWORC Association;
- supporting knowledge sharing for strengthening members' learning experiences;
- being constructive with new knowledge obtained to improve outputs and outcomes in support of international development or otherwise;
- report misconduct to the Board or person of confidence as appointed by the Association;

In carrying out any assignment, the members shall:

##### 2. Act professionally

- aspire to the utmost professionalism;
- aim for objectivity, completeness and openness in reporting on the successes and failures of a project's activities;
- cooperate with other professionals when the implementation of an assignment so requires;
- acknowledge all contributions of other organizations and persons to the success of the activities reported and/or undertaken;
- inform the client promptly and correctly as to any barriers, inconsistencies or limitations to successfully completing an assignment;
- be frank and open regarding their own qualities and limitations;
- take their personal, their client's and their client's customers safety into careful consideration.

##### 3. Act with integrity

- implement their work with utmost integrity, transparency, respect and care;
- ensure that all confidential information obtained within the scope of an assignment is handled correctly, with confidentiality and in line with contractual agreements;

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<sup>1</sup>Corresponding sanctions imposed are explained in the internal regulations

- refrain from behaviour that might harm the prestige of NEDWORC Association-members and other associated professionals;
- be accountable to the client as well as the client's customers;
- actively avoid any conflict of interest, related to simultaneous assignments/clients or to their own interest;
- report evidence or allegations of corruption, power abuse or fraud in current procedures within a client's organisation.

#### **4. Sexual harassment and misconduct**

Members commit to:

- refrain from committing any form of sexual harassment, gender-based violence or other form of power abuse to anyone of any age under any circumstances or demanding free services from anyone, (clientele of relief or development programmes, community members, staff of clients, client's partners and stakeholders, fellow consultants, etc.)
- refrain from engaging in sexual relationships with
  - Minors/underage persons
  - Any person in a vulnerable and/or dependent position

#### **5. Respect the client's customers**

- be aware of the members' role as an intermediary in a developmental process;
- aspire to promote/benefit the interests of the assignment client's customers, while paying due attention to gender and other existing in-equalities and fully supporting gender justice and equality;
- respect local culture and customs, but not support or endorse (cultural) harmful practices; support the dignity of all; refrain from any discrimination in terms of class, age, sex, sexual orientation, gender identity, HIV-status, disability, ethnicity and other diversities, and from misuse of power; and at all times respect all fundamental human rights as formulated in the UN charter and subsequent protocols like Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).

#### **6. Stimulate sustainability**

- promote social, financial and environmental sustainability;
  - contribute to (local) capacity development of both client's partners, stakeholders and customers within the scope of the assignment to guarantee the sustainability of the intervention.
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# Code of Conduct

Members of NEDWORC Association shall:



## ACT WITH INTEGRITY

Work with integrity, transparency, respect and care

Ensure confidentiality

Follow contractual agreements

Do not harm the prestige of NEDWORC Association members and associates

Be accountable

Avoid conflict of interest

Report evidence of misconduct



## ACT PROFESSIONALLY

Aim for objectivity, completeness and openness

Cooperate professionally

Acknowledge all contributions of others

Inform the client timely on barriers in completing the assignment

Be frank on client's qualities and limitations

Take safety into consideration



## RESPECT FELLOW MEMBERS

Irrespective of age, sex/sexual orientation, gender/gender identity and professional experience

Welcome all members as part of NEDWORC Association

Acknowledge that all add value

Share knowledge and be constructive

Report misconduct



## RESPECT CLIENT'S CUSTOMERS

Be aware of your role as intermediary

Aspire to promote the interests of the client's customers, paying attention to any inequalities and supporting gender justice

Do not harm, discriminate and misuse power

Respect local culture and customs

Respect human rights



## AVOID SEXUAL HARASSMENT AND MISCONDUCT

Do not commit any form of sexual harassment, gender-based violence or other form of power abuse

Do not demand free services from anyone

Do not engage in sexual relationship with minors, vulnerable persons or anyone in a dependent position



## STIMULATE SUSTAINABILITY

Promote social, financial and environmental sustainability

Contribute to (local) capacity development for sustainable interventions

## ANNEX 2 | Overview of NEDWORC events 2022-2023

Networking events in De Kargadoor (Utrecht) or elsewhere, and online via Zoom.

### 2022

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**06.04** | Boekworc:  
How change happens

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**26.04** | Network meeting:  
Poland and its neighbouring countries

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**28.04** | Training:  
Gender Mainstreaming knowing the main strategies and getting skills for effective use of these strategies

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**01.06** | Boekworc:  
Ongemakkelijk Erfgoed

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**21.06** | General Assembly (ALV) Network event  
- Internationalisation  
- Workshop: Feminist Foreign Policy (FBB)

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**15.08** | Network meeting:  
Mali and the Sahel-region

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**07.09** | Boekworc:  
The Idea of Justice

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**20.09** | Network event:  
Between Shoes and Slippers

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**02.11** | Boekworc:  
Afrika is geen land

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**07.11** | Network event:  
Strengthening civil society

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### 2023

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**11.01** | Boekworc:  
The Nutmeg's Curse, Parables for a Planet in Crisis

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**12.01** | New Year event 2023  
- Network meeting: Information session  
- Workshop: 'Making Learning Practical'  
- Workshop: Consulting in times of Decolonisation of Aid and Shift the Power  
- Workshop: 'Between Shoes & Slippers', dilemmas of working as in-between professional  
- Keynote & discussion: 'Breaking down Barriers' and promoting evidence-informed practice

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**26.01** | Regional network Latin America:  
Political situation in the region

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**07.02** | NWW Broodfonds:  
Participants meeting

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**09.02** | Network meeting:  
Food security in the Sahel region

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**15.03** | Boekworc:  
Only Planet, Klimaatgids voor de 21ste eeuw

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**29.03** | Lustrum:  
Shift the Power - decolonizing aid; International advisory work in a world in transition

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