



EMPOWERMENT INITIATIVE FOR RURAL WOMEN AND ADOLESCENTS (EIRWA)

Ethical Charter

2024



Founder's Statement - EIRWA

This Ethics Charter and serves as the cornerstone for all of EIRWA's internal policies and codes of conduct. It is a fundamental document that everyone within our organization must uphold and protect, regardless of their role, position, or location.

This charter outlines the 10 core ethical principles that guide EIRWA's commitments and actions. It defines our values and provides a framework for our ethical and compliance governance and organization. Each member of EIRWA is expected to embody these principles in their daily activities, ensuring that our organization operates with integrity, respect, and excellence.

Ethics is not just a guideline but the essence of our mission to empower rural women, girls, children, and young people. It is imperative that we all commit to these principles, fostering a culture of ethical behavior that builds trust with our stakeholders and drives sustainable and impactful change in the communities we serve.



Founder/CEO

EMPOWERING COMMUNITIES WITH INTEGRITY AND RESPECT

The Empowerment Initiative for Rural Women and Adolescents (EIRWA) is dedicated to uplifting marginalized rural women, girls, and young people in Zambia through initiatives focused on education, health, economic empowerment, and community development. Responsible growth is central to EIRWA's activities, positioning itself as a pioneer in addressing key challenges such as gender inequality, economic disparity, and social justice.

To meet these challenges, EIRWA fosters trustworthy and reliable relationships with all stakeholders, including beneficiaries, partners, donors, and the wider community. Building and preserving this trust is paramount and is based on two essential requirements: unwavering respect for our core values by every member of our organization, and our own responsibility in the decisions we make and the projects we undertake. This commitment shapes our identity around a strong conviction: a sustainable organization is an ethical organization.



Our Principles:

● Integrity:

EIRWA conducts all activities with honesty, fairness, and transparency. We adhere to the highest ethical standards in all our operations and relationships.

● Transparency:

We ensure open and clear communication with all stakeholders, providing accurate and timely information regarding our activities, funding, and outcomes.

● Human Rights:

We uphold and promote the human rights of all individuals, particularly those of rural women, children, young people, and other vulnerable groups, ensuring their rights are respected, protected, and fulfilled.

● Dignity:

We treat all individuals with dignity and respect, recognizing their inherent worth and value. We strive to create an inclusive environment where everyone feels valued and respected.

● Empowerment:

Our programs are designed to empower rural women and adolescents, enhancing their capacities and opportunities for self-determination and economic independence.

● Participation:

We actively involve our beneficiaries in the planning, implementation, and evaluation of our programs, ensuring their voices and perspectives are heard and valued.

● Accountability:

We are accountable to our beneficiaries, donors, partners, and the broader community. We take responsibility for our actions and ensure that our resources are used effectively and efficiently.

● Sustainability:

We promote environmentally sustainable practices in all our projects and operations, recognizing the critical importance of protecting our natural resources for future generations.

● **Collaboration:**

We collaborate with a wide range of stakeholders, including local communities, government agencies, NGOs, and international partners, to achieve our mission. We build and maintain partnerships based on mutual respect, trust, and shared goals, working together to create sustainable and impactful solutions.

● **Continuous Learning and Innovation:**

We are committed to continuous learning and improvement, regularly assessing our programs and practices to ensure they remain relevant and effective. We encourage innovation and creativity, seeking new and better ways to achieve our mission and serve our beneficiaries.

By adhering to this Ethical Charter, EIRWA commits to upholding the highest standards of ethical behavior in all our activities, ensuring that we fulfill our mission with integrity, respect, and excellence.

This document is available on the website library, <https://www.eirwazambia.org.zm/>, where all our organisation's publications can be viewed, downloaded or ordered.

Photo: A group of women from our partner community celebrating an achievement.
Credit: EIRWA.

First edition – January 2023
New edition – July 2024



Empowerment Initiative for Rural Women and Adolescents (EIRWA)
Off Great East Road, Mpanshya, Rufunsa, Zambia
empowermentinitiative_zambia@yahoo.com
+260969235078

<https://www.eirwazambia.org.zm>