

## Constitutive Chart

The international Initiative for the social responsibility of Professionals & Managers (the Initiative) is an informal long-term process to promote around the world the ambition expressed by P&MS, at an individual and collective level, to assume their responsibilities on the basis of their knowledge, savoir-faire and the post they occupy within their companies, administrations, laboratories.

This practice of social responsibility aims to build a more united, more human world, and ways of more sustainable development.

The starting point of the Initiative was the writing and publishing in 2003 of the Manifesto on the social responsibility of Professionals & Managers (The Manifesto) by the seven institutions mentioned hereafter and forming part of the College of first signatories. As such, they are held durably responsible for its spirit and its constitutive Chart:

Young Business Leaders Organization (**CJD**); Young Business Leaders and Actors of Social Economy Organization (**CJDES**); The **Ecole de Paris of Management**; Charles Leopold Mayer Foundation for the Progress of Humankind (**FPH**); Engineers Without Borders (**ISF France**); Confederal Union of Engineers and P&MS (**CFDT Cadres**); General Union of Engineers, P&MS and Technicians (**UGICT-CGT**)

The Initiative is defined by its:

- A. Constitutive Chart
- B. Working devices
- C. Calendar

### A. The Constitutive Chart

#### I. The nature of the Initiative

It is an informal Initiative, international, pluralist, organised and planned in the long run.

The Initiative is informal: it regroups unions, associations, thinking groups and research centers, institutions of formation. It does not replace them but enables on the contrary, by the bonds they construct with one another for each of them to affirm his identity and to be more efficient in the promotion of the social responsibility of P&MS and of employers.

The Initiative is international: created in France with the collective writing of the Manifesto, the Initiative confronts a global challenge because of the generality of the problem at stake, but also by the transnational identity of its actors.

The Initiative is pluralist: its promoters share the same conviction that the P&MS because of their rank in companies and institutions and because of their knowledge have a responsibility in regard to the society. They must be able to assume it and must be given the power to do it. The

promoters also share the conviction that the different institutions of the society, especially the big companies, have a great impact on their environment, both local and global, both social and environmental. Their responsibility does not stop with their juridical obligations and must be better applied. Beyond these common convictions that unite them around the Manifesto, convictions that reflect the reference to a common ethics of responsibility, the promoters of the Initiative and signatories of the Manifesto, recognise a wide range of views, institutional and economic insertion that they claim and that contribute to the richness of the Initiative.

The Initiative is organised: the Manifesto and its signature are not the goal but the starting point. The common goal is to bring profound transformations to the present situation where, as a general rule, the P&MS are neither well prepared, nor well enough organised to assume this individual and collective responsibility, nor are they authorised to do so. For this, the Initiative wants to be a coherent approach that leads to multiple transformations ranging from the awareness during the training period, from the sharing of experiences, to juridical changes, if necessary. The Initiative claims to achieve this, without creating a new organisation, by working in team, thanks to the fact that promoters and signatories are themselves at the heart important and structured networks.

The Initiative is long-termed: the Initiative is not a punctual media friendly event. Its promoters and signatories are conscious of the importance of the transformations they want to provoke and of the time it will need to emerge and impose them at an international scale.

## **II. The goals of the Initiative**

1. The Manifesto is the concrete translation of the Initiative and defines its general objectives. It originates from the gap between the P&MS real responsibility and the many personal and collective difficulties that oppose to the full exercise of this responsibility. The Initiative's aim is to put them in condition –and obligation- to use it better.
2. The Manifesto aims in a larger view to the construction of a common ethics, at a global scale.
3. The balance between rights and responsibilities, in regard both to their close relations and to the entire society is the foundation of citizenship. The objective of the Initiative is therefore to make emerge progressively a model of “citizenship applied to the P&MS”
4. The Initiative notes the diversity of actions necessary to promote the juridical context, the attitudes and acquisitions corresponding to this model of “citizenship applied to the P&MS”. It aims to put in place, with all those who share the same convictions, these different actions.
5. The expansion and internationalisation of the Initiative will cast light progressively on new opportunities, new obstacles and new modalities of action. In fall 2004, the objectives pursued by the first signatories were:
  - a) to provoke a collective awareness of the importance of the matter by broadcasting and debating the Manifesto among the members of the co-signing networks; by the international character of the signatories; by setting up public debates organised if possible collectively by several signatories, within the schools and universities, inside the companies, and in the regions; by an action directed at the media; by making a common website.
  - b) Internationalise the activity by making known the Manifesto among the unions, training centres, professional associations, companies and administrations of different continents.

- c) Introduce the debate on responsibility in centres of initial and continuous training to make out of it not only a simple supplement to training but a constitutive dimension of each curriculum.
- d) Create places for dialogue, at a local or regional scale, in which the P&MS, who are too often isolated when confronted with ethical dilemmas in the practice of their work, can rely on, think with colleagues, elaborate new attitudes.
- e) Compile a database of examples illustrating the practical range of debates on responsibility showing the diversity of ethical dilemmas encountered, to elaborate collectively responses and acquisitions. This database of experiences and of cases will serve as pedagogical tool.
- f) Promote, within the institutions as well as within the societies, the methods and the reflexes likely to enable all workers and all citizens to understand, debate and if necessary to dispute the technical choices that always have major consequences.
- g) Bind the debate on responsibility of P&MS to others that have to do with the practice of social responsibility in other domains of the exercise of power: corporate social responsibility; socially responsible investment, scientists' responsibility, political responsibility, etc.
- h) Develop a juridical context and jurisprudence favourable to the practice of this responsibility, by examining the concrete range and the limits of the existing devices, by working out, if necessary new proposition concerning both the statute of the company and the practice of authority within the company.

### **III The shared ethical principles of the Initiative**

1. The signatories of the Manifesto recognise and make known throughout their action that the Initiative is a collective and pluralist approach. Consequently:
  - a) all signatories are completely free to use the Manifesto and the productions of the Initiative within their own network;
  - b) no signatory will claim authorship upon the Initiative and will oblige himself throughout his action to mention its collective spirit.
2. The signatories undertake to seek a coherency between their behaviour within the Initiative and the principles of responsibility enounced in the Manifesto and the Constitutive Chart.
3. The signatories undertake to share their experience with others and strive to make of the Initiative a space for pooling knowledge, links, and initiatives.
4. The signatories feel the responsibility to support the Initiative by maintaining the bonds with the other signatories, by making the Initiative known, and by carrying out their achievements.
5. The signatories recognise owing their quality of participant only to their effective engagement. They accept to loose this quality as soon as they put an end to their engagement.
6. The signatories respect the variety of views and convictions expressed within the Initiative, but aiming to draw out common positions.

7. The signatories respect the common working devices and common deadlines.
8. The signatories take part in the effort to work and carry out proposals and search to transform these proposals in their action.
9. The signatories undertake to claim themselves of the Initiative only within the respect of the ethical criteria mentioned hereafter and with the approval of the others.
10. The signatories undertake to make of the Initiative an open space, friendly to new members; to promote a culture of peace and cooperation. Conflicts within the Initiative are handled pacifically with the ambition of creating an occasion for collective progress.
11. The signatories accept that their participation in the Initiative will be publicised. Each of them undertakes, beyond this participation, to respect the rules of confidentiality defined collectively.
12. The College of first signatories guarantees it will carry out the common ethical principles. The signatories undertake to respect its arbitration in case of conflict.

## **B. The working devices**

The working devices pursue four aims, reflecting the nature of the Initiative:

- I. Build, preserve and transmit the memory of a plural history;
- II. Structure the links, information, the sharing of experience and debates;
- III. Define the rules of reference to the Initiative and the preservation of documents emitted by signatories.

These devices only exist because the persons or the organisations have the will to finance them, to set them up. Their only value is that placed by the signatories to respect the engagements they undertook towards the other parties. Their durability depends on the share taken by the signatories in their financing and functioning. Due to financial reasons, they rely for a large part on the IT and the Web.

### **I. Build, preserve and transmit the memory of a plural history**

The Initiative is a collective experience built in years. The insertion in time, the ability to learn from its achievements and failures, the memory of collective proposals were carried out and the clear vision of everyone's initiatives set the Initiative apart from simple networks of exchange and forums of debate. The Initiative is not an institution. But it only exists if it is constantly institutionalised and consolidated. Its memory is plural, made of the history of each of its constitutive entities.

### **I.1. The transmission to the signatories of the common history and the setup of the annals of the Initiative**

The Initiative is in constant adaptation and transformation, within the respect of the history that gave it birth, and on which lies its collective identity. The new signatories integrating this collective history are expected to know it.

### **I.2. The regular circulation of a report on the initiatives**

The vim of the Initiative rests on the initiatives of the signatories, on the quality and the complementary character of these initiatives and on the interactivity that they provoke between the signatories and the outside world. The publication in the Web of different initiatives would not suffice to inform all the signatories. From another side, the transmission of all the information to all the signatories would lead to an overmuch of information. It is therefore necessary to transmit quarterly, to all signatories who have an email, a synthetic report, in various languages, of all the initiatives in course or planned.

## **II. Structure the links, information, the sharing of experiences and debates**

The signatories of the Manifesto form entirely part of the Initiative. They assume collectively this responsibility.

The participants, i.e. physical persons, express their interest for the Initiative by signing up in the directory of the website.

### **II.1. The Signatories**

The names of the signatories figure in the website of the Initiative, in the so-called rubric, as well as their directions, the description of their activities, their own reasons for their signature.

Signing the Manifesto is free but any name that does not imply itself within two years, in accord with the common ethical rules, neither in an initiative nor in a collective work, will automatically disappear.

### **II.2. The Directory of participants**

It is a partially public directory. It is designed to help the constitution of groups of affinity. It includes a rubric "Center of interest" that enables each participant to describe his activity and to formulate offers and demands of cooperation. When using the directory, the participants shall not flood the other members with useless information. They will try to respond, individually or collectively, to the questions of the other participants.

### **II.3. The Initiative's database of experiences**

The signatories feed up a database of experiences and of concrete cases that illustrate situations in which the social responsibility of P&MS is concerned. The database is published on the Web with an anonymous device protecting the sources of information.

### **II.4. The organisation of public debates of the Initiative**

The Initiative is an open space. Each signatory can freely decide to provoke a public debate conforming to the objectives of the Initiative or relative to its running.

The Initiative develops by improving constantly the technical tools and methods easing the launch and conduct of these debates. The launch of a debate and the benefits from the methods, website, and the notoriety of the Initiative, are submitted to a set of rules aimed at keeping the Initiative within its objectives. This will profit to the individual interests and will not bother the signatories with an overmuch of information and solicitations likely to discourage them and turn them from the common working devices.

Any initiative to launch a debate calls for a prior announcement on the website. The initiative defines the objectives and themes of debate and gives a provisional calendar. It defines the moderator team. It belongs to the administrators of the website to verify the conformity of the projected debate with the founding principles of the Initiative.

The moderators of the collective debates are expected to respect the principle of good faith; they only publish on the website the contributions concerning the objectives and themes of debate; their regular synthesis and their final conclusions render a well-balanced view on the matter of the debates, introducing as much as they can figures of the frequency of proposals presented and the emitted ideas.

The different contributions being public, any signatory is capable of contesting the nature of the formulated conclusions. In this case, the organisers have to publish any critical observations.

The public debates opened in the website of the Initiative can be of several kinds: debates between signatories; debates open to any exterior participant. In all cases, these debates are published on the Web and engage the credibility of the Initiative. In the case if the objectives and the ethics of the Initiative were not respected, a debate can be removed from the website on notice of the College of first signatories.

## **II.5. The website**

The website of the Initiative is at the same time a show-case for the public and the central working device.

The project includes making of the website a resource centre structured -as a condition of its unity- but supplied in a decentralized manner as a condition for the autonomy of the initiatives and the pluralism of opinions. Every signatory feeds the site by undertaking his own responsibility on the veracity and the quality of the information supplied.

The download and edition of information, experiences and proposals published on the website of the Initiative are free of rights under reserve not to publish truncated information omitting the source and to respect the principle of good faith by not taking any information out of its context. The signatories who wish so can participate at the committee of website users.

## **III. Define the rules of reference to the Initiative**

Each signatory of the Manifesto, each participant of the Initiative has its/his own activity, its/his own opinions, its/his own view of the world, its/his own militant and professional commitments. It is natural for it/him to wish to use the technical means, the visibility and the credibility of the Initiative at the service of its/his own convictions. But for the Initiative to keep and reinforce its visibility and credibility, it is necessary for public reference to the Initiative to be subordinated to its objectives and ethics, therefore to its constitutive Chart. The information presented on the website should be selected and structured in reference to this Chart, crucial and delicate question because of the informal, decentralized, and pluralist character of the Initiative that deprives it of

the formal, hierarchical and statutory power to decide of “the official position of the Initiative”. As consequence, the mechanisms by which an initiative, may be published, or on the contrary removed from the website, as well as the mechanisms of removal from the directory, of the persons and institutions who do not respect the rules, are of major importance.

The different mechanisms of reference to the Initiative respond to a common logic: prior announcement to the signatories; proof of the conformity with the constitutive Chart; recognition of the different views according to the principle of good faith.

The College of first signatories is the guardian of the constitutive Chart and arbiter in the case if free debate has not cleared out a consensus between signatories.

### **III.1. Collective evaluation of the exchange of experiences**

At any time and on the demand of any signatory, a group of work can be formed to take advantage of the richness of information, experiences, debates and propositions collected on a given theme, in a given region and environment. This initiative is published on the website and is an invitation to participate, transmitted to all the signatories whose experience and debates are involved. The results of the collective debate of this working group are published on the website. They are signed by name, by all members of the group.

The possible observations of all those who have provided raw material to this debate are published in annex. In the case that this collective debate would not be judged conform to the principle of good faith, the reference to any experience that has been wrongly interpreted can be automatically removed. In case of breach of trust to the common ethical principles, the collective debate itself can be removed from the site.

### **III.2. The publicity of the actions undertaken as part of the Initiative**

Any signatory is empowered to undertake an action and invite publicly the other signatories to involve, from the moment it respects the constitutive Chart of the Initiative. A section of the website is reserved to the presentation of these actions.

The presentation of an action on the site is submitted to the agreement of webmasters. Their potential refuse must be justified in regard to the founding texts of the Initiative. In case of persisting dispute between the parties concerning the interpretation of these texts, it is the responsibility of the College of first signatories to decide.

An action can call for the right to use the logo of the Initiative. The action is then said to be led “as part of the Initiative”. The use of the logo calls for the proof that by its objectives, its participants and methods, the action is conform to the constitutive Chart and reinforces the Initiative.

A delay of one month is required from the publication of a demand to use the logo to its effective acceptance. During this delay, any signatory can dispute the conformity of this action with the spirit and objectives of the Initiative. In case of persistent contest, it belongs to the College of first signatories to decide.

### **III.3. The publications and proposals using the logo of the Initiative**

To receive the logo of the Initiative, a text of proposals must have been debated publicly between the signatories for at least a period of 2 months to allow the gathering of the commentaries of all. A synthesis of these commentaries established according to the rules of good faith is compulsorily attached to the text book.

When they engage in a work of proposals calling for the use of the logo of the Initiative, the initiators are compelled to inform all signatories who have demonstrated publicly their interest for the themes that are planned to be treated in the text.

This obligation to inform the interested signatories is limited to those who have an email whose address in the directory is correct.

The right to make the logo of the Initiative figure in a text is given under the condition that the text clearly mentions its authors, the modalities for working out the document and the synthesis of reserves potentially expressed by its signatories.

#### **III.4. The constant improvement of working devices**

The Initiative proves its true worth if it constitutes a permanent space of learning of working devices and tools of collective intelligence.

Every signatory considers as his responsibility to improve constantly these methods for the good of all.

Within the Initiative, a group of willing signatories make sure that the presentation on the Web of the tools and devices are ready in a pedagogic form and illustrated with examples.

### **C. The calendar of the Initiative**

The setup of a common calendar is an informal collective initiative as fundamental as it is paradoxical. Fundamental because without any central authority, it is through the common calendar, through the priorities it proposes, the deadlines it defines, that a coherence of all initiatives is achieved. But at the same time, the lack of a central authority poses the problem of setting up this common calendar because of the mediation it requires.

The College of first signatories proposes to the signatories a common working calendar for the years 2005 and 2006.