

**2024**

**CODE OF CONDUCT AND  
ETHICS**

# **VANTAGE AFRICA M&E PROFESIIONALS ASSOCIATION (VAMEPA)**

## **CODE OF CONDUCT AND ETHICS**

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# ABBREVIATIONS

**VAMEPA: Vantage Africa M&E Professionals Association**

## ACKNOWLEDGEMENT

This Code of Conduct and Ethics has been developed by Vantage Africa M&E Professionals Association (VAMEPA) with valuable input from key partners and collaborators. We extend our sincere gratitude to the organizations and individuals whose guidance and expertise were instrumental in shaping this document, which will serve as a foundation for fostering integrity, professionalism, and accountability among monitoring and evaluation professionals across Africa.

VAMEPA would like to acknowledge the contributions of its esteemed advisors, who provided insightful guidance throughout the drafting process. Their input has helped ensure that this Code aligns with the highest standards of the monitoring and evaluation field, reinforcing ethical practices within our association.

We also recognize the members of VAMEPA who actively participated in discussions, provided feedback, and shared their professional experiences to shape this Code of Conduct. Their commitment to advancing the M&E profession and fostering a culture of excellence within our community is invaluable.

Finally, VAMEPA expresses appreciation to all stakeholders whose support has strengthened this initiative. This document represents a collective effort to establish a benchmark for ethical conduct, enhancing professionalism and integrity in monitoring and evaluation practices across the continent.

# FORWARD

The Vantage Africa M&E Professionals Association (VAMEPA) was established with a primary goal: to bring together monitoring and evaluation practitioners across Africa to enhance professionalism and uphold rigorous standards in the M&E field. As the M&E landscape in Africa grows, so too does the need for a framework that guides ethical practice and accountability. This Code of Conduct and Ethics represents our commitment to that cause.

In partnership with esteemed stakeholders, VAMEPA has participated in collaborative consultations to create a Code that reflects the shared values and standards of our profession. With the benefit of valuable templates and resources from other leading organizations, VAMEPA embarked on this journey to draft a Code that not only provides ethical guidelines but also reinforces the integrity, transparency, and professionalism expected in monitoring and evaluation.

Our members have been involved throughout the process, contributing insights and expertise that make this document truly member-owned. This Code is designed to guide M&E professionals in their duties, ensuring that VAMEPA remains compliant with global standards and elevates the M&E profession within Africa.

VAMEPA extends its sincere gratitude to all contributors and stakeholders who supported this initiative. Together, we are establishing a foundation for ethical practice that will strengthen the credibility of monitoring and evaluation on the continent. We invite all stakeholders in the M&E field to join us in upholding these standards and working toward a future where excellence and ethical practice define every aspect of our profession.

# 1.0 INTRODUCTION

The Vantage Africa M&E Professionals Association (VAMEPA) unites professionals in Monitoring and Evaluation across Africa, dedicated to advancing the integrity and impact of the M&E field. VAMEPA is committed to fostering a community of skilled practitioners who set high standards for ethical conduct, knowledge sharing, and professional growth within M&E.

## **As a professional body, VAMEPA's mandate includes:**

- 1.0.1 Advancing, protecting, and enhancing the practice of monitoring and evaluation in all sectors.
- 1.0.2 Promoting standards of knowledge, integrity, and professional conduct among M&E practitioners.
- 1.0.3 Receiving, reviewing, and processing applications for membership, conducting relevant assessments, and admitting members who meet all of VAMEPA's standards as outlined in the Association's Constitution.
- 1.0.4 Upholding the honor and integrity of the M&E profession and encouraging ethical and transparent practices.
- 1.0.5 Advocating for fair and competitive remuneration for M&E professionals.
- 1.0.6 Collaborating with government bodies and other organizations that share similar objectives in the advancement of M&E in Africa.

## 2.0 PREAMBLE

VAMEPA's mission is achieved by requiring its members to uphold the highest standards of professional ethics. Members have a duty to contribute positively to the governance of VAMEPA and to uphold its reputation for integrity, quality, and impartiality. This Code of Conduct provides a framework for professional behavior aligned with VAMEPA's standards and values.

Members are expected to observe ethical principles and take an active role in promoting a culture of excellence, transparency, and professionalism. Adherence to this Code of Conduct entails a conscious commitment to make sound decisions and demonstrate exemplary conduct. Key principles include:

2.0.1 Acting honestly and impartially at all times.

2.0.2 Respecting confidentiality, and not using or disclosing information without proper authorization.

2.0.3 Avoiding any activities or relationships that could be perceived as a conflict of interest.

2.0.4 Treating others respectfully and professionally in all interactions.

**Non-compliance with VAMEPA's Code of Conduct and Regulations may result in disciplinary action, up to and including membership termination. The severity of disciplinary action will be assessed based on factors such as the nature of the violation and the member's history.**

## 3. PART ONE

### 3.0 PRELIMINARY

#### 3.1. Objective of this Code of Conduct and Ethics

This Code of Conduct applies to all members of the Vantage Africa M&E Professionals Association (VAMEPA). It is designed as a practical guide to support members in fulfilling their ethical responsibilities and in navigating complex situations with integrity. By establishing guidelines aligned with VAMEPA's standards, this Code addresses potential ethical challenges members may encounter in their professional roles.

The Code not only outlines the duties of VAMEPA members but also emphasizes the Association's commitment to providing resources, guidance, and support for addressing ethical issues. It specifies members' professional obligations and provides clear expectations regarding conduct both within the scope of work and in other settings. Additionally, sections on information use and disclosure offer practical guidance for maintaining confidentiality, while guidelines on financial disclosure reinforce VAMEPA's dedication to transparency and impartiality.

**The development of this Code reflects VAMEPA's dedication to its vision and mission as outlined below:**

**3.2. Vision:** "To elevate the practice of Monitoring and Evaluation across Africa, fostering impactful and ethical decision-making that drives sustainable development."

**3.3. Mission:** "To empower and support M&E professionals in Africa to achieve excellence, innovation, and ethical practice in all areas of Monitoring and Evaluation."

## 4. PART TWO

### 4.1. Basic Standards of Conduct

#### REQUIREMENTS

All members of the Vantage Africa M&E Professionals Association (VAMEPA) shall uphold the highest standards of ethical conduct, aligned with the values of quality, integrity, impartiality, and discretion. Members are expected to avoid even the appearance of impropriety in their actions. In fulfilling their responsibilities, members owe exclusive loyalty to VAMEPA and its objectives, purposes, and principles.

#### 4.1.1. Honesty

Members shall commit to the highest standards of quality, accuracy, and truthfulness in advancing the interests of those they represent and in all forms of communication.

#### 4.1.2. Accountability

Members shall act within the limits of their authority at all times, remaining accountable for their actions and for the instructions and tasks delegated to others. Members are expected to exercise adequate control and supervision over matters for which they are responsible.

#### 4.1.3. Professional Competence and Expertise

Members shall actively pursue and responsibly utilize specialized knowledge and experience. They are encouraged to advance the profession through continuous professional development, research, and education. Building mutual understanding, credibility, and relationships among a diverse range of institutions and audiences is paramount.

#### 4.1.4. Independence

Members shall provide objective counsel to those they represent, maintaining accountability for their actions while ensuring impartiality in their recommendations.

#### 4.1.5. Loyalty

Members shall remain faithful to those they represent while honoring their obligations to serve the broader interests of the VAMEPA community.

## Conclusion

The **Vantage Africa Monitoring and Evaluation Professionals Association (VAMEPA)** Code of Conduct and Ethics serves as a cornerstone for fostering professionalism, accountability, and ethical practice among its members. By adhering to the principles outlined in this document, members not only uphold the integrity of their individual roles but also contribute to advancing the field of Monitoring and Evaluation across Africa. Together, we can continue to build a vibrant and ethical community that champions excellence, innovation, and impactful decision-making in support of sustainable development across the continent.

**We** invite all members to take an active role in championing these values by embodying the principles of honesty, accountability, and independence in their daily work. Let this Code guide us as we collectively strive to elevate our profession, inspire trust, and drive sustainable development on the continent. Together, we can build a legacy of ethical excellence that sets the standard for M&E professionals worldwide.