

# Inspiration on social responsibility for consultants (consulting firms)



This collection of ideas is intended to give us something to think about when establishing measures within the corporate sustainability dimension *social responsibility*. This list is by no means exhaustive. However, we want to encourage you to reflect on your own ideas and measures and find inspiration and validation with regard to your sustainability in this context.

Using the collection of ideas, you can rate for yourself the extent to which the points mentioned are relevant to your commission and the extent to which you believe they support a **POSITIVE IMAGE**, have a **MAJOR IMPACT** or can be implemented with **LITTLE OUTLAY**. Your assessment is only saved locally, meaning that nobody but you can view it, and you can amend or delete it at any time.

POSITIVE IMAGE      MAJOR IMPACT      LITTLE OUTLAY

## Health, safety & security

- I Can you offer your staff members opportunities for unwind and relaxation (e. g. outdoors)?  
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- I Are you and your team familiar with the health, safety and security risks in your country of assignment (e. g. through behavioural recommendations for new colleagues) and do you discuss this matter with the GIZ security officer on the ground?  
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- I Can you offer your local staff voluntary benefits that go beyond the statutory requirements in the country (e. g. insurance subsidies, opportunities to access medical check-ups)?  
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- I Are you well prepared for a crisis (e. g. crisis plans in place) and have you established processes in your team and with GIZ?  
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- I Do you provide your team with further information about promoting health at work (e. g. on healthy eating, sports activities)?  
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- I Is it possible for you to provide relaxation and / or prayer rooms?  
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- I When procuring your office equipment, do you pay attention to health considerations for your staff (e. g. ergonomic furniture)?

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POSITIVE  
IMAGE      MAJOR  
IMPACT      LITTLE  
OUTLAY

## Employability & skills development

- Do you support your employees' involvement in staff associations or interest groups beyond the statutory minimum requirements?

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- Have you defined a gender strategy and developed suitable measures for promoting equal rights for women and men? Do you have an anti-sexual harassment policy and a complaint management system?

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- Are you able to offer your staff the option of mobile working?

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- Have you developed approaches to support the reassignment of your local staff members?

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- Do you help to make employees' commutes as sustainable as possible?

## Work-life balance

- Do you make sure to avoid / compensate for excessive workloads for your staff? Do you have fixed substitute arrangements?

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- Do you have a company childcare facility or have you considered partnerships with childcare facilities near your office?

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- Do you promote a family-friendly human resources policy (e.g. help with childcare, parent-child workspaces, information materials on work-life balance for employees)?

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- If possible, do you allow flexible working hours, especially if your staff need to communicate at different times across multiple time zones?