

Christoph Stückelberger / Vanessa Yuli Wang

Faith at Work

Directory of Associations
of Christian Entrepreneurs and Workers

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Globethics.net China Christian Series

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Globethics.net China Christian 5

Christoph Stückelberger/ Vanessa Yuli Wang, *Faith at Work. Directory of Associations of Christian Entrepreneurs and Workers*

Geneva: Globethics.net, 2017

ISBN 978-2-88931-207-8 (online version)

ISBN 978-2-88931-208-5 (print version)

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150 route de Ferney

1211 Geneva 2, Switzerland

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All web links in this text have been verified as of August 2017.

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PREFACE: WORK IS WORSHIP

How can we serve God in our professions and our workplaces? How can we practice faith and values in business, work and life? These are important and urgent questions that are placed in front of Christians in modern times. And while seminaries and churches are not entirely equipped to answer such ancient but topical questions, faithful and confident Christian entrepreneurs and business people, together with professionals, have set out to explore and respond.

Just as the first Christian female entrepreneur, Lydia from Thyatira (today Turkey) who bravely opened the door to Christianity in Europe, and North Africa, Christian entrepreneurs, today, from all over the world, are innovatively living out their faith and assumed social responsibility in all aspects of social life.

In 2009, we launched the ‘Kingdom Business College’ providing Christian entrepreneurs in China with education and training on public service. To combine faith and enterprise management is our approach; in another words, we provide education on ‘Enterprise theology / Business theology’. In the exchange with Chinese universities, seminaries and with business fellowships, we found out that a broad range of Christian entrepreneur groups exists in China. Christian entrepreneurs in China are also very active in philanthropy and charity. They support, among others, projects of the Amity Foundation in China which can be considered one of the largest Christian institutions in China that is supported by both the state and the Chinese government, recognised by the church and society. Amity is also a charitable organisation with a Christian background, which broadly reaches out domestically and internationally.

The book is a break-through as a directory of organisations initiated by Christian entrepreneurs and working professionals around the world; it is the first directory of its kind. The directory currently consists of 53 associations of

Christian Entrepreneurs and 17 associations of Christian workers, some of which are social service agencies. We see that Christians in every corner of the world are using their faith to be ‘Salt and Light’, which enables them to be blessings to their country, society, environment, and to others.

A closer look at these associations will help unravel the answer to the question ‘how can the faith be applied in practice?’ The 53 Christian entrepreneurs’ associations are particularly invaluable as they help us understand more vividly the relationship between faith and enterprise, faith and business, and faith and work. This relationship profoundly defines that *our work is worship*, our life is praise.

Many associations in the book are well-known and provide public services for the common good of society. It dawns on us that these people, in different places, at different times, are driven by the Holy Spirit, transformed by the love of God into social services and social work. They live out ‘Love your neighbours as yourself’; it is the continuation to ‘Acts’ in the Bible. Furthermore, it is a robust response to the statement about the ‘uselessness of faith and the secularisation of the church’. Of course, the associations are not perfect, they too face many challenges as Christians do today; nevertheless, they have started taking action. We are looking forward that you as readers discover new horizons, dimensions and also potential peers for reconciling faith and work, values and business.

In today’s era of commercialisation and secularisation, it is not an easy task to uphold an ancient and eternal faith. While these associations may serve as a gas stations, power banks or types of unions, to names few, they are also communions of Saints with each other through the body of Christ—an embodiment of innovation and a contemporary approach of loving each other.

We invite you to embark on this unique journey, a journey that is borne from love (agape), filled with love (agape) and destined to love (agape)!

Prof. Dr. Cui Wantian

*President and Founder of the Geneva Agape Foundation
Entrepreneur, Professor of Economics Beijing and Shenyang, China*

INTRODUCTION: OVERVIEW AND DEVELOPMENT

The interrelation of Faith and Work is fascinating. The Geneva Agape Foundation (GAF) was created mainly to strengthen faith-based entrepreneurs in their efforts to implement faith at work and in their businesses. GAF is built upon the conviction that faith nurtures, gives orientation and needs to be implemented in daily decisions in all domains of life, including the workplace.

1.1 Objectives, Research Method, Focus and Selection

This Directory is unique as it is the first directory of Associations of Christian Entrepreneurs and – only with examples – of Associations of Christian Workers/Unions. The directory will be regularly updated and enlarged (see end of introduction).

It has the **following objectives**:

1. To *guide employers and employees* who want to be associated to such an organisation by giving a short overview and the website link;
2. To *inspire the organisations* by learning from each other;
3. To *facilitate networking* and connection between organisations;
4. To *promote faith at work* and further research about it.
5. To *serve as a database* for the Geneva Agape Foundation in its “Programme Values-driven Entrepreneurship”.

The research method to identify these associations was by a) personal contacts of the authors, b) intensive desktop research via the internet, c) literature review. The template to summarize each organisation was kept simple and reduced to a minimal, one-page summary with the following categories: Headquarter/seat, geographical focus, denomination, type of organisation/legal status, membership, objectives, types of publications, contact details and website address. The methodology is to locate organizations and their websites by searching relevant keywords, based on the official websites of the organizations, sometimes referring to Wikipedia page, books and direct information from the organization when the official website is inadequate to comprehend; we end up with a one-page format of each profile as presented in this directory. As the organisations come from all over the world using all kinds of languages, with the help of Google Translate, understanding most of content was possible in addition to the languages of the authors English / French / German / Spanish / Chinese.

The focus of this directory is, first, on the main category of Christian Entrepreneurs Associations and, second, gives, examples of Christian Workers Associations/ Unions. Associations of entrepreneurs of other religions may be added at a later date (see below).

Selection criteria and limitations: The selection is *on associations, not on individuals* with the focus on not-for-profit organisations. Private companies for counselling, coaching, consulting, marketing, publications etc. have not been selected. It was a surprise to learn that we could list over 50 Christian Entrepreneurs Associations! Nevertheless, the directory *cannot be and does not aim to be exhaustive*. We concentrated on national and international associations as opposed to the local and provincial levels, where the number of Christian associations is much higher. Global associations are represented on one page even though they may have many national branches. For example, Uni-apac, as one of the largest and oldest faith-based organisations, has branches in over forty countries.

Further limitations to directory are due to the fact that many fellowships and associations do not have a web presence.

Additionally, in countries where religion or some minority religions are oppressed, antagonized and/or least under scrutiny; faith-based entrepreneurs and workers meet and develop their activities but *avoid a public profile and publicity—such organisations are not listed in this directory*. There are also thousands of *Christian organisations of professionals* which are not listed (see below 1.2).

If you know of, or are part of, an Association of Christian Entrepreneurs or Christian Workers, please send the relevant information to our admin office at **info@gafoundation.world**, or, even better, fill in directly the template which you can download on <http://gafoundation.world/en/programmes/programme-1/project-3-publications-on-entrepreneurship>. The authors will then look at it and integrate it in the online searchable directory and in the new edition of the directory which will be updated regularly.

1.2 Types of Organizations and Activities

Christian Entrepreneurs Associations, as the name implies, are mostly organizations of Christian entrepreneurs. Entrepreneurs are founders, owners and chief executives of companies, but some of the associations also include top or medium level management. They are in enterprises of different size, from small and medium enterprises (SMEs) to large transnational companies (TNCs).

These associations have *different legal forms* such as foundations or (mainly) associations. They are mainly not-for-profit organisations, few are for-profit companies. They represent various *types of organisations* such as loose fellowships, hierarchically and centralised organisations, organisations around a charismatic leader, private-sector departments of a broader organisation (e.g. SALT of Christian Aid or the business section of the World Evangelical Alliance) or as forum organizing one event every year or second year. Their activities range

from conferences, forums, meetings for exchange, lectures, academic research and publications to philanthropy projects and evangelization.

Christian Unions and Christian Workers Associations are largely labour/trade unions formed to defend the rights and interests of employees from a Christian perspective. The list cites only a few unions as examples which are formed among Christian employees in a purpose of their benefits and general well-being. Their legal form normally is a membership association. Christian Workers Associations often have a broader focus than unions as they offer activities for their free time, like sport and other leisure activities, and family and educational activities.

The two types of organizations that are **not included in this directory**, but need to be mentioned in relation to Christian faith at work are:

Christian Professionals Association are organisations by profession such as Christian nurses, medical doctors, lawyers, judges, deacons, teachers, architects, public servants, engineers, coaches etc. Globally, hundreds of such associations with thousands of branches exist from the local to international level. They also look at “faith at work” in order to support professionals in their specific profession by coaching, formation, trainings, advocacy, public statements, publications etc. Some professions are also differentiated by *gender* or are exclusively for women across professions, such as the Global Christian Professional Women’s Association¹

Churches, Christian Development and Diaconal Organisations often have also manifold activities around “faith at work”: *churches* and faith-based organizations are themselves large employers. The protestant church in Germany EKD is the second largest employer in Germany behind the national railway Deutsche Bahn! Therefore, the churches themselves are challenged and try to implement Christian values at the workplace. *Christian development organizations and mission societies* are strong in advocacy for the improvement of working conditions in developing countries through projects aimed towards governments and in dialogues with companies. *Diaconal institutions* offer man-

¹ <https://www.gcpwa.org>.

ifold services for working conditions. As it is not the focus of this directory, only two examples of development organizations are listed, Bread for the World in Germany and Bread for all in Switzerland.

1.3 Geographical Observations

There are **53** Christian Entrepreneurs Associations in the directory. The break-down of their geographical focus is as below:

Geographical Focus	Number
Global	14
Australia	1
Austria	1
Brazil	1
Canada	2
France	2
Germany	8
Malaysia	1
Netherlands	1
Nigeria	1
Russia	1
Switzerland	4
The Philippines	1
United Kingdom	10
United States of America	13

There are **17** Christian Unions/Workers Associations incl. two development agencies with focus on workers' rights with following geographical focus:

Geographical focus	Number
Global	4
Canada	1
European Union	2

Germany	1
Italy	2
Luxembourg	1
Netherlands	1
Switzerland	4
United States of America	1

The organizations are selected primarily from Europe and America with few examples from Africa, Asia, the Pacific and South America. More from these continents will be added. Details of global organizations show that these continents are already well represented as branches of the global one. E.g. UNI-APAC, one of the oldest and largest associations of Christian business executives, is in fact a federation of associations with 41 national chapters: 12 in Europe, 13 in Africa, 3 in Asia, 13 in Latin America and – interestingly – none in North America.²

1.4 Denominational and Theological Diversity

In this directory, Christian faith plays a critical role in its diversity of denominations, theological and historical background and practical expressions. The vast majority by their names are explicitly associated to Christianity. Some originate from Christian historical background whereas hiding their religious part as not to be misinterpreted nowadays or after merge with non-faith-based organisation as e.g. Christian trade unions. For the latter group, the Christian origin of the organizations is mentioned in ‘Additional Info’ box.

Denominations: Christian Entrepreneurs Associations can be found in all Christian Denominations. The main denominations represented are Roman-Catholic, Protestant (Lutheran, Reformed, Presbyterian, Methodist) and Anglican (close to the Protestant family), to a small extent the Orthodox (in this directory only the Russian Orthodox). They are dominant especially in the first

² http://www.uniapac.org/home/Associations_2#

and second generation of Christian Entrepreneurs Associations. Newer associations of the third generation are often Evangelicals with a Pentecostal and charismatic background, especially in the United States, Latin America and Africa.

Classical Christian workers unions can be found almost only in the mainstream Catholic, Protestant and Anglican denominations and rarely among Pentecostals.

Theology and Ethics: the theological direction and ethical praxis in these associations reflect also a broad diversity. The catholic associations are very faithful to the well-developed social doctrine of the church, the Protestant and Anglican associations also representing the theology of the churches and their economic, social and political ethics, either from a pietist-evangelical or from a more liberal perspective. They all combine the individual faith with structural changes in the companies and in society as a whole. The Pentecostal and Charismatic associations often emphasize more the evangelistic task of mission and spreading the Gospel and abstain more from work on a structural level, even though – as we can observe in America – they often are engaged in campaigning for conservative political candidates. Christian Workers Unions and Associations have been always close to the social Gospel, catholic social doctrine or liberation theology as expressions of a theology on the side of the weak and poor. The catholic social doctrine played a key role in catholic associations. It is a well elaborated, differentiated and courageous corpus of doctrinal and practical texts as guide for professionals on all levels. Since the encyclics *Rerum Novarum* in 1891 the catholic social doctrine emphasizes eight core principles: Unity, public welfare, common good, subsidiarity, participation, solidarity, basic values and love.³ Related to human work, the catholic social doctrine emphasises the dignity of work, right to work, solidarity among workers/employees⁴ and supports the free market economy and entrepreneurship.⁵

³ Catholic Church/ Pontifical Council of Justice and Peace, *Compendium of the Social Doctrine of the Church*, London: Continuum, 2005, chapter 4.

⁴ *Ibid*, chapter 6.

⁵ *Ibid*, chapter 7.

1.5 Historical Developments of Associations for Christian Faith at Work

The question, how faith and values can be implemented in working activities is as old and as global as religion itself because all religions claim to give spiritual and ethical orientation for all sectors of life and society. It is not the place in this directory to describe the historical development of Christian faith at work since 2000 years. Rather, we summarize approximately the last years 150. The associations described in this directory have roots in different phases of this period of history. They represent different “generations” of associations.

It has historical reasons, why Christian workers and Christian entrepreneurs’ associations grew and have been strong especially in UK and Central Europe with Netherland, Belgium France, Italy, Germany and Switzerland: early industrialisation, strong churches/ Christian organisations and a strong polarisation between capitalism and socialism/communism formed the basis for these associations. Christian Workers came more from catholic social doctrine side, Catholic unions and protestant unions with openness to socialist background and the religious-socialist (mainly protestant) movement (Leonhard Ragaz, Blumhardt, Kutter).

The World Movement of Christian Workers (WMCW) is the association for Catholic workers officially recognized by the Vatican. “It is a member organization of Vatican's Conference of International Catholic Organizations. As an alternative to Catholic-based unions that negotiated contracts and represented workers to management, Christian worker associations were created as an educational, spiritual and social action movement rather than as a specific labour union.”⁶

⁶ https://en.wikipedia.org/wiki/World_Movement_of_Christian_Workers.

Historical Development of Associations of Christian Workers and Christian Entrepreneurs 1880-2020

Period	Political and Economic Development	Church Development	Christian Workers/ Unions	Christian Entrepreneurs
1. 1880-1940 <i>Industrialisation</i>	Polarisation Capitalism versus Socialism. Russian Revolution. Global markets West-East. First World War.	Diakonia! social services for workers, Encyclical Rerum Novarum 1891.	1878 Germany Christian workers party, 1890ies Christian Trade Unions/ workers Assoc. 1. Generation	Entrepreneurs as donors of social institutions. Since 1910 Christian employees' Associations. 1. Generation
2. 1939-1945 Second World War	War, Nationalism, Racism	Divided in favour or against nationalism	Many against war and Hitler, some aligned	Some companies involved in weapons-prod
3. 1945-1960 <i>Reconstruction of Europe, "Third World" Independence movements</i>	Social Market Economy in Europe, liberation movements, Mao's revolution. India independency.	Social market Economy strongly influenced by protestants in Germany. Specialized ministries Church at the workplace	Working pastors, Urban Industrial mission, workers participation. Workers Assoc. in Third World. 2. Generation	Struggle and negotiations about participation of workers in decisions. Chr. Employers' Associations. 2. Generation
4. 1960-1990 Cold War and Decolonisation. <i>Development</i>	Independence of colonies, UN Development decades, emerging economies, environmental threats	Liberation theology, Confrontations workers-entrepreneurs. Christian environmental movements.	Development agencies Christian workers/unions in developing countries, supporting liberation movements. 3. Generation	Participation of Christian entrepreneurs in Dialogue platforms, trainings, academies, development projects. 3. Generation
5. 1990-2008 <i>Globalisation, global trade. Anti-globalisation</i>	"Victory" of market economy. Internet/cyberspace, social media Corporate Social Responsibility CSR replacing partially unions.	Growth of Pentecostal churches, prosperity Gospel. Media evangelisation. Church statements on globalization, climate, media.	Decrease of Christian unions, merger with secular. Associations of Christian professionals by profession. Pentecostal workers. 4. Generation	New Christian (many Pentecostal), Entrepreneurs' fellowships in emerging and former communist countries. CSR activities. 4. Generation
6. 2008-present Globalisation, e-commerce, <i>new protectionism</i>				

In the period between 1880 and present, we distinguish **four generations** of Associations of Christian Workers and Christian Entrepreneurs (see also table above). A generation means not the biological generation, but a type of organisation built in a specific historical context. The founding period of an organization influences to a great extent its mission, and character, so to say its “genes” and “DNA”. The founding conviction can often be observed until present activities. All four generations are represented in this directory:

First Generation (1880-1940)

On the side of workers, a decisive impulse came from the Encyclics “*Rerum Novarum*”, published in 1891 which was a plaidoyer for the dignity of work and workers and became a world leading reference for Catholics, but also the other denominations. E.g. in Germany, the first Protestant Workers Association was established in 1892 and Christian Unions in 1899⁷. Strong Christian workers movements have been built in Great Britain as the pioneering country for industrialisation. From the beginning of the 20th century, also in the USA and Canada, strong Christian workers movements came up, as an expression of the protestant theology of the “Social Gospel”. In 1910, the Christian Workers’ Magazine was launched (in the same year as the World Mission Conference was held in Edinburgh).

On the side of Christian entrepreneurs/employers in Europe the oldest association was formed in 1915 in the Netherlands, in Belgium 1921, in France 1926. Uniapac as world federation of catholic entrepreneurs’ associations was formed in 1931 at the 40th anniversary of the Encyclics “*Rerum Novarum*” of 1891. Catholic and Protestant church leaders have been actively involved in the creation of the International Labour Organization 1919 in Geneva.⁸ It was built

⁷ Günter Brakelmann, *Die protestantischen Wurzeln der Sozialen Marktwirtschaft. Ein Quellenband*, Gütersloh: Gütersloher Verlagshaus, 1994, 194-198.

⁸ François Dermange, *L’Organisation internationale du travail et les ambiguïtés des régulations sociales*, Ethique et Droit, Geneva 2002, 118-132.

and is up to now the only tripartite UN agency where states, employers and employees have equal rights in decision making.

Second Generation (1945-1960)

On the side of Christian workers, Christian Unions remained important, on the catholic side e.g. in France, a movement for “working priests” came up with the conviction, that the priests/pastors should work in normal factory life in order to be close to the disadvantaged.

On the side of Christian entrepreneurs/employers: The Federation of Catholic entrepreneurs BKU in Germany was built already in 1949, the Association of Protestant Entrepreneurs AEU in Germany in 1966. This second generation of associations contributed actively in developing the concept of the Social Market Economy in Europe⁹, in rebuilding Europe and accompanying the decolonisation. The ecumenical cooperation between Catholics and Protestants was not strong, on workers and entrepreneurs’ side.

This phase of reconstruction of Europe was influenced by the will to solve conflicts not in a polarized way as it led to war, but with negotiations between employers and employees. In Switzerland, in 1959, a key agreement between employers’ and employees’ associations was adopted stating that strikes are forbidden in Switzerland and conflicts e.g. about salaries have to be settled by regular negotiations. In Germany, the contractual partnerships have been established. Christian employers and employees played a role in this trend. Church dialogue and formation centres (Church Academies all over Western Europe) have been established which played a crucial role for this dialogue culture.

⁹ See Günter Brakelmann, op.cit, 305-381.

Third Generation (1960-1990)

On the side of Christian workers: The Christian Urban Industrial Mission UIM¹⁰ was developed since the 1960ies in cities in Europe, North America and especially also in emerging economies with new industries such as India, South Korea, Philippines, Indonesia, Brazil, South Africa etc. UIM offered trainings for workers/employees on workers' rights and obligations, did advocacy work and sometimes offered legal support. There was a strong ecumenical support and cooperation through the World Council of Churches. On the catholic side, the World Movement of Christian Workers was formed in 1966 at the 75th anniversary of the Encyclics "Rerum Novarum".

On the side of Christian entrepreneurs/employers: Organizations of the first and second generation opened branches in developing countries, especially after independence in the early 1960ies. E.g. in Ghana, the Ghana branch of the International Organisation of the Young Christian Workers IYCW was built in 1963.¹¹ Research institutes at theological faculties and church headquarters on workplace were established, the Christian economic ethics and business ethics was developed especially in Europe and North America and built a strong conceptual basis for faith at work.¹² Ethical Investment initiatives started, first linked among others as support of the Christian Anti-Apartheid movement in

¹⁰ Wolfgang Gern, *Urban-Industrial Mission*, in: Religion Past and Present. Consulted online on 20 August 2017 <http://dx.doi.org/10.1163/1877-5888_rpp_SIM_10396> , First published online: 2011.

¹¹ Henry Afrim, *Young Christian Workers Centre Assenua/Ghana*, Thesis, Kumasi Kwame Nkrumah University of Science and Technology 2012.

¹² E.g. the Institute for Social Sciences of the Protestant Churches in Germany (Sozialwissenschaftliches Institut der EKD) in 1969 in Bochum (since 2004 in Hannover), the Institute for Social ethics at the Theological Faculty of the University of Zürich in 1970. The Founder and Director of the Institute in Zürich, Prof. Arthur Rich, was a pioneer in protestant economic ethics in the 20th century with his path-breaking book *Business and Economic Ethics: The Ethics of Economic Systems*, Leuven: Peeters, 2006 (first German edition 1990/1992). The Center "Faith in Business" at Ridley Hall in UK, established in 1989, serves as centre for Christian Entrepreneurs and lay people in work context.

order to respect sanctions against dictatorial or racist regimes.¹³ Christian entrepreneurs participated in dialogue platforms, trainings, church academies and also as financial supporters in projects of mission and development.

Therefore, only part of Christian entrepreneurs and Christian workers actively participated in specific Entrepreneurs and Workers associations. Many others have been engaged in Boards of Christian diaconal and development agencies and institutions, in church leadership, in parish Councils as treasurers, as managers of church projects etc.

Fourth Generation (1990-present)

On the side of Christian workers, most of the Christian Unions, with decreasing membership, merged with secular unions (from Catholic side it was also a recommendation of the Vatican) in order to be stronger while united. Christian workers associations for sport, culture, music etc. also rather decreased, but new forms have been established by groups by professions (see below).

On the side of Christian entrepreneurs/employers, it can be observed that some of the traditional Christian entrepreneurs associations have rather older persons as members. The generation of the 30-50-year old entrepreneurs and managers with a Christian background are rather either engaged in Pentecostal entrepreneurs fellowships, especially in USA and in emerging and former communist countries. Others, especially in Europe and North America, but on all continents, are engaged in manifold values-driven initiatives to implement ethical values and virtues, but not necessarily in an explicit Christian way. Thousands, with Christian and non-Christian faith-driven perspectives, are engaged as Corporate Social Responsibility CSR officers¹⁴, Ethics- and Compli-

¹³ See the case study of dialogue efforts between church and business 1970-1990 in Christoph Stückelberger, *Vermittlung und Parteinahme. Der Versöhnungsauftrag der Kirchen in gesellschaftlichen Konflikten*, Zürich: TVZ, 1988, 549-574.

¹⁴ E.g. The European Business Network for Corporate Social Responsibility. www.csreurope.org

ance Officers¹⁵, Anti-money-laundering specialists, managers of ethical investment funds, in the association for climate investors¹⁶ (which includes among their over 100 large investment units also church pensions funds), in green investments, in the World Business Council of Sustainable Development WBCSD¹⁷, of associations for sustainable business, standard setting associations¹⁸, companies as members of the UN Global Compact¹⁹ etc.

Various factors play an important role for this new generation of “faith at work” managers: 1. globalization which needs and leads to global cooperation; 2. Modern information and communication technologies which promote the networking character across ideological borders but around common themes and objectives; 3. Secularisation accompanied with a new interest in spirituality and ethical values, but often not linked to a specific institutionalized church/religious organization (“patchwork Christians” who switch between denominational belongings).

Christian Women Entrepreneurs Associations are another trend in this fourth generation. As there are secular women entrepreneurs clubs, so are Christian female managers united, often in fellowships. As women in business leadership positions are still a minority, one objective is exchange and strengthening women in leadership. Few are represented in this directory.

Associations of Christian Professionals is another large trend. It is not new, but substantially growing: medical doctors, nurses, dentists, lawyers, architects, engineers, diplomats, parliamentarians, teachers, coaches, psychotherapists, traders, accountants, journalists, publishers etc. The advantage is that they can exchange on specific challenges and experiences in their respective professions. They are not described in this directory as this would be a project on its own.

¹⁵ E.g. Ethics and Compliance Initiative ECI www.ethics.org; Association of Compliance and Certified Anti-Money Laundering Specialists ACAMS. www.acams.org.

¹⁶ Institutional Investors Group on Climate Change IIGCC, www.iigcc.org.

¹⁷ www.wbcds.org.

¹⁸ E.g. www.iso.org.

¹⁹ www.unglobalcompact.org.

1.6 Christian Entrepreneurs Fellowships in China

One specific interest of this directory is to show the diversity of Christian Entrepreneurs and workers associations in different historical, cultural, economic and political contexts. The Geneva Agape Foundation as project holder works to a great extent with values-driven entrepreneurs in China. What is then the situation of faith-driven entrepreneurs' associations and more specifically of Christian entrepreneurs' associations in China?

Based on the own experiences and observations of the authors and the Geneva Agape Foundation, the situation of entrepreneurs' associations in China is specific. In order to understand it, we first briefly look at the dynamic development of the civil society in China: An immense number of associations – non-governmental organisations (NGOs) in general – exist in China. Globally, China is certainly the country with the highest number of NGOs in absolute figures in a single country. It is estimated that there are more than half a million NGOs in China. The oldest and most famous NGO Research Center in China at Tsinghua University (among the top three in china)²⁰ offers in depth analyses²¹ of NGOs in China. The China Foundation Center CFC offers a Foundation Transparency Index and monitors over 2000 legally registered foundations in China especially for financial accountability.²²

NGOs exist in all sectors of society, in academia, sport, culture, media, business, religions, philanthropy, social work, education or others.²³

Entrepreneurs are gathering in numerous clubs to build business relations and friendships. *Faith-driven entrepreneurs* (Christians, but also Confucian, Buddhist, Muslim, Taoist entrepreneurs), are organized in informal, both small and large, fellowships than in formal and registered large associations. They have different names, some call themselves “Christian Industry and Commerce

²⁰ NGO Research Center (NGORC), at School of Public Policy and Management, Tsinghua University, Beijing. www.sppm.tsinghua.edu.cn/english.

²¹ In books and their semi-annual *The China Nonprofit Review* (at Brill).

²² en.foundationcenter.org.cn.

²³ Liu Baocheng, *Chinese Civil Society*, Geneva: Globethics.net, 2016.

Fellowships”. It is estimated that there are ten-thousands Christian entrepreneurs in China and many hundreds of fellowships. Reliable statistics are difficult to get and are not yet published. Research about the topic is ongoing.

The main roles and purposes of these fellowships are similar to those in other countries: deepen faith by exchange, prayer, bible studies; host discussions about faith at work and in business; share family issues; build connections among peers for trust in business cooperation; look for solutions to be a good citizen respecting the laws (e.g. related to voiding corruption) and get inspiration and share experiences on philanthropy and social responsibility. Compared to entrepreneurs’ fellowships in other countries, the advocacy role for social or political topics is not a role in China. Overall, these fellowships substantially contribute to the “Ethical Reorientation for Christianity in China”²⁴ and to see Christian faith not only as an individual inner path, but a joint effort of the Christian community to serve society.

*Three main phases in the development of Christian Entrepreneurs fellowships in China can be distinguished*²⁵. It started with the open-door policy from 1979 onwards.

1. The Incubation Period (1980-2000);
2. The Embryonic Period (2000-2010); and
3. The Development Period (Since 2000).

Christians in China belong either to an officially registered church, on the protestant side united in the China Christian Council CCC (with the Three Self Patriotic Movement TSPM). Other Christians belong to the house-churches (also called family churches) or to both, a registered and a house church. Few of the house churches begin now to be registered, but most are not registered and meet in homes or smaller fellowships. Some are also in so-called company-

²⁴ Manhong Melissa Lin, *Ethical Reorientation for Christianity in China. The Individual, Community and Society*, Hong Kong: Christian Study Centre on Chinese Religion and Culture, 2010. She compares the relation between the individual, the community and the society in Chinese Confucian, Marxist and Christian perspective

²⁵ Based on the research of Cao Zhi from Beijing.

churches which are composed of those employees and staff of a company who are Christians. Many Christians are individuals and do not practice any community life with a church or fellowship.

The *relation of these fellowships to the churches* are as diverse as the situation of churches and Christian communities as we as authors could see ourselves: some fellowships are part of a registered church, others have been initiated by or are connected to a house churches, some are completely independent from churches but members may have or may not have connections to a church.

A profound analysis of the business culture of companies with Christian entrepreneurs in mainland China and Hong Kong offers the book “Christ and business culture”.²⁶ Rothlin/McCann, in their book on “International Business Ethics. Focus on China”²⁷ include detailed case studies of companies in China on a broad range of twenty topics including moral decision-making in business, competition, stakeholder responsibility, consumer rights, marketing ethics, workers’ rights, whistleblowing, discrimination, investment ethics, corruption, environment, philanthropy etc. It is not specifically dealing with Christian business leaders, but implicitly there are some among them.

Several studies look specifically at Chinese Christians, as entrepreneurs, managers or employees, and the influence of their faith on work, business ethics and society. The German Sinologist Katrin Fiedler analysed the influence of protestant economic ethics on Protestants in Shanghai²⁸. She describes the combination of “modernisation between Marx and Mammon”²⁹. Case studies

²⁶ Jinhan Li/ Dennis McCann et al, *Christ and Business Culture*, Hong Kong: The Chinese University of Hong Kong, 2012.

²⁷ Stephan Rothlin/ Dennis McCann, *International Business Ethics. Focus on China*, Berlin: Springer, 2016.

²⁸ Katrin Fiedler, *Wirtschaftsethik in China am Fallbeispiel von Shanghaier Protestanten. Zwischen Marx und Mammon*, Hamburg: Institut für Asienkunde, 2000.

²⁹ *Ibid.*, 187-208.

on “Overseas Chinese Christian entrepreneurs in modern China”³⁰ show the influence of Christian faith and ethics on business.

Business cooperation between America, Europe and China, but also e.g. within South East Asia (Chinese Christian entrepreneurs in Malaysia, Philippines, Indonesia, Singapore, Vietnam etc.) includes business between Christians and Chinese Christians on these continents.

1.7 Faith-driven Entrepreneurs Associations in Other World Religions

The *Abrahamic religions* Judaism, Christianity and Islam (see chapter 4.1) are religions based on strong community-orientation. This is one reason, why there are more associations of entrepreneurs and employees in these religions (and especially numerous among Christians) than in the *Dharmic and Taoic Religions* (Hinduism, Buddhism, Taoism etc.). Latter emphasise – at least in its classical forms – more the individual spiritual path and personal spiritual growth than community organisations, whereas in Christian associations, the members and participants encourage themselves, mutually, in these fellowships and communities. In the Dharmic and Taoic religions – especially strong in Hinduism - the spiritual guidance from a personal Guru is key for a Hindu entrepreneur. A famous Indian entrepreneur, Hindu by origin but not explicitly practicing, explained to the authors that “every Hindu entrepreneur has a personal Guru and consults him on important business decisions.”

Few examples: The Organization “Young Jewish Professionals” in the USA provides “business networking, mentoring sessions and social opportunities for the new generation of Jewish business leaders.”³¹ The “Muslim Entrepreneur Network” claims to be “the largest Muslim Business Building Platform ... and

³⁰ Joy Kooi-Chin Tong, *Overseas Chinese Christian entrepreneurs in modern China: a case study of the influence of Christian ethics on business life*, London: Anthem press, 2012.

³¹ <http://www.yjpnewyork.org>.

largest Muslim Online Learning Marketplace.”³² The “Buddhist Business Network” concentrates on the “4Gs: Give referrals, Generate business, Give to charity and Gain merits”³³ through networking opportunities, education and fundraising. The Hindu Entrepreneurs Association (HEA) seems to be active among others with Hindu entrepreneurs in Africa. The “Jain International Trade Organization” (JITO)³⁴ supports entrepreneurs with soft loans and promotes the Jain-Buddhist value of Ahimsa, non-violence, in business. The “Sikh Entrepreneur”³⁵ is also mainly a networking, values-promoting and charity association. EBBF “is a Baha’I-inspired global learning community” since 1990.³⁶ The Chinese Taoist Association³⁷ is the main organization of Taoism in China, officially recognized by the state and established in 1957, but not with a specific branch for entrepreneurs. Confucian entrepreneurs have a large representation, mainly in china, but also other South East Asian countries. Even though “to Confucius, the ideal person is a scholar bureaucrat, not a successful entrepreneur”³⁸ and Confucian values are often seen as not entrepreneurial and innovative, many entrepreneurs adapt Confucian values and virtues to business and profound academic efforts on Confucian entrepreneurship are undertaken (see chapter 4.2).

A Directory and more detailed analysis of Jewish, Muslim, Buddhist, Hindu, Jain, Sikh, Taoist, Bahai and Confucian entrepreneurs’ associations will hopefully be available in a second edition of this book.

³² <http://www.muslimenetwork.com>, Homepage and About us.

³³ <http://www.buddhistbusiness.com>.

³⁴ <https://jito.org>.

³⁵ <http://www.sikhentrepreneur.com>.

³⁶ <http://ebbf.org/about>.

³⁷ www.taoist.org.cn.

³⁸ *Applying Confucian Values for Entrepreneurial Development and Improved Business Ethics*, Confucian Weekly Bulletin, 23 March 2015 (no author mentioned). <https://confucianweekly.com/2015/03/23/applying-confucian-values-for-entrepreneurial-development-and-improved-business-ethics>.

1.8 Conclusion

This introduction to and overview on the development of faith at work shows the diversity, historical development, importance and also opportunities of *Christian* associations of entrepreneurs and of employees. There are waves of ups and downs of such associations. *On denominational level*, Catholic organisations seem to be more stable and consistent during the last 150 years, perhaps because faith and work are strongly embedded in the catholic social doctrine. Protestant, Orthodox and Pentecostal churches also have very strong commitments in some phases and historical situations, but less in others. ‘Around the globe, *churches often do not pay enough attention* to the potential of Christian entrepreneurs’ and workers’ associations and if they pay attention, they often tend to look at *entrepreneurs primarily as “milk cow”* to get their money. But it should be a ‘give and take’: churches encourage and give guidance and support to Christian entrepreneurs in their efforts and dilemmas to live faith in the workplace. Entrepreneurs can then contribute a lot to churches in terms of funding, management know how, leadership development etc.

The Ecumenical movement during last fifty years was in some periods strong in statements on economic matters³⁹ from a justice perspective such as poverty and wealth, debt cancellation, globalization, macro-economic policies etc. The target group have been mainly the governments and multilateral institutions. This is very necessary, but the possibilities of and orientation for the entrepreneurs and also the workers have not been sufficiently addressed by the leadership of the churches and the ecumenical movement. Specialised minis-

³⁹ Examples: *Christian Faith and the World Economy. A Study Document from the World Council of Churches*, Geneva: WCC Publications, 1992 (translated to many languages); The WCC process “*Alternative Globalization Addressing Peoples and Earth (AGAPE)*” was a global process over many years for overcoming unfair globalization and developed a “greed line”. <https://www.oikoumene.org/en/resources/documents/wcc-programmes/public-witness-addressing-power-affirming-peace/poverty-wealth-and-ecology/neoliberal-paradigm/agape-call-for-action-2012/economy-of-life-justice-and-peace-for-all>.

tries or research units did it partially. This book wants to encourage and to increase the exchange and cooperation of churches with entrepreneurs and employees.

ASSOCIATIONS OF CHRISTIAN ENTREPRENEURS



	<p>Apostles in the Market Place</p> <p><i>Apostles in the Market Place</i></p> <p>www.aimpnetwork.org</p>
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Headquarter	Nigeria	Denomination	Not specified
Geographic Focus	Africa/Nigeria	Type of Organization	Not-for-profit
Founding Year	2003		
Membership Size	Up till 2015, 10,000 people engaged, 100 young people trained		
Objectives			
<p>To provide young entrants in corporate Nigeria with an understanding of the purpose of life on earth and how to make the most of their careers.</p> <p>To Help them discover and apply the godly principles at work and to make the life-long commitment to personal integrity.</p> <p>To create a community of people who will encourage and support each other as their careers progress.</p> <p>To attract and engage potential change agents who can accept the responsibility of building a New Nigeria and leaving a lasting impact.</p>			
Activities			
The AiMP monthly Series is the Network’s Flagship program which provides a forum, Networking dinner and Trainings.			
Publications			
<p>Books</p> <p>http://aimpnetwork.org/aimp-publishing/</p>			
Additional Info			
Contact			
<p>c/o African Capital Alliance Nigeria Limited, 8th Floor, C&C Towers, Plot 1684, Sanusi Fafunwa Street, Victoria Island Lagos Nigeria. Tel +234 (0)9033654839 info@aimpnetwork.org</p>			

	<p>Arbeitskreis Evangelischer Unternehmer in Deutschland (AEU) <i>Protestant Entrepreneurs in Germany</i></p> <p>www.aeu-online.de</p>
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Headquarter	Germany	Denomination	Protestant
Geographic Focus	Germany	Type of Organization	Association
Founding Year	1966		
Membership Size	Not specified		
Objectives			
Supported by a voluntary commitment, AEU is a network of Protestant entrepreneurs, managers and executives, which seeks ethical orientation and professional exchange in order to strengthen entrepreneurial decision-making and action, participates in church opinion on economic and social ethics in order to shape the Church and the social market economy.			
Activities			
AEU organizes talks, such as entrepreneur talk, theological evening talk, spiritual talk and round table management which provide protected space to bring personal convictions, questions or even doubts. Other activities take place regularly like regional annual reception which raises public awareness and facilitates networking, and informal meetings for information and thought exchange.			
Publications			
AEU Journal http://www.aeu-online.de/veroeffentlichungen/publikationen.html			
Additional Info			
Contact			
Working Group of Protestant entrepreneurs in Germany e. V. Karl Straße 84 76137 Karlsruhe, Germany info@aeu-online.de Tel +41 721 35 23 70 Fax +41 721 35 23 77			

	<p>Associação de Dirigentes Cristãos de Empresa de Brazil (ADCE) <i>Association of Christian Business Leaders</i></p> <p><i>adcebrasil.org.br</i></p>
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Headquarter	Brazil	Denomination	Not specified
Geographic Focus	Brazil	Type of Organization	Association
Founding Year	1961		
Membership Size	Not specified		
Objectives			
<p>ADCE is the representative in Brazil of UNIAPAC. ADCE-Brazil seeks to mobilize business leaders in Brazil so that, in the light of Christian social thought, they commit to their own development by deepening their spirituality and by transforming their business and the business environment as a whole, contributing for the emergence of a more solidary, just, free and humane society.</p>			
Activities			
<p>Check ADCE's methodology on http://adcebrasil.org.br/ecv/, which can be broken down into: Concept, Reflection, Question Application, Key World, Long Tail.</p>			
Publications			
<p>Online library http://adcebrasil.org.br/biblioteca/</p>			
Additional Info			
<p>Contact ADCE-SP - Association of Corporate Christian Leaders of São Paulo Rua Santanésia, 528 - 1 / ss CEP: 05580-050 - Butantã São Paulo - SP Brazil Tel: +55 (11) 3726-8292 / 3726-8299 adcesp @ adcesp.org.br</p>			

 <p>Bund Katholischer Unternehmer (BKU) <i>Confederation of Catholic Entrepreneurs</i> www.bku.de</p>

Headquarter	Germany	Denomination	Catholic
Geographic Focus	Germany	Type of Organization	Confederation
Founding Year	1949		
Membership Size	1,200 entrepreneurs, self-employed persons and executives		
Objectives			
BKU envisions a world where entrepreneurs are innovatively active in freedom. They produce goods and services that benefit consumers and create jobs. They take responsibility for the community and the preservation of the creation. They are committed to their environment and form a vital pillar of our civil society, the germ cell of which is the family.			
Activities			
BKU is committed to the exchange and further development of Catholic social teaching and in the renewal of the social market economy. It promotes ethical values in the economy and organizations, also offers entrepreneurs a space for personal interaction, spiritual direction and guidance for their daily activities.			
Publications			
BKU Journal, Green Pages, Discussion Record, Newsletter			
Additional Info			
Contact			
Georgstr. 18 50676 Köln-City Germany service@bku.de			

	<p>C12 Group</p> <p><i>C12 Group</i></p> <p><i>www.c12group.com</i></p>
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Headquarter	US	Denomination	Not specified
Geographic Focus	US	Type of Organization	Movement
Founding Year	1992		
Membership Size	Not specified		
Objectives			
<p>The C12 Group is US's largest network of Christian CEOs, business owners, and executives. C12 aims to change the world by advancing the Kingdom of God in the marketplace through the companies and lives of those Christ calls to lead businesses for Him. C12 serves business leaders across North America by improving their companies, strengthening marriage and family relationships.</p>			
Activities			
<p>A monthly meeting of qualified peers sharing business & ministry best practices in a non-competing, confidential forum.</p> <p>A monthly face-to-face session with a full-time Chair, a proven business & ministry leader, helping set personal & professional goals.</p> <p>Access to relevant, proprietary MBA-level curriculum, publications, applications, webinars, & digital tools.</p> <p>Connection with like-minded leaders across the country through regional and national events and conferences.</p>			
Publications			
<p>Blog http://blog.c12group.com/</p>			
Additional Info			
Contact			
<p>Tel +1 210 767 6200 info@C12Group.com</p>			

	CBMC International <i>Connecting Business & the Marketplace to Christ</i> www.cbmcint.com
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Headquarter	US	Denomination	Evangelical
Geographic Focus	Global	Type of Organization	Not-for-profit
Founding Year	1937		
Membership Size	Ministry teams located in 96 countries		
Objectives			
<p>CBMC International is uniquely positioned to influence business and professional leaders for Christ who can then influence others. CBMC's mission is to establish and strengthen CBMC national and regional teams to be effective as they present the Gospel of Jesus Christ to their colleagues in the global marketplace and to help others be transformed to Christ-likeness.</p>			
Activities			
<p>CBMC International remains a movement of God transforming people through Christ to accomplish His will in the marketplace through prayer, evangelism, discipleship, and leadership development. Three ministry initiatives are communicating the gospel to the world, build healthy and vital CBMC teams and recruit and develop future leaders.</p>			
Publications			
<p>Articles, book review http://www.cbmcint.com/articles/</p>			
Additional Info			
<p>Contact Contact form http://www.cbmcint.com/contact-us/</p>			

	<p>Chaplaincy Plus</p> <p><i>Chaplaincy Plus</i></p> <p>http://www.chaplaincyplus.org.uk/</p>
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Headquarter	UK	Denomination	Non-denominational
Geographic Focus	UK	Type of Organization	Not-for-profit
Founding Year	2003		
Membership Size	Over 700 individual members		
Objectives			
<p>Chaplaincy Plus is that through supporting people, encouraging organisations and believing in the city we help people to live life to the full.</p> <p>Our mission is to flourish together through three strategic activities: Network, Events and Partnerships.</p>			
Activities			
<p>Chaplaincy Plus equips individuals by hosting gatherings for working people in the corporate and professional marketplace and special interest groups such as City Lights, City Legal and City Women.</p> <p>It supports individuals through confidential pastoral care and by providing networking opportunities, as well as by praying for the Birmingham business community.</p>			
Publications			
NA			
Additional Info			
Contact			
<p>Floor 8, One Colmore Row Birmingham, B3 2BJ UK Tel +41 121 236 9742</p>			

 CHRISTEN IM BERUF	<p>Christen im Beruf (CiB)</p> <p><i>Christians at Work</i></p> <p>www.christen-im-beruf.de</p>
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Headquarter	Germany	Denomination	Evangelical
Geographic Focus	Germany	Type of Organization	Not-for-profit
Founding Year	1958		
Membership Size	Not specified		
Objectives			
<p>The vision of CiB is to encourage people from all professions to live in a relationship with God in everyday life as a Christian; To unite Christians who believe in the full gospel, to spread the full gospel in word and deed, within and outside the Federal Republic of Germany, through indoor and outdoor events (open air), and to care of Christian community.</p>			
Activities			
<p>CiB is less concerned with theology, but is much more about experiencing faith practically in everyday life. In the monthly events organized by the local groups, learning and sharing experience of faith through informal talks, meals.</p>			
Publications			
<p>Voice magazine https://christen-im-beruf.de/JoomlaMitte.aspx?page=voice</p>			
Additional Info			
Contact			
<p>Christen im Beruf e.V. FGBMFI Deutschland Full Gospel Business Men's Fellowship International Scharfstr. 1 94469 Deggendorf, Germany Tel +49 (0)991-6312 Fax +49 (0)991-6312 office@christenimberuf.de</p>			

	<p>Christen in der Wirtschaft (CIW)</p> <p><i>Christians in the Economy</i></p> <p>www.ciw.de</p>
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Headquarter	Germany	Denomination	Not specified
Geographic Focus	Germany	Type of Organization	Association
Founding Year	1902		
Membership Size	49 cooperate members		
Objectives			
<p>CIW is one of the oldest Christian economic associations in Germany, based in Würzburg. With many experiences and a qualified network, CiW encourages people to implement Christian values in their professional lives and provides concrete guidance for their daily work.</p>			
Activities			
<p>CIW encourages the exchange of experiences and the encouragement of Christians in their professional life.</p> <p>It organizes regional events like forums, network meetings and small groups; Nationwide meeting and international business trips.</p>			
Publications			
<p>Factor C, The Christian Economic Magazine http://www.ciw.de/kommunikation/faktor-c/</p>			
Additional Info			
Contact			
<p>Christians in the Economy e. V. Theaterstraße 16 97070 Würzburg Germany Tel +49 (0) 931-306992 - 50 Fax + 49 (0) 931-306992 - 59 info@ciw.d</p>			

	<p>Christian Association of Business Executives(CABE) <i>Christian Association of Business Executives</i></p> <p>www.cabe-online.org</p>
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Headquarter	UK	Denomination	Not specified
Geographic Focus	UK	Type of Organization	Association
Founding Year	1938		
Membership Size	Not specified		
Objectives			
<p>CABE is a fellowship of Christians in business life who share common concerns, offer mutual support and seek to promote the application of Christian principles in the working environment. CABE aims to support Christians who work in business and commerce by exploring the relationship between the faith that they profess and the world in which they work.</p>			
Activities			
<p>CABE promotes high standards of business behaviour, it also promotes the study and application of Christian moral principles in the management and conduct of business, as well as study of the practical application of Christian social teaching to the modern economy.</p> <p>CABE provides insight through its papers and articles, provides inspiration through events and networking opportunities, provides influence as they bring a Christian voice to the main issues of the economy.</p>			
Publications			
<p>Articles, Book reviews http://www.cabe-online.org/resources/articles/ http://www.cabe-online.org/resources/book-reviews/</p>			
Additional Info			
<p>It was founded in 1938 by a group of Roman Catholic laymen who held senior positions in industry and commerce. Initially it was known as The Catholic Industrialists' Conference.</p>			
Contact			
<p>Contact form www.cabe-online.org/contact-us</p>			

	<p>Christian Business Fellowship</p> <p><i>Christian Business Fellowship</i></p> <p><i>christianbusinessfellowship.org</i></p>
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Headquarter	US	Denomination	Not specified
Geographic Focus	US	Type of Organization	Not-for-profit
Founding Year			
Membership Size	Not specified		
Objectives			
<p>To equip, encourage and energize business leaders through teaching, fellowship, accountability, counsel and prayer with the purpose of mobilizing them to build the church. The small communities of leaders of similar-sized organizations provide a vibrant peer group which is called Christian Advisory Boards. CAB members enjoy enriching give-and-take; learning while sharing your experience, and encouraging each other to accelerate success.</p>			
Activities			
<p>Monthly meeting including an one-hour teaching on business functions on a wide range of topics, each teaching topic is relevant to a leader’s responsibilities and usually falls into one of these three categories:</p> <p>Top Line Practical Assessment & Operational Strategies Personal Strategies</p>			
Publications			
NA			
Additional Info			
Contact			
Christian Business Fellowship PO Box 721 Saint Charles, IL 60174 USA			

	<p>Christian Business Leaders</p> <p><i>Christian Business Leaders</i></p> <p>www.christian-business-leaders.co.uk</p>
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Headquarter	UK	Denomination	Not specified
Geographic Focus	UK	Type of	Not-for-profit
Founding Year	2006	Organization	
Membership Size	Not specified		
Objectives			
Aiming to equip Christians in Business Leadership to be more effective for Christ through Monthly breakfast meetings, Support groups & Mentoring.			
Activities			
<p>The organization will be partners to each other in Christ and in business through the breakfast meetings and through smaller groups such as the Support Groups for Business Owners and Senior Managers.</p> <p>It will see improvement in our businesses in commercial results, in contentment of our associates and in stewardship of the world's resources.</p> <p>It will demonstrate godliness in our work place to our associates, employees, customers and suppliers in order to make every opportunity to present the Gospel message.</p>			
Publications			
NA			
Additional Info			
Contact			
<p>c/o vfdnet ltd Magdelen Centre Robert Robinson Road Oxford, OX4 4GA, UK Tel +44 (0)1865 784060 admin@cbl-uk.org</p>			

	<p>Christian Business Leader Roundtable (CBLR) <i>Christian Business Leader Roundtable</i> cblroundtable.com</p>
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Headquarter	US	Denomination	Not specified
Geographic Focus	US	Type of Organization	Not-for-profit
Founding Year	2004		
Membership Size	Not specified		
Objectives			
<p>CBLR effectively equips business women and men to conduct their business in the Marketplace on Biblical principles. By acquiring this knowledge and by being effectively joined to peers who are seeking to do the same, our members and partners will impact both the Marketplace and their homes, churches and communities with a real and living faith.</p>			
Activities			
<p>Friday Morning Trainings, small groups meetings, where opportunity be presented to provide mutual support and encouragement while also fostering relationships and accountability.</p> <p>Special events, conferences, and workshops to build both fellowship and capabilities of CBLR Members and Partners, reaching out to others in the Marketplace with the message of Jesus Christ. CBLR members are encouraged to invite/include their team members/employees, their clients, vendors, and fellow business contacts in these events as is possible.</p>			
Publications			
NA			
Additional Info			
Contact			
<p>P.O. Box 1027 – Franklin Tennessee 37065 USA</p>			

	<p>Christian Entrepreneur Association (CEA) <i>Christian Entrepreneur Association</i></p> <p>http://www.ceasf.org/</p>
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Headquarter	US	Denomination	Not specified
Geographic Focus	US	Type of Organization	Association
Founding Year			
Membership Size	Not specified		
Objectives			
<p>CEA is an organization of entrepreneurs and business professionals whose mission is to educate and guide participants to live out their Christian faith more fully in the chosen professions. Its activities and gatherings are designed to enable Christian professionals to meet others with similar passions and beliefs. CEA hope their attendees will not only build business connections, but spiritual connections.</p>			
Activities			
<p>CEA organises seminar and lecture which are given by the Christian entrepreneur leaders. In addition, CEA often invites guest speakers to the events who have expressed a willingness to share their perspective and experiences on integrating their faith and careers.</p>			
Publications			
NA			
Additional Info			
Contact			
cea.sfbay@gmail.com			

	Christian Leaders. Net <i>Christian Leaders. Net</i> www.christian-leaders.net
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Headquarter	Switzerland	Denomination	Ecumenical
Geographic Focus	Switzerland	Type of Organization	Not-for-profit
Founding Year			
Membership Size	7 providers		
Objectives			
A collective platform where several Swiss Christian institutions/platforms (which are called 'Providers' on the website) and their activities can be found on each website of them. Up till 2017, there are 7 providers which are: Akademie ACF, C-leaders, Christian Leadership Values, CGS ECS ICS, ICCS Switzerland, IVCG and SBG.			
Activities			
Activities of providers could be found on each of their own website.			
Publications			
NA			
Additional Info			
Contact			
Christian Leaders Parkterrasse 10 3012 Bern Switzerland Tel +41 848 77 77 00 info@christian-leaders.net			

	<p>Christian Woman Business Organization (CWBO) <i>Christian Woman</i></p> <p><i>cwbogroup.com/</i></p>
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Headquarter	US	Denomination	Not specified
Geographic Focus	US	Type of Organization	Not-for-profit
Founding Year			
Membership Size	Not specified		
Objectives			
<p>CWBO is a networking group, which encourages and promotes Christian principles within the business community. CWBO exists to be a light in the business world advancing entrepreneurial and spiritual growth. CWBO encourages professional women to be examples of godly virtues through the unity of Jesus Christ and desires to see each woman be successful in her business.</p>			
Activities			
<p>CWBO offers a refreshing approach to networking and business building. Members will enjoy connecting with other professional Christian women and building lasting and supportive relationships; will meet other like-hearted Christian women with whom you can build relationships, share business commercial, gather referrals and learn about business opportunities. At CWBO's monthly luncheons, individuals will be inspired by speakers who will encourage you professionally, and spur you on to maturity in Christ.</p>			
Publications			
<p>CWBO Blog http://cwbogroup.com/cwbo-blog/</p>			
Additional Info			
Contact			
Tel +1 720-583-5775			

 <p>Christliche Geschäftsleute Schweiz Entrepreneurs Chrétiens Suisses Imprenditori Cristiani Svizzeri</p>	<p>Christliche Geschäftsleute Schweiz CGS Entrepreneurs Chrétiens Suisses ECS Imprenditori Cristiani Svizzeri ICS <i>Swiss Christian Entrepreneurs</i> www.cgs-net.ch/</p>
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Headquarter	Switzerland	Denomination	Not specified
Geographic Focus	Switzerland	Type of Organization	Association
Founding Year			
Membership Size	690 across Switzerland		
Objectives			
The aim of Swiss Christian Entrepreneurs is to encourage its members to be salt and light, to live Christian values and to engage in a process of spiritual maturity for life. It means publicly professing one's faith and knowing that without love we cannot do anything lasting or of real use.			
Activities			
Swiss Christian Entrepreneurs offers events, trade symposia, seminars, national conferences, punctual training, certifications and marketing platforms. The events are held in means of meeting or aperitif, or via the website.			
Publications			
A constantly-updated purchasing guide, can be ordered for free http://www.cgs-net.ch/kontakt/?L=0			
Additional Info			
Contact			
Entrepreneurs Chrétiens Suisses Matthieu Jordi Aemmenmattstrasse 22, 3123 Belp Switzerland Tel +41 (0)31 819 81 70 Fax +41 (0)31 819 71 60			

 <p>Christliche Unternehmer e.V.</p>	<p>Christliche Unternehmer</p> <p><i>Christian Entrepreneurs</i></p> <p><i>www.christlicheunternehmer.de</i></p>
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Headquarter	Germany	Denomination	Not specified
Geographic Focus	Germany	Type of Organization	Association
Founding Year	2001		
Membership Size	35 enterprises		
Objectives			
<p>Christian Entrepreneur is for mutual spiritual encouragement through exchange of experiences, prayer with one another and for each other. It dedicates in practicing mutual encouragement for the implementation of biblical principles in business day. It supports members through exchange of experience, expert advice and seminars and various social projects.</p>			
Activities			
<p>Christian Entrepreneur offers a wide range of services, which addresses entrepreneurs from all sectors of the economy. In addition to specialist lectures on further education and forums for the exchange of experience, Christian Entrepreneur is also actively on the road for leisure activities or form small prayer groups for mutual support.</p>			
Publications			
NA			
Additional Info			
Contact			
<p>Christian entrepreneurs e. V. Georgstraße 24 32756 Detmold Germany Tel: +49 (0) 1525 733 33 32 Fax: +49 (0) 521 390 662 9 info@christlicheunternehmer.de</p>			

	<h2>Entrepreneurial Leaders Organization</h2>
	<p><i>Entrepreneurial Leaders Organization</i></p>
	<p>www.entrepreneurialleaders.com</p>

Headquarter	Canada	Denomination	Not specified
Geographic Focus	Canada, US	Type of	Not-for-profit
Founding Year		Organization	
Membership Size	Not specified		
Objectives			
To become the world’s leading organization to connect, equip and celebrate Christian marketplace and entrepreneurial leaders.			
Activities			
<p>Publications – articles, books & e-books are based on comprehensive interviews with leading Christian entrepreneurs worldwide;</p> <p>Website - creating and sustaining the leading website focused on Christian marketplace and entrepreneurial leadership, including the use of social media and blogs;</p> <p>Public Speaking – keynotes, seminars & courses for churches, para-church organizations and executive groups worldwide;</p> <p>Conferences - a catalyst to equip, connect and inspire entrepreneurial leaders.</p>			
Publications			
Books, articles, Entrepreneurial Leader Newsletter http://www.entrepreneurialleaders.com/publications			
Additional Info			
Contact			
Contact Form http://www.entrepreneurialleaders.com/contact			

	<p>Fellowship of Companies for Christ International (FCCI)</p> <p><i>Fellowship of Companies for Christ International</i></p> <p>www.fcci.org/</p>
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Headquarter	US	Denomination	Not specified
Geographic Focus	US	Type of Organization	Not-for-profit
Founding Year	1977		
Membership Size	Not specified		
Objectives			
<p>In pursuit of Christ’s eternal objectives, FCCI equips and encourages Christian business leaders to operate their businesses and conduct their personal lives in accordance with Biblical principles.</p>			
Activities			
<p>Participate in workshops, conferences, one of its life-changing Business Leadership Groups.</p> <p>Utilize materials, information & instruction that FCCI creates including online assessment tools and digital library resources.</p> <p>Join others in one’s local area to learn from each other and pray about God’s plan for business.</p>			
Additional Info			
Contact			
<p>FCCI 11675 Great Oaks Way, Suite 150 Alpharetta, GA 30022 US Phone: (770) 685-6000 Fax: (770) 685-6001 Email: info@fcci.org</p>			

	<p>Fellowship of Christians in Government (FOCIG) <i>Fellowship of Christians in Government</i> focigphilippines.org</p>
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Headquarter	The Philippines	Denomination	Not specified
Geographic Focus	The Philippines	Type of Organization	Not-for-profit
Founding Year			
Membership Size	Not specified		
Objectives			
<p>FOCIG is a network of Christians in various government offices who are committed to share the good news of the Lord Jesus Christ. FOCIG aims to mentor and empower strategic public servants and thus to advance a righteous and transformative government.</p>			
Activities			
<p>FOCIG is currently networking with 85 Christian Fellowships and mainly dedicated to support and encourage each other in living out God’s values in our government institutions; to promote justice and righteousness in their workplaces; to assist the public in their transactions with the government; and to prevent and fight graft and corruption.</p>			
Publications			
NA			
Additional Info			
Contact			
<p>Fellowship of Christians in Government (FOCIG) 3/F, MII Annex 1 Bldg., April Ext., Vico Subdivision Congressional Ave., Quezon City The Philippines</p> <p>Neils Patrick Riconalla, FOCIG Chairman Tel. +632 441-8246 focig@mozcom.com</p>			

	<p>Full Gospel Business Men's Fellowship International (FGBMFI) <i>Full Gospel Business Men's Fellowship International</i> fgbmf.org</p>
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Headquarter	US	Denomination	Not specified
Geographic Focus	Global	Type of Organization	Not-for-profit
Founding Year	1953		
Membership Size	In 142 nations - meeting in over 7,000 chapters		
Objectives			
<p>FGBMFI is one of the largest Christian business organizations in the world. FGBMFI connects people with opportunities to reach out and help others find a better life and work together to build better communities. FGBMFI is a grass roots effort with a global scope; the strategy requires every member doing their part through their local chapter to impact their city.</p>			
Activities			
<p>Activities are carried in three tiers:</p> <p>Through local chapter operations - Chapter meetings with business people sharing their personal stories. Special projects and outreaches to their local city;</p> <p>Through national operations - Training for members and leaders. Resource development unique to the nation. National projects and outreaches;</p> <p>Through international operations - Strategy development and training for global leaders. Global governance and annual Convention. Resource development for use on all levels. International projects such as Airlifts and Fire Team outreaches.</p>			
Additional Info			
Contact			
<p>Corporate Office 2600 Michelson Dr., Suite 1700 Irvine, CA 92612 Tel. +1 949.529.4688</p>			

 <p>FORUM CHRISTLICHER FÜHRUNGSKRÄFTE</p>	<h2 style="margin: 0;">Forum Christlicher Führungskräfte</h2> <p style="margin: 10px 0;"><i>Christian Leader Forum</i></p> <p style="margin: 0;">www.christliches-forum.ch</p>
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Headquarter	Switzerland	Denomination	Not specified
Geographic Focus	Switzerland	Type of Organization	Not-for-profit
Founding Year			
Membership Size	Not specified		
Objectives			
<p>The Christian Leader Forum is intended to provide inspiration, hope and solutions to stakeholders and leaders from business, politics, church, education and health care. From a Christian perspective, the Forum invites people to discuss central leadership issues and current challenges of our society. It wants to inspire life, work, and ultimately make the world valuable.</p>			
Activities			
<p>At the Forum, experienced executives share their professional and private victories and defeats. The participants are given the opportunity to look behind the façade of personalities from business, society, politics, church and culture. Leading personalities open up new presentations around the subject of "win-lose" with their presentations, creating the basis for exciting discussions. The Forum also offers young and experienced stakeholders an effective platform to network.</p>			
Publications			
Additional Info			
<p>This is a once-in-a-year forum in forms of conference, seminar, and networking gathering.</p>			
Contact			
<p>Forum pour décideurs chrétiens c-o Fraro4u AG Hauptstrasse 175 5112 Thalheim Switzerland Tel +41 (0)56 44 33 444 info@christliches-forum.ch</p>			

	<p>God at Work</p> <p><i>God at Work</i></p> <p>www.godatwork.org.uk/</p>
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Headquarter	UK	Denomination	Not specified
Geographic Focus	Global	Type of Organization	Not-for-profit
Founding Year			
Membership Size	Not specified		
Objectives			
<p>God at Work's passion is to encourage you to integrate your faith and work and to propel you to be an agent of the kingdom of God in your workplace.</p> <p>Its practical and authentic resources are intended to equip believers for their own unique challenges and opportunities.</p>			
Activities			
<p>God at Work course being taught at two churches in London. A monthly prayer meeting in central London.</p> <p>Online resources of the 12 God at Work conversations, along with the leaders guide to serve working Christians and those who intend to teach the course.</p>			
Publications			
<p>Books https://www.godatwork.org.uk/books</p> <p>Articles https://www.godatwork.org.uk/work-life</p>			
Additional Info			
Contact			
<p>Contact Form</p> <p>https://www.godatwork.org.uk/contact</p>			

	<p>Guild of Christian Entrepreneur Forum (GCEF) <i>Guild of Christian Entrepreneur Forum</i> www.gcefbusinessforum.com</p>
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Headquarter	Nigeria	Denomination	Not specified
Geographic Focus	Global	Type of Organization	Association
Founding Year			
Membership Size	Not specified		
Objectives			
<p>GCEF serves as official business networking association for all companies owned and managed by bible practicing Christians, whose mission is to grow the business of its members as its business and to have them comply with God’s laws for the attainment of good business success, as well as full observance of the laws of man.</p>			
Activities			
<p>Regular networking events, programs and multimedia communications via the institution of relevant programs capable of growing our members business;</p> <p>An advisory medium for promoting exclusive and successful business networking, matchmaking, contact making;</p> <p>Advocacy on all matters relating to fair business, trade, investment and other economic co-operation between Nigeria and the rest of the world.</p>			
Publications			
NA			
Additional Info			
Contact			
<p>The Executive Secretary, Guild of Christian Entrepreneurs Forum, No 213, Igbosere Street, 4th Floor Lagos Island, Lagos-Nigeria. P.O. Box 2708, Apapa, Lagos-Nigeria. Tel +234 (0)1 7926238 gcef@gcefbusinessforum.com</p>			

	<p>International Christian Chamber of Commerce (ICCC) <i>International Christian Chamber of Commerce</i></p> <p><i>iccc.net/</i></p>
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Headquarter	Sweden	Denomination	Not specified
Geographic Focus	Global	Type of Organization	Not-for-profit
Founding Year	1985		
Membership Size	Represented in over 70 countries		
Objectives			
<p>ICCC is a global network for people in the work place. ICCC wants to inspire, equip, serve and challenge each other to take the calling of God seriously, learn to walk by faith and build our working lives on the rock, Jesus Christ. The ICCC is represented in 82 nations on every continent on earth.</p>			
Activities			
<p>ICCC activities are mainly of three parts: Local and international gathering; Training seminars e.g. Transformed Working Life (TWL), leadership training events and business seminar; In special events seeking to serve and support our members through encouragement, prayer, fellowship, and fathering.</p>			
Additional Info			
Contact			
<p>ICCC International Office Hjalmarbergets Foretagscenter Grusgropvagen 5 SE-702 36 Orebro Sweden Phone: +46/19-24 70 00 Fax: +46/19-24 70 01 Mail: international.office@iccc.net</p>			

	<p>Industrial Christian Fellowship (ICF)</p> <p><i>Industrial Christian Fellowship</i></p> <p><i>www.icf-online.org</i></p>
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Headquarter	UK	Denomination	Ecumenical
Geographic Focus	UK	Type of Organization	Not-for-profit
Founding Year	1919		
Membership Size	Not specified		
Objectives			
<p>ICF is a membership organisation that works to encourage individuals to deepen their understanding of God's purpose in the world of work. ICF provides support by combining the practical experience and theological reflections of its members and extensive network of friends and associates, by helping members and others to live out their faith at their work.</p>			
Activities			
<p>ICF publishes, in partnership with Ridley Hall Foundation, the leading journal in the field, Faith in Business. ICF publishes services and worship material for use at Rogationtide, on Industrial Sunday and for private prayer. ICF carries out research into how people at work see the importance of the Christian faith. ICF maintains high level contacts in the churches and in commerce and industry.</p>			
Publications			
<p>Articles and Papers http://www.icf-online.org/icfdownloads.php</p>			
Additional Info			
Contact			
<p>Chair: Revd Phil Jump Tel +41 775 459 9298 Email: phil@nwba.org.uk Secretary: Ann Wright PO Box 414, HORLEY, RH6 8WL, UK Tel +41 (0)1293 821322 wright@btinternet.com</p>			

 <p>International Fellowship of Christian Businessmen</p>	<p>International Fellowship of Christian Businessman (IFCB) <i>International Fellowship of Christian Businessman</i></p> <p>www.ifcb.org</p>
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Headquarter	US	Denomination	Not specified
Geographic Focus	US	Type of Organization	Not-for-profit
Founding Year			
Membership Size	Not specified		
Objectives			
IFCB is an organization that is impacting business culture, by focusing on the moral and ethical standards of today's workplace. IFCB aims to further accomplish the great commission; to provide the means for spiritual fellowship; to equip and develop business leaders.			
Activities			
IFBC contributes to organise Businessmen meet for informal peer level fellowship and discussion of Scriptural answers for today's business questions. The IFCB also conducts formal weekly and monthly gatherings of members and guests. Combined with retreats, get-a-ways, and conferences, these meetings are open to the general public as well as members, in which Gospel outreach to broader audience. Accordingly, this gives IFCB a considerable team to affect the nation.			
Publications			
NA			
Additional Info			
Contact			
IFCB P.O. BOX 31264 St. Louis, MO 63131, USA Tel +1 314-896-4322			

	<p>Internationale Vereinigung Christlicher Geschäftsleute / Führungskräfte (IVCG) <i>International Association of Christian Business People and Executives</i> www.ivcg.org</p>
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Headquarter	Germany, Austria, Switzerland	Denomination	Not specified
Geographic Focus	Germany, Austria, Switzerland	Type of Organization	Association
Founding Year	1957		
Membership Size	Not specified		
Objectives			
<p>Christianity and the stabilizing values of today's Western society are increasingly forgotten, especially the actual core of Christianity, which contains concrete, responsive, responsive answers to the question of the meaning and management of life. IVCG is to strengthen the faith among the business people and business leaders.</p>			
Activities			
<p>Lectures delivered by competent speakers from business, politics, science or culture against the background of their experience with the Christian faith; Meetings and events held in small groups to share and discuss about questions of Christ; Peer counseling offered by fellow Christian executives who have faced the specific challenges in work, family, working place.</p>			
Publications			
Quarterly magazine <Go >. Electronic version http://gomagazin.de/			
Additional Info			
Contact			
IVCG Deutschland Postfach 1330 58653 Hemer, Germany Tel +49 2372 55540-0 mail(at)ivcg.org			

	<p>Kingscompass Christian Training, Coaching & Consulting <i>Kingscompass</i></p> <p><i>kingscompasscoach.com</i></p>
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Headquarter	UK	Denomination	Non-denominational
Geographic Focus	UK	Type of Organization	Company
Founding Year	2012		
Membership Size	Not specified		
Objectives			
Kingscompass is a coaching practice that trains Christians in a scripturally grounded approach to coaching and coaching conversations. Kingscompass invites Christians to explore and bring God more deeply into their work or service. Individuals trained and coached by the ministry will have transformational impact on the organisations and people with whom they work.			
Activities			
Kingscompass offers Executive Team programs which seek to release the innate wisdom and hidden potential of all employed. Kingscompass focuses on helping energise the spirit of Christian faith based organisations, shape culture and equip employees with skills and approaches, bringing a dogma and evangelistically free approach to Christian leaders with a heart for more.			
Publications			
Blog http://kingscompasscoach.com/blog/			
Additional Info			
Contact			
Kingscompass Orchardside, Chestnut Walk Henley in Arden, Warwickshire, B95 5JN, UK Tel + 44 (0) 1564 336 325 enquiries@kingscompasscoach.com			

 <p>Kongress christlicher Führungskräfte</p>	<p>Kongress christlicher Führungskräfte (KCF) <i>Congress of Christian Leaders</i></p> <p>www.fuehrungskraeftekongress.de</p>
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Headquarter	Germany	Membership Size	Not specified
Geographic Focus	Germany	Type of Organization	Not-for-profit
Founding Year	1999		
Sector	All		
Objectives			
<p>The Congress of Christian Leaders has been held every two years since 1999. It is under the motto "Going forward with values" and has developed into the largest value conference in German-speaking Europe in recent years. The Congress sees itself as a value mediator. It serves the orientation, the motivation and the exchange of experience of executives of all sectors. The aim of the congress is to encourage Christians to take responsibility and to live values in responsible positions.</p>			
Activities			
<p>Check the 2017 Program on http://www.fuehrungskraeftekongress.de/congress-of-christian-leaders/programme.html</p>			
Additional Info			
<p>KCF is a bi-annual conference organized for Christian business leaders.</p>			
Contact			
<p>Congress of Christian Leaders Steinbühlstraße 3 35578 Wetzlar Germany Email: kontakt@fuehrungskraeftekongress.de Tel. +49 6441 915-555</p>			

 <p>Les Entrepreneurs et Dirigeants Chrétiens</p>	<p>Les Entrepreneurs et Dirigeants Chrétiens (EDC) <i>Christian Entrepreneurs and Leaders</i></p> <p>www.lesedc.org</p>
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Headquarter	France	Denomination	Ecumenical
Geographic Focus	France	Type of Organization	Movement
Founding Year	2000		
Membership Size	3,000 business leaders in 330 local teams		
Objectives			
Entrepreneurs and leaders seek an inner unity in being decision-maker and Christian. EDC works in team to respond to the call of the Gospel in our relations and in our responsibilities. Relying on Christian thoughts, EDC shares the experience and prayer to progress together and to share the gospel.			
Activities			
Various activities include trainings on management skill, Financial Ethics; Spiritual resources like biblical and theological sources. Networking opportunity for the members.			
Publications			
Booklets, order on https://www.lesedc.org/publications/#formulaire Magazine <La Revue>, Subscription via https://www.lesedc.org/actualite-vdm/sabonner			
Additional Info			
EDC is an ecumenical movement member of the International Union of Christian Business Leaders (UNIAPAC).			
Contact			
24 rue de l'Amiral Hamelin 75116 PARIS France			

	<p>London Institute for Contemporary Christianity (LICC) <i>London Institute for Contemporary Christianity</i></p> <p><i>www.licc.org.uk</i></p>
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Headquarter	UK	Denomination	Not specified
Geographic Focus	UK, US, Australia, Netherlands	Type of Organization	Not-for-profit
Founding Year	1982		
Membership Size	Not specified		
Objectives			
<p>Empowering Christians to make a difference for Christ in our Monday to Saturday lives</p> <p>Helping church leaders equip their church communities to do it, and</p> <p>Fuelling a movement to reach and renew our nation</p>			
Activities			
<p>LICC is dedicated to developing the biblical wisdom, the cultural insights, the stories and the practical ideas that help people live out God’s living word creatively.</p> <p>LICC offers resources for personal or small group use. Courses for people at different stages of their working lives. Training days and learning hubs for church leaders. Speakers. Events. Books. Blogs. Videos and more.</p>			
Publications			
<p>Articles</p> <p>https://www.licc.org.uk/resources/</p>			
Additional Info			
<p>LICC is an association for Christian but not for or of entrepreneur. They contribute in building future Christian leaders.</p>			
Contact			
<p>LICC, St. Peter’s, Vere Street, London, W1G 0DQ UK Tel +41 207 3999555 mail@licc.org.uk</p>			

	<p>Ministry at Work</p> <p><i>Ministry at Work</i></p> <p>www.ministryatwork.org.uk</p>
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Headquarter	UK	Denomination	Anglican church
Geographic Focus	UK	Type of	Not-for-profit
Founding Year	2012	Organization	
Membership Size	Not specified		
Objectives			
Ministry at Work works across all business sectors, listening, supporting, encouraging and equipping people at their point of need			
Activities			
<ol style="list-style-type: none"> 1. Chaplaincy service to businesses: to help businesses care for their workforce; 2. Chaplaincy services for individuals: offering one-to-one time, enabling managers and professionals to flourish in their work, journeying with those in difficult situations, offering signposting to agencies when appropriate. 3. Chaplaincy consultancy to the public sector: equipping teams to listen well and work together, especially in multi-disciplinary and interfaith situations. 			
Publications			
NA			
Additional Info			
Contact			
Tel +41 797 1966160 info@ministryatwork.org.uk			

	<p>MOUVEMENT CHRÉTIEN DES CADRES ET DIRIGEANTS (MCC) <i>Christian Movement of Executives</i></p> <p>www.mcc.asso.fr/</p>
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Headquarter	France	Denomination	Non-denominational
Geographic Focus	France	Type of Organization	Movement
Founding Year	1965		
Membership Size	Not specified		
Objectives			
<p>The MCC is a Church Movement. It brings together executives and leaders who want to better live the Gospel in their professional lives. The MCC proposes to share experience on the issues people confront in places where they carry out their responsibilities; to share about how to live in daily consistence with Christian values; to bear witness to the Gospel at the heart of economic and social realities.</p>			
Activities			
<p>The MCC is organized in regions and sectors, which offers reception points and meeting places throughout France. MCC members usually meet as a team of about ten members and a spiritual accompanist called by the movement. The exchange is about a chosen subject or about the situations lived, enlightened by a time of prayer and sharing of the gospel. They also meet in broader encounters and debates on economic and social issues.</p>			
Publications			
<p>Newsletter, thematic articles http://www.mcc.asso.fr/-Publications-5-</p>			
Additional Info			
Contact			
<p>Contact form http://www.mcc.asso.fr/spip.php?page=contact</p>			

	<p>National Association of Christian Women Entrepreneurs (NACWE) <i>National Association of Christian Women Entrepreneurs</i> nacwe.org</p>
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Headquarter	US	Denomination	Not specified
Geographic Focus	US	Type of Organization	Association
Founding Year	2010		
Membership Size	Not specified		
Objectives			
<p>NACWE was established in 2010, a place to connect with fellow sisters in Christ from the United States and Canada. NACWE is committed to train and inspire women who are ready to create, collaborate and contribute to changing the world. It has become an empowering community of Christian women united under the common goal of helping one another succeed and thrive in business.</p>			
Activities			
<p>Connect through the private forum, virtual-classes, webinars, live events, and virtual events.</p> <p>Create through the power of idea sharing, resources, and vision.</p> <p>Collaborate by working with each other, creating joint ventures, sharing referrals, and walking side by side.</p>			
Publications			
<p>NACWE Online Blog http://nacwe.org/blog/</p>			
Additional Info			
Contact			
<p>NACWE 2140 E Southlake Blvd, Suite L-643 Southlake, TX 76092, USA Voicemail: +1 940 247-0090 info@nacwe.org</p>			

 <small>RELIGIOUS FREEDOM & BUSINESS FOUNDATION</small>	Religious Freedom & Business Foundation (RFBF) <i>Religious Freedom and Business Foundation</i> <i>religiousfreedomandbusiness.org</i>
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Headquarter	US	Denomination	Not specified
Geographic Focus	Global	Type of Organization	Foundation
Founding Year			
Membership Size	Not specified		
Objectives			
<p>RFBF places emphasis on helping businesses foster interfaith understanding and peace. The Foundation envisions a global future of innovative and sustainable economies where freedom of religion or belief and diversity are respected.</p>			
Activities			
<p>RFBF educates the global business community about how religious freedom is good for business, and engages the business community in joining forces with government and non-government organizations in promoting respect for freedom of religion or belief (FoRB). The Foundation accomplishes its work through research, the Empowerment initiative, global awards, world forums, and education on how freedom of religion or belief is in the strategic interests of businesses and societies.</p>			
Publications			
<p>Publications on research http://religiousfreedomandbusiness.org/research</p>			
Additional Info			
Contact			
<p>1A Perry Circle • Annapolis MD 21402 USA Tel +1 410 268 7809 contact@religiousfreedomandbusiness.org</p>			

	<p>SALT Network Christian Aid <i>Salt Network Christian Aid</i></p> <p>www.christianaid.org.uk/getinvolved/private-sector/salt-network.aspx</p>
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Headquarter	UK	Denomination	Not specified
Geographic Focus	Global	Type of Organization	Not-for-profit
Founding Year	1945		
Membership Size	Not specified		
Objectives			
<p>Christian Aid is a Christian organisation that insists the world can and must be swiftly changed to one where everyone can live a full life, free from poverty. They provide urgent, practical and effective assistance where need is great, tackling the effects of poverty as well as its root causes.</p> <p>The Salt Business Network provides a new opportunity for business leaders to partner with Christian Aid. Members are joining the network from all kinds of businesses, large and small committed to working together to achieve a world without poverty.</p>			
Activities			
<p>The SALT network will support business leaders to bring about change within their company and influence others in their sector. It will also give them an opportunity to provide financial support to entrepreneurs in developing countries, through a special Christian Aid fund.</p> <p>Much of the learning will be online, with members meeting face-to-face around three times a year.</p>			
Publications			
NA			
Additional Info			
Contact			
salt@christian-aid.org			

	<p>The Christian Working Woman (TCWW)</p> <p><i>The Christian Working Woman</i></p> <p><i>christianworkingwoman.org</i></p>
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Headquarter	US	Denomination	Not specified
Geographic Focus	US	Type of Organization	Not-for-profit
Founding Year	1984		
Membership Size	Not specified		
Objectives			
<p>The purpose of TCWW is to equip and encourage Christians in the workplace to love Christ more, to live their daily lives by biblical principles, and to go to their jobs as ambassadors for Jesus Christ.</p>			
Activities			
<p>Currently TCWW produces two radio program formats, distributing books and materials, providing web resources, and organizing retreats and conferences in the United States and abroad.</p>			
Additional Info			
Contact			
<p>The Christian Working Woman P.O. Box 1210 Wheaton, IL 60187-1116 US Phone 630.462.0552 or 1.800.292.1218 Fax 630.462.1613 Email tcww@christianworkingwoman.org</p>			

	<p>The Christian Business Network (CBN)</p> <p><i>The Christian Business Network</i></p> <p><i>christianbusinessnetwork.com</i></p>
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Headquarter	US	Denomination	Not specified
Geographic Focus	Global	Type of Organization	Network
Founding Year	2002		
Membership Size	Not specified		
Objectives			
<p>CBN is a Global Network of People who embrace Biblical objectives. CBN wants to enable the world to become thoroughly equipped, connected, and empowered to serve people and to represent Christ with integrity and excellence. CBN seeks to build a global community of believers with a reputation for being trustworthy in character, professional in conduct, faithful in commitments, exceptional in service, and loyal to Christ.</p>			
Activities			
<p>CBN works to provide you with valuable resources, networking opportunities, and world-class services to help you fulfill your calling and maximize your impact in the marketplace.</p> <p>CBN provides various membership services which include Connection Services, Communication Services, Collaboration Services, Content Management, Group Services, Professional Profiles and Promotional Services.</p>			
Publications			
NA			
Additional Info			
Contact			
<p>Contact Form</p> <p>https://christianbusinessnetwork.com/about-cbn/contact-us</p>			

	The Fair Banking Foundation <i>The Fair Banking Foundation</i> <i>fairbanking.org.uk</i>
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Headquarter	UK	Denomination	NA
Geographic Focus	UK	Type of Organization	Foundation
Founding Year	2008		
Membership Size	15 institutions with a Fairbanking Mark		
Objectives			
<p>Since its launch in 2010 the Fairbanking Mark has been adopted by financial institutions of all sizes to encourage them to develop products that help customers improve their financial well-being. In order to achieve a Fairbanking Mark, institutions follow an assessment and certification process. The Fairbanking Foundation believes that fairer products across all areas of financial services can result in greater financial well-being for customers and the nation as a whole.</p>			
Activities			
<p>Producing and publishing the Fairbanking Report to share the findings and conclusions from in-depth consumer research and analysis. The foundation also engages in advisory services , e.g. One Day Behavioral Economics Workshops, Customer Motivation Surgeries, Bespoke Engagement, all certification work is handled by an independent panel.</p>			
Publications			
http://fairbanking.org.uk/ratingsreport2017/			
Additional Info			
<p>The Fair Banking Foundation is not a Christian entrepreneur association, but initiated by Christian business executives for transforming the finance sector based on Christian values.</p>			
Contact			
<p>The Fairbanking Foundation 20-22 Wenlock Road, London, N1 7GU UK Tel +41 207 617 7957 info@fairbanking.org.uk</p>			

	<h2>Transforming Business</h2> <p><i>Transforming Business</i></p> <p><i>www.transformingbusiness.net</i></p>
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Headquarter	UK	Denomination	Non-denominational
Geographic Focus	Global	Type of Organization	Research project
Founding Year			
Membership Size	Not specified		
Objectives			
<p>Transforming Business is a multi-disciplinary research and development project, which aims to examine and disseminate the role of faith and virtue in responsible enterprise; the factors that stimulate 'the spirit of enterprise'; the contribution of faith-based social capital to transformative business; ethical frameworks that promote good business; case studies and practical models that inform, motivate and multiply poverty-reducing enterprise.</p>			
Activities			
<p>Through innovative research and instruction we aim to channel the rising concern about global poverty in fresh directions that will deliver tangible improvement and genuine opportunities for people in poverty, based on a biblical, holistic approach to what it means to be human.</p>			
Publications			
<p>Blog http://blog.transformingbusiness.net/</p>			
Additional Info			
Contact			
<p>psh20@cam.ac.uk peter.heslam@gmail.com</p>			

	Trident Integrity <i>Trident Integrity</i> www.trident-integrity.com
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Headquarter	Malaysia	Denomination	Not specified
Geographic Focus	Malaysia	Type of Organization	Not-for-profit
Founding Year			
Membership Size	Not specified		
Objectives			
<p>Trident Integrity is a driver for business integrity in Malaysia and across the Asia-Pacific region, whose mission is to provide high quality and effective integrity measures so as to help organisations establish and optimize their integrity systems. Trident Integrity believes that the combination of systems, leadership and collective action together form the key to eradicate corruption.</p>			
Activities			
<p>Services provided: 1. Design & Build; 2. Assess & Review; 3. Learn More on http://www.trident-integrity.com/services.html Forming alliance Trident has set up the Business Integrity Alliance. The alliance operates via a company limited by guarantee, Business Integrity Alliance Berhad, which is a registered participant of United Nations Global Compact.</p>			
Publications			
<p>Insights; News; Interviews http://www.trident-integrity.com/pressroom</p>			
Additional Info			
Contact			
<p>Dr Mark Lovatt Chief Executive Officer Tel: +603-76117610 Unit 1320, Level 13 (Lift 4), Block A, Damansara Intan, 47400 Petaling Jaya, Selangor, Malaysia</p>			

	<p>Uniapac <i>The International Christian Union of Business Executives</i></p> <p>www.uniapac.org</p>
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Headquarter	France	Denomination	Catholic/Ecumenical
Geographic Focus	Global	Type of Organization	Federation
Founding Year	1931		
Membership Size	16,000 business executives		
Objectives			
<p>UNIAPAC is a federation of associations, full name being the “International Christian Union of Business Executives”. Originally created in 1931 in Europe, it is an international Not-for-profit association headquartered in Paris. Inspired by the Christian Social Thought, its goal is to promote amongst business leaders the vision and implementation of an economy serving the human person and the Common Good of humanity at large.</p>			
Activities			
<p>UNIAPAC contributes to public debates on ethics, common good, sustainability; organizes inter-faith dialogue. UNIAPAC project on “Christian Management Education” (CME) consists of a wide international inquiry on the need to form the business leaders on the main principles of the Christian Social Thinking, which do allow them for better management decisions in their specific mission of contributing to a qualified social - economic development, based on the centrality of the human person.</p>			
Publications			
<p>Books, publication on studies in multi-languages. http://www.uniapac.org/home/Library</p>			
Additional Info			
Contact			
<p>54C, rue du Faubourg Saint Honoré 75008 Paris France info@uniapac.org</p>			

	<p>United Nations Global Compact</p> <p><i>United Nations Global Compact</i></p> <p><i>www.unglobalcompact.org</i></p>
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Headquarter	US	Denomination	Secular
Geographic Focus	Global	Type of Organization	Non-for-profit
Founding Year	2000		
Membership Size	9269 companies, 166 countries		
Objectives			
<p>The United Nations Global Compact is a United Nations initiative to encourage businesses worldwide to adopt sustainable and socially responsible policies, and to report on their implementation. As the world's largest corporate sustainability initiative, the UN Global Compact has two objectives: "Mainstream the ten principles in business activities around the world" and "Catalyze actions in support of broader UN goals".</p>			
Activities			
<p>The United Nations Global Compact promotes doing business responsibly by aligning their strategies and operations with Ten Principles on human rights, labour, environment and anti-corruption; and takes strategic actions to advance broader societal goals, such as the UN Sustainable Development Goals, with an emphasis on collaboration and innovation.</p>			
Publications			
<p>Guidance, UN Global Compact Report, Case Example https://www.unglobalcompact.org/library</p>			
Additional Info			
<p>United Nations Global Compact is not a Christian based organization. Among the 9000 signatory companies many are led by Christian executives.</p>			
Contact			
<p>Contact Form https://www.unglobalcompact.org/about/contact</p>			

	<p>Vereinigung Christlicher Unternehmer der Schweiz (VCU) <i>Association of Christian Entrepreneurs in Switzerland</i> vcu.ch/deu</p>
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Headquarter	Switzerland	Denomination	Protestant
Geographic Focus	Switzerland	Type of Organization	Association
Founding Year	1949		
Membership Size	Over 400 executives		
Objectives			
<p>"Values bring more value". Respect, Fairness and Responsibility are VCU's core values. VCU challenges to implement Christian thought in the corporate world and in the private environment. It sees this as added value and plus for the company and its employees.</p>			
Activities			
<p>VCU supports the exchange of experiences and opinions among members, experts and interested guests with local, regional and all-Swiss events on current topics in the fields of ethics, culture, science and business. It thus forms a business as well as private network for people from enterprise, political and social life.</p>			
Publications			
<Debate>, the written record of discussion held among VCU members			
Additional Info			
Contact			
<p>Ueli Jud Allmeindstrasse 11 , Postfach 262 , 8716 Schmerikon, Switzerland info@vcu.ch Tel +41 55 286 14 80 Fax +41 55 286 14 81</p>			

<u>WIRTSCHAFTSGILDE e.V.</u>	Wirtschaftsgilde <i>Business Guild</i> <i>wirtschaftsgilde.de</i>
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Headquarter	Germany	Denomination	Protestant
Geographic Focus	Germany	Type of Organization	Not-for-profit
Founding Year	1948		
Membership Size	Not specified		
Objectives			
<p>The Business Guild brings people together in the interests of economic ethics and social policy issues; leads a collegial and cross-generational dialogue on leadership and responsibility; conducts an intensive discussion on present-day questions in order to keep the horizon open.</p>			
Activities			
<p>Conferences throughout the year to address topics on economic ethics and social policy issues. Regular activities include: Economic Ethics Forum; Summer Meeting; Anniversary Gathering; Fall Excursion.</p>			
Publications			
<p>Press release http://wirtschaftsgilde.de/pressemitteilung-im-juli-2016/</p>			
Additional Info			
Contact			
<p>Wirtschaftsgilde e.V. Geschäftsstelle: Lohengrinstr. 12 68199 Mannheim Germany Tel. +49 (0)621 43744094 info@wirtschaftsgilde.de</p>			

 <p>WEA WORLD EVANGELICAL ALLIANCE Business Coalition</p>	<p>World Evangelical Alliance Business Coalition <i>World Evangelical Alliance Business Coalition</i></p> <p><i>business.worlddea.org</i></p>
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Headquarter	Germany and US	Denomination	Evangelical
Geographic Focus	Global	Type of Organization	Not-for-profit
Founding Year	1846 (WEA)		
Membership Size	30 institutes and 101 Ministries in 53 countries		
Objectives			
<p>The WEA Business Coalition is the business department of the World Evangelical Alliance and functions as an information & resource hub providing strategic and thought leadership for leaders of businesses, ministries and churches. It uniquely positioned to 'join the dots' of the many regional and national marketplace ministries in order to catalyze greater leverage and impact within the evangelical community and thereby transform societies.</p>			
Activities			
<p>Building new relationships, mapping the current business ministries and creating a data-base of networks and leaders will be serving and equipping the WEA and the whole evangelical community; Opening channels for top level consultations with world business leaders and economics (World Economic Forum, IMF, World Bank, UN, etc.); Developing a global information, resourcing, catalytic research and connecting hub (database) of all existing marketplace ministries incl. their leaders, focus and contact details; Researching other growing movements; Reflecting the meaning of business for spiritual transformation and Nation building (fostering case studies like a project in</p>			
Publications			
Homepage-Resources-'Books' under each sub-category			
Additional Info			
WEA is the business department of the World Evangelical Alliance			
Contact			
Management: Hamburg Achter de Weiden 47 22869 Schenefeld, Germany		Tel +[49] 40 18 23 88 04 business@worlddea.org	

	<p>Young Business Leader (YBL)</p> <p><i>Young Business Leader</i></p> <p><i>ybl.org</i></p>
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Headquarter	US, UK	Denomination	Not specified
Geographic Focus	US, UK	Type of Organization	Not-for-profit
Founding Year	1981		
Membership Size	Not specified		
Objectives			
<p>YBL is a Board-directed organization whose purpose is to reach businessmen and professionals and to offer the tools and environment that facilitate holistic growth. We accomplish this by providing venues such as banquets, small group opportunities and one-on-one contacts with proven and established leaders. YBL’s impact is made primarily by establishing men in the essentials of their faith, and equipping them to share and express time honored values with their colleagues in the business community.</p>			
Activities			
<p>YBL believes that a truly effective small group, mentoring relationship, or organizational community always finds ways to serve those around them. Whether it is in building relationships through Fellowship, serving the community through Outreach, or thinking Globally, YBL will always encourage the men involved to keep pushing forward to make an impact around them!</p>			
Additional Info			
<p>Contacts of branches https://ybl.org/contact-us/</p>			

	<p>The Young Women's Christian Association (YWCA) <i>The Young Women's Christian Association</i></p> <p>www.ywca.org. www.worldywca.org</p>
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Headquarter	US Switzerland	Denomination	Ecumenical
Geographic Focus	Global	Type of Organization	Association
Founding Year	1858		
Membership Size	225 local associations across the US		
Objectives			
<p>YWCA has been at the forefront of the most critical social movements for more than 150 years — from women's empowerment and civil rights, to affordable housing and pay equity, to violence prevention and health care. YWCA is dedicated to eliminating racism, empowering women and promoting peace, justice, freedom and dignity for all.</p>			
Activities			
<p>YWCA USA branch develops a Mission Impact Framework and Theory of Change to focus and clarify diverse body of work in racial justice and civil rights, women and girls' health and safety, and women and girls' empowerment and economic advancement. 'Stand Against Racism' becomes a signature campaign of YWCA USA reaching over 700 locations across the country.</p>			
Publications			
NA			
Additional Info			
<p>YWCA USA is part of YWCA international with its global headquarter in Geneva/Switzerland and branches in 120 countries with 20'000 local communities.</p>			
Contact			
<p>YWCA USA 2025 M Street, NW Suite 550 Washington, DC 20036, USA Tel +1 202 467-0801 Fax +1 202 467-0802</p>			

	Zermatt Summit Foundation (ZSF)
	<i>Zermatt Summit Foundation</i>
	www.zermattsummit.org/

Headquarter	Switzerland	Denomination	Not specified
Geographic Focus	Global	Type of	Not-for-profit
Founding Year	2010	Organization	
Membership Size	NA		
Objectives			
<p>ZSF leverages a global network of business leaders, decision makers and innovators across all sectors who strive to make our world a better and more human place. As a catalyst in our globalized world, ZSF is committed to spark inspiration, share innovation and translate into action new business development models that promote human dignity.</p>			
Activities			
<p>The Zermatt Summit hosts high profile speakers from all horizons; take participants on an intense three-day journey to share a vision for a better society, develop models for a more human and sustainable world and change their hearts and minds in the process.</p> <p>The Zermatt Lab offers a platform to reflect on ways a corporation can enable its members to “share this common purpose and unite”, and build a better world.</p>			
Publications			
NA			
Additional Info			
The foundation organizes annually a forum-type of conference			
Contact			
<p>Zermatt Summit, Head Office World Trade Center Av. Gratta-Paille 2 CH – 1018 Lausanne Switzerland Tel: +41 (21) 644 20 54 Tel: +33 (0) 1 45 78 85 52</p>			

	<p>Клуба православных предпринимателей <i>Association of Orthodox Business Leaders</i></p> <p><i>kpp-russia.ru</i></p>
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Headquarter	Russia	Denomination	Russian Orthodox
Geographic Focus	Russia	Type of Organization	Association
Founding Year	1995		
Membership Size	Over 3000 business executives and leading scientists of the country.		
Objectives			
The Association of Orthodox Business Leaders is an association of people - members of the Russian Orthodox Church - , which honest business, honest relationship with business partners need. The principle goal is to contribute to social projects, to patriotism and readiness to help compatriots in the joint effort from Russian society, the Russian Orthodox Church and the government.			
Activities			
The Association cooperates with the Expert Council of "Economics and ethics", with Patriarch of Moscow and of all Russia. The Patriarch of the Russian Orthodox Church is the Head of the Association. It is active in research, publication; it takes part in conferences, seminars, and press conferences. It conducts independent examination, for instance ISO 26000 of the socially responsible entrepreneurship for Russian companies.			
Publications			
Books http://kpp-russia.ru/proekty/izdaniya/			
Additional Info			
Contact Sretensky Boulevard, 6/1, Building 1, Suite 4 101000, Moscow Russia info@kpp-russia.ru Tel +7 495 234-4697 Fax +7 495 234-4693			

 <p>華人創業協會 Chinese Entrepreneur Association</p>	<p>华人创业协会</p> <p><i>Chinese Entrepreneur Association (CEA)</i></p> <p>www.ceaa.org</p>
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Headquarter	US	Denomination	Protestant
Geographic Focus	Canada, US	Type of Organization	Not-for-profit
Founding Year	1997		
Membership Size	Not specified		
Objectives			
CEA is a Not-for-profit organization composed of Christian Entrepreneur and professionals, founded in Philadelphia in 1997, then spread to Boston and other locations. Its vision is to provide a platform where Christian Entrepreneurs and professionals get trainings and interactions, so that they become godly influence on their positions to change the world and spread Gospels.			
Activities			
CEA has been helping lots of entrepreneurs, professionals as well as students through its annual conferences, special sessions, and workshops. Events organized by CEA mainly focusing on influencing lives, changing lives, fulfilling lives, magnifying lives in Business-places and work-places.			
Publications			
Articles on Business Operation, Personal Finance, Case study, Self-improvement, Entrepreneur, Workplace http://www.ceaa.org/column/?lang=en			
Additional Info			
The numerous fellowships of christian entrepreneurs in mainland China are not listed in this directory. They are not organized as national association but exist more or less independent from each other. See more information about them above in chapter 1.6.			
Contact			
Contact Form http://www.ceaa.org/contact-us/?lang=en			

ASSOCIATIONS OF CHRISTIAN WORKERS



	<p>Associazioni Cristiane dei Lavoratori Italiani (ACLI)</p>
	<p><i>Christian Associations of Italian Workers</i></p>
	<p><i>www.acli.it</i></p>


Headquarter	Italy	Membership Size	Not specified
Geographic Focus	Italy	Type of Organization	Association
Founding Year	1993		
Sector	All		
Objectives			
<p>ACLI is founded on the elaboration of Social Doctrine of the Catholic Church, the ‘social questions’ that church faces, the relationship between faith and work. The ACLI used to have great influence on Italian society and politics. Most of their leaders played an active role in politics.</p>			
Activities			
<p>ACLI has 16 subordinate associations serving all ages, worker or retired, women and men, immigrant or not people from different walks of life, to support their presence, activities and experience.</p> <p>ACLI’s organizations’ service are diluted in every facet of life for the well-being of citizens through agriculture, social services, communication, tourism, sports, art, legal aids.</p>			
Additional Info			
Contact			
<p>Contact form http://www.acli.it/contatti</p>			

	<p>Brot für alle</p> <p><i>Bread for All</i></p> <p><i>brotfueralle.ch</i></p>
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Headquarter	Switzerland	Membership Size	Almost all protestant parishes in Switzerland support
Geographic Focus	Global	Type of Organization	Not-for-profit Foundation
Founding Year	1961		
Sector	Agriculture & Climate, Economy & Human Rights; Fair Consumption; Land Grabbing		
Objectives			
<p>Bread for All is committed to the north as well as to the south for a change to new models of food production and the economy. These focus on cooperation between people and promote respect for natural resources.</p> <p>The Campaigns of Bread for All address the spiritual as well as the political aspect of this transition.</p>			
Activities			
<p>Bread for All supports about 350 development projects and programs in Asia, Latin America and Africa. They enable the beneficiary populations to obtain the necessary autonomy to improve their living conditions. Projects are in the fields of Agriculture & Climate, Economy & Human Rights, Fair Consumption, Land Grabbing.</p> <p>It gives knowledge and training to help northerners create a more just world, in solidarity and community.</p>			
Publications			
Quarterly journal <Perspective>, annual fundraising/info campaign material			
Additional Info			
Bread for All is a foundation of the Federation of Swiss Protestant Churches			
Contact			
<p>Bread for All Bürenstrasse 12 3007 Bern , Switzerland bfa@bfa-ppp.ch Tel +41 31 380 65 65</p>			

	<p>Brot für die Welt</p> <p><i>Bread for the World</i></p> <p>www.brot-fuer-die-welt.de</p>
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Headquarter	Germany	Membership Size	Institution of the Protestant Church in Germany EKD
Geographic Focus	Global	Type of Organization	Not-for-profit Association
Founding Year	1959		
Sector	Food and water; Health and education; Human rights		
Objectives			
Bread for the World –Protestant Development Service is the globally active development and relief agency of the Protestant Churches in Germany. In more than 90 countries all across the globe it empowers the poor and marginalized to improve their living conditions.			
Activities			
Key issues of Bread fir the World’s work are food security, the promotion of health and education, the access to water, the strengthening of democracy, respecting human rights, keeping peace and the integrity of creation.			
Publications			
XX and Annual info and fundraising campaign material			
Additional Info			
Bread for the World is an organisation of the Protestant Churches in Germany EKD and part of the Diaconal Work (Diakonisches Werk) of the church.			
Contact			
Bread for the World – Protestant Development Service Caroline-Michaelis-Str. 1 10115 Berlin Germany Tel +49 30 65211-1189			

	<p>Christian Labor Association of the United States of America(CLA) <i>Christian Labour Association of the United States of America</i> www.cla-usa.com/</p>
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Headquarter	US	Membership Size	Not specified
Geographic Focus	US	Type of Organization	Association
Founding Year	1931		
Sector	Construction, Agriculture, Service, Transportation		
Objectives			
<p>CLA is an independent union representing workers throughout the United States, covering a wide variety of professions and industries. Its balanced and inclusive approach to labor relations has provided dignity and respect for both employees and employers. CLA’s goal is to create the best possible workplace environment.</p>			
Activities			
<p>CLA concretely works on: Improve cooperation and communication in the workplace; Negotiate Labor Agreements, the legally binding contract between you and your employer; Settle work disputes effectively; Provide health and retirement benefits to meet your needs; Conduct membership meetings, promoting democratic participation in work conditions; Promote social justice values of peace, respect, and freedom.</p>			
Additional Info			
Contact			
<p>Contact form http://www.cla-usa.com/contact/</p>			

	<p>Christlicher Gewerkschaftsbund Deutschlands (CGB) <i>The Christian Union of Trade Unions of Germany</i></p> <p><i>www.cgb.info</i></p>
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Headquarter	Germany	Membership Size	280,000 members
Geographic Focus	Germany	Type of Organization	Umbrella union
Founding Year	1959		
Sector	All		
Objectives			
<p>The CGB is an unified union of 14 individual trade unions. It involves in a pluralist, European trade union movement, which rejects monopoly claims and helps shape the future of a society characterized by diversity. It commits itself as a tariff-political ethics code of Christian unions.</p>			
Activities			
<p>CGB and its member unions strive for minimum wage, inclusion of social insurance in all sectors through collective bargaining. CGB forms a service club for its members, of which the benefits span from medical services to travel discounts.</p>			
Additional Info			
<p>CGB is a member of the CESI, the "Confédération Européenne des Syndicats Indépendants" (European Union of Independent Trade Unions).</p>			
Contact			
<p>Christlicher Gewerkschaftsbund Deutschlands Obentrautstraße 57 10963 Berlin Germany Postfach 61 02 12 10923 Berlin Germany E-mail Cgb.bund@cgb.info Tel. +49 0 30/21 02 17-30 Fax +49 0 30/21 02 17-40 Internet www.cgb.info</p>			

	<p>Christian Labour Association of Canada (CLAC) <i>Christian Labour Association of Canada</i></p> <p>www.clac.ca/</p>
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Headquarter	Canada	Membership Size	Not specified
Geographic Focus	Canada	Type of Organization	Both a union and an association of 25 affiliated active local unions
Founding Year	1952		
Sector	All		
Objectives			
Based on the values of respect, dignity, and fairness, CLAC is committed to building better workplaces, better communities, and better lives. This commitment underpins how CLAC negotiates on its members behalf. CLAC creates a positive bargaining climate with employers, seeking win-win outcomes wherever possible.			
Activities			
CLAC negotiates with employers on fair compensation, comprehensive healthcare benefits, and retirement savings plans. It provides with an extensive range of training and educational opportunities, scholarship opportunities for members and their families, also with jobs program, a national wellness program and so on.			
Additional Info			
Contact			
Contact form https://www.clac.ca/Contact-us			

	<p>Christelijk Nationaal Vakverbond (CNV)</p> <p><i>National Federation of Christian Trade Unions</i></p> <p>www.cnv.nl/</p>
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Headquarter	Netherlands	Membership Size	355,000 members
Geographic Focus	Netherlands	Type of Organization	Federation of 6 affiliated trade unions
Founding Year	1909		
Sector	All		
Objectives			
<p>CNV and its six affiliated unions work for a better society, for the right of people to share in prosperity and well-being, and for the right to live in freedom on the basis of equality. The CNV actively promotes better working opportunities, acceptable working conditions, worker participation, social security, environmental protection, education and training facilities.</p>			
Activities			
<p>The most important function of CNV is the CAO-talks (collective agreement) over wages and secondary working conditions, it deals with the employers' federations. It also advises government via the Social Economic Council in which other unions, the employers' organizations and government appointed experts also have seats.</p>			
Additional Info			
Contact			
<p>National Federation of Christian Trade Unions (CNV) Bezoekadres Tiberdreef 4, 3561 GG Utrecht Netherland Postadres Postbox 2475, 3500 GL Utrecht Netherland E-mail: cnvinfo@cnv.nl Tel. +31 30 751 11 00</p>			

	<p>Confédération des Syndicats Chrétiens (CSC)</p> <p><i>Christian Trade Union</i></p> <p><i>www.csc-en-ligne.be</i></p>
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Headquarter	Belguim	Membership Size	1.7million members
Geographic Focus	Belguim and Internationally	Type of Organization	Confederation
Founding Year	1912		
Sector	All		
Objectives			
<p>CSC is a free and independent trade union with employers' organizations, economic and financial institutions and the political world. It defends the individual and collective interests of its members in the areas of work, income, social protection and quality of life regardless of their status. It focuses first on the dignity of the person and not on the structures.</p> <p>CSC works in a spirit of solidarity for the emancipation and development of all workers, for a better society and sustainable development.</p>			
Activities			
<p>CSC represents its members and develops its action in local workplaces, offering services on unemployment and legal support. It deals with individual case in the framework of thematic groups to meet specific concerns, both at professional and interprofessional level, CSC groups are CSC for woman, for unemployed, for youngster, for immigrant, for senior; group of diverse services and of training.</p>			
Additional Info			
Contact			
<p>Contact form</p> <p>https://www.csc-en-ligne.be/csc-en-ligne/Contact.html</p>			

	<p>Confederazione Italiana Sindacati Lavoratori (CISL) <i>Italian Confederation of Trade Unions</i></p>
<p><i>www.cisl.it</i></p>	


Headquarter	Italy	Membership Size	4.4 million members
Geographic Focus	Italy	Sector	All
Founding Year	1950		
Type of Organization	<p>The CISL is formed on two levels: as a confederation of unions according to profession. As a national organization, it coordinates various branches within its territorial hierarchy.</p>		
Objectives			
<p>CISL defends both employed and unemployed workers' interests. Several fundamental, shared values support such approach: democracy, solidarity, pluralism and trade union independence from any economic power, employer, government or political party. CISL has firm belief that employees, as builders of the wealth of their societies, are entitled to "participate", through collective bargaining and social/political independent action by the trade unions of their own choice, to the construction of their own and their communities' future.</p>			
Activities			
<p>CISL does negotiation and concertation for various causes, it is represented in the forms of varied organizations which covers fields of payroll, pension, tax, social benefits, training, housing and so on.</p>			
Additional Info			
<p>The second largest Confederation of Trade Unions in Italy, has a strong Catholic foundation.</p>			
Contact			
<p>Contact form https://www.cisl.it/contatti.html</p>			

	<p>The European Union of Christian Democratic Workers (EUCDW) <i>The European Union of Christian Democratic Workers</i></p> <p>www.eucdw.org</p>
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Headquarter	Belgium	Type of Organization	Labour organization of European People's Party
Geographic Focus	EU	Sector	All
Founding Year			
Membership Size	24 member organisations from 18 European countries		
Objectives			
<p>European Union of Christian Democratic Workers (EUCDW) is the voice and official association of Christian Democratic workers in the European People's Party (EPP).</p> <p>One of EUCDW's main objectives is to support the work carried out by its organisations, maintain good contacts within its political family, and provide ground for training, discussion and cooperation to prepare the Christian Democratic workers' organisations to build tomorrow's Europe.</p>			
Activities			
<p>EUCDW brings together 24 member organisations from 18 European countries, including Christian Democratic trade unions, Christian Social movements and workers' associations in political parties. Apart from being active within the structures of its mother party, the EPP, EUCDW is committed in a number of other European arenas, in particular the European Parliament.</p>			
Additional Info			
Contact			
<p>EUCDW Headquarters Rue du Commerce 10 Brussels Belgium Email: eucdw@epp.eu Tel. +32-2-285 41 64; +32-2-285 41 41</p>			

	<p>European Trade Unions Confederation (ETUC) <i>European Trade Unions Confederation</i></p> <p>www.etuc.org</p>
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Headquarter	Belgium	Membership Size	89 national trade union confederations and 10 European trade union federations.
Geographic Focus	EU	Type of Organization	Confederation
Founding Year	1973		
Sector	All		
Objectives			
<p>The ETUC aims to build a Social Europe by incorporating the principles of democracy, social justice and human rights. Improving the wellbeing of workers and their families is an equally important priority.</p> <p>ETUC fights for high quality jobs for all, a high level of social protection, gender equality and fair pay, social inclusion and fundamental rights, good health and safety at work, freedom of movement for European workers, and an end to abuse and exploitation. It also fights for high quality public services that are accessible to all.</p>			
Activities			
<p>The ETUC takes action in a number of ways through political pressure and negotiations with EU institutions, social dialogue, and large-scale demonstrations.</p> <p>There is a pressing need for collective European action, EU-level coordination is vital for effective trade union participation in policy-making.</p>			
Additional Info			
ETUC is built on common European values, it includes multiple Christian trade unions as member union.			
Contact			
<p>European Trade Union Confederation (ETUC) Boulevard Roi Albert II, 5 B-1210 Brussels Belgium Email etuc@etuc.org / Tel. +32 (0)2-224 04 11</p>			

	<p>International Young Christian Workers (IYCW) <i>International Young Christian Workers</i></p> <p>www.joci.org</p>
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Headquarter	Belgium	Membership Size	29 national movements
Geographic Focus	Global	Type of Organization	Movement
Founding Year	1912		
Sector	All		
Objectives			
<p>IYCW is a Non-Governmental International Movement of young workers actively present in more than 50 countries around the world. The fundamental objectives of YCW are:</p> <p>Allow the young workers to discover the deepest meaning of their life and live in accordance with their personal and collective dignity;</p> <p>Train the young workers to assume the responsibilities and find solutions to their own situations at local, national and international levels;</p> <p>Educate and motivate young workers to take actions for better working and living conditions;</p> <p>Promote inter-religious dialogue among the young workers and create an intercultural society where solidarity and justice prevail.</p>			
Activities			
<p>YCW organises the young workers in all continents to meet in groups. YCW provides training for them to share and reflect about their life and work. These reflections are done based on the See, Judge and Act method leading to actions. The actions of YCW aim to bring about changes in the society and at the personal level concerning living and working conditions.</p>			
Additional Info			
Contact			
<p>International Young Christian Workers Avenue Georges Rodenbach, 4 B-1030 Brussels Belgium</p>			

	<p>Lëtzebuenger Chrëschtliche Gewerkschaftsbond (LCGB)</p> <p><i>Luxembourg Confederation of Christian Trade Unions</i> lrgb.lu</p>
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Headquarter	Luxembourg	Membership Size	over 40,000 members
Geographic Focus	Luxembourg	Type of Organization	Confederation
Founding Year	1921		
Sector	All		
Objectives			
<p>As a trade union, the LCGB is committed to defending the interests of employees in all sectors, especially in the private sector. Through its action, the LCGB protects the employee's employment; the value of the employee on the labor market throughout his career; the quality of its standard of living and social gains.</p>			
Activities			
<p>LCGB provides its members with legal support in their professional life; offers possibilities of domestic assistance and financial support to member's personal life. For members' career development, LCGB gives opportunity in competence evaluation, interview simulation and individual coaching.</p>			
Additional Info			
<p>LCGB is affiliated to the International Trade Union Confederation (ITUC) and the European Trade Union Confederation (ETUC).</p>			
Contact			
<p>Luxembourg Confederation of Christian Trade Unions 11, rue du Commerce L-1351 Luxembourg E-mail: infocenter@lrgb.lu Tel. +352 49 94 24-1; +352 49 94 24-49</p>			

	<p>Syndicat Chrétiens du Valais (SCIV)</p> <p><i>Christian Trade Union of Valais</i></p> <p>www.sciv.ch</p>
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Headquarter	Switzerland	Membership Size	20,000 members
Geographic Focus	Switzerland	Type of Organization	Not-for-profit
Founding Year	1929		
Sector	All		
Objectives			
<p>SCIV is the defender of human being to be the focus of all institutions. SCIV commits itself not only in the materialistic flourishing of each one in their professional life, but also in the family life and in the social integration.</p>			
Activities			
<p>SCIV offers its member an effective defense of their interests, individually or collectively, by qualified union secretaries.</p> <p>Free legal protection in the field of labor and social insurance, up to a maximum of CHF 100'000. - per case.</p> <p>Free legal advice for yourself and each family member in case of family affiliation.</p>			
Additional Info			
Contact			
<p>Syndicats chrétiens du Valais SCIV Secrétariat général Place du Midi 24 1950 Sion Switzerland Email: info@sciv.ch Tel. +41 027 327 34 56 Fax +41 027 327 34 59</p>			

	Syndicat interprofessionnel de travailleuses et travailleurs (SIT)
	<i>Inter-professional Workers Union</i>
	www.sit-syndicat.ch

Headquarter	Switzerland	Membership Size	Not specified
Geographic Focus	Switzerland	Type of Organization	Association
Founding Year	1986		
Sector	Agriculture; Construction and maintenance; Industries; Retailing; Services; Hospitality; Health, social, public and subsidized sectors; Retired workers		
Objectives			
<p>SIT defends and enforces the interests and rights of all workers in the canton of Geneva, strives for a society based on solidarity and the satisfaction of the basic needs of all.</p> <p>It advocates for improving wage, working and living conditions for all workers; promoting gender equality; implementing economic and social legislation guaranteeing workers and their families comprehensive social security; strengthening the right of association and freedom of association.</p>			
Activities			
<p>SIT members gather monthly to discuss in thematic groups of 'Immigration', 'Woman', 'Housing', 'Training' and 'International Support on human rights and social rights in African and southern American countries'.</p> <p>SIT offers professional training as well as inter-professional consultation to its members.</p>			
Additional Info			
Formerly 'Fédération des syndicats chrétiens de Genève' (Federation of Christian Trade Unions of Geneva)			
Contact			
<p>Syndicat interprofessionnel de travailleuses et travailleurs 16, rue des Chaudronniers case postale 3287 1211 Genève 3 Switzerland Tel. +41 (0) 22 818 03 00 Fax +41 (0) 22 818 03 99</p>			

Travail.Suisse	<p>Travail Suisse</p> <p><i>Work Switzerland</i></p> <p><i>www. travailsuisse.ch</i></p>
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Headquarter	Switzerland	Membership Size	11 federations
Geographic Focus	Switzerland	Type of Organization	Umbrella Union
Founding Year	2003		
Sector	All		
Objectives			
The goal is to create the conditions that guarantee workers good working conditions, strong professional and continuous training and reliable social security.			
Activities			
<p>Travail Suisse influences the decision-making process in areas of importance to workers based on an intense exchange of views with its member federations.</p> <p>Travail Suisse has the capacity to launch an initiative or a referendum that can put pressure on the legislative process. It cultivates close relations with the Government and other economic organizations. It defends social partnership as an essential condition for the stability of our country.</p>			
Additional Info			
Travail Suisse was previously affiliated to the Christian-National Federation of Trade Unions of Switzerland (CNG/CSC) and the Association of Swiss Employers' Associations (VSA/FSE)			
Contact			
<p>Travail.Suisse Hopfenweg 21 case postale 5775 3001 Berne, Switzerland tél. 031 370 21 11 fax. 031 370 21 09 info@travailsuisse.ch</p>			

	<p>World Organization of Workers (WOW)</p> <p><i>World Organization of Workers</i></p> <p><i>www.wownetwork.be</i></p>
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Headquarter	Belgium	Membership Size	7 member organizations
Geographic Focus	Global	Type of Organization	Confederation
Founding Year	1921		
Sector	Administration; Commercial and technical services; Metal and electro industries; Financial institutions; ITC sectors; Retail sectors; Graphic industries; Security services; Media; Other business services; The informal economy		
Objectives			
WOW strives to protect and promote the interests of employees working in the sectors in which it is active. WOW tries to support the struggle for the improvement of the moral and material working conditions, and through that raise the economic and social position of workers in the service sector.			
Activities			
WOW's activities are about supporting maintenance and promotion of employment; The improvement and development of the capacities of its member-organisations; Further organisation and improvement of livelihoods for workers in the informal economy. WOW is keen to represent in the social dialogue with international institutions.			
Additional Info			
WOW is the new name of the former World Federation of Clerical Workers (WFCW), founded in September 1921 in Luxemburg, which had Christian background.			
Contact			
International Secretariat of the World Organization of Workers (WOW) Rue Montoyer 39. I B-1000 Brussels Belgium Email bavanheusden@wownetwork.be , pjotrnelissen@wownetwork.be Tel. +32 (0)2-5027276			

FAITH AT WORK: NEW LITERATURE WITH INTERRELIGIOUS OUTLOOK

The Directories in chapters 2 and 3 present institutions of Christian entrepreneurs and Christian workers. But behind these institutions are individuals as pioneers, drivers and innovators. Many of them, especially entrepreneurs, describe their values, struggles and successes in integrating faith and business. We also observe a rich variety of books in all world religions, which all look at how to implement the values of the respective religions in modern daily business. We can only briefly mention some, without going into details of the analysis, but with some general observations.

4.1 Abrahamic Religions (Judaism, Christianity, Islam)

Judaism, Christianity and Islam have many differences in faith and much in common when it comes to values.⁴⁰ They are also called Abrahamic religions since all three recognize Abraham as the common “patriarch”.

Judaism: A large number of books look at historical and contemporary contributions of Jewish people to business and society on all continents, but especially the US, such as “Jewish American Entrepreneurs”⁴¹. A series of

⁴⁰ E.g. Hans G. Nutzinger (Eds.), *Christliche, jüdische und islamische Wirtschaftsethik. Über religiöse Grundlagen wirtschaftlichen Verhaltens in der säkularen Gesellschaft*, Marburg, Metropolis, 2003.

⁴¹ Bernard Sarachek, *Jewish American Entrepreneurs*, Wilmington, 1980.

videos “Jewish Heritage and Entrepreneurial Success”⁴² show how the Jewish heritage contributed to success of business by strategies, ethics and experiences. Others ask for the reasons for “the enduring wealth of a people”⁴³ or discover the wisdom for modern management in the Jewish rabbinic Talmud tradition⁴⁴. Jewish business success is also an inspiration for entrepreneurs in emerging markets like China.⁴⁵

Christianity: Many publications of Christian entrepreneurs look at practical implementation of biblical values in business. A part comes from American evangelical company leaders, but the phenomenon is worldwide and across denominations. “Faith, Hope and the Global Economy” shows the meaning of Christian Faith in dealing with greed, wealth, corruption, caring, the environment etc.⁴⁶ “Everything has been Loaned to You” is the autobiography of a “Christian transformational CEO”.⁴⁷ “Business for the Glory of God”⁴⁸ shows ways how to implement biblical values in business decisions, “Faith into Abundance”⁴⁹ tells American stories about God’s grace in business, “Manage-

⁴² Films Media Group/Teletime Videos, *Jewish Heritage and Entrepreneurial Success*, 3 Videos, New York 2016.

⁴³ Stevan Silbiger, *The Jewish phenomenon: seven keys to the enduring wealth of a people*, Lanham: Evans, 2009.

⁴⁴ Nathan Lee Kaplan, *Management Ethics and Talmudic Dialectics: Navigating Corporate Dilemmas with the Indivisible Hand*, Wiesbaden, Springer, 2014.

⁴⁵ 荷) 万宁 (荷)斯维·万宁(Tsvi Vinig), *犹太创业家：揭秘犹太创业者的 8 大成功因素* (Jewish entrepreneurs: the 8 activators for success), Beijing: 机械工业出版社, 2014.

⁴⁶ Richard Higginson, *Faith, Hope and the Global Economy. A Power for Good*, Nottingham: Inter-Varsity Press, 2012.

⁴⁷ J.-Robert Ouimet, “Everything Has Been Loaned to You.” *Autobiography of a transformational CEO*, Montreal: To God Go Foundation, no year (French 2008).

⁴⁸ Wayne Grudem, *Business for the Glory of God. The Bible’s Teaching on the Moral Goodness of Business*, Weaton: Crossway, 2003.

⁴⁹ Brian Ainsley Horn, *Faith into Abundance. 30 Stories of Faith from Successful Christian Entrepreneurs*, New ark, Ainsley, 2016.

ment Devotional”⁵⁰ offers 52 topics written by 52 Indian Christians for a daily reflection on daily work life. “Jesus auf der Chefetage”⁵¹ (“Jesus on the chef floor”) describes 24 companies how they try to implement Christian values as “kingdom company”. Efforts to implement Christian values in business are as old as Christianity itself. John Chrysostomos⁵² in early Christianity was one of the first to systematically develop it. - “Kingdom Ethics”⁵³ is a profound New Testament Ethics. The chapter on “Doing, not Dualism. The Transforming Initiatives of the Sermon on the Mount”⁵⁴ shows that the medieval ethical dualism, whereas a two-class ethics existed, the strong one for the monks and priests and a weaker one for the ‘ordinary’ lay people. But Jesus’ Sermon on the Mount (Matth. 5-6) was meant as a transformative change of life and of society as a whole. “Entrepreneurs with Christian Values”⁵⁵ offers twelve training modules for Christian entrepreneurs, especially in China for twelve dimensions of their business activity.

Islam: “Islamic Finance” became a famous effort to reconcile modern financial industry with Islamic values and laws. There is a huge literature⁵⁶ and many financial products in the market, but the efforts are also contested if they

⁵⁰ *Management Devotional 2012. Biblical Insights for Daily Work Life*, Chennai: Christian Institute of Management, 2012, 52 authors.

⁵¹ Jörg Knoblauch/ Jürg Opprecht, *Jesus auf der Chefetage. Von Unternehmern weltweit lernen*, Holzgerlingen: Hänssler, 2004².

⁵² Nicoleta Acatrinei, *Saint Jean Chrysostome et l’homme oeconomicus. Une enquête d’anthropologie économique dans les homélies sur l’Evangile de St. Matthieu*, Rollinsford : Orthodox Research Institute, 2008.

⁵³ David Gishee/ Glen Stassen, *Kingdom Ethics. Following Jesus in Contemporary Context*, Grand Rapids, Michigan, 2016².

⁵⁴ *Ibid.*, 86-106.

⁵⁵ Christoph Stückelberger/ Cui Wantian et al, *Entrepreneurs with Christian Values. Training Handbook for 12 Modules*, Globethics.net: Geneva, 2016. Chinese Edition by end of 2017.

⁵⁶ The global library catalogue www.worldcat.org lists under “Islamic finance” for 2016 alone 125 print books and 1263 articles! All in all over 5000 books and 11’000 articles.

make a real ethical difference in the market or if some products are more a new labelling than a real economic difference. - “The Corporate Sufi”⁵⁷ looks at Sufism (the Islamic mystical stream) as the spiritual guidance for business by “a principle-centred approach” (33ff). “The Sufis believe in the balance between the physical world and the spiritual world. Sufis consider the spirit and body to be the one whole. They believe in integration, not dichotomy.” (123), they “look at life, people, and the environment as parts of the Oneness of Creation.” (157).

4.2 Dharmic and Taoic Religions (Hinduism, Buddhism, Taoism)

The so called “Asian religions” are also global today, as with globalization their adherents live on all continents as the Abrahamic religions are not “European” or “Middle East” religions even though their origin is in the Middle East. More appropriate than “Asian religions” are two terms related to their key concept: *Dharmic Religions* are originating from the Indian Subcontinent and from there are *Jain business ethics*, *Sikh business*, *Pentecostal entrepreneurship*, *Bahai entrepreneurs* etc. could be added, but we limit ourselves here to the above examples.

Leading to different parts of Asia: Hinduism, Buddhism, Jainism, Sikhism. They refer to the “Dharma” as the ultimate law, duty, reality and goal of existence.

Taoic Religions focus on the Tao, the way, the path: Taoism, Confucianism, Shintoism in East Asia. They are partly seen as religions but even more so as religious philosophies.

⁵⁷ Azim Jamal, *The Corporate Sufi*, Mumbai: Jaico Publishing House, 2012⁶.

Hinduism: “The Difficulty of Being Good”⁵⁸, written by a former Indian manager who then started studying in depth the Hindu scriptures in Sanskrit, interprets “Mahabharata”, one of the core Hindu holy epics, for business use today. It is a profound book, not superficial but creative and innovative in its approach. - “Entrepreneurship Formulas”⁵⁹ is based on the teaching of the Indian Swami Vivekananda (1863-1902), an Indian Hindu monk, founder of Ramakrishna Mission who was one of the key promoters of Hinduism in the Western world. He is described as “a role model for entrepreneurs” (7-36. 9). He tried to balance the Western Spirit with Hindu Vedanta and Karma Yoga, by servant leadership, ethical leadership and Corporate social responsibility. – “Business Sutra” calls itself “A Very Indian Approach to Management”⁶⁰ by first “Decoding Western, Chinese and Indian Beliefs” (25-68). It then deals in details with the Business Sutra values (69-421). It translates issues of violence and peace, inner and material world, significance and meaning, greed and balance to modern business issues such as production, management, property, competition and growth.

Gandhi: Mahatma Gandhi (1869-1948) was a Hindu, but is listed here as a category on his own as he crossed all religious and ideological borders as a global humanist. Gandhi was a great leader on all levels, starting with self-leadership and managing the own person.⁶¹ Balancing opposites was a key element of his life and teaching: balancing ‘body and mind’ (ibid 137-141), action and reflection (ibid. 173-175), political and spiritual, global (‘Sarvodaya’, welfare for all) and national (the struggle for independence of India), freedom and

⁵⁸ Gurcharan Das, *The Difficulty of Being Good. On the Subtle Art of Dharma*, New Delhi, New Delhi: Penguin, 2009.

⁵⁹ A.R.K. Sarma, *Entrepreneurship Formulas (Based on Swami Vivekananda’s message)*, Ramakrishna Mission Ashrama, Bangalore, 2012.

⁶⁰ Devdutt Pattanik, *Business Sutra. A Very Indian Approach to Management*, New Delhi, Aleph, 2013.

⁶¹ Anand Kumarasamy, *Gandhi on Personal Leadership*, Mumbai: Jaico Publishing, 2014⁹.

responsibility ('Swaraj': the combination of political and economic freedom with inner rules, control and responsibility). – "Gandhi for Managers"⁶² shows that Gandhi was a personality with extreme self-discipline and sacrifice for others. Personal abstinence from possession and money was combined with his struggle for fair wages of workers - and all this in the attitude of non-violence ('Ahimsa') which is an attitude of courage.

Buddhism: Buddhism as value-basis for leadership, business etc. is described in many newer publications. "Buddhism and Organizational Management" is "exploring the implications of Buddhist perspectives such as moderation, impermanency, the belief in no-self, five precepts, eightfold path, mindfulness and self-discipline, collectivistic view of team building, value of self-sacrifices for the common good, mutual respect, seven reconciliation rules and four bases of sympathy [which] could manifest themselves in a number of different aspects of modern organizational management."⁶³ "A Compass to Fulfillment"⁶⁴ is a Japanese guide by a company leader based on humanistic philosophy and with reference to Buddhist values: "It is time that we explore how to base our way of life not on economic growth driven by selfish desire, but on considerations, love, affection and altruism." (IX).

Jainism: Jain entrepreneurs are globally very successful and are – within Dharmaic religions – sometimes compared to Jews in the Abrahamic religions. E.g. in India they represent below one percent of the population but contribute ten percent to the GDP of India. They are a rather closed community, but with

⁶² Jörg Zittlau, *Gandhi für Manager. Der andere Weg zum Erfolg*, Frankfurt: Eichborn, 2003.

⁶³ T.D. Weerasinghe, T.J.R. Thisea, R.H. Kumara: *Buddhism and Organisational Management. A Review*. Available from: https://www.researchgate.net/publication/277964830_Buddhism_and_Organizational_Management_A_Review [accessed Aug 5, 2017].

⁶⁴ Kazuo Inamori, *A Compass to Fulfillment. Passion, Spirituality in Life and Business*, New Delhi: Tata McGraw Hill, 2010.

strong moral virtues e.g. with the 14 Anuvrat principles also for business. “*Economics of Mahavira*”⁶⁵, written by the spiritual Jain leader Acharya Mahaprajna, describes the core values of Bhagwan Mahariva, Jain founder, for modern economy such as needs-orientation instead of greed-orientation, dealing with desires, happiness or poverty.

Taoism: “Business Lessons from the Tao Te Ching”⁶⁶ is written by an American Manager and one of the best translators of the basic text of Taoism, the Tao Te Ching. A careful interpretation of Taoism with the goal to make of good managers wise leaders by integrating opposites in a Taoist way. - “The Chinese Tao of Business”⁶⁷ looks at “a Successful Business Strategy” especially in business to business cooperation between the West and China. It concentrates on concrete winning business strategies. The link to Taoism is much less deep than the other book mentioned but it helps to make the bridge and respect the diversity of business approaches between East and West.

4.3 Confucianism

There are many Confucian entrepreneurs (as they call them themselves), especially in Mainland China, Hong Kong and Taiwan.⁶⁸ Confucian virtues⁶⁹ such as honesty, loyalty, respect, hard-working and performance as well as the

⁶⁵ Acharya Mahaprajna, *Economics of Mahavira*, New Delhi: Adarsh Sahitya Sangh, 2013.

⁶⁶ James Autrey/ Stephen Mitchell, *Real Power. Business Lessons from the Tao Te Ching*, London: Nicholas Brealey Publishing, 1998.

⁶⁷ George Haley/ Usha Haley/ China Tiong Tan, *The Chinese Tao of Business. The Logic of Successful Business Strategy*, Singapur: John Wiley, 2004.

⁶⁸ Georges Enderle, *International Business Ethics. Challenges and Approaches*, Notre Dame: University of Notre Dame Press, 1999.

⁶⁹ Larry Allen, *Confucianism and Entrepreneurship in ASEAN Context*, in Purnendu Mandal/ John Vong, *Entrepreneurship in Technology for ASEAN*, Springer Online, 2017, 161-173; 杜南发 (Nanfa Du), 孔子思想造就企业家杜南发 (*Confucianism bring up entrepreneur Tor Lam Huat*), Singapore: Modern Confucianism Foundation, 2017².

importance of relationships⁷⁰ and wealth⁷¹ are key in Confucian entrepreneurship⁷². The World Ethics Institute at Peking University in Beijing under the leadership of its Founding Dean Professor Tu Weiming, a leading scholar for Neo-Confucianism, organizes an annual international conference called “Discourse” on Confucian entrepreneurship since 2013.⁷³

4.4 Interreligious Organisations and Observations

Sikh business, Pentecostal entrepreneurship, Shintoist entrepreneurs, Bahai entrepreneurs etc. could be added, but we limit ourselves here to the above examples.

Interreligious: Faith and values at work is also a topic for interreligious, international and multilateral efforts. A very interesting project was the cooperation of the International Labour Organization ILO, a large UN specialised organisation for labour issues, with the World Council of Churches on “Decent Work”⁷⁴. Decent work was described in Buddhist, Hindu, Jewish, Christian (Catholic and Protestant), Muslim, Confucian and Humanistic perspective. The synthesis shows “Convergent views on Decent Work”⁷⁵ and dignity across religions and cultures. It showed that work has a material and spiritual, an individual and social dimension and faith is an important factor also for secular UN-organisations such as ILO to reach their goals.

⁷⁰ Ying Lun So/ Anthony Walker, *Explaining Guanxi: The Chinese Business Network*, Hoboken: Taylor and Francis, 2013.

⁷¹ M. Seely, *What makes entrepreneurs rich? An institutional explanation of entrepreneurial success in Confucian Asia*, Rotterdam: Erasmus Universiteit 2011.

⁷² Tong Jan-gai, *Confucius Honorary Tour – Speech Collection*, Guangdong: Hongkong The Confucian Academy, 2006.

⁷³ <https://weibenglish.sinaapp.com>.

⁷⁴ Dominique Peccoud, Ed., *Philosophical and spiritual perspectives on Decent Work*, International Labor Office/World Council of Churches, Geneva 2004.

⁷⁵ Ibid, 21-48.

Observations: Key topics of these books are a) the work-life balance, b) the relation and balance between the personal spiritual way and the successful business, c) the adaptation of the religious values in daily business decisions, d) management styles and wisdom influenced by the respective religious values, e) books written by authors who were successful managers but then turned to spirituality as the more profound perspective for business in order to be not only good managers, but leaders with wisdom and acting with spirituality leadership⁷⁶!

Some of these contributions are spiritually very profound and practically convincing, others are rather superficial and written as fast food and quick fix recipes for busy managers who want to become better and faster successful. But most of them are impressive efforts to reconcile and balance faith and business. There are many similarities between religions, especially on the level of personal leadership virtues, as comparative religious studies show. The described concepts of responsible business are very diverse in their background; but they all have in common that they combine spiritual-religious values⁷⁷ and practical business as one reality which should be united and reconciled.

⁷⁶ Spiritual Leadership became a large topic in leadership theories. The online library of Globethics.net lists 95'000 entries on "Spiritual leadership, 74 with in the title.

⁷⁷ Spirituality is understood here as based on religions, not as secular spirituality as the term is more and more used. This religious understanding of spirituality is also used by Donald W. McCormick, *Spirituality and Management*, Journal of Managerial Psychology, Vol 9, No 6, 1994, 5-8 (5). A profound compilation of articles on spirituality, business ethics and sustainability in different world religions offers Laszlo, Zsolnai (Ed), *The Spiritual Dimension of Business Ethics and Sustainability Management*, Cham: 58Springer, 2015.



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