WORLD HAPPINESS FOUNDATION
beCREATION

VOLUNTARY LETTER OF ADHERENCE
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# GLOBAL PACT FOR WELL-BEING AT WORK

*For organisations where people can be free, conscious and happy*

A voluntary public commitment · Not a certification

> *"Fundamental Peace is not the absence of pain... it is the transmutation of its energy into love and compassion."*
> — Luis Miguel Gallardo

## I. PREAMBLE

Work is where much of our adult life unfolds, which makes it one of the places where human happiness is either cultivated or eroded every day. The **World Happiness Foundation** promotes the **Global Pact for Well-Being at Work** as an open door for any organisation that wants to place people —their well-being, their consciousness and their freedom— at the centre of how it operates: a public, voluntary declaration of principles, sustained by concrete commitments and by regular, honest tracking of progress.

The Pact is rooted in **Happytalism**, the paradigm holding that economies, organisations and public policy exist to serve human and planetary flourishing, and not the other way round. In a happytalist organisation, well-being is not a perk or a campaign: it is an outcome that is designed, measured and accounted for, on the same footing as financial results.

The Pact contributes to the Foundation's mission —**10 Billion Free, Conscious & Happy by 2050**. The Foundation has held Special Consultative Status with the United Nations Economic and Social Council (ECOSOC) since June 2025, supported the creation of the International Day of Happiness (20 March), and carries out its mission through programmes such as the Workplace Well-Being Certification (CBL, with AENOR), Cities of Happiness, Schools of Happiness —with more than 60,000 teachers trained across Latin America—, the World Happiness Academy, Heal the Healers, the Gross Global Happiness programme at the University for Peace, and the World Happiness Fest, among others.

## II. NATURE AND SCOPE OF THE PACT

- It is a **voluntary, public and free-of-charge adherence**, open to any organisation regardless of size, sector or country: companies, public administrations, social organisations and educational institutions.
- It **creates no contractual, commercial or financial obligation** of any kind between the signatory organisation and the Foundation.
- It rests on the organisation's public commitment and on tracking its own progress, as described in Section VI (Communication on Progress).
- **It is not a certification**: adherence does not attest to results. Organisations seeking external verification may apply for the Workplace Well-Being Certification (CBL, with AENOR).
- Either party may end the adherence by written notice. The Foundation may suspend use of the Seal if it is used in a misleading way or if the Communication on Progress lapses.

## III. FOUNDATIONS OF THE PACT

The articles of the Pact rest on three ideas the Foundation has developed through its work with people, organisations and cities around the world:

### HAPPYTALISM

Happiness as the purpose of the system, not a by-product. What gets measured shapes what gets done; that is why the Pact asks organisations to measure what truly matters, alongside economic results.

### FUNDAMENTAL PEACE

Sustainable well-being begins within. Fundamental Peace is a capacity that can be measured and trained: staying calm, clear and empathetic under pressure and through change. Organisations can create the conditions for it to grow.

### CONSCIOUS LEADERSHIP

To lead is to serve the growth of others. The ROUSER model — Relations, Openness, Understanding, Self-Awareness, Empowerment and Reflection— guides leadership that inspires rather than imposes.

## IV. ARTICLES OF THE PACT

The signatory organisation acknowledges and subscribes to the following twelve articles, organised in four spheres, from the person to the planet:

### SPHERE 1
### THE PERSON

**1**

**Purpose and meaning**

Connect each person's daily work to a purpose that goes beyond financial results and creates value for the people in the organisation, for society and for the planet.

**2**

**Whole health and burnout prevention**

Recognise that demand and tension are part of all professional activity and manage them in healthy ways: prevent chronic exhaustion and burnout, and ensure access to psychological support when needed, including for those who care for others.

**3**

**Inner peace and personal sustainability**

Protect rest, digital disconnection and sustainable rhythms, and make room for short practices of mindful pause, breathing and attention that help people regain calm and focus.

### SPHERE 2
### RELATIONSHIPS

**4**

**Psychological safety and emotional literacy**

Build environments where people feel valued, respected and safe to speak up, make mistakes and create, and where emotions —including difficult ones— are recognised as valuable information rather than weakness.

**5**

**Equity, diversity, inclusion and belonging**

Build diverse, equitable and inclusive workplaces, free from discrimination and harassment, where every person feels they belong.

**6**

**Peaceful coexistence and conflict transformation**

Address conflict through dialogue, listening and repair, replacing the logic of punishment or revenge with that of understanding, responsibility and forgiveness.

### SPHERE 3
### THE ORGANISATION

**7**

**Conscious leadership**

Promote management models grounded in transparency, active listening and closeness to people, inspired by the ROUSER model, and value leaders also for the well-being and growth of their teams.

**8**

**Whole-person talent development**

Foster the professional, personal and human growth of everyone in the organisation, so they can bring out the best in themselves.

**9**

**Work–life integration, flexibility and shared care**

Actively support balance between professional, personal and family life through flexible, results-oriented ways of working that respect caregiving.

SPHERE 4

**SOCIETY AND THE PLANET**

10

**Measuring what matters**

Integrate indicators of well-being, workplace climate and socio-emotional skills into the organisation's management dashboard, alongside financial indicators, and use them to make decisions.

11

**Integrity and continuous improvement**

Report progress regularly and truthfully, back every well-being claim with actions and data —no "happywashing"— and use the results to review policies, in line with Section VI.

12

**Shared value with community and planet**

Extend well-being beyond the organisation —to families, suppliers, communities and ecosystems—, partnering where possible with initiatives such as Cities of Happiness or Schools of Happiness.

## V. COMMITMENTS OF THE ADHERING ORGANISATION

By voluntarily joining the Pact, the signatory organisation takes responsibility for:

| | |
|---|---|
| **Active promotion** | Sharing the articles of the Pact internally with its leadership, its people and its suppliers. |
| **Well-being lead** | Appointing a person or team responsible for well-being —for example a Chief Well-Being Officer or equivalent role— to coordinate delivery of the Pact. |
| **People's voice** | Building the well-being plan with the participation of the people who work in the organisation, not just for them. |
| **Ongoing training** | Supporting the training of its leaders and people-management teams in organisational well-being and conscious leadership. |
| **Action with impact** | Designing and implementing at least one initiative a year aligned with the articles of the Pact. |
| **Regular measurement** | Establishing a baseline within the first twelve months, then taking part in periodic well-being and workplace-climate assessments that make its progress visible. |
| **Communication on Progress** | Keeping the adherence alive through an annual progress statement, as set out in Section VI. |

## VI. COMMUNICATION ON PROGRESS

The adhering organisation sustains its commitment through a light, periodic statement that includes:

- An **initial statement of adherence** at signature and, thereafter, an **annual renewal statement** on each anniversary;
- A **description of the concrete actions** carried out during the year, which the organisation may share through its annual report or a public statement;
- The available **results or tracking indicators** —quantitative or qualitative—, starting from the baseline, that allow progress to be assessed;
- **Lessons learned and next steps**: what worked, what did not, and what the organisation intends to improve.

The Foundation may give visibility to these statements through the International Registry of Adhering Organisations. If two annual cycles pass without a Communication on Progress, the organisation will be listed as "inactive" until it renews.

## VII. RECOGNITION FOR ADHERING ORGANISATIONS

Adherence to the Pact carries no financial consideration and entitles the organisation to:

| | |
|---|---|
| **Recognition** | Use of the Seal of Adhering Organisation to the Global Pact for Well-Being at Work, and inclusion in the International Registry of Adhering Organisations. |
| **Network and community** | Participation in the network of Corporate Leadership Agoras, for the exchange of good practice among HR professionals and CEOs. |
| **Visibility** | The opportunity to share its good practices at Foundation gatherings, such as the World Happiness Fest or International Day of Happiness activities (20 March). |
| **Growth pathway** | The Pact is the first step on a path that may continue, if the organisation wishes, with the Workplace Well-Being Certification (CBL, with AENOR) and training through the World Happiness Academy. |

## VIII. SIGNATURE AND MANIFESTO OF ADHERENCE

*"We believe a thriving organisation is one in which people can be free, conscious and happy. We commit to measuring what truly matters, to caring for those who make our work possible, and to reporting our progress honestly."*

In witness of their agreement with and commitment to the articles set out in this document, the parties sign this Letter of Adherence.

### FOR THE WORLD HAPPINESS FOUNDATION

Signed:

**Luis Miguel Gallardo**
Founder and President
World Happiness Foundation

### FOR THE SIGNATORY ORGANISATION

Signed:

Name:

Position:

Organisation:

Place: _____ Date: _____ / _____ / 20____

### SIGN ONLINE

Scan the QR code or visit the link to read the Pact in six languages, sign it in a few minutes and join the International Registry.

**www.worldhappiness.foundation/en/pact**