



Human Rights Policy

HUMAN RIGHTS POLICY

Introduction

Human rights in Afghanistan are a sensitive issue as political systems have been severely weakened by war over the years. Since 2014, the country has experienced further instability, resulting in many people fleeing the country.¹ Conditions have worsened in the last two years.² Women and children continue to be particularly vulnerable, and do not have any legal protection to speak of.³ To any organisation working in this context, protecting human rights becomes a fundamental issue.

Mahboba's Promise recognises its responsibility to respect international human rights standards. It is committed to upholding this responsibility within its organisational structure, with stakeholders and in all its projects and activities. It acknowledges the importance of protecting human rights in Afghanistan, where most of its projects are located. It aims to assist and empower vulnerable groups through projects designed to uplift them.

Purpose

The purpose of this policy is:

1. **To affirm that human rights are central to our values:** All the projects and initiatives that Mahboba's Promise is involved in have a human rights approach. It does not undertake or support projects that violate human rights or discriminate against any group or section of society, regardless of race, religion, ethnicity, indigeneity, disability, age, displacement, caste, gender, gender identity, sexuality, sexual orientation, poverty, class or socio-economic status.
2. **To maintain stakeholder expectations:** The people and organisations involved in our work expect demonstrated commitment to human rights issues, which this policy aims to address.
3. **To identify policy gaps and risks:** The human rights policy acts as a framework through which all the existing and potential projects and policies can be examined. Any potential impact on people's lives through the organisation's activities can be easily identified as a result.
4. **To demonstrate good company practice:** Both international and Australian standards require a commitment to certain values for the effective administration of development and humanitarian aid.
5. **To trigger learning and management capacity:** A policy can raise awareness and understanding of the organisation's human rights impact among staff and management. This in turn can trigger further insights and increase managerial capacity.

¹ Human Rights Watch, *World Report 2015: Afghanistan: Events of 2014*

² Amnesty International, *Afghanistan 2015/2016*

³ Human Rights Watch, *Afghanistan: Events of 2015*

Policy

1. Commitment to respect international human rights standards

Mahboba's Promise is committed to respecting international human rights standards as outlined by *The Universal Declaration of Human Rights*, *The International Covenant on Civil and Political Rights*, *The International Covenant on Economic, Social and Cultural Rights* and *The International Labour Organisation's Declaration on Fundamental Principles and Rights at Work*.

Setting human rights priorities

Legal issues

Applying the policy

2. Provision on human rights for workers

Non-discrimination • Equality • Child labour/minimum age workers/worst forms of child labour • Forced/bonded/compulsory labour • Freedom of association/collective bargaining • Health and safety • Working conditions – including working hours • Fair wages/compensation • No harsh or degrading treatment/harassment • Accessibility for persons with disabilities • Maternity protection • Right to strike

3. Provisions on non-labour related rights

Security

Engaging with government officials/advocacy

Migrant workers

Childrens' rights

Procedures

Integrating human rights within the company

Assessing impacts

Tracking performance

Remediation

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