

## **Mahboba's Promise Human Rights Policy**

### **1. Introduction**

Political systems in Afghanistan have been severely weakened by war over the years resulting in an increase of human rights violations. Since 2014, the country has experienced renewed instability, resulting in many people fleeing the country. Women and children continue to be particularly vulnerable with no legal protection available. Understanding and addressing human rights issues is essential to meeting Mahboba's Promise Incorporated (MPI) vision for a sustainable and secure environment for disadvantaged Afghan women and children. We believe that all human beings are worthy of dignity, respect, safety, education and equality.

MPI recognises our responsibility to respect international human rights standards. We are committed to upholding this responsibility within our organisational structure, with stakeholders and in all our projects and activities - to the best of our capacity, taking into consideration the political complexities inherent in the Afghanistan context. We recognise that our projects and initiatives aim to restore and uphold rights to women and children including the right to education, aid, protection and gender equality. We are committed as an organisation to adopting a rights-based approach to our work.

### **2. Purpose**

The purpose of this policy is:

1. To affirm that upholding human rights is central to our values: we work with projects and initiatives that adopt a human rights-based approach to programming and delivery. We do 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 improve programming and delivery: by adopting a rights-based approach that seeks to uphold and respect human rights especially for those who are most vulnerable, while also doing no harm.

3. To maintain stakeholder expectations and demonstrate best practice: we understand that the people and organisations involved in our work expect demonstrated commitment to human rights issues. Both international and Australian standards require a commitment to certain values for the effective administration of development and humanitarian aid.
4. To identify policy gaps and risks and inform advocacy: 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.
5. To support organisational learning and capacity development: this policy can be utilised to raise awareness and understanding of the organisation's human rights impact among staff and management. This in turn can enable further insights and increase managerial and organisational capacity.

### 3. Policy

#### 1. Commitment to respect international human rights standards

MPI 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.*
- *The International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.*
- *The Convention on the Rights of the Child.*
- *International Law as stipulated in the Geneva Conventions.*
- *The Refugee Convention.*

We use these frameworks as the basis for our programme design, delivery and monitoring, recognising that our vision is for a world in which women and children's rights are honoured, protected and upheld. Our programming is based on analysis that examines the relationship between rights holders and those enlisted to uphold their rights. We

undertake to ensure that the rights, capacity and desires of conflict, disaster and displacement-affected communities to meaningfully participate in decisions affecting their own life is upheld.

We commit to continually improving our understanding of and capacity to implement rights-based programming - including by building the capacity of partners and beneficiaries, using the international standards outlined above.

## 2. Commitment to respect and uphold human rights for workers

MPI is committed to the continuous work to ensure that all workers, staff and volunteers as well as program recipients are protected from slavery, discrimination, harassment, abuse, inequality, exclusion and child labour. We support our workers' right to freedom of association and to collective bargaining.

We provide a safe and respectful working environment including for people with disabilities recognising that upholding human rights in the workplace extends to providing safe working conditions and complying with relevant domestic legislation that stipulates working hours, salaries and leave entitlements.

## 4. Procedures

### Tracking performance

This Policy will be reviewed every five years, with performance tracked against the following questions:

- Did program design, delivery and monitoring adopt a rights-based approach?
- Did we uphold our commitment to ensuring a safe, inclusive and respectful workplace?
- Did we empower rights-holders to be included in decision-making about their future?
- Did our advocacy work focus on empowering vulnerable women and children to improve access to fundamental rights of protection, education or shelter?

### Grievances

Grievances raised in relation to this policy by workers or beneficiaries will be investigated and remediated in accordance with the relevant organisational, national or international law or in line with MPI's policies and procedures.

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