

oikos
cooperação e desenvolvimento



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| Human Rights Policy

HUMAN RIGHTS

HUMAN RIGHTS POLICY

1. SCOPE

Oikos - Cooperação e Desenvolvimento acknowledges its duty to protect human rights, its responsibility to respect international human rights standards and strictly comply with the stipulations in the United Nations Universal Declaration of Human Rights, the Convention on the Rights of the Child, the Optional Protocol to the International Covenant on Civil and Political Rights and the Optional Protocol to the International Covenant on Economic, Social and Cultural Rights.

Human rights correspond to a universal and internationally protected code. These are rights inherent to all human beings, regardless of race, gender, nationality, ethnicity, language, religion or any other condition, and are governed by the principles of universality, interdependence, indivisibility, equality and non-discrimination.

This policy underscores the focus of *Oikos, Cooperação e Desenvolvimento* on human rights in all its activities and the full respect for its principles by employees, partners, contractors and suppliers. *Oikos* promotes a working methodology and stance that recognises international standards and directs its actions to the promotion, respect, defence and protection of the rights of all individuals. In this way, all the organisation's plans, policies, processes and projects in their different phases (needs assessment, planning, development, implementation, supervision and evaluation) follow international principles and standards.

In addition to acknowledging its responsibility to uphold human rights, *Oikos* recognises that project beneficiaries and recipients are holders of rights, and legal institutions have an obligation to ensure respect for human rights.

2. APPLICABILITY

This policy applies to all employees, partners and third parties related to the organisation's activities.

- 'Employees of the organisation' means all members of the Head Office, including all members of the Executive Management and of the different Departments, and the different Delegations in each country where the organisation operates.
- 'Partners of the organisation' means all entities who share activities and functions under a contract in the various projects and countries in which *Oikos* operates.
- 'Third parties related to the organisation's activities' means the volunteers, trainees, donors, consultants, suppliers and other national or international entities other than those included in the aforementioned paragraphs.

This policy applies during and after contracted working hours. Any activity of employees, partners and third parties related to the organisation's activities performed outside contractual working hours that do not follow this policy will be considered a violation thereof.

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3. DEFINITIONS

Human Rights

'Human rights' means the basic freedoms and rights that belong to all individuals, from birth to death. These rights apply regardless of where people live or how they choose to live their lives, and can be classified as social, political, economic, cultural rights or for child protection. These rights are based on the equality, dignity, respect and independence of all human beings, which are values enshrined in law and protected by it.

Universality

Human rights are universal and inalienable. All people everywhere in the world are entitled to them. All human beings are born free and equal in dignity and rights.

Interdependence

Each human right contributes to the realization of a person's human dignity through the satisfaction of his or her developmental, physical, psychological and spiritual needs. The fulfilment of one right often depends, wholly or in part, upon the fulfilment of others. For instance, fulfilment of the right to health may depend, in certain circumstances, on fulfilment of the right to development, to education or to information.

Indivisibility

Whether they relate to civil, cultural, economic, political or social issues, human rights are inherent to the dignity of every human person. All human rights have equal status, and cannot be positioned in a hierarchical order. Denial of one right invariably impedes enjoyment of other rights.

Equality

All individuals are equal as human beings and by virtue of the inherent dignity of each human person. No one, therefore, should suffer discrimination on the basis of race, colour, ethnicity, gender, age, language, sexual orientation, religion, political or other opinion, national, social or geographical origin or other status.

Participation and Inclusion

All people have the right to participate in and access information relating to the decision-making processes that affect their lives and well-being. Rights-based approaches require a high degree of participation by communities, civil society, minorities, women, young people, indigenous peoples and other identified groups.



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4. PRINCIPLES

Oikos - Cooperação e Desenvolvimento strongly supports human rights in all its activities and defends respect for these rights by all its employees and third parties involved in the organisation's activities. Oikos has grounded its commitment to human rights on the following principles:

- Oikos will not condone any form of disrespect for or violation of human rights and exercises the freedom of opinion and expression even in situations which are not reported or judged;
- It undertakes to respect human rights, avoid infringing the human rights of others and disclose its impact should this occur;
- It promises to respect the human rights, avoiding possible conflicts at community level or between the community and the institution, based on a relationship of equality;
- It shall respect human rights, by anticipating and managing at an operational and administrative level potential risks and readily responding to possible gaps in compliance with such rights, without contravening national and international human rights standards and measures;
- It shall uphold human rights as a public commitment to respect and support all

individuals, in compliance with all international standards;

- It promises to defend human rights in the way it considers most adequate, and always considering the potential occurrence of collateral damage, whether against other people, institutions or employees of the organisation;

5. COMMITMENTS

In order to implement the principles proposed, Oikos pursues a number of commitments:

- Avoid activities which may cause or contribute to an adverse impact on human rights and report and disclose any information on past situations or events happening at the time;
- Seek to prevent or mitigate adverse impacts on the human rights that are directly linked to the organisation's operations, products or services by its relationships with third parties involved in the organisation's activities;
- Report or support the reporting of cases of human rights violations and actively contribute to the re-establishment of these rights;
- Actively support people and organisations that act in the defence of human rights and report violations;

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- Draft and disseminate the organisation's commitment to respect and defend human rights;
- Demonstrate and disseminate the organisation's human rights best practices in line with international standards;
- Build trust with third parties in order to understand their views and interpretations to improve the effectiveness and efficiency of this policy;
- Meet the expectations of respect and protection of human rights by employees and third parties related to the organisation's activities;
- Foster development through learning within the organisation, good management and leadership on human rights issues;
- Disseminate the organisation's priority human rights areas, without renouncing or rejecting all other human rights;
- Describe how the organisation handles conflicts based on international human rights principles;
- Summarise and disseminate human rights that, due to the organisation's activities and their implementation, may encounter more constraints to their full application and enjoyment by employees and partners related to the activities of the organisation;
- Identify gaps or omissions in the present policy and engage in a process of reviewing the policy and raising awareness of new areas of human rights;
- Regular and on-going monitoring of the performance of the human rights policy, recognising risks and threats that should lead to changes in this policy as the organisation's activities develop;
- This policy shall be approved at a higher level, as stipulated in the organisation's rules;
- This policy will be communicated internally and externally by the competent entities, in view of guaranteeing care and respect for human rights;
- To promote a favourable but safe and confidential environment for reporting violations of the policy directly by the complainant or - internal or external - whistleblowers.

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6.

RESPONSIBILITY

All employees and third parties related to the organisation's activities share the obligation to uphold and follow the Principles and Commitments set out in this policy.

Managers, supervisors and human resource managers shall ensure that all employees and third parties related to the organisation's activities understand and follow this policy, and are responsible for recruitment and training.

As regards human resource managers and supervisors, they are equally responsible for ensuring that this policy is effectively implemented.





Oikos – Cooperação e Desenvolvimento is a Non-Profit Association, internationally recognized as a Non-Governmental Organization for Development. We believe in a world without poverty or injustice, where human development is equitable and sustainable at both local and global levels. For this reason, we have assumed the mission of eradicating poverty and reducing inequalities so that all people may enjoy the right to a dignified life.

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