

Nusa Tenggara Association

Human Rights Policy

V3.1 October 2023

Preamble

The Nusa Tenggara Association (NTA) is a community-based international development agency. Its mission is to reduce poverty in the province of Nusa Tenggara Timur (NTT), Indonesia. The NTA sponsors economic and social development activities selected by our sponsored communities, ranging from building water tanks and wells, through providing farming equipment and training to local farmers, to supplying books for schools and training local teachers. We employ and provide training to over twenty Indonesian staff in West Timor and Flores. Our programs involve women and men of varying socio-economic status and background. Several of our programs involve interaction with children and all our programs impact children directly or indirectly.

NTA's Commitment to Human Rights

The NTA respects, protects and promotes human rights for all, regardless of ethnicity, religion, indigeneity, disability, age, displacement, caste, gender, gender identity, sexuality, sexual orientation, poverty, class, or socio-economic status.

NTA is committed to the inclusion and representation of those who are most vulnerable and who are at risk of marginalisation and exclusion due to the above-listed characteristics.

NTA is committed to working with partners and stakeholders in mutually respectful ways.

NTA is committed to mitigate the risk of harm to stakeholders, including children and people with disabilities. In all its programs, NTA analyses the local context to identify the risks that stakeholders face with regard to discrimination, violence, abuse, exploitation or neglect and develops strategies to mitigate these risks in the delivery of its programs.

NTA is committed to the use of images and messages in communications in a way that respects the dignity, values, history, religion, language and culture of those portrayed and is true to the terms of consent given.

Sustainable Development Goals and Human Rights

NTA's development and humanitarian initiatives support a number of human rights related to the Sustainable Development Goals (SDGs).

NTA's income generation and food security programs contribute to:

- Right to adequate food
- Right to enjoy the benefits of scientific progress and its application

NTA's water and sanitation programs contribute to:

- Right to an adequate standard of living
- Equal rights of women in economic life
- Right to health

NTA's education programs contribute to:

- Right to education

- Right to safe drinking water

Human Rights-related Policies

In addition to the above, NTA's commitment to respecting, protecting and promoting human rights for all is articulated in a series of policies and guidelines:

Policies contained within this Policy:

- Gender Equality Policy
- Policy for Inclusion of People with Disabilities.

Policies contained within NTA's Safeguarding Policy:

- Child Protection Policy
- Policy for Preventing Sexual Exploitation, Abuse and Harassment

Policies contained within NTA's HR Policy:

- NTA Code of Ethics
- Occupational Health and Safety
- Bullying, Unacceptable Behaviour and Violence in NTA Activities
- Sexual Harassment
- Misconduct
- Corruption, Fraud and Bribery Policy
- Grievance Policy

Standalone Policies:

- Privacy Policy
- Whistleblower Policy
- Complaints and Complaints Handling
- Environmental Sustainability Policy.

Gender Equality Policy

Preamble

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Among the basic human rights espoused by the NTA is gender equality. The benefits of gender equality are well documented. When girls are educated it improves family planning, reduces maternal mortality, and improves the health of their children. When both women and men have

access to economic opportunity it helps their families prosper and the country's economy to grow. When both women and men participate in policy formulation and decision-making it leads to more responsive policies and decisions.¹

NTA recognises that designing initiatives that respond to and take account of the different needs and roles of women and men makes our projects and programs more effective and sustainable. Our practical approach towards promoting Gender Equality is described in the NTA Program Manual and the Monitoring, Evaluation and Learning Framework.

The NTT Context

Gender equality faces many challenges in NTT. Women's position in the household and the community is widely recognised as subordinate to that of men., Men are favoured by inheritance laws and customs,² hence women have limited access to land, capital and other assets. Female students tend to drop out of school starting from junior high school.³ Early marriage and early pregnancies are common. Chronic lack of energy and anaemia is reported for 64% of mothers the highest provincial rate in Indonesia,) maternal mortality rates are increasing.⁴

The UN reports that 'limited access to education, assets and resources leads to women and girls being excluded from participation in ... decision-making processes.'⁵ Men's decisions are not always in the best interests of the family and the World Food Programme finds that 'their privileged position often weakens women's access to adequate food and nutrition.'⁶

Impact of NTA Programs

Nevertheless, NTA's experience in Flores and West Timor highlights areas of greater gender equality in local society, reflected in the large proportion of women leaders of the community groups (*kelompok*) formed to implement NTA-sponsored activities, particularly in Flores; the active participation of women in these activities; and the active participation of women in, and leadership of the NTA-sponsored community forums (*musyawarah*). As well as these positive indicators of women's participation, NTA's income-generating activities directly empower village women, making them less economically dependent and less likely to be subject to economic deprivation. Attention by the NTA to food production has a direct effect on the welfare of women as malnutrition can disproportionately affects women and girls in situations where boys and men are given more of the available food. The NTA's program of building water tanks and wells makes access to water easier, thus improving the lives of women who are primarily responsible for carrying water. The NTA's provision of scholarships to school-aged girls through our school sponsorship program is a way of improving women's education outcomes.

Purpose and Guiding Principles

Gender equality is central to economic and human development. Equal opportunity for women and men supports economic growth and helps to reduce poverty. The NTA is strongly committed to supporting gender equality and women's empowerment in its activities among the rural poor of Nusa Tenggara Timur. This policy applies to NTA staff (Indonesia and Australia-based), NTA Board members, volunteers and consultants retained by NTA Australia and NTA Indonesia.

¹ <http://www.usaid.gov/aidissues/Documents/thematic-strategies/gender-equality-strategy.pdf>

² Ibid

³ <http://www.wfp.org/sites/default/files/WFP-Gender%20Rapid%20Assesment.pdf>

⁴ http://www.un.or.id/documents_upload/publication/NTT%20at%20a%20crossroads.pdf

⁵ <http://www.un.or.id/en/where-we-work/geographic-focus/nusa-tenggara-timur>

⁶ Ibid

NTA's commitment to gender equality

NTA supports DFAT's gender strategy of 2011 and its four pillars:

- Advancing equal access to gender-responsive health and education services;
- Increasing women's voice in decision-making, leadership, and peace-building;
- Empowering women economically and improving their livelihood security;
- Ending violence against women and girls at home, in their communities, and in disaster and conflict situations.

NTA promotes gender equality among its staff and local partners in culturally appropriate ways by:

- Encouraging employment and training of female staff;
- Providing favourable and flexible working conditions for women including part-time or job-sharing working arrangements, and encouraging partner organisations to do the same;
- Deliberately seeking women's opinions and feedback as distinct from men's opinions and feedback in target communities, and where possible holding gender-specific fora and informal meetings to ensure women's voices are heard;
- Incorporating gender equality considerations into projecting planning, monitoring and evaluation, including by using sex-disaggregated data, considering potential risks to women and girls, and supporting activities that promote women's empowerment;
- Actively involving men and boys in promoting gender equality, as appropriate in the NTT context.

Promoting the Gender Equality Policy

NTA staff (Indonesia and Australia-based), NTA Board members, and staff of partner organisations of the NTA will all be provided with a copy of the NTA Gender Equality Policy on commencing their association with NTA and on updating of this document. Australian NTA staff will proactively promote women's empowerment, in particular providing opportunities to ensure women's voices are heard, in culturally appropriate ways. The NTA Gender Equality Policy will be made available on the NTA website.

Policy for Inclusion of People with Disabilities

In the delivery of our programs, NTA strives to work for and with people with disability, to promote their human rights and empowerment. NTA works with our partners and primary stakeholders to promote the importance of inclusion of people with disabilities. The practical approach to social and disability inclusion is outlined in the NTA Program Manual and the Monitoring Evaluation and Learning Framework.

Within the structural and practical limitations of NTA's programs and sphere of influence, the NTA will endeavour to

- Include disability as a priority issue in organisational development, policy dialogue, communications, negotiations and partnerships;
- Identify and address barriers to ensure people with disabilities have equal access to the physical environment, transportation, and information and communications, and to other public facilities and services in both urban and in rural areas;
- Recognise the central role that people with a disability play in representing their own interests and priorities and accordingly develop and support partnerships with local Disabled People's Organisations, which play a vital role in giving people with disability a voice;

- Support initiatives to reduce the stigma that surrounds disability, which can be one of the largest barriers to full participation in community and economic life;
- Promote initiatives for economic empowerment and access to economic opportunities for people with a disability;
- Recognise that the lived experiences and perspectives of people with disabilities are diverse and will vary according to age, gender, class, caste, impairment and other factors. Better understanding of this diversity will contribute to effective approaches.

In developing and implementing programs, NTA commits to:

- In the design phase of any initiative, analysing the experiences of those with and without disability for that context;
- Taking into account the interaction between gender and disability which can mean that discrimination, lack of access and inequalities differ between men and women, girls and boys, family members and carers;
- Using a strengths-based approach, focusing on the abilities, strengths and priorities of people and organisations and their efforts to achieve self-reliance;
- Promoting the inclusion, active participation, and contributions of people with disabilities through the whole project cycle by:
 - Including people with a disability in programming guidelines;
 - Developing program document templates for inclusion;
 - Having complementary programs or initiatives with targeted, additional support and services to empower people with disabilities (such as programs that focus on children with a disability) and provide them with equal access and opportunities.

Reviewing this policy

This policy will be reviewed by the NTA Operations Committee and Board to assess its effectiveness, appropriateness and accuracy every 5 years or as required.

Version control

Version	Date	Approved by Board	Details
1.0	July 2018	31 July 2018	<p>New policy incorporated previously stand-alone policies:</p> <ul style="list-style-type: none"> • <i>Child Protection Policy</i> – Policy amended to comply with ACFID Code of Conduct following feedback from ACFID in May 2018. • <i>Gender Equality Policy</i> – Policy amended to comply with ACFID Code of Conduct following feedback from ACFID in May 2018. <p>Addition of Policy on inclusion of people with disabilities.</p>
2.0	Nov 2019	7 November 2019	New policy revises Child Protection Policy and incorporates Policy for Preventing Sexual

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			Exploitation, Abuse and Harassment plus appendices to incorporate new DFAT requirements.
2.1	July 2021	July 2021	Revised to meet ACFID recommendations
3.1	Oct 2023	Oct 2023	Revised to separate Child Protection and PSEAH into Safeguarding Policy

