



# **Policy on Human Rights Based Approach**

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## TABLE OF CONTENTS

1. Introduction	4
2. Objective	4
3. Principles guiding TIB's HRBA	4
4. Integrating HRBA in TIB's programming	
4.1 Institutional arrangements (systems and process)	5
4.2 How to incorporate HRBA in programmes	6
4.2.1 Programme/Project Design and Implementation	6
4.2.2 Programme Monitoring and Evaluation through HRBA Lens	7
4.2.3 Capacity Building on HRBA	7
5. Adoption and Review	7

## 1. INTRODUCTION

Transparency International Bangladesh (TIB) is an independent, non-government, non-partisan and non-profit organization with a vision of corruption free Bangladesh. TIB is committed to the values of democracy, justice, rule of law, transparency, accountability, integrity, courage and equitable right of every individual (irrespective of age, sex, religion, culture, sexual orientation, ethnic origin or any other marker of identity) which are the essence of human rights based approach. Corruption is a violation of people's human rights and is an injustice. The United Nations Convention against Corruption (UNCAC) recognizes that corruption hurts the poor disproportionately by diverting funds intended for development, undermining a government's ability to provide basic services, feeding inequality and injustice and discouraging foreign aid and investment. It is a key element in economic under performance and a major obstacle to poverty alleviation and development. Corruption has a distinct bias against the poor and socially excluded groups (e.g. women, indigenous communities, minorities etc.). They are most adversely affected by malpractices in terms of enjoyment of basic human rights e.g. education, health, justice, utilities and personal safety, as well as the delivery of services of standard quality, all of which are subject to unauthorized payments. Corruption fosters an environment characterized by uncertainty, unpredictability and declining moral values and disrespect for key institutions of accountability and the rule of law which in turn negatively impact on poverty and human rights. Therefore, the fight against corruption is central to the struggle for human rights.

A Human Rights Based Approach (HRBA) integrates international human rights standards and principles in development activities. By using HRBA, people living in particular risks are empowered so that they can claim their rights and the capacity of those who are obliged to respect, protect and fulfill those rights, are increased.

TIB is not human rights organization *per se* but applies a rights perspective in its work on anti-corruption for promoting good governance. TIB works with citizen's groups to empower them so that they can hold state agencies accountable. The organization also advocates for the people who are victims of corrupt practices by exposing governance challenges in service sectors and public institutions and by proposing reforms. The concepts of good governance

and human rights are mutually reinforcing, both being based on core principles of participation, accountability, transparency and state responsibility. TIB operates on the basis of a number of key human rights principles including equality, transparency, participation and inclusion. This framework has been developed so that the existing practices and programmes are further synchronized with HRBA.

## **2. OBJECTIVE**

The overall objective of this policy is to ensure alignment of TIB's policies and programmes with HRBA principles.

## **3. PRINCIPLES GUIDING TIB'S HRBA**

- a. We promote inclusiveness, equality, non-discrimination, integrity, accountability and transparency in our policy and programmes;
- b. We study and analyze structural and systemic causes of corruption that have both direct and indirect implications for human rights;
- c. We engage with stakeholders including the poor, women, disadvantaged and marginalized groups for helping raise voice and demand for transparent, effective, accountable and gender-sensitive governance;
- d. We build capacity of stakeholders, in particular, the poor, youth, women, and disadvantaged groups to resist corruption and discrimination that essentially deprives them of their rights.

## **4. INTEGRATING HRBA IN TIB'S PROGRAMMING**

### **4.1 Institutional Arrangements (systems and processes)**

- 4.1.1 Ensure an egalitarian, open and participatory working environment where all employees and relevant stakeholders shall work and interact with each other with utmost respect, decency and sensitivity;
- 4.1.2 Ensure that all organizational policies are developed in line with human rights principles. TIB's strategies will include particular provisions that impinge on women, the poor, disadvantaged and marginalized groups;

- 4.1.3 Ensure that all employees are held accountable (regardless of position/grades and seniority) for their actions if they are contrary to principles prescribed in different policies;
- 4.1.4 Ensure equal opportunity in staff recruitment process at all levels and that no discrimination will be made on grounds of sex, race, color, age, religion, sexual orientation, disability or social and economic standing. Ensure affirmative action by giving preference to female and other candidates of disadvantaged and marginalized communities such as ethnic and religious minorities as well as persons with disabilities, when they perform at par with male counterparts;
- 4.1.5 Ensure that principles on gender relation envisaged in the Human Resource Manual is strictly followed;
- 4.1.6 Ensure that necessary measures are in place to prevent and redress sexual harassment in the workplace;
- 4.1.7 Ensure effective and objective implementation of Gender Strategy;
- 4.1.8 Ensure openness and information disclosure in line with TIB's Information Disclosure Policy;
- 4.1.9 Take appropriate and effective measures to ensure that HRBA principles are incorporated in organizational policies, programme design and implementation consistent with the mandate of TIB.

## **4.2 How to incorporate HRBA in programmes**

### **4.2.1 Programme/Project Design and Implementation**

- 4.2.1.1 Strategically align human rights principles with project objectives, activities and results within the overall framework of TIB's primary mandate and to the extent possible;
- 4.2.1.2 Undertake activities that would capacitate rights-holders in claiming their rights and duty bearers to discharge their responsibilities in upholding those rights without bias;
- 4.2.1.3 Use dialogues, engagement, advocacy and social accountability tools to help and incentivize rights holders hold duty bearers to be accountable;
- 4.2.1.4 Accelerate people's participation in anti-corruption social movement through engagement with public authorities to promote transparent, accountable and effective service delivery;

- 4.2.1.5 Optimize TIB's research strength and expertise within its mandate and capacity to monitor, assess and benchmark policy, practice and progress of the government in building effective, accountable and inclusive institutions for ensuring rights and entitlements of all citizens, including women, the poor, disadvantaged and marginalized groups.

#### **4.2.2 Programme Monitoring and Evaluation through HRBA Lens**

- 4.2.2.1 Develop appropriate HRBA-relevant tools to assess i) participation, voice and demand by rights-holders, ii) transparency and accountability of duty-bearers, and iii) behavioral change among stakeholders;
- 4.2.2.2 Apply participatory HRBA-relevant M&E tools in monitoring and evaluating programme interventions;
- 4.2.2.3 Undertake participatory review of programme interventions from HRBA perspective.

#### **4.2.3 Capacity Building on HRBA**

- 4.2.3.1 To identify training needs on HRBA, Training needs assessment will be conducted and based on identified needs capacity building initiatives will be under taken;
- 4.2.3.2 Capacity building initiatives among staffs, core activists and other stakeholders through workshops, seminars, study circles etc. will be facilitated to change the attitudes and behaviors to promote and protect rights consistent with this policy;
- 4.2.3.3 Evaluation of HRBA trainings will be duly carried out.

### **5. ADOPTION AND REVIEW**

5.1. This policy was adopted at the 99<sup>th</sup> meeting of the Board of Trustees of TIB held on March 13, 2019.

5.2. Unless warranted more frequently for any specific reason, this policy will be reviewed at least once in every five (5) years to accommodate emerging challenges.



**Sultana Kamal**  
Chair, Board of Trustees  
Transparency International Bangladesh