



SOCIAL SAFEGUARDING POLICY

TAMEER E KHALAQ FOUNDATION



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FOUNDATION**

This policy has been approved by the Board of Directors

Background

Social safeguard policies are essential tools to prevent and mitigate undue harm to people during the development process. When identifying and designing a project, safeguards should help assess the potential social risks and impacts (positive or negative) associated with a development intervention. Safeguards should help define measures and processes to effectively manage risks and enhance positive impacts. The process of applying safeguard policies can be an important opportunity for stakeholder engagement, enhancing the quality of project proposals and increasing ownership whatever of the source of financing.

Scope of policy

The Social Safeguarding Policy applies to everyone working for or associated with TKF which includes all staff members and resource persons based in Head Office, Project Offices in field areas or elsewhere. The policy also applies to vendors, contractors and consultants when they work for TKF and is applicable in their personal lives.

TKF Safeguard Principles

Principle 1: Do no harm

- ✓ Seek to protect the rights, health, safety, and livelihoods of people including, children, women, indigenous peoples, and other vulnerable or disadvantaged groups. Maintain the health, diversity and productivity of the environment.

Principle 2: Identify, assess and manage environmental and social impacts

- ✓ Identify potential environmental and social risks and impacts early in the program design, to ensure they are adequately assessed and managed in investment concepts, designs and implementation.
- ✓ Avoid, or where avoidance is not possible, minimize, mitigate or as a last resort, offset or compensate for negative impacts.
- ✓ Assess and manage direct and indirect environmental and social impacts of the project in a way that is proportional to potential impacts.
- ✓ Manage risks and impacts of the project through management plans and monitor and report on their delivery.
- ✓ Consider how the environment or different people groups are affected, including children, people of different genders, indigenous peoples and other vulnerable or disadvantaged groups. The assessment and management of potential impacts must consider these different needs.

Principle 3: Engage effectively with stakeholders

- ✓ Be transparent about the project activities/plan, its risks and impacts in a way that is timely, accessible, and culturally and socially suitable for the affected people.
- ✓ Engage with affected parties and other stakeholders early in identifying and managing risks and impacts and continue this throughout the project.
- ✓ Ensure consultations include affected parties, are inclusive, free of external manipulation, interference, coercion, or intimidation, and enable meaningful participation.
- ✓ Provide accessible and culturally appropriate grievance redress mechanisms and ensure that grievances are handled promptly, transparently, and without retribution or cost to the party that raised the concern.

- ✓ Disclose information about the social and environmental performance of the project before implementation stage.

Principle 4: Work effectively with partners, stakeholders & government

- ✓ Comply with country's safeguard laws and policies and where possible build partners' capacity to develop and implement environmental and social governance systems.
- ✓ Work with multilateral, bilateral, NGO and private sector development partners to ensure environmental and social impacts are managed in a way that is consistent with this policy.
- ✓ Work with partners to manage safeguard risks to maximise the use of country systems and avoids duplication or unnecessary safeguard assessment and management planning requirements.

Principle 5: Promote improved environmental and social outcomes

- ✓ Where possible, promote improved environmental and social outcomes by integrating ecologically sustainable development into projects. Improve the implementation and outcomes of the project by effectively identifying and managing risks.

Five safeguards must be considered when identifying and managing the potential environmental and social impacts of aid program.

1. ENVIRONMENTAL PROTECTION:

Negative impacts on the environment resulting from the planned project can harm the people they are intended to help and undermine development outcomes. Protecting and conserving natural resources and maintaining ecosystems is fundamental to sustainable development and integral to the economic prosperity of many developing countries. In addition, environmental degradation can increase the vulnerability of communities to disasters and the impacts of climate change.

Before implementing any project, the following aspects of environment should be considered

- Ecosystems and their constituent parts, including people and communities
- Climate and natural systems and processes
- Natural and physical resources
- Qualities and characteristics of locations, places and areas, and
- Heritage values of places; social, economic and cultural aspects of the above, including those related to indigenous peoples.

At TKF we aim to:

- Protect and conserve biodiversity and natural habitats, and avoid damaging or degrading ecosystem services and natural resources.
- Adopt a precautionary approach to the protection, conservation, management and sustainable use of living natural resources
- Avoid the release of pollutants to air, water, and land; if they are released, minimise direct and indirect discharges
- Manage the generation of wastes, where waste cannot be avoided, reduce, recover and reuse waste. As a final option, treat, destroy, or dispose of waste in a manner that is safe for human health and the environment

- Promote sustainable management of natural resources including through cleaner production and efficient use of resources
- Avoid impacts on natural and cultural heritage, including historical sites, landscapes and traditions and apply internationally recognized practices to manage potential impacts.

Different people including children, people of different gender, indigenous peoples and other vulnerable or disadvantaged groups may be affected by environmental impacts in different ways. They may also value different aspects of the environment. To be effective, the identification, assessment and management of environmental impacts needs to consider the views and needs of different groups.

2. CHILDREN, VULNERABLE AND DISADVANTAGED GROUPS

Humanitarian development programs should benefit people and communities. Poorly planned or implemented programs can have an adverse impact on people including children, vulnerable and disadvantaged groups, such as by affecting their access to resources and livelihoods or disrupting social networks. The development needs of people including vulnerable and disadvantaged groups should be considered in impact assessments and management plans.

TKF seeks to protect people, especially the most vulnerable, from any forms of sexual exploitation, abuse and harassment in any of its work.

Our projects can affect people and communities directly or indirectly including:

- Women
- Children
- Female or child-headed households
- People with disabilities
- The poor
- The elderly
- Indigenous peoples and ethnic minorities
- Religious and linguistic minorities
- People dependent upon the land of others for livelihood or residence.

Safeguarding Children

As per UNICEF's definition on child protection and safeguarding, the organization is obliged to protect all children from all forms of violence, neglect and exploitation.

TKF aims to ensure that children are safe and are living in a respectful environment. The main principles of the policy are:

- Zero Tolerance towards Child abuse, child prostitution, sexual harassment and child labour
- Confidentiality and adoption of safe way of reporting the cases of child
- Best interest of child
- Non – Discrimination
- Implementation Child Rights recognition
- Usage of Risk management approaches

- Training and creating awareness about child right and Child Right Abuse
- All children have equal rights to protection from abuse, exploitation and sexual harassment
- All children should be encouraged to fulfil their potential and inequalities should be challenged
- Everybody has a responsibility to support the care and protection of children
- NGOs/CSOs/CBOs have a duty of care to children with whom they work and with whom their representative's work.

TKF aims to assess and manage social risks and impacts, we shall:

- ✓ Identify individuals and groups that may be affected by the planned program activities because of their disadvantaged or vulnerable status, this includes children and others before the implementation
- ✓ Engage in a way that is relevant to the different interests and needs of potentially affected groups
- ✓ Seek to avoid negative impacts on children and other vulnerable and disadvantaged groups, including in managing Health and Safety responsibilities and preventing sexual exploitation abuse and harassment Implement measures so that any negative impacts do not fall disproportionately on children and other vulnerable and disadvantaged groups, and that they share the benefits and opportunities of the investment
- ✓ Avoid unintended consequences, such as aggravating existing risks of violence, social inequalities, conflict or disasters that may impact on children and other vulnerable and disadvantaged groups

3. DISPLACEMENT AND RESETTLEMENT

Humanitarian projects such as the building of economic or social infrastructure, sometimes require the use of occupied land. If not properly addressed, the physical or economic displacement of people from such land may lead to long-term hardship and poverty. The poor and other vulnerable groups are particularly at risk in investments involving displacement. Resettlement is a process that helps people build new lives in a different location while mitigating the effects of displacement on their standard of living. When done well, resettlement can ensure displaced communities share the benefits of development.

It may not be possible to complete the safeguard process for relief resettlement as part of emergency assistance, such as in the immediate wake of disasters or humanitarian assistance. In these circumstances, reasonable efforts should be taken to apply the safeguard principles.

In case of disaster or relief activities:

- ✓ Avoid or minimize forced physical and economic displacement wherever possible by considering all viable alternative actions or design options
- ✓ Avoid negative impacts on those affected by the development, including vulnerable and disadvantaged groups, and where avoidance is not possible mitigate and/or compensate for such impacts in gender-responsive and disability inclusive ways
- ✓ Provide reasonable opportunities for affected people including displaced poor and other vulnerable groups to improve, or at least restore their livelihoods

- ✓ Ensure timely provisions of infrastructure and essential services at resettlement sites.

4. INDIGENOUS PEOPLES

Indigenous peoples often experience disproportionate rates of poverty, and increased risk of exclusion and marginalization. TKF is committed to providing opportunities to assist indigenous peoples, to overcome social and economic disadvantages. Social, economic and political power imbalances as well as spoken language may prevent indigenous peoples' equitable participation and access to benefits resulting from aid investments. In addition, indigenous peoples may have diverse concepts of development based on traditional values, visions, needs and priorities.

Defining indigenous peoples:

Given the diversity of the world's indigenous peoples, there is no internationally accepted or agreed definition of the term 'indigenous' and the UN Declaration on the Rights of Indigenous Peoples instead affirmed that indigenous peoples themselves have the right to self-identify. The international community identifies indigenous peoples by a series of characteristics that indigenous peoples have in common to varying degrees around the world. Former UN Special Rapporteur Martinez Cobo developed the most commonly cited characteristics: Indigenous communities, peoples and nations are those which, having a historical continuity with pre-invasion and pre-colonial societies that developed on their territories, consider themselves distinct from other sectors of the societies now prevailing on those territories, or parts of them. They form at present non-dominant sectors of society and are determined to preserve, develop and transmit to future generations their ancestral territories, and their ethnic identity, as the basis of their continued existence as peoples, in accordance with their own cultural patterns, social institutions and legal system.

We believe:

- ✓ Engagement with indigenous peoples should start early in planning and continue through design and implementation to give opportunities to identify needs, concerns, and priorities throughout the process
- ✓ Indigenous peoples potentially affected by the program should have full and equitable participation in consultation processes and the ability to pursue their own priorities in economic, social and cultural development
- ✓ Consultations should ensure that both men and women can be heard, which may require separate consultations for males and females, and/or targeted engagement with indigenous women's organisations
- ✓ The dignity, human rights, aspiration, cultures and customary livelihoods of indigenous peoples must be respected
- ✓ Consultations should allow decisions to be made in an environment free of manipulation, coercion or intimidation, and be in a language that is understood
- ✓ All relevant information about the proposed project must be communicated in a way that is understood by indigenous peoples to enable informed decision-making.

5. HEALTH AND SAFETY

TKF aims to avoid negative impacts on the health and safety of people from the interventions, particularly vulnerable and disadvantaged groups. Proposed projects can expose communities and people, including children, people of different gender, indigenous peoples and other vulnerable or disadvantaged groups to risks on their health and safety.

To avoid any adverse impacts to the community from the project operations. TKF aims to:

- ✓ Anticipate and avoid adverse impacts on the health and safety of the affected community.
- ✓ Anticipate and avoid the circumstances that lead to increased vulnerability of project affected people
- ✓ Prohibits the use of forced labour, including trafficked persons, slavery, slavery, debt bondage and deceptive recruiting of labour.
- ✓ Avoid any unsuitable forms of work which might impact on a child's health, wellbeing or opportunities for education
- ✓ Identify, assess and eliminate or mitigate so far as is reasonably practicable, potential health and safety hazards and risks
- ✓ Ensure workers and other people involved are trained on relevant health and safety matters, and provided a way for people to raise health and safety concerns
- ✓ Ensure workers are provided with personal protective equipment to perform the work safely
- ✓ Include mechanisms for reporting (**see TKF HR Manual**) and recording health and safety incidents and management responses

We are a national not-for-profit strengthening communities through access to education, health, a better environment, and opportunities for livelihood while ensuring food security. We also reach out to communities affected by disasters.

Our competency also lies in third-party monitoring & evaluation, certifications, research, and capacity building, to help make development projects more effective and efficient.

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