



Solidarity Committee

Principal Policy

Adopted by the Annual Meeting 2024-05-26

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Valid from 2024-06-14

History:

- 2024-08-22

1 PURPOSE

This Policy describes the identity of the Solidarity Committee and constitutes the highest level of guiding principles for our operations, staff, board and members.

2 VISION, MISSION AND VALUES

Vision:

The Solidarity Committee's vision is an Afghanistan free from poverty where everyone enjoys their rights and live in dignity.

Mission:

The mission of the Solidarity Committee is to assist in empowering and building resilience of individuals, communities, and local organisations, primarily in rural areas of Afghanistan, and to mobilise support and commitment for the rights and welfare of the Afghan people.

Core Values:

Responsiveness: We work in respectful cooperation with target groups to address their needs and legitimate demands with an emphasis on local ownership.

Impartiality: While upholding the duty to be inclusive and non-discriminatory in our approach, we do not take sides in conflict and do not support specific factions or parties representing various interests in society.

Equality: We promote equal opportunities and facilitate equal access to resources for all citizens, including women, girls, boys and people with disabilities.

Social Justice: We strive to be fair to all with whom we work. While working to affirm the rights of all individuals, we recognise that differences in gender, individual capabilities and identities give rise to varied needs and interests.

Integrity: We are true to our mission, maintaining honesty and transparency in all of what we do and say, upholding a spirit of openness and sharing with stakeholders, while always prepared to be held to account for our actions.

3 TARGET GROUPS

The Solidarity Committee focuses on people living in poverty and with vulnerabilities in rural areas, with priority given to children, youth, women, and persons with disability. When mobilizing support and engagement for the rights of the Afghan people we focus on the interested public, decision-makers, opinion leaders and donors.

4 RIGHTS-BASED APPROACH

The Solidarity Committee is a rights-based organisation, committed to the principles of participation, equality, non-discrimination, accountability, and transparency.

In recognising that poverty is multi-dimensional, the Solidarity Committee assists in addressing its underlying causes such as marginalisation and inequalities.

While our rights-based approach focuses on longer-term sustainable change, we are also committed to addressing humanitarian needs and building the resilience of our target groups.

We identify our target groups as rights holders both entitled and with responsibility to be agents in their own development, and a broad range of duty bearers with the obligation to respect, protect, promote, and fulfil the rights of the target groups. The Solidarity Committee recognises the ultimate responsibility of the state and its institutions for the welfare of its citizens.

The Solidarity Committee assistance entails both supporting the empowerment of target groups and strengthening the accountability of duty bearers. We support and partner with non-governmental as well as public actors in activities that align with the Solidarity Committee's values and principles.

We recognise that the pace and progress towards fulfilling rights are conditioned by context and requires a pragmatic approach. The Solidarity Committee does not engage in actions that discriminate or contribute to institutionalising discrimination.

5 COMPLEMENTARY PRINCIPLES

Gender equality. Gender equality is integral to our mission. We strengthen the capacity, and promote the voice and participation, of women among our target groups as well as among staff.

Sustainability. We strive for social, financial, and environmental sustainability in all our undertakings. We promote knowledge and action on climate change and environment.

Conflict sensitivity. We seek to ensure that our assistance does not create, contribute to, or worsen conflicts.

Context sensitivity. We recognise the significance of understanding local context and respect the importance that cultural and religious values have in people's lives. We do not engage in religious proselytization.

6 ORGANISATION

The Solidarity Committee has no religious or political affiliation. The Solidarity Committee is an integrated and unified organisation where members, board members and staff, work together in a spirit of respect and dialogue.

Being a people-driven movement, the Solidarity Committee engages its members and private donors through local associations and other forms of solidarity work. Through our members the Solidarity Committee strives to build commitment and raise funds for Afghanistan. We also engage in advocacy and communications.

The Solidarity Committee promotes an inclusive working environment where all staff are encouraged to take responsibility and participate in developing the organisation. We strive for a diverse and gender-balanced cadre of staff.