

# COMMUNICATION OF ENGAGEMENT (COE)

## HABITAT FOR HUMANITY INDONESIA

### National Director Remarks

Habitat for Humanity Indonesia, which was founded on May 1, 1997, has entered a quarter of century this year.

I gratefully stated that within 25 years, Habitat for Humanity Indonesia has reached and served more than 177,074 families in 17 provinces in Indonesia through the provision of decent houses, clean water facilities, sanitation, environmental development, economic improvement through skills training; and other activities that support improving the welfare of low-income communities and victims of natural disasters.

In our affiliation with Habitat for Humanity International, based in Atlanta and part of Asia Pacific region, we uphold our vision and mission to make every Indonesian has a decent place to live and bring people together to build homes, communities and hopes.

Habitat aims to assist the construction improvement of residential homes so that they become decent, simple and affordable housing for low-income families through 4 hub offices located in Batam, Jakarta, Yogyakarta, Surabaya to currently cover 10 provinces including Disaster Response in Central Sulawesi (Palu, Sigi and Donggala), NTT (Kupang and Lembata) West Sulawesi (Mamuju) and East Java (Lumajang).

We have been member of UNGC since 2013 and proudly state that we are supporting the 10 principles and 4 main pillars of UN Global Compact in our daily activities and program. Herewith our report

## 2. COE Report

### 2.1. Internal Organization

#### Pillar 1. Human Rights

In supporting the UN principle Pillar 1. Human Rights, Habitat for Humanity Indonesia has been seeking to support the workers wellbeing through

1. Habitat Indonesia have safeguarding policy which content all the purposes is to strengthen the protection measures of children and other vulnerable groups, especially the beneficiaries and the communities around the locations where Habitat Indonesia works.
2. Organization policies that support the safe and secure working environment with safeguarding policy, such as
  - a. Employee Manual Habitat Indonesia
  - b. Gender, Equality, Discrimination, and Inclusion Policy
  - c. Anti-Bribery, Anti-Fraud, and Anti-Corruption Policy
  - d. Volunteer Code of Conduct
  - e. Background Screening Policy
  - f. Conflict of Interest and Gift Acceptance Policy
  - g. Safety, Security, and Anti-terrorism policy
  - h. Reporting Safeguarding Misconduct Policy

## **Pillar 2. Labor Principle**

In supporting the UN principle Pillar 2. Labor Principle, Habitat for Humanity Indonesia embrace a history rooted in creating equity and take our mission seriously by courageously committing to a culture and workplace where all staff feel safe, welcome, visible, respected, supported and valued. As an equal opportunity employer, we realize that our success depends upon building an inclusive workforce of diverse perspectives and encourage people of varied races, ethnicities, national origins, tribes, religions, ages, gender identities and expressions, genders, sexual orientations, marital statuses, disabilities, socio-economic statuses, thinking and communication styles to work with us.

We also require that all staff take seriously their ethical responsibilities to safeguarding our intended beneficiaries, their communities (especially children), and all those with whom we work. In line with the prevention of sexual exploitation and abuse, all staff must pass a thorough background screening and will be held accountable to upholding our policies around ethical behavior, including safeguarding and whistleblowing

## **Pillar 3. Environment Principle**

In supporting the UN principle Pillar 3. Environment Principle, Habitat for Humanity Indonesia commits to putting people at the center of our work by educating ourselves about the effects of climate change on the lives of the people we seek to serve through housing. We commit to strengthening our technical expertise in existing and emergent approaches, tools and processes that allow us to pursue climate change adaptation and mitigation strategies in programming, operations, and support to our partners. We pledge to continually explore the ways in which we can live into these commitments, using them as guideposts for our practices, programs, operations and partnerships.

Our commitments are rooted in our pledge to be accountable to the families with whom we partner and the communities we serve, to be courageous and do what is right even when it is difficult, and to be humble in understanding that we cannot win this fight alone. These are the values on which our organization is built. Just as families must adapt to a changing climate, so too must our programming and operations evolve in order to address the housing needs of people in Indonesia.

## **Pillar 4. Anti-Corruption Principles**

In supporting the UN principle Pillar 4. Anti-Corruption Principle, Habitat for Humanity Indonesia's donors and our core principles compel us to seek ways to materially increase our impact and also to operate with excellence and integrity. Habitat Indonesia will need the ability to holistically and efficiently identify, analyze and tackle issues of governance, risk and compliance ("GRC") as they arise.

Habitat Indonesia requires all entities to protect and use assets and resources under organizational goals, particularly utilizing these assets and resources optimally. All forms of bribery, fraud, corruption, and abuse of resources owned by Habitat Indonesia are serious violations. Habitat has Anti-Bribery, Anti-Fraud, and Anti-Corruption Policy that applies to everyone who works at all levels, including the management of the Habitat Indonesia, National Directors, senior managers, employees (whether permanent or temporary), consultants, contractors, seconded employees, day workers and other agency workers, agents, partners,

donors, volunteers and everyone associated with Habitat Indonesia wherever they are. Habitat Indonesia is committed to zero tolerance for all forms of bribery, fraud, corruption, and to conducting its affairs in an honest, ethical, legal, and dignified manner

## **2.2. Program Activity**

### **Pillar 1. Human Rights Principles**

Through program activity, Habitat Indonesia promote human rights principles with

1. Transparent and accountable social preparation & families selections (participatory method) for all projects, including disaster response projects
2. Comply with IFRC Code of Conduct, Core Humanitarian Standard (CHS) and Sphere Minimum Standard
3. Equip the family we served with basic construction, healthy house, Hygiene Promotion and Community Based Disaster Risk Management training
4. Establish community agreement in all of our program and put them as decision makers
5. Implement Advocacy program for access to basic services, land tenures, humanitarian shelters and empowered participation. Creates awareness program for decent housing through Youth Build, Women Build, Family Build, School Build, Build Beyond Faith etc.

### **Pillar 2. Labor Principles**

Through program activity, Habitat Indonesia promote labor principles with

1. Limitation of volunteer activities from 16 years old above – no child labor/activity at construction site.
2. Sweat equity from the home partner (beneficiary) to ensure dignity and ownership

### **Pillar 3. Environment Principle**

Through program activity Habitat Indonesia promote the environment principles with

1. Healthy house design and provision with adequate lighting, ventilation, access to clean water and proper sanitation
2. Enforce non-asbestos policy in all of our programming.
3. Re-used the material which still suitable to use, especially in disaster response program
4. Reduce the timber usage in construction
5. Provide behavior change and waste management training

### **Pillar 4. Anti-corruption Principles**

Through program activity Habitat Indonesia promote the anti-corruption principle with

1. Form the village/local committee which come from the community to help us in implementing our program
2. Conduct the public hearing to ensure that the program will be targeted to right home partners (beneficiaries).
3. Provide the community feedback mechanism tools/line to anticipate the corruption potential/risk.
4. Regular staff training about anti-corruption

## **2.3. Program Outcome**

### **Pillar 1. Human Rights Principles**

In program outcome Habitat Indonesia promote the human rights principles through

1. The home partner (beneficiaries) come from all kind of religions, races and tribes (no group interest) with low income situation. Habitat Indonesia build decent houses to promote their dignity and hopes .
2. The Program priorities the most vulnerable people within the community and provide opportunities for them to raise their voice
3. The families have better and healthier way of life, higher asset value, children can study in more appropriate place, have opportunity to develop the small business with the better constructed home.
4. New leader at village level formed/developed while they are helping the communities.

### **Pillar 2. Labor Principles**

In program outcome Habitat Indonesia promote the labor principles through

1. No children/underage involves in labor or construction activities.
2. Increased local people capacity and job opportunities through construction trainings so they can generate more income and some of them become partner/vendor of Habitat Indonesia project sites.
3. The labor (tukang) have the competitive contract value compare to the market price.
4. Community encouraged to work altogether with our nation principal "gotong royong"

### **Pillar 3. Environment Principles**

In program outcome Habitat Indonesia promote the environment principles through

1. The house built with the safe, healthy and environmental friendly materials.
2. The house become a safe place to stay for families, especially from the climate change hazards.
3. The clean water provision system have supported the families to access clean water continuously without wasted the clean water source.
4. The sanitation program have conducted to support the community and their environment to become clean and not contaminated by the human waste, such as from open defecation and household waste activities.
5. The house and village environment improvement support the healthy lifestyle of community, especially children. The better environment support the children development, in order to ensure they able to live healthily and grow normally
6. Have been developing the Open Defecation Free movement with Tangerang District Government and Stakeholders since 2018.

### **Pillar 4. Anti-corruption Principles**

1. Social jealousy and conflict of interest which can separated the community has minimized through "eight steps family selection" to ensure Habitat Indonesia program would targeted the most needed.
2. Community feedback mechanism tools/line have supported the beneficiaries to have a clear information about Habitat Indonesia program
3. The end of project evaluations conducted for several project to measure project relevancy, effectiveness, efficiency, participative, sustainability and the proses during the project cycle, as well.





Before and after pictures of Home owner that received permanent house program in Sigi, Central Sulawesi



Gotong Royong in Reservoir Construction, - Lombok



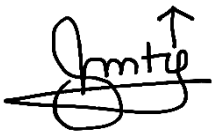
Livelihood training for the poor families





Emergency Response activity in disaster site

Jakarta, 1 April 2022.  
Sincerely yours,



**Susanto Samsudin**  
National Director