

Hari Welfare Association

Document Name: GENDER POLICY

1. INTRODUCTION

The rationale for integrating a gender perspective in the activities of Hari Welfare Association lies in the Hari Welfare Association mandate - to prevent and alleviate human suffering without discrimination. Gender equality ensures that there is no sex-based discrimination in the allocation of resources or benefits, or in access to services.

The purpose of this policy is to define the main approach of Hari Welfare Association as how to address gender issues in civil society sector.

2. SCOPE

Hari Welfare Association focus is on *gender*, rather than specifically on women. Gender refers to the roles, responsibilities, needs, interests and capacities of both men and women. These are influenced by social and cultural factors. Therefore, the term "gender" does not replace the term "sex" which refers exclusively to biological differences. Men and women often play different roles in society and accordingly they may have different needs. A gender perspective is required to ensure that men's and women's specific needs, vulnerabilities and capacities (set in the broader context of class, ethnicity, race and religion) are recognized and addressed.

This policy establishes the basis for Hari Welfare Association to ensure that the gender differences are taken into account and dealt with in relation to core programmes.

3. STATEMENT

With regard to gender issues, the goal of Hari Welfare Association is to ensure that all the organisation's programmes benefit men and women equally, according to their different needs and with the input and equal participation of men and women at all levels within non-profit organisation.

Hari Welfare Association is committed to taking the necessary steps towards achieving this goal, in particular recognizing that:

- 3.1 social and political instability may affect men and women differently and that Hari Welfare Association assistance may also have a different impact on men and women;
- 3.2 the integration of a gender perspective into Hari Welfare Association is an important strategy towards the fulfilment of the its mandate to improve the lives of the marginalised;
- 3.3 Hari Welfare Association operates in a wide variety of cultures; as such it needs to take a culturally sensitive approach with regards to mainstreaming a gender perspective in the organisation's work;

- 3.4 the full participation of both men and women in all Hari Welfare Association activities not only ensures gender equality, but also increases the efficiency and effectiveness of the work of the organisation;
- 3.5 although the primary task of Hari Welfare Association is to ensure gender sensitivity in their existing programmes, they may also implement projects to assist special groups of men or women, if local situations so require.

To achieve this goal, Hari Welfare Association shall:

- 3.6 put in place institutional procedures, which ensure that the needs of boys, girls, men and women are all met equitably in disaster response, vulnerability reduction and the provision of health and other services;
- 3.7 formulate measures to ensure that gender-specific vulnerabilities and capacities of men and women are systematically identified and addressed;
- 3.8 ensure that data on beneficiaries is disaggregated by sex for needs assessment and programme planning and gender analysis is integrated into programme design, delivery, monitoring and evaluation;
- 3.9 design strategies for capacity building in gender mainstreaming as part of institutional development programmes with special attention to staff training on gender analysis skills;
- 3.10 Ensure that reporting and accountability mechanisms for activities and results in gender mainstreaming are put in place. This includes performance evaluations, budget allocation analysis and actions to enable the full participation of men and women on an equal and meaningful basis in Hari Welfare Association activities at all levels.

4. RESPONSIBILITIES

The *senior management* of Hari Welfare Association is responsible for:

- 4.1 increasing awareness and skills of staff and volunteers in considering the social differences between vulnerable men and women when designing, implementing, monitoring and evaluating programmes;
- 4.2 conducting a systematic review of the institution's procedures to put in place gender analysis as part of programming or improving the existing systems;
- 4.3 enabling a gender balance in the different levels of the structure within their organisation, in particular to involve more women in the decision-making processes at all levels;
- 4.4 Ensuring equal opportunities among female and male staff members and volunteers in the areas of recruitment, promotion, benefits, training and working conditions.

The *governance* of Hari Welfare Association is responsible for:

- 4.5 Assessing the implications of their policies and decisions for men and women, and thus ensuring that all Hari Welfare Association policies and programmes are gender sensitive.