



# Promoting Resilient Preparedness

## Gender Policy

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### 1. Goal

The goal of PRP's gender policy is to ensure balance in power relations between men and women, giving women and men the same entitlements to all aspects of human development, respect; and same opportunities to make choices with same level of power to shape the outcomes of these choices.

PRP's gender policy is based on a two- pronged approach to achieve gender equality:

- a. Mainstreaming gender into all our policies and programmes, our internal practices, and ways of working, and will reflect on our commitment to gender equality, ensuring that our work improves lives of both women and men and promotes gender equality
- b. Investing dedicated resources in engendering all our programme interventions to increase relevance, effectiveness and efficiency of our programme by bringing the respective needs of women and men to the heart of all our planning.

### 2. Objectives

PRP will integrate gender as transversal theme, being reflected in all steps and process of the project or programme cycle management. This requires that PRP and its partners/communities are committed to equality and have gender-aware mechanisms, skills and tools to do this. This will ensure that:

- a. Gender is non-negotiable for the organization
- b. Our work is based on a common understanding that gender equality is key to overcoming poverty and suffering
- c. Special equity measures will be taken to bring women at equal level with men. This may include fixing senior management posts for women, ensuring women's participation in Partners' governance and management etc.
- d. We will work with both women and men to address the specific ideas and beliefs that create and reinforce gender related poverty
- e. Women and girls will be empowered through all aspects of our programme and ways of working,

and we will often prioritize work which specifically raises the status of women

f. Our own internal practices, and ways of working, will reflect our commitment to gender equality

### **3. Achievement of Objectives**

PRP will achieve these objectives by working at two levels:

#### **a. Organizational Level**

##### **1) Capacity Building of Staff**

PRP staff at all levels, both programme and support staff, will become more gender aware by attending training, having regular sessions/discussions, organizing forums on gender, and promoting women rights as human rights, especially in areas of abuse and violence. Staff would ensure to work with both men and women, together and separately, to have a more lasting impact on beliefs and behavior and any work we do with women and men's groups supports the promotion of gender equality Staff will be ensuring that gender equality is reflected in all our planning, implementation and monitoring/evaluation of all projects/programmes. PRP staff will be capacitated on how to assess change in the lives of women as a result of our intervention, having gender segregated data, collecting success stories. All documentation will indicate that women's interests have been taken into account like PRP staff will not complete community visits without seeking the views of women and men. *(Refer to gender strategy for details)*

##### **2) Affirmative Action**

PRP will consciously recruit women at all levels. In order to improve our gender profile we will ensure that all job adverts make clear that "PRP encourages women to apply". Managers will ensure that women's needs are taken into account in the Job Description and work plans. During the recruitment process the attitude of the potential employee will be assessed in terms of gender sensitivity. Questions will be included in the tests/interviews, which will assess skills and attitude of the candidate.

##### **3) PERFORMANCE OBJECTIVES**

Gender specific objectives will be included in all Performance objectives; progress will be assessed/monitored carefully by the supervisor. For example staff will be aware of what gender is and PRP's Gender Policy.

#### **4) GENDER FOCAL GROUP**

In order to assess our effectiveness in working in gender sensitive ways, and strengthen our programme analysis a group will be formed at organization level, called gender core group (GCG). This group will be established, strengthened with clarity of role as a permanently convened group within the organization.

- a) Set up a structure for the Gender Core Group with representation from each Regional and National Centres having TOR and developing action plan to be implemented at NC/RC levels.
- b) Identify a gender 'champion' from within the NC or appoint a gender specialist who will ensure group coordination with appropriate and necessary trainings/ reading material/movie sessions/dialogue/discussions.
- c) Core group to plan and ensure implementation of Gender Policy. The resources are available for the GCG to promote, support and investigate complaints and grievances related to this policy
- d) The GCG will ensure that gender mainstreaming initiatives are taken at organizational and partners level with development of clear action plan and ensuring that it is being implemented

#### **b. Partners Level**

It is not possible to have gender sensitive programmes unless our PO are gender sensitive. This should be an integral part of programme staff's work, ensuring that we make gender appraisal of our POs. This includes finding out the gender balance in trustees and board members and staff, establishing whether the organization has a gender policy, and how it is implemented, observing their management and HR practice; how staff treat each other and their beneficiaries. Using "gender traffic lights" or some other tools, we will assess whether partners are gender aware (green; we can work with them: amber, aware of\of the issues, prepared to change, we can help them change and monitor progress; red, gender blind, and will not change, we cannot work with them)

Programme staff will work with PO staff to ensure gender aware planning, implementation, monitoring and evaluation of all PRP related interventions. The existing network members/POs

need to go through a process of gender mainstreaming through a **PROCESS OF GENDER DIAGNOSIS**. Subsequent to this our POs and network members will consciously work towards gender equality at three levels.

**c. Organizational level**

- 1) Gender sensitization workshops for the organization staff
- 2) Adoption of anti-sexual harassment law and code of conduct, formation of inquiry committee as per law and encouraging employees to complain in case they face sexual harassment. (*Refer anti-harassment policy and sexual harassment policy*)
- 3) Recruitment of gender focal point in the organization
- 4) Affirmative action at all levels e.g. Maternity/paternity leave, flexi hours for women, recruitment of women at senior levels within the organization, gender sensitivity in job description and evaluation

**d. Programme level**

- 1) Gender analysis of the area (gender disaggregated data and needs analysis)
- 2) Based on the above integration of gender in all aspects of programme
- 3) Gender budgeting
- 4) Gender sensitive monitoring and evaluation

**4. Linking and Learning**

- a. Linking up to other organizations involved in similar processes and initiatives
- b. Linking up to the other organizations in the process

**5. Management guidelines and procedures**

- a. Organizational commitment for having non-negotiable indicators in gender
- b. All advertisements shall continue to present PRP “as an equal opportunity employer”.
- c. All posts shall demand gender awareness, as pre-requisite for all programme staff and others shall be trained accordingly, including putting gender questions in interview and gender sensitivity should be part of annual performance objectives, performance review etc. This shall be applicable with immediate effect. This activity shall be coordinated through the gender core group.

- d. The interview panel for any post including support staff will include at least one woman staff.
- e. All job descriptions and TORs shall have gender sensitivity as an integral component.
- f. All appointments to any part of PRP shall be reported as disaggregated data.
- g. The GCG shall investigate any inequalities and report to SMC necessary remedial action
- h. PRP programmes should be analyzed for any demonstrable gender bias. GCG to report the SMC recommendations for future/further action.