

Gender Justice Policy

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1. Aim of the Gender Justice Policy

Gender justice means that all people regardless of their sex, gender, sexual orientation and gender identity enjoy equal rights, responsibilities and opportunities, have autonomy and freedom and share equitably in the distribution of power, knowledge and resources.

Any form of injustice and inequality contradicts our fundamental principles as an international children's rights organisation and must be combated through our decisive action in a joint commitment to contribute to changing unjust and unequal structures.

terre des hommes Deutschland e.V. (TDH) therefore shows zero tolerance for any form of gender-based violence, inequality, discrimination or injustice. TDH will not tolerate, accept or condone any form of rights violations.

This policy refers to the content of TDH's gender justice self-commitment document.

2. Scope and extended area of application

Scope

This policy applies to all TDH's staff and Executive Board members.

All staff members at TDH are bound to comply with this policy through the Works Council Agreement on Compliance.

TDH expects all members of staff to respect the behaviour underlying this policy outside of work, as well, in order to not undermine the credibility and integrity of TDH.

Extended area of application

The content of this policy also applies to all employees in the regional and country offices and is made available as a binding policy.

The content of this policy must be included in all contracts with external service providers such as companies, contractors, consultants and other professionals who work for TDH on a contractual basis. The contracting parties shall require individual employees of these companies to conscientiously fulfil their obligations arising from the contract. The aforementioned service providers must be provided with a copy of the applicable regulations on gender justice before entering into business relations.

Principles of gender justice must be contractually agreed with institutional funding recipients abroad.

3. Definition

Gender justice means that all people regardless of their sex, gender, sexual orientation and gender identity enjoy equal rights, responsibilities and opportunities, have autonomy and freedom and share equitably in the distribution of power, knowledge and resources.

To promote **gender equity**, measures are needed to compensate for historical and social disadvantages that have prevented and continue to prevent girls, women and the LGBTQIA+¹ community from enjoying their social, economic, cultural and political rights as equals. Only gender equity can lead to gender equality.

Intersectionality helps us to understand and conceptualise how systems of oppression - racism, patriarchy and gender inequality, classism, heteronormativity, ableism – interlink and mutually reinforce each other. Individuals and groups also face multiple discriminations based on social characteristics such as age, religious belief, origin and level of education. Those who are not part of elite social groups suffer from discrimination and the violation of their human rights.

Diversity acknowledges that each individual is unique. It means recognising, accepting, celebrating and strengthening individual and collective diversity in sex, age, race, nationality, ethnicity, physical ability, gender identity, sexual orientation, socio-economic status, religious beliefs, political beliefs, etc.

4. Contribution and commitment of all stakeholders to gender justice

The persons covered by this policy commit themselves to comply with the following requirements for gender justice (more details can be found in TDH's gender justice self- commitment document):

- Inclusive and conscious handling of the long-term strategy for gender justice.
- Implementing regular, participatory gender analyses as the basis for gender- responsive and transformative programme activity.
- Promoting collaboration with organisations and movements in the fields of women's rights, feminism, gender justice, and LGBTQIA+ rights.
- Involving boys and men in appropriate programme activity.
- Involving partner organisations in identifying and strengthening strategies.
- Providing knowledge platforms and communities of practice for all staff and partner organisations and documenting good practices, as well as challenges, failures and unsuccessful projects.

¹ Abbreviation for lesbian, gay, bisexual, transsexual, queer, intersexual, asexual or agender. The plus sign highlights that the modern society is even more diverse regarding gender identity and sexual orientation.

- Including key actors in the fight for gender equality, e.g. civil society organisations, social movements, governments, the private sector, public and private donors.
- Ensuring gender-equitable action and promotion in all areas of human resource management (gender balance and salary levels, annual career plans, job descriptions, performance plans, etc.).
- Ensuring that external marketing, fundraising, advocacy and communication reflect a commitment to implementing gender justice (respectful, inclusive, and non-discriminatory language and imagery, avoiding stereotyping)
- Reporting regularly on the progress of increasing gender justice at TDH to project participants, donors and the public.
- Continuing TDH's lobbying efforts to influence political decision-makers who can advance gender justice, children's rights and inclusion at all levels.

5. Contribution and commitment of the organisation to gender justice

Requirements and responsibilities

The responsible persons at TDH undertake to comply with the following requirements and measures:

Internally

- The Presidium shall be responsible for guaranteeing a long-term strategy for gender justice in the organisation and monitor relevant activities. It shall ensure that all TDH members are informed in the annual report about all activities and results regarding the gender justice policy.
- The Executive Board shall be responsible for implementing this policy, among other things through standards and procedures, taking ownership of them, providing the necessary resources and actively supporting the implementation on all levels.
- The regional coordinators shall ensure that the policy with its standards and procedures as defined are applied and monitored, reported incidents and violations of this policy are dealt with appropriately in the respective region and necessary resources are made available for this purpose.
- Staff at management level shall act as role models, actively promoting awareness of the issue, ensuring that all staff members in Germany and in the regional and country offices are familiar with and implement the policy, and raising awareness of how to deal with the issue appropriately.
- The human resources department at the head office as well as the regional coordinators shall ensure gender-just action and support in all areas of human resources management (gender ratio and salary level, annual planning, job descriptions, performance plans, selection criteria, etc.).

- Employees are encouraged to deal sensitively with the issue in all areas and to report violations and concerns as early as possible.

Externally

- TDH shall ensure that the content of this policy is a mandatory part of all cooperation agreements with partner organisations.
- TDH shall ensure that each partner organisation has an appropriate regulatory framework on gender justice. Where appropriate, partner organisations will be supported in developing and implementing relevant policies.
- TDH shall accompany the development of gender justice in cooperation with partner organisations and in local communities through regular monitoring and risk assessments.

6. Conduct in the event of complaints and incidents and handling of reports

Notification

In case of suspicion, concerns or knowledge of a violation of this policy, all persons covered by this policy are required to report it immediately to one of the following: supervisor, Executive Board, human resources department, ombudsperson (see principles on the ombudsperson's position and activities).

The group of persons involved in checking a report must be kept as small as possible.

Case management and initiating the steps necessary to clarify the facts, if necessary, with the help of external expertise, are the responsibility of the respective bodies.

Confidentiality

All information about breaches of this policy will be treated in strict confidence. TDH will act in accordance with the German Whistleblower Protection Act and the EU's General Data Protection Regulation.

No disadvantage will be caused to anyone who reports incidents, concerns or suspicions of violations of gender justice in good faith. The personal circumstances of employees that have become known must be kept confidential; this does not apply to public bodies, management and human resources administration if disclosure is required in the proceedings. Personal data must be handled in accordance with the principles of privacy.

Sanctions

All reported concerns, suspicions and violations will be investigated. Employees or others involved may be relieved of their duties for the duration of the investigation.

Violations that are proven will be subject to disciplinary or contractual sanctions.

If a partner organisation fails to implement standards or is guilty of gross misconduct, payments to partner organisations will be suspended and, as a possible next step, the cooperation agreement will be terminated.

Violation of this policy, failure to report, or deliberately false allegations will be subject to disciplinary or contractual sanctions.

7. Gender justice monitoring and coordination team

The Executive Board will appoint a gender justice monitoring and coordination team which will receive training and resources and will coordinate the issue within the organisation. The team will have the following responsibilities:

- Advising and briefing all groups of people covered by this policy
- Contributing to the organisation and implementation of appropriate training courses
- Monitoring the implementation of TDH's gender justice self-commitment document
- Ensuring that gender justice is embedded in strategic priorities
- Supporting the management in ensuring the implementation of the policy in the organisational structure and work processes and continually revising it
- Have an immediate right to information in the event of reports of violations and complaints

TDH GERMANY-INDIA BRANCH OFFICE agrees to abide by the above policy. Additionally, it will also follow:

RATIONALE

TDH G-I is a children's aid organization who works with women and men and children on the edges of society to transform their lives through progressive development and help reclaim their rights and follow their dreams. We recognize that maximizing the inclusive economic growth that is required to achieve widespread prosperity requires the full and unencumbered participation of women and girls. Our commitment to programmatic excellence therefore necessitates that our work and our organization engage, empower and benefit both women and men. We believe that this gender policy, by providing a clear and consistent message on our gender equality commitment, will maximize project effectiveness, strengthen our organization, enhance program resources, improve coordination with internal and external partners, and increase accountability.

GENDER POLICY

This gender policy defines TDH G-I's explicit commitment to advancing gender equality² through its work as we believe it will maximize operational and organizational effectiveness and improve its contribution to sustainable poverty alleviation. TDH commits to ensuring that:

² Gender equality entails the concept that all human beings, both women and men, are free to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles or prejudices. Gender equality means that the different behaviors, aspirations and needs of women and men are considered, valued and favored equally. Source: UN Women, Guidance Note Gender Mainstreaming in Development Programming, 2014.

- the contributions of women, men and persons belonging to LGBTQIA³ are visible and valued;
- women, men and persons belonging to LGBTQIA are listened to and exercise influence; and
- women, men and persons belonging to LGBTQIA have equal access to, and benefit from, information, assets, services and opportunities.

POLICY IMPLEMENTATION

We seek to achieve the policy's objectives through actions focused on both our programming and on our organisation practices and culture.

Our Programming

We intend to integrate gender into our programming in the following ways:

Gender analysis: Gender equality means recognizing that women, men and persons belonging to LGBTQIA often have different needs and priorities, face different constraints, have different aspirations, and contribute to development in different ways. To enable the exploration and understanding of gender differences, TDH will systematically deploy and continuously improve tools to assess the needs of women, men and persons belonging to LGBTQIA in TDH's formative research and monitoring and evaluation. TDH will also strive to ensure that all staff understand the different roles, responsibilities and experiences of women, men and persons belonging to LGBTQIA in relation to the issues being addressed by the project. Gender technical advisors will undertake targeted analysis aimed at testing hypotheses, gaining deeper understanding of gender-based needs, opportunities and constraints, and improving our approach to gender integration.

Gender-sensitive design: Draw upon research, analysis and experiences to design projects that advance gender equality through our operations.

Gender-integrated implementation: Project implementation strives to achieve equitable economic and social benefits for women, men and persons belonging to LGBTQIA.

Sex-disaggregated data: Systematic collection and analysis of sex-disaggregated data to understand if and how issues affect women, men and persons belonging to LGBTQIA differently.

Learning: Systematic capturing and sharing of programmatic lessons learned in relation to intended and unintended impacts on the lives of women, men and persons belonging to LGBTQIA, including impact on gender equality.

TDH Practices

TDH commits to the process of incorporating a gender perspective into its organizational policies, strategies, administrative functions and organizational culture. TDH is at its most effective at delivering gender-integrated programming

³ References to "women" and "men" in this policy are, where appropriate, inclusive of girls and boys respectively

when its own policies and processes are gender-sensitive and support gender equality.

TDH recognizes that this is an ongoing process that will require sustained commitment of will, time and resources. TDH further recognizes that gender inequality is a relational issue, and as such, it can only be addressed by working with women, men and persons belonging to LGBTQIA. In practice this will require tdh to examine and (where necessary) revise the policies, formal and informal practices, and characteristics of the organization to ensure that they support gender equality. Its activities will include:

Gender-sensitive policies: Gender-sensitive language and gender equality principles incorporated into policies.

Committed leadership: Leaders regularly communicating and demonstrating their commitment to organizational gender equality, e.g. through the recognition of efforts to advance policy objectives.

Gender training: Gender capacity-building opportunities made available to staff, e.g. through trainings and e-learning platforms.

HR practices: Gender-sensitive and gender-equitable practices integrated into:

- Job recruitment and hiring;
- Performance evaluations; and
- Remuneration-related processes to ensure equal pay for equal work.

Female staff targets: TDH's ambition is to achieve gender balance across all zones and at all levels. TDH will continue to insist that advancement and hiring through merit is critical to its success. Women's ability to enter and advance at TDH will not be because of their gender but because of their talent, insight and experience.

ACCOUNTABILITY

TDH commits to undertaking an organizational gender self-assessment to learn from its ongoing gender integration work and to identify opportunities for improvement. Zonal Facilitation Centers and Coordination Office will use these insights to identify actions to be taken and ongoing mechanisms needed for monitoring progress

Focal persons

The following persons would be the focal persons or responsible persons on matters relating to child protection:

At the coordination level, it would be the Regional Coordinator :

Ingrid Mendonca (9822874634).

In the zonal levels, the respective Programme Coordinators assume the responsibility.

Northern zone, Delhi: Programme Coordinator : Ritu Mishra (09868202322)

Western zone, Pune : Programme Coordinator : Sampat Mandave (9869058355)

Eastern zone, Kolkata: Programme Coordinator : Koel Chowdhury. (9830298808)