

Gender policy

RATIONALE

TDH G-IP 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-IP's explicit commitment to advancing gender equality¹ 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:

- the contributions of women, men and persons belonging to LGBTQIA² 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.

¹ 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.

² References to "women" and "men" in this policy are, where appropriate, inclusive of girls and boys respectively

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 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 countries/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 Office(s) and Regional 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 offices, the respective Programme Coordinators assume the responsibility.
Southern office, Bangalore: Dy. Regional Coordinator : P E Reji (9845372905).
Northern office, Delhi: Programme Coordinator : Ritu Mishra (09868202322)
Western office, Pune : Programme Coordinator : Sampat Mandave (9869058355)
Eastern office, Kolkata: Programme Coordinator : Koel Chowdhury. (9830298808)