



WOMEN EMPOWERMENT FOR RECONCILIATION & DEVELOPMENT (WERD)

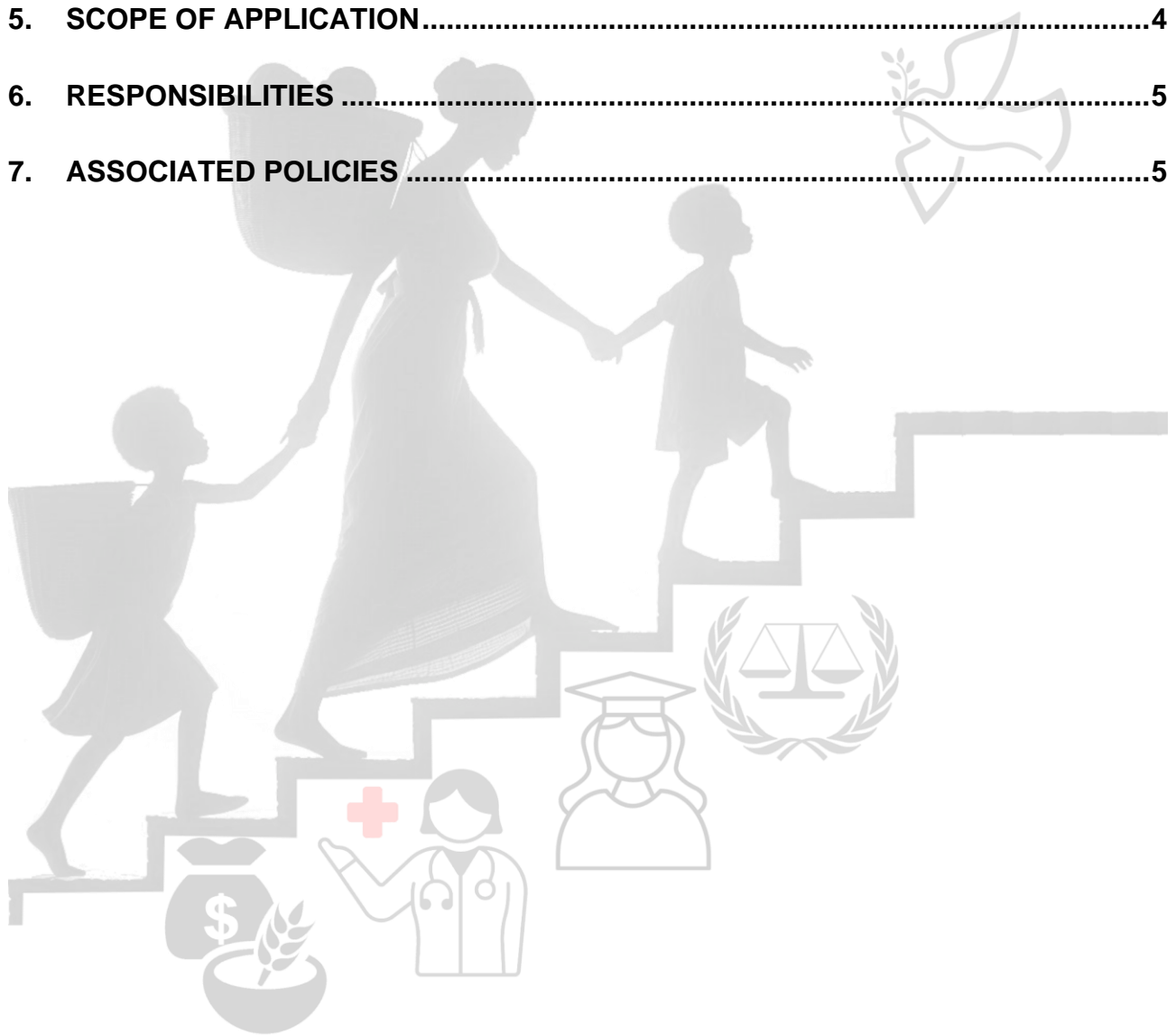
GENDER EQUALITY POLICY

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This WERD Gender Equality Policy has been developed by WERD Board of Directors in cooperation with Management Solution. In addition, the following sources have been used in the development of the manual and its annexes: Publicly accessible procurement documents from the World Bank, DFID, USAID, and ECHO Frameworks Partnership Agreement.

This Policy is applicable for WERD operations and can be freely used by WERD and its implementing partners. If other organizations find this Policy useful The NGO Support Organization will welcome requests for permission to use, reproduce the manual in part or in full. Enquiries should be addressed to Women Empowerment for Reconciliation and Development Juba Head Office, We encourage users to provide feedback and suggestions to the manual and annexes.

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WERD GENDER EQUALITY POLICY

1. INTRODUCTION

WERD's vision is to build hope, livelihoods, tolerance and social justice; overcoming poverty and creating an environment where all people live in dignity and security. WERD puts gender equality at the forefront because we know that we cannot overcome poverty and social injustice until all people have equal rights and opportunities.

We recognize that power relations between genders and ages are unequal and that we must challenge patriarchy and promote gender equality to achieve social justice. Through this policy, WERD commits to ensuring that gender equality is fully incorporated in all our work both as a universal human right and an end in itself, as well as a means to overcome poverty and social injustice more effectively. Working with others, WERD seeks to promote equal realization of dignity and human rights for all genders and ages, and the elimination of poverty and injustice. This policy will be implemented in the context of local legal environments.

WERD recognizes that gender is not binary, and that terms and definitions related to gender and sexuality are diverse and continue to evolve. To facilitate ease of reading within this policy we refer to 'all genders and ages' throughout. This demonstrates our recognition of and ability to work with adults and children and individuals of all sexual orientations, gender identities and/or gender expressions.

We recognize that rigid gender norms limit people of all genders and sexual orientations by creating and reinforcing assumptions and systems of privilege (sometimes codified in laws and policies), about their recognition in society and the range of roles and opportunities open to them. These not only limit individuals who identify as girls, boys, women and men as well as identities beyond the binary, but also individuals whose sexual orientations do not conform with dominant norms and expectations of heterosexuality.

While rigid gender norms can limit all of us, WERD also recognizes that gender norms and hierarchies are constructed by people and systemically privilege some groups over others. Throughout this policy when reference is made to all genders and ages this includes (cisgender and transgender) women and girls, men and boys as well as people who identify beyond the binary; and people of all sexual orientations.

2. PURPOSE

This policy represents WERD's commitment to take a cohesive and coordinated approach to gender equality. The policy defines WERD's explicit intention to support gender equality and the principles expressed in international agreements. The policy includes three core principles and commitments against which all parts of WERD will be held accountable. These are consistent with other organizational and programmatic standards. The purpose of the Policy is to:

- Define and communicate clear commitments and consistent messages within WERD and with other stakeholders
- Continue to strengthen efforts to promote gender equality in our organization, increasing WERD's integrity and credibility amongst donors, partners and allies as a leader in the gender equality space, in both programming and advocacy
- Establish commitments for our development and humanitarian programming and our organization
- Enable us to work as a confederation and with others building on each other strengths, experience and lessons learned.

3. CORE PRINCIPLES

WERD is a rights-based organization. Gender equality is an explicit internationally recognized human right and WERD seeks to promote equal realization of dignity and human rights and the elimination of poverty and injustice for all genders and ages. Our commitments are founded on the Human Rights Framework and globally agreed principles, such as equality and non-discrimination. They based on international law and regional standards, in particular the Convention on the Elimination of all forms of Discrimination against Women (CEDAW), as well as relevant soft laws and the global ambitions set out in the Sustainable Development Goals (SDGs).

WERD recognizes that issues of gender inequality intersect with other forms of oppression based on unequal power relations, such as ableism, racism, caste and ethnic discrimination, ageism, sexual orientation and homophobia, religious discrimination, classism, colonial history among others.

WERD works with marginalized women and their allies to address structural barriers to the realization of women's rights and gender equality; social justice, peace, wellbeing and a life free from violence.

4. OUR COMMITMENT

In order to enact these principles, WERD will fulfill the following commitments and ensure that they are monitored, evaluated and reported on as part of WERD's responsibility of transparency and accountability.

1. Incorporate participatory gender and power analysis and data disaggregated by sex, age, and other relevant diversity factors to inform actions across the programme/project cycle.
2. Articulate how programming works across all three domains of the Gender Equality Framework, and apply and learn from the Gender Marker at every stage of the project or programme cycle to improve our gender transformative potential.
3. Engage men and boys in support of gender equality and women's empowerment when in line with programming and/or organizational objectives

4. Identify potential programming risks throughout the program/project cycle and take steps to do no harm and mitigate unintended consequences of backlash and gender-based violence, regardless of sectorial focus, especially in fragile and conflict contexts.

5. Form partnerships with women's rights and/or LGBTI organizations and movements to collaborate in the achievement of shared goals and elevate the voice of marginalized people; and engage key stakeholders in the struggle for gender equality including other civil society, government, private sector, public and private donors.

6. Ensure evaluations and reviews do no harm, are participatory and assess progress towards gender equality outcomes. Ensure that they document best practices and challenges, and create mechanisms for cross-learning within communities, within WERD and with partners.

7. Ensure all our human resources policies and practices are developed with a gender lens. Report on gender and diversity balance in staffing and governance structures along with average pay levels. Implement targeted strategies to redress any evidence of gender inequality in gender and diversity balance and pay levels.

8. Recruit and retain staff with a commitment to gender equality; build staff and partner capacity and skills in gender equality and diversity, and ensure all annual operating plans, job descriptions and performance plans reflect WERD's commitment to gender equality.

9. Regularly report to programme participants, donors and the public on progress on gender equality in WERD's work.

10. Take all measures to prevent and respond to all forms of sexual harassment and violence, and sexual exploitation and abuse of children and vulnerable adults, promote staff awareness and training, and effective systems for reporting and monitoring.

11. Ensure external marketing, fundraising, advocacy and communications respect and uphold our commitment to social justice and gender equality including being respectful, using inclusive and positive language and images and avoiding stereotypes with particular attention to those based on gender and ethnicity.

12. Systematically negotiate with donors for adequate funding to meet the WERD gender commitments (specifically addressing measures for "do no harm"/gender-based violence prevention measures, prevention of sexual exploitation and abuse (PSEA), and organizational gender equity and diversity (GED).

5. SCOPE OF APPLICATION

This policy applies across WERD's development and humanitarian programming; to our organization and to all WERD Employees and Related-Personnel.

6. RESPONSIBILITIES

All WERD Employees and Related Personnel It is the responsibility of all WERD Employees and Related Personnel to uphold the Core Principles and Commitments of this policy.

Senior Managers, Supervisors and Human Resource Managers Senior Managers, Supervisors and Human Resource Managers shall ensure that all WERD Employees and Related Personnel understand and comply with this policy. Human Resource Managers are also responsible for robust recruitment, induction and training as per Commitments 7 and above, whilst Senior Managers and Supervisors are responsible for performance management to ensure the implementation of the policy.

WERD Members, Affiliates will ensure this policy is implemented, monitored and reported against every two years to the National Directors Committee. WERD Members, Affiliates and Candidates are responsible for defining work plans and procedures to uphold and operationalize this policy. WERD Lead Members will provide the necessary support to all forms of WERD engagement including regional offices; country offices and others. WERD Lead Members will ensure Country Offices have in place the resources to implement this policy.

WERD Secretariat will coordinate oversight of this policy and review and update as required. The WERD Secretariat will provide support to the collection and analysis of reporting against the policy.

7. ASSOCIATED POLICIES

This policy is complementary to the set of standards of behavior that all WERD employees are required to adhere to in the WERD Code of Conduct and Code of Ethics and any further codes or related policies defined by WERD Members, Affiliates, Candidates and Country Offices. This Policy is also a response to WERD's accountability to the communities it works with and is therefore to be operationalized as part of the broader WERD Accountability Framework.