



DDRA Gender Policy - 2018

Executive Summary

This policy document is an update of the DDRA Gender Policy of 2012. Gender equality gains are essential for DDRA to fulfil its mandate of ‘ensuring that those poorest and most vulnerable or affected by humanitarian crises have access to the fundamental rights of life’. In fulfilling this mandate, DDRA acknowledges that, not all people are vulnerable in the same way; nor do they have the same capacities. DDRA also recognizes that women and men experience poverty differently and unequally and become poor through different, though related, processes. Poverty – and gender inequalities – therefore have to be tackled at the societal level as well as through explicit interventions tailored to addressing specific forms of disadvantage.

The policy is aligned to the DDRA Strategic Plan 2016-2021. It is based on DDRA’s commitment to gender equality and women’s empowerment. It guides DDRA’s approach to gender mainstreaming which is based on DDRA’s Gender Policy statement.

DDRA Gender Policy Statement: DDRA is committed to gender equality throughout the organization and in addressing the basic rights and needs of vulnerable populations throughout the developing communities by focusing on gender issues across all DDRA humanitarian interventions within existing policies, development strategies and priorities.

A key component of DDRA’s approach to gender equality is tackling the issue of gender-based violence (GBV) in communities. In recognition of the gender dimension of HIV/AIDS, DDRA will ensure a gender perspective in its responses. In education, DDRA will devote particular attention to ensuring access, retention and progression of female learners, among other groups facing a disproportionate risk of non-participation in education and training. In recognition of the gender dynamics in health, DDRA will ensure that its health programme activities address health needs of both women and men.

In the internal mainstreaming DDRA will ensure that staff recruitment policies are gender sensitive as well as develop the capacity of staff in management, policy-making and implementation partner agencies. In external mainstreaming, DDRA aims to increase equality in decision-making in partner organizations and increase the level of awareness in partner organizations.

1.0 INTRODUCTION

DDRA is an international humanitarian organisation founded in 1987 and dedicated to alleviating poverty among Sudanese people in general and those living in Darfur in special. It is non-denominational non-partisan and non-political. In providing assistance to the poorest of the poor, DDRA prioritises those affected by emergencies, both natural and man-made. In addition to responding to emergency needs and development programs, DDRA is committed to addressing medium and long term needs through recovery/development programmes planned in partnership with local communities, local and national authorities, and in many cases, local partner organisations. DDRA promotes the achievement of the Millennium Development DDRA (MDGs) through its work, and through coordination and collaboration with others.

DDRA focuses the majority of its resources in Darfur based on its opinion that Darfur experienced long and protracted crisis and marginalized from the growth and prosperity. All too often problems such as HIV/AIDS, corruption, gender inequalities and grinding poverty have continued to act as barriers to growth and development within Darfur states. DDRA operates on the basis that as part of Sudanese community it is obliged to assist those most vulnerable, the poorest of the poor. The individuals, families and communities targeted by DDRA face a range of diverse and complex challenges and with those challenges come needs, needs that are essentially the result of social, economic, cultural, and/or political exclusion.

DDRA Mission Statement

DDRA exists to help the people of Sudan, in general and those of Darfur in particular to escape their current marginalization and suffering; reduce current severe level of poverty and manage their natural resources for their best interests.

DDRA Overall Gender Objective

DDRA's overall objective for gender mainstreaming is to ensure that DDRA is systematically analysing all programming and policies with a focus on gender.

1.1 DDRA Gender Policy

This policy document is an update of the DDRA Gender Policy of 2012. Gender equality gains are essential for DDRA to fulfil its mandate of 'ensuring that those poorest and most vulnerable in our world and / or affected by humanitarian crises have access to the fundamental rights of life'. In fulfilling this mandate, DDRA acknowledges that, not all people are vulnerable in the same way; nor do they have the same capacities. DDRA also recognizes that women and men experience poverty differently and unequally and become poor through different, though related, processes. Poverty – and gender inequalities – therefore has to be tackled at the societal level as well as through explicit interventions tailored to addressing specific forms of disadvantage.

DDRA maintains that gender equality is necessary in any approach to alleviating poverty. The global importance of gender equality is highlighted by its inclusion in the millennium declaration as one of the Millennium Development DDRA (MDG3). Beyond the MDG3, gender equality is acknowledged as being key to achieving the other seven DDRA. The ultimate aim of DDRA's Gender Policy is to support improved well-being of men, women, boys and girls.

DDRA strives to address the basic rights and needs of vulnerable populations throughout the developing world by focusing on gender issues across all sectors and within existing policies, development strategies and priorities.

DDRA recognizes that addressing gender equality is a challenging and lengthy process necessitating an ongoing commitment to reduce the gender gaps and inequalities in our work and in our workplaces. There is therefore a need for DDRA to have a gender policy not only as a public statement of DDRA's commitment to taking gender issues seriously but also to give directions for the organization in gender mainstreaming practice, as well as hold the organization accountable.

This policy reflects DDRA's commitment and determination to promote gender equality and mainstream gender issues into its work (at institutional and programmatic level) as well as assist its partners to mainstream gender equality.

1.2 Gender Policy statement

The development of the Gender Policy provides guidance on DDRA's approach which is based on the DDRA Gender Policy Statement.

DDRA Gender Policy Statement: DDRA is committed to gender equality throughout the organization and in addressing the basic rights and needs of vulnerable populations throughout the developing communities by focusing on gender issues across all DDRA humanitarian interventions within existing policies, development strategies and priorities.

1.3 Specific Gender Objective

DDRA's specific objective for gender mainstreaming is to ensure that DDRA is systematically carrying out gender analysis of all programming and policies in order to promote humanitarian assistance and development that benefits men and women and promotes equality between them.

Specific gender mainstreaming strategies:

- In all DDRA interventions, gender differences and inequalities will be assessed and disaggregated data will be collected for indicators and monitoring.
- DDRA will focus on:
 - improving women's educational and vocational skills;
 - supporting women to improve their ability to make decisions for healthier lives;

- emphasizing the role of women and women's organisations in policy development, programming and implementation; and
- ensuring that women are fairly represented in communities.
- DDRA is committed to documenting and sharing good practices and lessons learned across the organisation and with partners.
- DDRA will also ensure that gender issues are being addressed internally with a particular focus on prevention of sexual abuse, to avoid any form of sexual exploitation within the workplace or between staff and beneficiaries.
- DDRA is committed to developing its capacity to appropriately address GBV
- Gender mainstreaming toolkit will be updated and circulated.

DDRA has developed gender indicators to track the gender mainstreaming process. These are:

- DDRA staff recruitment policies are gender sensitive
- Develop the capacity of staff in management, policy-making and implementation partner agencies.
- Increased equality in decision-making in partner organizations
- Increased level of gender awareness in partner organizations

2.0 GENDER MATTERS: GENDER ISSUES IN DDRA'S SECTOR FOCUS AND APPROACH

DDRA's aim for gender mainstreaming is to address both practical gender needs, such as access to health care, education, water, food and income, and to achieve long-term and lasting changes by addressing gender on the strategic level, such as gender inequality in labour, ownership and control of resources and in decision-making. According to the World Bank (2001), investments in female education and health tend to increase family incomes, because educated, healthy women are abler to engage in productive activities, find formal sector employment, and earn higher incomes than their counterparts who are uneducated or suffer from poor nutrition and health. In addition, educated women give greater emphasis to the schooling and health of their children, thus improving the productivity of the next generation. The need for addressing gender equality and women empowerment in terms of economic development and as a case for human rights was well articulated by the former UN Secretary General in the following statement:

“Sixty years have passed since the founders of the United Nations inscribed on the first page of our Charter the equal rights of women and men. Since then, study after study has taught us that there is no tool for development more effective than the empowerment of women. No other policy is as likely to raise economic productivity or to reduce infant and maternal mortality. No other policy is as sure to improve nutrition and promote health — including the prevention of HIV/AIDS. No other policy is as powerful in increasing the chances of education for the next generation. And I would venture that no policy is more important in preventing conflict, or in achieving reconciliation after a conflict has ended”:
UN Secretary-General, Kofi Annan¹”

¹ Kofi Annan (2005) ‘Masculinities: Male Roles and Male Involvement in the Promotion of Gender Equality_A Resource Packet’, Beijing +10 meeting in New York.

2.1 Gender Based Violence (GBV)

Tackling the issue of gender-based violence (GBV) in communities is a key component of DDRA's approach to gender equality. As a minimum all country programmes will adopt a "do no harm" policy to ensure that programme approaches do not give rise to gender based violence or other forms of intimidation against beneficiaries.

The IASC Guidelines for Addressing GBV in Humanitarian Settings (2005) defines gender-based violence as 'an umbrella term for any harmful act that is perpetrated against a person's will, and that is based on socially ascribed (gender) differences between male and females'. Although the terms "gender-based violence" and "violence against women" are often used interchangeably, the former highlights the relationship between females' subordinate status in society and their increased vulnerability to violence based on their gender.

Gender-based violence is the most pervasive yet under recognized human rights violation in the world. It stems from as well as reinforces unequal power relationships within families, communities and states. Although gender-based violence involves both men and women, women are usually, but not always, the victims. Violence is generally directed specifically against women for diverse reasons, and affects them disproportionately. This is acknowledged in paragraph 117 of the Beijing Platform for Action:

*"The fear of violence including harassment, is a permanent constraint on the mobility of women and limits their access to resources and basic activities. High social, health and economic costs to the individual and society are associated with violence against women. Violence against women is one of the crucial social mechanisms by which women are forced into subordinate positions....."*²

According to UNIFEM, a rigorous study in ten countries from different regions found that between 15 per cent and 71 per cent of women reported having experienced violence by a partner over the course of their lifetime, and up to nearly a third had reported violence in the past year³.

DDRA will develop its capacity to appropriately address GBV. DDRA will continue its membership in the Irish Joint Consortium on Gender Based Violence. This is collaboration between Irish humanitarian, development and human rights agencies, and the government departments of Irish Aid and the Irish Defence Force. The collaboration is aimed at working together to develop a coherent and coordinated response to GBV in their work in development and humanitarian settings.

2.2 Gender, Livelihood and Food Security

² United Nations: The Beijing Declaration and Platform for Action, 1996, p.75

³ WHO, 2005 quoted in, United Nations Development Fund for Women (UNIFEM), Gender Equality Now: Accelerating the Achievement of the Millennium Development DDRA, UNDP, New York

Poverty and new global challenges (such as food and financial crises and climate change) affect women and men's livelihoods and food security. These challenges exacerbate the already existing vulnerabilities. With fewer assets and heavier burdens on their time, women are more vulnerable to shocks and less well positioned to respond to them. They are therefore likely to be disproportionately vulnerable to the effects of challenges such as Climate Change.

According to the World Bank, FAO and IFAD (2009⁴) poverty—not food availability—is the major driver of food insecurity. DDRA's programmes are aimed at alleviating poverty and suffering of the poor and most vulnerable. Studies have demonstrated the link between gender equality and development by showing that when women and men are relatively equal, economies tend to grow faster, more of the poor move more quickly out of poverty, and the well-being of men, women and children is enhanced (ibid). This supports the widespread consensus that development policies and activities that fail to take gender inequality into account will have limited effectiveness and serious cost implications.

In order to address these gender issues in livelihoods and food security, DDRA will utilize gender sensitive methodologies for effective targeting which will generally require identifying which household assets are owned by men and by women, since disposal of women's assets to raise income is often seen as an early response to natural disasters – particularly those which directly effect food security. Preventing de-capitalization and including women and other vulnerable groups in discussions about livelihood adaptation becomes an important focus of strategically and economically channelling financial resources to achieve maximum impact.

DDRA recognizes that achieving food security is more challenging in the context of HIV and AIDS because HIV affects people's physical ability to produce and use food.

2.3 Gender and HIV/AIDS

DDRA is committed to addressing HIV/AIDS throughout its programmes through a comprehensive response encompassing HIV prevention, care and support and impact mitigation. In recognition of the gender dimension of HIV/AIDS, DDRA will ensure a gender perspective in these responses.

It is now increasingly recognized that the face of HIV/AIDS is becoming female⁵ with women being more infected and affected, and that the unequal status of women is an unfortunate, but powerful factor in the spread of the infection. Although rigorous efforts have been made to combat HIV/AIDS, women account for half of the 30·8 million adults above 15 years old currently living with HIV. In sub-Saharan Africa, 61% of adults living with HIV and AIDS are female⁶.

DDRA will ensure it addresses gender as an essential pillar in HIV/AIDS programming as gender inequalities underlie the spread of the epidemic in many environments with women

⁴ World Bank, FAO and IFAD 2009, Gender and Agriculture: A Sourcebook, The International Bank for Reconstruction and Development / The World Bank, Washington DC

⁵ http://www.unicef.org/aids/index_24355.html (accessed 25th march 2009)

⁶ UNAIDS. 07 AIDS epidemic update. December, 2007.
http://data.unaids.org/pub/EPISlides/2007/2007_epiupdate_en.pdf

and girls also bearing the brunt of the long-term distress through being the primary care givers of the infected and affected.

2.4 Gender and Health

DDRA is aware of the central significance of gender in health status as women and girls are more vulnerable to the effects of disease. However, health services are not often designed to consider their needs. The respective roles of men and women, boys and girls are carefully considered to ensure full community engagement and participation in all health programming. HIV/AIDS is also another key cross cutting theme and all DDRA health programmes consider the potential impact of HIV/AIDS on target communities and possible interventions to reduce impact and support women and men living with HIV/AIDS.

2.5 Gender and Education

Education is a powerful tool for reducing poverty, redressing inequality, improving health and social well-being and creating a foundation for sustained economic growth. Educating girls, according to the World Bank, is a “top-ranked social investment”. Improving girl’s level of educational attainment, and in particular enrolment in secondary level education, results in reduced birth rates, higher education levels for their children, increased agricultural productivity, and higher family incomes.

Nearly two-thirds of countries reached gender parity in primary school enrollment ratios by the target year of 2005 (MDG 2). However, ten million more girls than boys are still out of primary school and nearly two-thirds of the world’s 780 million people who cannot read are women. Further statistics show that 55 percent of the 100 million children of primary school age worldwide, who are not in school, are girls. In the least developed countries, 45 percent of girls are not enrolled in classes, and of those that are, nearly 40 percent will drop out before completing fifth grade.

In the light of this, DDRA will devote particular attention to ensuring access, retention and progression of female learners, among other groups facing a disproportionate risk of non-participation in education and training.

2.6 Partnership

Partnership is key to DDRA development approach. The commitment of partners at all levels is critical to gender mainstreaming. DDRA works in partnership with a variety of NGOs, ranging from international NGOs and large national NGOs to small community-based and faith-based organisations. DDRA particularly recognises the value of working in partnership with government in our countries of operation. All DDRA potential partners should be assessed on their commitment and capacity in gender mainstreaming (DDRA Partnership Review Checklist).

3.0 GENDER MAINSTREAMING

Focus on mainstreaming is embedded in DDRA's work as it has endeavoured to mainstream cross-cutting issues such as HIV/AIDS, child protection and environment. Mainstreaming of gender therefore fits in well with DDRA's overall policy and mandate. DDRA will develop gender mainstreaming toolkit and will be updated to support country programme staff when planning implementing and assessing country programmes.

This gender policy identifies with and commits to gender mainstreaming as a strategy for achieving gender equality and women empowerment.

This policy provides the guidelines for gender mainstreaming at DDRA so that addressing gender inequalities and valuing both men's and women's full participation will become integral to its operations and effectiveness. The policy reflects the commitment that gender equality and women's empowerment are not only DDRA's in their own right but also critical to achieving other development DDRA's. The main purpose of this policy is to ensure that DDRA's interventions and actions contribute to gender equality and women's empowerment.

3.1 Gender Analysis

Gender analysis is a process that assesses the differential impact of proposed and/or existing policies, programs and legislation on women and men and boys and girls. It makes it possible for policy to be designed/re-designed and implemented with an appreciation of gender differences, of the nature of relationships between women and men and of their different social realities, life expectations and economic circumstances. Gender analysis is also a tool for understanding social processes and for responding with informed and equitable options. It compares how and why women and men are differentially affected by policy issues. Gender analysis challenges the assumption that everyone is affected by policies, programs and legislation in the same way regardless of gender, a notion often referred to as "gender-neutral policy".

Gender disaggregated data provide information about women's and men's different priorities and needs. This allows development planners to design policies, projects and programmes that are useful to its beneficiaries. Gender disaggregated data also assists in targeting vulnerable groups and indicate how best to meet their needs. However, the paucity of gender disaggregated data on women's access to credit, property ownership and other critical skills and tools for economic security continues to hamper efforts to address extreme poverty and hunger among women and girls.

Gender analysis is critical in DDRA programming. Gender disaggregated data will be collected and utilized in DDRA projects. Capacity to conduct gender analysis will be enhanced among DDRA staff.

Annex 1 – Gender Integration Framework

The Gender Integration Framework has four key elements of gender mainstreaming. The first element, political will, symbolizes the proverbial point ‘where rubber meets the road’. Political will becomes evident when top-level leadership publicly supports gender integration, commits staff time and resources, and institutes needed policies and procedures. In DDRA, this will mean continued commitment and support for gender mainstreaming from the headquarters at Dublin to country offices which in turn supports field offices as well as partners.

Technical capacity entails changing organizational procedures, as well as building individual skills. Conducive organizational procedures will ensure that the process continues even when skilled individuals leave the organizations. This also means that capacity building should be on-going (according to the needs of the organization). For gender mainstreaming to be successful, there needs to be a critical mass that understands the rationale for and the key concepts related to the process. A clear conceptual understanding of these issues is essential for DDRA’s program and project staff. This will mean sensitization and gender awareness creation for DDRA’s staff. Beyond this, capacity to integrate gender in their every day work will be built / enhanced. A major component of this will be enhanced capacity in gender analysis and gender mainstreaming among DDRA’s technical staff and partners.

Accountability is the third element of the gender integration framework and it involves encouraging and reinforcing new behaviours and practices. This ultimately requires building responsibility for gender integration into job descriptions, work plans and performance assessments. When gender mainstreaming becomes a routine part of the organization’s work and staff are held accountable, there is a corresponding impact throughout projects. The more deeply embedded gender becomes at DDRA, with clear measures or performance, the more likely staff will automatically include gender in their work. Gender sensitive indicators will be critical at DDRA’s, program and project level and will be subject to change as additional data become available. In order to ensure that gender mainstreaming does not remain ‘lip service’, monitoring and evaluation systems will be established at DDRA’s organizational and program levels with close attention paid to carefully tailored gender indicators.

Organizational culture deals with the informal norms and embedded attitudes of an organization. Organizations are made up of people (male and females) who already have attitudes in line with their culture. Since gender refers to the socially and culturally constructed attitudes of being male or female, changing attitude has remained a big challenge to gender mainstreaming. Internalizing equality is imperative for both women and men as they develop,

enhance and sustain a culture of gender sensitivity. DDRA recognizes and appreciates the fact that any society has different views and interests on gender relations and will respect the cultural context within which it is working. However, DDRA will endeavour to discourage and not perpetuate harmful cultural practices (such as female genital mutilation) or gender stereotypes which inhibit gender equality and women's empowerment.