

GENDER POLICY OF DISA

Principles

DISA

- Recognizes the innate power of human beings to bring about the transformation of unjust structures and practices and promote development at personal and societal levels;
- Acknowledges the new world order created by globalization and its effects on developing nations specially women and seeks to address the imbalances;
- Understands gender equality as a cross cutting goal that needs to be integrated into all its policies, programmes and projects;
- Realizes that gender differences are socially and culturally constructed and reinforced by caste, class, ethnicity, language, age region and religion and that restructuring gender relations to reclaim the dignity of girls/ women and boys/men is essential;
- Believes that gender equality can be achieved through a partnership among and between men and women;
- Promotes women's empowerment (Social, economic and political) as being fundamental to achieving gender equality.

Strategic Goal

A society where women and men enjoy equal status, valuing the differences.

Objectives

1. Possess institutional capacity in terms of know-how, attitudes, structures and resources to carry out gender mainstreaming in DISA and facilitate the same process among the partners/collaborators.
2. Influence regional, national and international policies to include gender aspects and its implementation by advocacy and networking efforts.
3. Ensure that all structures, policies, procedures and practices at DISA are gender sensitive and gender balanced.
4. Ensure that all programs implemented directly or facilitated or supported by DISA mainstream gender at all the stages of analysis, planning, appraisal, implementation, monitoring and evaluation.
5. Work towards ensuring that gender is mainstreamed in the structures, procedures, policies and practices at all levels.

Activities to achieve the objectives

Objective 1

Posses institutional capacity in terms of know-how, attitudes, structure and resources to carry out gender mainstreaming in DISA and among the partners/collaborators.

Activities for objective 1

- ❖ Workshops, discussion sessions to bring about shared / common understanding on gender and related concepts.
- ❖ Organize gender sensitization programs for DISA staff, members of committees such as project selection committee.
- ❖ Organize trainings for capacity enhancement to be able to practically implement gender-mainstreaming mechanisms.
- ❖ Creation of a think tank including the gender specialists.
- ❖ Creation of a reference group within the Organization.
- ❖ Ensure availability of a functional gender department, international conventions and other civil society organizations.
- ❖ Production/ Dissemination of literature on gender related issues among partners and collaborators.

Objective 2

Influence regional, national and international policies on gender aspects and its implementation by advocacy and networking efforts.

Activities for objective 2

- ❖ Engage in critical review of existing regional and national policies on gender aspects and its implementation.
- ❖ Develop strategic alliances with other advocacy groups and organizations, civil society, people's movements and state and central governments.

Objective 3

Ensure that all structures, policies, procedures and practices at DISA are gender sensitive and gender balanced.

Activities for objective 3

- ❖ Periodical review of structures, policies, policies, procedures and practices from gender sensitivity and balanced perspective and execute the decisions that are made with view to:
 - Providing equal opportunities for women with special focus at professional levels.
 - Ensuring sufficient space for women in all the decision-making bodies and providing for equal representation of women at all levels including Governing Body and encourage partners and collaborators.

- Ensuring access to grievance redressal systems for gender justice.
- Ensuring that the middle and senior staff are responsible for developing gender perspective in the organization and the development programs.

Objective 4

Ensure that all programs implemented directly or supported by DISA mainstream gender at the stages of analysis, planning appraisal, implementation, monitoring and evaluation.

Activities for objective 4

- ❖ Ensure that each program / project is prepared after gender analysis as a part of overall situational analysis based on clear guidelines
- ❖ Develop guidelines for gender mainstreaming at all the levels of:
 - Program planning.
 - Appraisal.
 - Monitoring and evaluation.
- ❖ Promotion of the programmes that aim at:
 - Enhancing access to opportunities and resources.
 - Increasing women's control over assets / resources and decision-making.
 - Challenging the subordinate role of women in homes, communities and society.
 - Accompany selected projects of the partners to demonstrate best practices on gender mainstreaming.
 - Carry out Gender audits as a mandatory process.

Objective 5

Work towards ensuring that gender is mainstreamed in the structures, procedures, policies and practices at all levels.

Activities for objective 5

- Organize gender sensitization programs for leaders, members and staff.
- Facilitate the development of plan of action based on the gender policy.
- Facilitate the implementation and periodic review of the gender policy and the plan of action.
