



FERRANDO SPEECH AND HEARING CENTRE

(Early Intervention, Education, Rehabilitation and Man Power Development for the Deaf)

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GENDER POLICY

This Gender Policy defines FSHC's explicit commitments to support gender equality. The accompanying implementation guideline sets out mechanisms and minimum common standards for all FSHC members and Offices/centres/branches. This policy statement therefore strives to make our collective programming efforts more effective, builds on commitments made in the existing Policy Statements and reflects subsequent developments in gender equality policies of development organizations working to end poverty and social injustice. It thereby sets the stage for increased accountability.

Gender Policy Commitments

Through this policy FSHC seeks to promote equal realization of dignity and human rights for girls, women, boys and men, and the elimination of poverty and injustice. Specifically, this policy is intended to improve the explicit incorporation of gender in programmatic and organizational practices.

FSHC is commits to:

- Promote gender equality as an explicit internationally recognized human right.
- Address systemic and structural practices that create barriers to the realization of women's rights and gender equality; including prevention and response to gender based violence and sexual exploitation and abuse.

- Support the empowerment of women and girls as a key strategy toward promote education, ending poverty, conflict, human suffering and gender inequality.
- Actively involve men and boys as allies in promoting gender equality.
- Analyze and implement strategies to manage potential risks and harms to women, girls, boys and men.
- Engage and coordinate with partners, governments, funders and civil society organizations to promote and support effective, creative and impactful ways to promote gender equality
- Monitor, evaluate and institutionalize organizational learning regarding specific gender equality results.
- Actively hold ourselves and others accountable to gender equality standards.
- Ensure that key organizational policies, systems and practices including but not limited to budgeting, human resource recruitment, training and management, and decision making support women's rights and gender equality.
- Ensuring adequate funding to realize our commitments.
- Apply these commitments within FSHC and across all programme areas using integrated planning approaches and recognized gender sensitive tools and techniques such as gender analysis frameworks, collection of age/sex disaggregated data, and results-focused design and evaluation.

Policy Implementation

The policy is accompanied by proposed implementation arrangements, common standards and supporting definitions. More operational guidance and enforcement will be developed by FSHC as required to support the policy implementation. To ensure the policy is effectively applied and achieves expected results.

Policy review

FSHC will work collaboratively to undertake a review of this common gender policy. This will take place after four years. The FSHC management and staff will report annually their progress in regard to their respective implementation plans. An annual summary report will be submitted by the management to the Board. FSHC GENDER POLICY IMPLEMENTATION GUIDANCE

Mechanisms for implementation

FSHC will implement, monitor and evaluate this policy to devise a context-specific and realistic implementation plan / process, with appropriate investment of resources, monitoring and evaluation mechanisms.

Common Standards in Support of Gender Equality

FSHC required to meet these standards in order to promote inclusive education, end poverty and support the dignity of all people.

FSHC will ensure that the following standards are applied, monitored, adhered to and reported on:

1. Key organizational policy, planning and programmes will:
 - a. Incorporate gender and power analysis as a mandatory operational and/or design feature.
 - b. Be based on data disaggregated by sex, age and other relevant diversity factors such as ethnicity, religion, caste, etc.
 - i. explicitly state gender equality results and ii) include relevant and feasible gender sensitive indicators for every stage of planning, implementation, monitoring and evaluation.
 - ii. ensure sufficient funding to meet gender requirements and ii) formulate staff work plans and budgets accordingly.
2. Human Resources policies and practices will adequately address gender equality. FSHC will track and report annually on gender balance in staffing and governance structures and implement specific strategies to balance male/female representation.
3. FSHC executive and senior management staff report regularly to beneficiaries, donors and the public on progress on gender equality in FSHC's work through appropriate reporting channels.

ANNEX I - Background, Scope & Rationale Background

This harmonized policy represents the first step of FSHC to take a cohesive and coordinated approach to gender. The policy is based on the content of FRC Office's gender policies

The policy defines FCHC's explicit commitments to support gender equality and the principles expressed in these national and international agreements. The policy can be tailored to maintain and complement FRC's diversity, whilst supporting common strategies and standards of action and accountability.

FSHC's vision is to An Inclusive Society where all persons with disabilities have equal human rights and opportunities and contribute their full potential.

As part of FSHC's Mission Statement and programming principles FSHC commits to address discrimination in all its forms. FSHC recognizes that power relations between girls and boys, men and women are unequal, and that such inequalities should be addressed. As such, FSHC must approach its work in a gender sensitive

Value

Our values are at the core of all that we, as an organisation, do. Our commitment to applying the values to the way we work makes us unique amongst other. We value honesty, integrity, dedication to our cause and the motivation and resolve to overcome any obstacles. Self-initiative and leadership combined with cultural sensitivity and teamwork are the primary traits we hope to discover and promote amongst our team-members.

Purpose of Gender policy

Through this Policy, FSHC commits itself to ensure that gender equality is fully incorporated in all FSHC work both as an end in itself as well as a means to inclusive education and overcome poverty more effectively. FSHC seeks to promote equal realization of dignity and human rights for girls, women, boys and men, and the elimination of poverty and injustice. By articulating common standards and commitments, this harmonized policy aims to:

- Create a transparent and consistent message on FSHC's commitment to gender equality at local, nation and an international level and facilitate working relationships with national governments and other national and international organisations
- Create synergies by combining the strengths, good practice and lessons learned to-date by FSHC branches or centres or staff who have existing policy-level documents
- Reduce the problem of mixed messages being received by centres on the gender and development philosophy, objectives and requirements of different centres supporting operations in the country.
- Facilitate more coordinated action by FSHC at the international, regional country levels and local level
- Streamline centres programming considerations in relation to gender
- Facilitate common accountability mechanisms for centres to meet or exceed' minimum standards
- Provide credibility in engaging with partners and allies on gender at both programming and advocacy.

Scope

This policy describes specific commitments, implementation mechanisms and common standards for FSHC to ensure gender equality is fully incorporated in its work. It calls on FSHC to work in a collaborative way towards the goal of gender equality in all aspects of our work, as well as urges individual members to strengthen their own actions to ensure the human rights of women, girls, boys and men are equally promoted and protected.

Rationale

While there has been emphasis by FSHC on promoting gender equality in all aspects of its work, evaluations point to clear gaps in promoting gender equality. Internally, within FSHC, many individual FSHC project proposals, evaluations and reviews point to the importance of gender analysis and interventions to promote gender equality in order for us to make a significant impact on poverty and social injustice.

In the external environment that FSHC operates in, there are a variety of national and international norms and standards that guide FSHC to fully embrace gender equality and the empowerment of women in all areas of work.

National and International commitments upholding the human rights of women and detailed thematic implementation strategies have been ratified and signed by governments of India. These include the United Nations Charter and the Universal Declaration of Human Rights, the Beijing Platform for Action, the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW), the Convention on the Rights of the Child (CRC), the UNCRPD, the commitments laid out in the Sustainable Development Goals, the Declaration on the Elimination of Violence Against Women, the United Nations Security Council Resolution 1325 and 1820 and the Agenda 21.

Reference is also made to the IASC (Inter-Agency Standing Committee) policy statement on Gender Equality Programming in Humanitarian Action, including national commitments and regional commitments to promote gender equality and women's empowerment.

ANNEX II - Gender Definitions for FSHC Policy Gender

Refers to the social differences between females and males throughout the life cycle that are learned, and though deeply rooted in every culture, are changeable over time, and have wide variations both within and between cultures. "Gender," along with class and race, determines the roles, power and resources for females and males in any culture. Historically, attention to gender relations has been driven by the need to address women's needs and circumstances as they are typically more disadvantaged than men. Increasingly, however, the humanitarian community is recognizing the need to know more about what men and boys face in crisis situations.

Gender equality

or equality between women and men, refers to the equal enjoyment by women, girls, boys and men of rights, opportunities, resources and rewards. Equality does not mean that women and men are the same but that their enjoyment of rights, opportunities and life chances are not governed or limited by whether they were born female or male.

Gender Equality Programming

is an umbrella term encompassing all strategies to achieve gender equality. Important examples include gender mainstreaming, gender analysis, prevention and promotion and protection of human rights, empowerment of women and girls especially women and girls with disabilities, and gender balance in the workplace.

Gender equity

Justice in the distribution of resources, benefits and responsibilities between women and men, boys and girls. The concept recognises that power relations between girls and boys, men and women are unequal, and that such inequalities should be addressed.

Gender mainstreaming

is a globally recognized strategy for achieving gender equality. The Economic and Social Council of the United Nations defined gender mainstreaming as the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. For FSHC, mainstreaming gender means applying gender analysis to all aspects of our work, including education, advocacy and communications. Gender is not a separate issue; it crosscuts all issues and sectors.

Gender-based violence

is 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 females and males. The nature and extent of specific types of vary across cultures, countries and regions. Examples include sexual violence, including sexual exploitation/abuse and forced prostitution; domestic violence; trafficking; forced/early marriage; harmful traditional practices such as female genital mutilation; honour killings; and widow inheritance.

Sexual Exploitation

The abuse of a position of vulnerability, differential power, or trust for sexual purposes; this includes profiting monetarily, socially or politically from the sexual exploitation of another. (UN SGB Definition)

Sexual abuse

The actual or threatened physical intrusion of a sexual nature, including inappropriate touching, by force or under unequal or coercive conditions.

Women's Empowerment

Involves awareness-raising, building of self-confidence, expansion of choices, increased access to and control over resources and actions to transform the structures and institutions which reinforce and perpetuate gender discrimination and inequality. Empowerment comes from within; women empower themselves. Increase women's power through power to; power with and power from within which focus on utilizing individuals and collective strengths to work towards common goals without coercion or domination.

ANNEX III - Gender Equality & Diversity and the FSHC Programming Principles

Social Justice, Tolerance, Dignity and Security are at the center of our Vision and enshrined in the six programming principles of FSHC. The objective of our Gender Equality and Diversity (GED) work is to support the critical processes for achieving that vision

Principle	What does it mean?	How does GED relate to this
<p>Principle 1: Promote Empowerment</p>	<p>We stand in solidarity with poor and marginalized people, and support their efforts to take control of their own lives and fulfil their rights, responsibilities and aspirations. We ensure that key participants representing affected people are involved in the design, implementation, monitoring and evaluation of our programs.</p>	<p>Understanding and engaging the power relations between women and men and between other subordinate and dominant groups and empowering women and other marginalized groups is a critical part of our work on promoting Gender Equity and Diversity. FSHC's GED Training Curriculum and Resources offer analytical tools and strategies to advance this principle. Having good quality staff relationship with our communities will help in designing and implementing more relevant and empowering programs. Appreciating and understanding diverse perspectives will create more innovative solutions to complex problems</p>
<p>Principle 2: Work in Partnership with others</p>	<p>We work with others to maximize the impact of our programs, building alliances and partnerships with those who offer complementary approaches, are able to adopt effective programming approaches on a larger scale, and/or who have responsibility to fulfil rights and alleviate poverty through policy change and enforcement.</p>	<p>This principle implies that FSHC will be working with a variety of organizations that may be similar as well as those who may be quite different from us. FSHC may be in a dominant position with respect to the national/local partners and may be in a subordinate position with respect to some Governments and Donor organizations. Being aware and appreciative of the differences and the power dynamics will enable FSHC to have effective engagement and beneficial relationships with a variety of Partners.</p>
<p>Principle 3: Ensure Accountability and Promote Responsibility</p>	<p>We seek ways to be held accountable to poor and marginalized people especially women, men, girls and boys with disabilities whose rights are denied. We identify those with an obligation toward poor and marginalized people, and support and encourage their efforts to fulfil their responsibilities</p>	<p>Accountability is one of the four leverage areas (along with Representation, Trust, Learning & Effectiveness) for advancing Gender Equality and Diversity. GED awareness tools can be strategically used to work with those with an obligation towards the poor and the marginalized to create awareness about their power, privileges, and rights and encourage their efforts to fulfil their responsibilities</p>

<p>Principle 5: Promote non violent resolution of conflicts</p>	<p>We promote just and non-violent means for preventing and resolving conflicts, noting that such conflicts contribute to poverty and the denial of rights</p>	<p>FSHC increasingly works in many situations strife with ethnic and other forms of conflicts that are violent and targets specific minorities or subordinated groups of people. These leave physical, social and psychological scars that leave them vulnerable for the reminder of their lives. Gender-based violence, including domestic violence, is prevalent in many communities in which FSHC works. This scars women physically and psychologically; severely affecting women's dignity and personal security and suppresses their potential to take control of their lives.</p>
<p>Principle 6: Seek Sustainable Results</p>	<p>By acting to identify and address underlying causes of poverty and rights denial, we develop and use approaches that ensure our programs result in lasting and fundamental improvements in the lives of the poor and marginalized with whom we work.</p>	<p>Unequal gender relations are one of the underlying causes of poverty and rights denial that cuts across most of the communities that FSHC works in. Implementing strategies to improve the social agency, structures, and key relationship positions of women and other diverse subordinated and marginalized groups will result in lasting and fundamental improvements in the lives of people with whom we work.</p>

