

# PROMOTING GENDER EQUALITY

■ TRÓCAIRE'S POLICY AND STRATEGY | 2009-2014



**TROCAIRE**  
Working for a Just World

# CONTENTS

<b>Foreword</b>	<b>3</b>
<b>Executive Summary</b>	<b>4</b>
<b>SECTION 1   POLICY</b>	
<b>1 The Gender and Development Context-Key Issues</b>	<b>6</b>
<b>2 Rationale, Principles and Added Value</b>	<b>11</b>
2.1 Rationale: Why Gender Equality is a priority for Trócaire	11
2.2 Values and Principles Underlying the Gender Policy	12
2.3 Comparative Advantage	12
2.4 Niche	13
2.5 Programme Growth Area	13
<b>3 Trócaire's Gender Equality Policy Commitments</b>	<b>14</b>
3.1 Our Commitments and Approach	14
3.2 Priority Areas for Promoting Gender Equality	15
<b>SECTION 2   STRATEGY</b>	
<b>4 Strategies for addressing Gender Equality</b>	<b>17</b>
4.1 Mainstreaming	17
4.2 Promoting Women's Empowerment	19
4.3 Addressing Gender-Based Violence	20
<b>5 Learning and Review</b>	<b>22</b>
<b>Annex One: Glossary of gender related concepts and terms</b>	<b>23</b>

# LIST OF ACRONYMS

CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
DRC	Democratic Republic of Congo
GBV	Gender-based Violence
HIV	Human Immunodeficiency Virus
MDG 3	Millennium Development Goal to Promote Gender Equality and Empower Women.
UNSC	United Nations Security Council

# FOREWORD

*Mobilising for Justice*, Trócaire's Strategic Framework, charts our development agenda until 2016 and identifies core areas that we will work on to ensure that we continue to respond to the critical challenges facing communities in the developing world.

Gender inequality is undoubtedly one such challenge; the personal, societal, economic and political impacts of gender inequality are enormous. The appalling levels of gender-based violence in places such as the DRC and Darfur, and women's increasing vulnerability to HIV are just two stark manifestations of gender inequality. In the face of new development challenges such as increasing climatic shocks, food and fuel crises and straightened economic times, it has never been more pertinent to ensure that all our work promotes equality between women and men and ensures the equal rights and dignity of all.

During the development of Trócaire's Strategic Framework gender equality was highlighted across all our regions and work as a key issue to which Trócaire needed to give renewed attention. However, the promotion of gender equality is not a single issue, but is closely tied to all our strategic priorities from supporting sustainable livelihoods to protecting the most vulnerable in times of conflict and displacement, addressing the HIV epidemic and upholding the human rights of all. The importance of gender equality in reducing poverty is critical. Given the widespread discrimination that women continue to face, whether it is in relation to access to land, education, or political participation, we will support and promote the human rights of women through dedicated gender related programming and within our other work.

As a faith based agency, our work in promoting gender equality will be informed by Catholic Social Teaching. We recognise that being a faith based agency allows us the valuable opportunity to work alongside faith leaders and communities in the promotion of equal rights and dignity for women and men. We recognise that this work is challenging and requires a long term commitment, one which we are willing to respond to. The need to be courageous, to work in partnership with others in our own church and across diverse cultures and faiths, ensuring that justice and rights are at the heart of our response, is inherent to our approach.

I am personally committed to working for gender equality and believe that that we all must work to ensure that women and men achieve their full human potential to live a life of dignity, free from poverty and discrimination.



Justin Kilcullen, Director

# | EXECUTIVE SUMMARY |

Promoting Gender Equality is one of six organisational programme priorities that form the core of Trócaire's work for the period 2006-2016. The other organisational priority programmes are: Building Sustainable Livelihoods; Governance and Human Rights; Preparing for and Responding to Humanitarian Crises; Addressing the HIV and AIDS Crisis; and Demanding Environmental Justice. Within the organisational priority 'Promoting Gender Equality' in the organisational Strategic Framework, three principal areas of work are set out. These are as follows:

- Mainstreaming
- Women's Rights and Empowerment
- Gender-based Violence.

Trócaire's overall goal is to work for a just world where the equal opportunities and rights of women and men are upheld and where gender equality is central to all our work. Trócaire will seek to achieve this using a two-pronged approach; that of mainstreaming gender in all our work, as well as supporting dedicated gender programming addressing gender-based violence and promoting women's human rights. The policy sets out Trócaire's commitments for gender equality while the strategy outlines how these commitments will be implemented.

We recognise that gender analysis is essential for good programming, and we commit to ensuring that a gender analysis underpins all our work, internally and externally. At the programme level, we will adopt a phased approach with an initial focus on mainstreaming gender in our HIV and Livelihoods programmes, ensuring that lessons learnt inform all our other work.

There is an expressed commitment to promoting the human rights of women and to redress the persistent gender-based inequalities and discriminatory practices and policies that exist. Trócaire will support a comprehensive multi-sectoral approach to gender-based violence, with a particular focus on prevention and access to justice, while ensuring that our gender-based violence responses are linked to other service providers, both governmental and non-governmental. We will support national and international advocacy on key women's rights instruments such as CEDAW and UN Resolutions 1325 and 1820. We commit to working in partnership with civil society and to working in alliances with like-minded organisations and networks to ensure greater outreach and impact.

This policy and strategy was developed through the active collaboration and engagement of staff and managers from across the organisation in Africa, Asia, Latin America and Ireland, bringing diverse perspectives and insights based on the realities where we work. The 2008 organisational gender audit also informed the development of this policy and gave us a baseline against which we can measure progress. This policy and strategy will be accompanied by an action plan. This is a living document and will be monitored on an ongoing basis by the Strategic Leadership Team and by the Gender and HIV Focus group. A review will be conducted after three years to ensure compliance with the policy and to ensure that we remain responsive to an ever-changing development environment.

# 1 | The Gender and Development Context Key Issues

## 1.1 Overview

Over the past 30 years there have been some significant gains in addressing gender inequality in the world. The Convention on the Elimination of All forms of Discrimination Against Women, the 1995 Beijing Platform for Action, Millennium Development Goal 3 and UN Security Council Resolutions 1325 and 1820 on 'Women, Peace and Security' are all global political commitments protecting women's rights, tackling gender-based violence and promoting gender equality. Globally, the numbers of girls in primary and secondary education has increased and the percentage of women in public life, in the political and economic spheres, has also grown<sup>1</sup>. In many countries new laws have been passed to protect women's human rights and to remove discriminatory legislation. Increasingly, gender is on the agenda of most aid and multilateral organisations and is reflected in formal gender policies and resource commitments to gender equality.

However, in spite of these gains, the lived realities of millions of women and girls do not often reflect these policy commitments and gender inequalities around the world remain persistent and deep.

Ten key issues are highlighted, which alongside the shared experience of our partners on the ground, will inform Trócaire's response to addressing gender inequality over the next five years.

## 1.2 The Female Face of Poverty

Poverty affects both men and women, but women frequently face additional discrimination, exclusion and limited choice as a result of discriminatory laws, practices and policies. Female-headed households in particular live with the multiple demands of productive and reproductive work, which is frequently not considered labour due to its unrecognised monetary value. As a result of this lack of power, women are often excluded from participation in decision-making, even at the local

---

<sup>1</sup> UNRISD 'Beijing Betrayed'. 2005

level. If human development and poverty alleviation is about increasing human well-being, decision-making and choice, then the promotion of women's human rights and gender equality has to be a prerequisite for poverty alleviation and human development.

### **1.3 Gender and Livelihoods**

Women comprise approximately 70% of agricultural workers in developing countries, and produce between 60-80% of food<sup>2</sup>. In spite of this, women are more likely to suffer from hunger than men. Inequalities and discriminatory practices in many countries affect women's livelihood security in a number of ways. These include the lack of access to and control over land and other assets, lack of access to institutional credit, basic services and education, information and technology. Increased rural livelihood insecurity has resulted in increased numbers of women joining the informal workforce<sup>3</sup>, often characterised by unequal terms and conditions. In the formal workplace, a global gender wage gap exists of 17%<sup>4</sup>.

The division of labour in the private sphere has not changed in parallel with that of the public sphere, with the result that women still retain primary responsibility for unremunerated and unrecognised work in the home, leading to the continuation of women's 'double burden' in the 21<sup>st</sup> century.

### **1.4 Gender and HIV**

Globally, there has been a steady increase in the numbers of women infected with HIV. In sub-Saharan Africa in 2007, almost 61% of adults living with HIV were women<sup>5</sup> while proportions of women living with HIV in Latin America, Asia and Eastern Europe are growing<sup>6</sup>. Sexual and gender-based violence is both a driver and a consequence of HIV among women. Women are more vulnerable to HIV infection than men biologically, socially and economically. Women often lack the power to refuse or to negotiate safe sex in intimate relationships. Limited economic opportunities can lead to transactional sex as a last-resort survival mechanism. HIV is not only a threat to women's health and survival but it also increases their domestic workload. Women and girls provide most of the home-based care for those who are infected with and affected by HIV. The multiple gender-related drivers and consequences of HIV need to be considered in prevention, treatment and care, and in supporting the rights of those living with or affected by HIV.

---

<sup>2</sup> UN Millennium Project Task Force on Hunger: 2005.

<sup>3</sup> UNRISD 'Beijing Betrayed', 2005

<sup>4</sup> UNIFEM. 'Who Answers to Women', Progress of the World's Women, 2008/09.

<sup>5</sup> UNAIDS 'Global Report 2007'

<sup>6</sup> *ibid*

## 1.5 Gender-based Violence (GBV)

It is widely acknowledged that gender-based violence is present in all societies in the forms of domestic violence, sexual abuse and exploitation, and harmful traditional practices, amongst others. Domestic or intimate partner violence is the most prevalent form of GBV, but often isn't recognised as a human rights abuse. According to the World Health Organisation Multi Country Study, between 6% and 59% of women surveyed had experienced physical and/or sexual abuse by a partner, with figures as high as 40% in Bangladesh, Peru and Ethiopia<sup>7</sup>. GBV often contributes to HIV vulnerability and vice versa. While it is overwhelmingly women who are affected by GBV, men and boys are also affected though to a lesser degree. Survivors of GBV often face stigma, abandonment or even further violence, while access to justice is extremely difficult and often denied. GBV is greatly exacerbated in conflict settings, with systematic rape frequently being used as a weapon of war, witnessed in Rwanda, Darfur and Eastern Democratic Republic of Congo (DRC) amongst others. Conflict disrupts traditional protection systems, communities and families, and often leaves women and girls particularly vulnerable to abuse and exploitation. Addressing GBV is complex requiring co-ordinated prevention and response strategies across sectors such as governance, justice, health and education. Addressing societal and cultural norms and beliefs which allow GBV to continue is also critical.

## 1.6 Gender and Conflict

Armed conflict and peace processes often impact differently on women and men. Men and boys are extremely vulnerable to forced conscription, abduction as child soldiers and to the loss of traditional roles due to displacement. Women in conflict situations are particularly vulnerable to sexual violence, particularly rape, forced prostitution, and sexual slavery. In post-conflict societies, the normalisation of violence often leads to the continuation of violence against women and impunity for such acts. At an international level, the International Criminal Tribunal for Rwanda and for the Former Yugoslavia have been successful in prosecuting perpetrators of sexual violence against women in wartime, setting new legal precedents on sexual violence in conflict. UNSC Resolution 1820 determines rape and sexual violence in conflict as crimes against humanity. However, in spite of these commitments, impunity in relation to violence against women in conflict remains rife. UNSC Resolution 1325 draws particular attention to the situation of women and girls in conflict and their role in peace processes and negotiations. A huge need remains to

---

<sup>7</sup> WHO 'Multi-country Study on Women's Health and Domestic Violence against Women', 2005

enforce the commitments of Resolution 1325 through National Action Plans, to educate women and men about its provisions and to hold governments to account on its implementation.

## **1.7 New Aid Modalities and Poverty Reduction Strategies**

The new aid modalities encompassed in the Paris Declaration focus on aid harmonisation and sector-wide budget support to ensure aid is more efficient and effective. The negative impact of this, however, is the reduction in funds explicitly targeted at addressing gender equality or going directly to national women's institutions, ministries or civil society groups. There is increasing concern about the diversion of attention away from women's and gender equality issues on the ground<sup>8</sup>. While predictable aid flows could potentially work to advance gender equality through a sustained and long-term process, this will only happen if gender equality is recognised as a key component of poverty reduction strategies and national development plans. It is imperative that women participate fully in the formulation of national development plans, and that these plans are informed by sex-disaggregated data to ensure that the gender dimensions of poverty and discrimination inform policies and budgets.

## **1.8 Gender and Political Participation**

Women's political participation is growing, albeit slowly. Globally, as of 2007, women represented 17% of single and lower houses of parliament, up from 13% in 1990. However, women represent at least 30% of parliamentarians in only 19 countries<sup>9</sup>. While a number of factors influence women's political representation, including political will, civil society and the strength of national women's movements, the most decisive factor currently remains gender quota systems which play a very significant role in promoting women's participation in politics and their subsequent election. However, numbers do not always equal political power or influence. The challenge remains for female representations to be supported and trained in order to meaningfully carry out their role. With decentralisation occurring in many countries around the world, new opportunities for participation of women representatives are opening up, particularly if women are enabled to avail of them.

---

<sup>8</sup> Norad 'Lessons from Evaluations of Women and Gender Equality in Development Co-operation, Synthesis Report 2006/1

<sup>9</sup> UNDP 'MDG Report' 2007

## **1.9 The Role of Men**

The role of men in promoting gender equality is crucial. Men are normally in a majority in positions of decision-making and power, particularly in the public sphere. While the gender equality agenda should be no different from any other justice and human rights agenda, it tends to be seen as a 'women's issue', something which needs to change. In some cultures and societies men may only listen to or be influenced by other men and they can play a strong advocacy and awareness-raising role. Male gender-based vulnerabilities related to the need to preserve masculinity in the face of other men, or the perceived failure to conform to masculine norms also exists. Men who belong to sexual minorities are often among the most persecuted and marginalised. There is a stark lack of data relating to sexual violence against men and boys, particularly in times of conflict, though anecdotal evidence suggests this is very high in certain regions and contexts.

## **1.10 Faith and Gender**

As a faith-based agency Trócaire's work is informed by Catholic Social Teaching with a clear focus on human dignity and rights. However, we also work with different faith communities, all of which we need to be cognisant of in our work on gender equality. Religion can be a positive force for change and influence in addressing gender-based inequalities in society but it can also uphold traditional gender norms and beliefs that may discriminate against women. Increasing fundamentalism in many countries is undoubtedly affecting women's human rights and freedoms. Trócaire recognises the importance of engaging the Catholic Church and other faith leaders and communities as proactive agents of change, recognising their influence and responsibility in so many countries where we work.

## **1.11 Cultural Norms and the Personal Nature of Gender**

Perhaps the greatest challenge of all in promoting gender equality is the deep-seated mind-sets and cultural norms that perpetuate many of the gender-related injustices and inequalities that exist. Promoting gender equality is in many ways different from other justice issues insofar as it has a more intimate and personal quality. Everyone is affected or influenced by their gender in some way or another. The relationship and rights of men and women in the public and private spheres are informed by cultural or traditional beliefs and ideas around 'appropriate' gender roles. Ultimately, gender equality will only be achieved through changing personal attitudes and beliefs which is a long-term and challenging process.

# 2 | Rationale, Principles and Added Value

## 2.1 Rationale: Why Gender Equality is a Priority for Trócaire

*'There is nothing more important in the political economy of development than the adequate recognition of women's participation and political, economic and social leadership,' Amartya Sen<sup>10</sup>.*

Gender equality is central to Trócaire's vision of a just world. We firmly believe that sustainable development cannot be achieved without explicitly responding to the different needs and realities of men and women. We must challenge and address gender-based inequalities and discrimination that exacerbate poverty and injustice, and prevent in particular women and girls from achieving their full human potential and rights. Trócaire acknowledges that ensuring this commitment translates into action across all our work, and the organisation will take time, commitment and learning from the experiences of others.

Addressing gender inequality involves transforming unequal power relations between men and women and challenging underlying structures that perpetuate inequalities such as laws and policies and systems.

Gender equality is underpinned by several human rights instruments, including the Universal Declaration on Human Rights, the Convention on the Elimination of All forms of Discrimination Against Women, and the African Charter on Human and People's Rights, amongst others. The denial of rights, needs and opportunities based on a person's gender goes against the very essence of social justice and rights, and as such promoting gender equality is central to Trócaire's rights-based approach to development.

Promoting gender equality is a matter of urgency for the world within which we live and work. Trócaire is committed to prioritising gender equality in its own organisation, in its work in Ireland and internationally, and amongst the partners and communities with whom we work.

---

<sup>10</sup> Sen, Amartya 'Development as Freedom', Oxford OUP, 1999

## 2.2 Values and Principles Underlying the Gender Policy

This policy reaffirms that Trócaire's core values of **Solidarity, Participation, Persistence, Courage** and **Accountability** influence both our programmes and our partnerships. Specifically, Trócaire's policy on Gender Equality will be underpinned by the following principles. We believe that:

- Gender equality is essential for women and men to realise their fundamental human rights.
- Gender equality is central to Trócaire's commitment to justice, and integral to all our work in Ireland and overseas.
- Men and women are affected differently by poverty and injustice and both must challenge and transform gender relations.
- Women's empowerment is key to redressing the power imbalances and inequalities that exist, and to achieving gender equality.
- Both women and men should be afforded the opportunity to participate equally in decisions that affect their lives.
- Achieving gender equality requires a challenging and transformative approach and a long-term commitment.
- As an agency of the Catholic Church, Trócaire's work on gender equality will reflect Catholic Social Teaching and the moral teaching of the Church<sup>11</sup>.

## 2.3 Comparative Advantage

As a faith-based international NGO with over 35 years of work overseas and in Ireland, we feel the following areas are where Trócaire's comparative advantage lies within the wider work of the development community in promoting gender equality.

*Trócaire's rights-based approach:*

- As an organisation with justice at the core of its approach and work, Trócaire will **address discriminatory policies, structures and systems** that contribute to women's inequality.

---

<sup>11</sup> Trócaire's 'Reproductive Health Position Paper' (2007) should be read in conjunction with this policy.

*Making the links between HIV and gender inequality:*

- Trócaire will focus on addressing the **links between gender inequality and vulnerability to HIV both within our gender and HIV programmes**. Dedicated country-level research as well as links with academic institutions either in the field or in Ireland/Europe will inform this thinking and learning.

*Partnership approach:*

- A commitment to partnership defines our work on the ground. This **partnership approach** ensures that we can take a long-term and locally-appropriate approach to promoting gender equality.

## 2.4. Niche

We understand our niche as our unique contribution to the larger response to promoting gender equality. It does not define the sum total of our response but identifies where we are likely to have a distinctive influence based on our identified comparative advantage.

*A justice focus:*

Given our justice mandate, we will support programming and advocacy on **access to justice, law reform and accountability** as a means of responding to and preventing GBV. We will also advocate for and support the promotion and upholding of women's human rights through our work on CEDAW and Resolutions 1325 and 1820 in particular.

## 2.5 Programme Growth Area

As an agency of the Catholic Church, and with many faith-based partners, Trócaire has the opportunity to **work proactively with faith leaders and faith communities both within the Catholic Church and with other faiths as key agents of change** to address gender inequality and gender-based violence. Recognising this, we commit to working increasingly with faith leaders and faith communities in promoting gender equality and to support leadership within the Catholic Church in addressing GBV.

We will learn from others actively involved in working on faith and gender equality, and will commit to developing a body of lessons learnt and good practice in this area of work.

# 3 | Trócaire's Gender Equality Policy Commitments

## **POLICY GOAL**

**TO WORK FOR A JUST WORLD WHERE THE EQUAL OPPORTUNITIES AND RIGHTS OF WOMEN AND MEN ARE UPHELD AND WHERE GENDER EQUALITY IS CENTRAL TO ALL OUR WORK.**

### **3.1 Our Commitments**

Trócaire's commitment to gender equality lies at the heart of our development and justice agenda. Our work on gender equality is informed by the broader organisational approach articulated in Trócaire's Strategic Framework, 'Mobilising for Justice' 2006-2016.

In order to achieve our goal, Trócaire will address three core areas of gender equality, namely: Mainstreaming; Women's Empowerment and Gender-based Violence.

#### **3.1.1 Organisational Approach**

- Trócaire will address the underlying beliefs, practices and power imbalances that drive and sustain gender inequality in the world. To do this, an **analysis of gender relations and power** will underpin all our work. Interventions will be analysed as to how they are affected by and how they affect gender equality.
- Recognising that gender inequalities remain pervasive in spite of decades of work on gender equality, Trócaire commits to a **long-term approach** in its gender equality work, as short-term programming will not eliminate generations of inequality.
- **Gender equality will be promoted in all of Trócaire's work** from our overseas programmes to our Irish and internationally-focused advocacy, campaigns, fundraising and education work.
- We will actively **engage in alliances and networks** at local, national and global levels to improve the outreach and effectiveness of our work.

- As partnership is central to Trócaire's way of working, we will commit to **building our partners capacity** to address gender inequalities, recognising the diverse cultural and religious contexts within which they operate. Trócaire will be **courageous in partnership**, challenging and being open to challenge in relation to differing views and attitudes.

### **3.1.2 Specific Approach**

- Trócaire will adopt a **twin-track approach** in addressing gender equality by ensuring a gender analysis informs our working environment, our policies and programmes as well as supporting dedicated programmes that promote gender equality and the human rights of women.
- We will learn from past lessons related to gender programming, and **proactively work with men and women to promote gender equality**.

## **3.2 Priority Areas for promoting Gender Equality**

### **3.2.1 Gender Mainstreaming:**

- Trócaire believes that **gender analysis and understanding** is crucial in ensuring that women's and men's needs and priorities are addressed internally in the workplace and externally in all policies, programmes and areas of work. Such mainstreaming will be a **core approach** to all our work.
- We believe that ensuring our work is based on and informed by a sound gender analysis will improve its quality and impact. We believe this is a **fundamental programme quality issue**, essential for effective and long-lasting change.
- **Leadership commitment** is vital to the successful integration of gender concerns across the organisation. Leadership capacity on gender will be built and supported to ensure that we are effective and accountable in our efforts to achieve gender equality.
- Trócaire's **experience and learning from HIV mainstreaming** will inform its gender mainstreaming work.

### **3.2.2 Promoting Women's Empowerment:**

- Trócaire believes that **women's empowerment** is essential to redress the persistent inequalities that exist and to achieve gender equality. Trócaire will support dedicated programmes to enable women's personal, social, economic, legal and political empowerment.
- Women's empowerment is not possible without the engagement and support of men and a fundamental change in gender relations. Trócaire will work with **both men and women** for the promotion of women's human rights.
- As well as through dedicated programmes, we will also ensure that women's empowerment is supported within Trócaire's other priority sectors<sup>12</sup>.
- Trócaire believes that realising women's human rights is critical for the attainment of gender equality. Trócaire will carry out **advocacy and policy influencing** on key women's rights instruments to ensure that governments deliver on their commitments.

### **3.2.3 Addressing Gender-based Violence:**

- **Gender-based violence** is a manifestation of underlying gender inequalities and power imbalances that exist in all societies not just in times of conflict. Recognising this, Trócaire will address GBV in both **development and humanitarian settings**.
- Trócaire will support a **comprehensive prevention and response approach** to GBV, ensuring that referrals are in place between different sectors and service providers, where available.
- Alongside dedicated GBV programmes, Trócaire will look for **entry points** to address GBV in its governance, humanitarian, livelihoods and HIV and AIDS programmes.
- Trócaire will support **advocacy to promote government and institutional responsibility and capacity** at national and international levels in preventing and responding to GBV.

---

<sup>12</sup> These are Governance and Human Rights, Building Sustainable Livelihoods, Preparing for, and Responding to Humanitarian Crises, Addressing the HIV and AIDS Crisis and Demanding Environmental Justice.

# 4 | Strategies for Addressing Gender Equality

**OVERALL STRATEGIC OBJECTIVE: TO CONTRIBUTE TO THE ELIMINATION OF GENDER INEQUALITIES AND ENSURE THAT WOMEN AND MEN HAVE EQUAL RIGHTS AND OPPORTUNITIES IN ACCESS TO AND CONTROL OF RESOURCES AND POWER.**

## 4.1 Mainstreaming

**Specific Objective:** To ensure that gender equality is central to all policies, procedures and practices throughout the organisation.

**Outcome:** Gender is mainstreamed in all organisational responses, programmes and policies.

## Mainstreaming: Key Strategies

### 4.1.1 At an organisational level:

- Trócaire will support the **capacity development of its staff and management** to build **gender-related skills and knowledge**<sup>13</sup> to understand and address the links between gender inequality and our core areas of work.
- Trócaire will ensure that a positive **work-life balance exists across the organisation**, that the **equal rights and entitlements of staff** are promoted. We will reflect and work on our own practice, attitudes and organisational culture on an ongoing basis.
- We will ensure that our **systems and policies** reflect our commitment to gender equality; that **accountability levels are defined** in our governance and management structures and that **responsibility** for addressing gender equality is integrated within our systems and ways of working.

<sup>13</sup> These are based on the actions and recommendations from the 2008 Organisational Gender Audit.

#### **4.1.2 At a programme level:**

- A **gender analysis** will underpin all our programmes, based on **sex-disaggregated data** and gender sensitive information about the target households and populations with whom we and our partners work.
- We recognise that to do this well and to learn from experience, this must be done in a phased manner. **Gender mainstreaming will therefore be prioritised initially in our HIV and Livelihood Security programmes** through dedicated support, research and lesson learning.
- **Criteria for managing according to our gender commitments** will be established for managers, while our programme management systems will ensure that gender equality is integrated throughout the programme cycle.
- **Objectives and indicators** to ensure gender is taken into account and measured will be integrated into existing and new programme work. Systems to monitor mainstreaming initiatives and ensure follow-up to build capacity, knowledge and cross-regional learning will be put in place.

#### **4.1.3 At a partner level:**

- Trócaire will **build on the experiences of partners in both gender and HIV mainstreaming**, and share this knowledge across programmes and regions. We will use a number of strategies such as exposure visits and cross-programme learning, documenting case studies, and integrating partners with strong gender-related capacity into existing programmes where opportunities exist.
- Trócaire will **assess and support the capacity building of partners** through the use of gender audits, training, mentoring and support appropriate to the different and specific contexts where we work.

#### **4.1.4 Globally:**

- The organisation's **experiences from mainstreaming HIV will inform Trócaire's gender mainstreaming work, and vice versa**. The interconnections between these two sectors will be built on through joint learning, sharing of experiences and working through multidisciplinary teams within the organisation.

## 4.2 Specific Gender Equality Interventions: Promoting women's Empowerment and Addressing Gender-based Violence.

**Specific Objective:** To support the empowerment of women at all levels and ensure that women's human rights are respected and upheld.

**Outcome:** Women's vulnerability to disadvantage, exploitation and violence in Trócaire's priority countries is reduced.

### Promoting Women's Empowerment: Key Strategies

#### 4.2.1 At programme and partner level:

- Trócaire will support women's **practical needs** as well as **strategic needs**, recognising that addressing basic needs such as access to water, shelter and safety is essential in order to support women's leadership, political and legal empowerment.
- We will **work with men** in order to bring about sustained and long-term change. Strategies to engage and support men as active agents of change, and work on masculinities will be developed.
- Women's **empowerment will be supported in Trócaire's other priority programme areas**. This will include women's involvement in peace and security linked to our peace-building work, promoting women's equal rights to land and other assets in our livelihoods work, addressing women's vulnerability to HIV, ensuring that protection is a key strategy in our humanitarian work, and deepening our gender analysis within our governance and human rights work.
- Recognising the huge role that **national women's organisations and networks** play in advancing women's rights, Trócaire aims to support and work with women's organisations in the countries where we work.

#### **4.2.2 Globally:**

- Trócaire will use the '**Convention on the Elimination of all forms of Discrimination against Women**' (CEDAW) and **UNSC Resolutions 1325 and 1820** as key policy instruments for advancing women's human rights and participation. This will involve international advocacy (with the Irish government, the EU and the UN) as well as building partner capacity to use these instruments as effective tools for the delivery of rights.
- We will address the gender dimensions of the **aid effectiveness agenda** through close links with our aid policy work and with networks active on this issue locally and internationally.

### **4.3 Addressing Gender-based Violence: Key Strategies**

#### **4.3.1 At programme and partner level:**

- Trócaire will support **comprehensive GBV prevention and response** interventions that are linked rather than stand-alone, and work to ensure that referral systems are in place. We will work at multiple levels from community-based interventions to national level advocacy.
- While we will **prioritise GBV prevention** in our programming and policy work, we recognise that response services are essential and often lacking, particularly in weak and failed states and in times of emergency and recovery. **Trócaire will support response programmes as necessary in these circumstances**, both directly and through advocacy for good quality government service provision.
- Trócaire will address **impunity and support access to justice for survivors** of GBV through legal aid, advocacy for policy and law reform, and partner-related capacity building in justice and legal matters. Links to our 'Governance and Human Rights' programmes will be supported.
- We will proactively **work with faith leaders** as key agents of change in tackling gender-based violence.
- Recognising that GBV often escalates in times of displacement and humanitarian disasters, Trócaire will ensure that its **humanitarian response mainstreams gender and particularly protection measures** in its assessment, planning and response phases.

### 4.3.2 Globally:

- **Evidence-based research** will inform our gender-related programming in a key number of thematic issues<sup>14</sup>. Links between international and local researchers and practitioners will be supported where appropriate and necessary. Learning from this will inform programming.
- Trócaire will work collaboratively with others through **networking, joint advocacy and lesson learning**. We will actively participate in the Irish-based Joint Consortium on Gender-based Violence and with other like-minded agencies and networks globally.

---

<sup>14</sup> This will include issues such as gender-related vulnerability to HIV and GBV and access to justice.

## 5 | Learning and Review

- The Gender and HIV team will provide technical and policy support to the regions and will work in collaboration with regional advisors and programme officers in the field to deliver effective programmes in partnership with our partner organisations.
- Trócaire's gender equality policy and strategy will be monitored and informed on an ongoing basis by a cross-organisational team whose composition reflects the different working parts of the organisation. The Strategic Leadership team will monitor the implementation of this policy and strategy on a 6-monthly basis.
- Annual action plans will be developed to ensure the implementation of the policy and strategy and will be accompanied by the organisational indicators to ensure that the programme delivers on the organisation's strategic objectives.
- A review will be conducted at least every three years to assess adherence to the policy commitments and strategies outlined in this document and to ensure flexibility and responsiveness to the environment within which we work.

# ANNEX ONE | GLOSSARY OF GENDER RELATED CONCEPTS AND TERMS |

## **Sex**

Sex describes the biological differences between men and women, which are universal and determined at birth.

## **Gender**

Gender refers to 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 role, power and resources for females and males in any culture.

## **Gender Equality**

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 male or female.

## **Gender Equity**

Gender equity means fairness of treatment for women and men according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities. Equity is a means; equality is the goal.

## **Gender Mainstreaming**

Gender mainstreaming is 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.

## **Gender Analysis**

Gender analysis is a systematic way of looking at the different impacts of development, policies, programmes and legislation on women and men that entails first and foremost collecting sex-disaggregated data and gender sensitive information about the population concerned.

## **Gender-based Violence**

GBV is a term that embraces a range of concepts that incorporate an analysis of gender inequality as the root cause of GBV. Essentially it means any act that results in or is likely to result in physical, sexual or psychological harm or suffering, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life. It can encompass sexual violence, domestic violence, sex trafficking, harmful practices such as female genital mutilation, forced or early marriage, forced prostitution, sexual harassment, and sexual exploitation, to name but a few. (Source: Irish GBV Joint Consortium)

## **Practical Gender Needs**

Practical needs refer to what women (or men) perceive as immediate necessities such as water, shelter and food.

## **Strategic Gender Interests**

These refer to interventions addressing issues related to women's (or, less often, men's) subordination and gender inequities. Strategic gender interests are long-term, usually not material, and are often related to structural changes in society regarding women's status and equity. They include legislation for equal rights, choice, and increased participation in decision-making. The concept of "strategic gender needs" was developed by Maxine Molyneux in 1985<sup>15</sup>.

---

<sup>15</sup> UNESCO Baseline Definitions of Key Concepts and Terms 2003



**Head Office | Maynooth, Co. Kildare, Tel: + 353 1 6293333**

**Dublin Office | 12 Cathedral Street, Dublin 1, Tel: + 353 1 8743875**

**Cork Office | 9 Cook Street, Cork, Tel: + 353 21 4275622**

**Northern Ireland Office | 50 King Street, Belfast, BT1 6AD, Tel: + 44 28 90808030**

**Cover photo: Malarkodi pictured at school with her classmates.**

**Village Reconstruction and Development Project Tamilnadu, India. Photo: Mick O'Neill**

**[www.trocaire.org](http://www.trocaire.org)**