

ISRDR GENDER POLICY

This Gender Policy defines ISRDRs explicit commitments to support gender equality and the principles expressed in these international agreements. The accompanying implementation guideline sets out mechanisms and minimum common standards for all ISRDR members. 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 ISRDR 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.

ISRDR International commits to:

1. Promote gender equality as an explicit internationally recognized human right.
2. 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.
3. Support the empowerment of women and girls as a key strategy toward ending poverty, conflict, human suffering and gender inequality.
4. Actively involve men and boys as allies in promoting gender equality.
5. Analyze and implement strategies to manage potential risks and harms to women, girls, boys and men.



Chairman-ISRDR



Director-ISRDR

6. Engage and coordinate with partners, governments, funders and civil society organizations to promote and support effective, creative and impactful ways to promote gender equality
7. Monitor, evaluate and institutionalize organizational learning regarding specific gender equality results.
8. Actively hold ourselves and others accountable to gender equality standards.
9. 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.
10. Ensuring adequate funding to realize our commitments.
11. Apply these commitments within CARE 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.



Chairman-ISR



Director-ISR