



EFICOR'S **Gender Policy**

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Applicability	All EFICOR Stakeholders
Revision date of the policy	15 th March 2025
Recommended by	Governance Standing Committee
Approved by	EFICOR Board
Planned Review Date	15 th March 2028

EFICOR'S GENDER POLICY

Introduction

EFICOR is committed to promoting gender equality and ensuring a work environment that respects the dignity and rights of all individuals, regardless of gender. This policy aims to integrate gender considerations into all aspects of EFICOR's programs, operations, and organizational culture.

Scope

This policy applies to all EFICOR employees, board members, volunteers, partners, and stakeholders engaged in EFICOR's activities

A. DEFINITION OF GENDER

Gender refers to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, as well as the relations between women and those between men. These attributes, opportunities, and relationships are socially constructed and are learned through socialization processes. They are context/ time-specific and changeable. Gender determines what is expected, allowed and valued in a woman or a man in a given context.

(Source - <http://www.un.org/womenwatch/osagi/conceptsanddefinitions.htm>)

B. THE SOURCE OF OUR PRINCIPLES AND PRACTICES

1. In specific instances, we stand to benefit by use of reason and law.
2. Our involvement will be based on gender specific data, the voices of different groups in a community (women, men, girls and boys) and researched data.

C. GOALS

EFICOR will constantly seek to

1. Work for justice and dignity for all, especially for women and girls.
2. Provide opportunity to recruit people irrespective of their gender.
3. Encourage individuals, communities and organisations to promote equal and mutual partnership of women and men in society, work and home.
5. Encourage women and men to work together to address issues of gender, challenge oppressive structures and advocate for change.
6. Promote and ensure usage of gender sensitive language in all our contexts.



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D. ORGANISATIONAL COMMITMENTS

Organisational commitments are specific to time and context and in EFICOR at this present time, our commitment towards communities, partner agencies and EFICOR staff are the following:

1. Have gender balance in its governing body.
2. Work towards privilege and entitlement for women.
3. Work against all abuse of women and children – physical, psychological, and sexual.
4. Promote equal access to health services, education,
5. Work towards building capacity of women to raise voice, and vote.
6. Work against female foeticide and encourage wholesome attitude towards girl child.
7. Work against dowry and all related harassment.
8. Ensure that all programmes have gender-disaggregated data to determine envisioned change in the community on gender basis.
9. Promote empowerment of men and women intentionally.
10. Adhere to gender laws and guidelines of government.
11. Periodically do gender audit, identify gender risks and develop mitigation strategies as an integral part of programme design.
12. Create a positive environment for mothers with infants to work with ease and be guided by special provisions under “Guidelines for mothers with infants”.
13. Use gender sensitive languages in all its communications.
14. Enact Prevention from sexual exploitation, abuse and harassment and Child safeguarding and Protection Policy to support the organizational commitment towards a just, equitable gender policy.

Besides, our specific focuses with different groups are as follows:

I. Towards EFICOR Staff

EFICOR commits to:

1. Have gender balance in its organisational structure. In doing this, it will consciously train, hire/ promote women, to attain gender balance in the organisation.
2. Recruit gender sensitive staff and volunteers for all positions/official delegations.
3. Provide safe work environments for all gender.
4. Create conducive working environments to enable all employees irrespective of their gender to balance their lives both inside and outside of work environment.
5. Follow equal pay scale for all employees irrespective of their gender for doing equal work and provide similar service conditions.
6. Provide opportunities for women employees to work in Senior Management positions by investing in their development.
7. Periodically conduct training for staff to be gender sensitive.
8. Provide opportunities for spouses to work in project locations based on the availability of relevant positions and qualifications for the specific work.

II. Towards Partner Agencies

EFICOR will:



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1. Partner with organizations which also advance the interests of women in all their activities.
2. Sensitize Partners through various capacity building programmes on issues of women and men and to analyse practices and counter abuses.
3. Ensure that Partner MoUs include accountability for mutually agreed gender equality goals and evaluate the performance of the same.

III. In Working with Communities

EFICOR commits to:

1. Monitor existing programmes and policies, and take measures to make them more gender sensitive wherever necessary.
2. Use democratic and participatory analysis, and address trends in gender and power relations in communities.
3. Work towards creating structures that do not deny women their due status and rights either in social, economic, spiritual or political spheres.
4. Address the rights of children, especially girl child.
5. Encourage women and men to participate equally in the decisions, which affect their lives.
6. Encourage greater participation of women in public and political life.
7. Promote empowerment of men and women towards self-sustenance.

IV. EFICOR Promoting Equality and Mutuality in Homes

The most serious abuses of women and girls often occur in homes. Therefore we take it as our duty to promote equality and mutuality in homes. We will seek to empower² them. EFICOR will:

1. Teach women and men especially among the families of our staff to make decisions that affect their lives at home and work with equality and mutuality. Conscious effort will be made to teach on gender issues during Senior Management staff/spiritual mentors' visit to the field, Staff Retreat in both headquarters and field, and Staff Family Conference.
2. Ensure that staff comply with EFICOR's zero tolerance policy with respect to domestic violence.
3. Analyse with separated data on women and men in home and community as part of its programme planning for implementation and evaluation.
4. Encourage both parents to work at building a stable, loving environment for both girls and boys, giving equal encouragement and opportunities to girls and boys in education, health and personal development.
5. Encourage both women and men to shoulder domestic and public duties.
6. Value life skills developed in the home and the community.

Review and Amendments

This policy will be reviewed every three years or as necessary to reflect emerging gender-related challenges and best practices.



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DECLARATION OF COMMITMENT

To be signed by all EFICOR staff (regular, contracted and project) and volunteers.
A copy will be kept on file at the appropriate EFICOR office or personnel file.

I declare that:

1. I have read and understood EFICOR Gender Policy.
2. I will work within the procedure as laid out in EFICOR Gender Policy.
3. I have not been accused or convicted of any offence involving physical or sexual abuse.
4. I understand that if a complaint is brought against me regarding sexual harassment while being engaged in EFICOR activities, the allegation will be thoroughly investigated in cooperation with the appropriate authorities.

Name : _____

Signature : _____

Date : _____

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