



Palestinian Working Women Society for Development (PWWSD)

GENDER EQUALITY POLICY

Summary	This Policy sets out the guiding principles and mandatory requirements for mainstreaming gender across the PWWSD governance and operations with a view to promoting gender equality and the empowerment of women and girls in support of the implementation of PWWSD strategy (2021-2025).
Approved by	PWWSD Board.
Approval Date	February 2022.
Effective Date	February 2022.
Applicability	This Policy applies to the General Assembly, the Board, the management, PWWSD employee, and all PWWSD projects and programs submitted on or after the date of effectiveness. The Policy applies to all regular and annual project implementation reports as well as mid-term reviews and internal and external evaluations conducted by PWWSD or on its behalf.
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Definitions

PWWSD Endorsement means the endorsement of a fully developed full-sized project by the PWWSD management team.

Empowerment of Women and Girls by PWWSD: means contribution of PWWSD to women's lives, via participation and decision-making, including support to (i) women's rights, access to and control over resources; (ii) women's access to opportunities and resources; (iii) actions to transform the structures and institutions which reinforce and perpetuate gender discrimination and inequality; and (iv) women's ability to exert influence in society.

PWWDD Partner: An institution eligible to request and receive PWWSD resources directly from PWWSD or through implementation of PWWSD- financed projects.

PWWSD-Financed Activity means any program, project, activity regional or national, outreach/ advocacy activity implemented or finance by PWWSD.

Gender refers to the roles, behaviors, activities, and attributes that a given society at a given time considers appropriate for men and women. In addition to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, gender also refers to the relations between women and those between men. Gender is part of the broader socio-cultural context, including class, race, poverty level, ethnic group, sexual orientation, and age. In most societies there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities.

Gender refers to the socially-constructed differences between females and males — and the relationships between and among them — throughout their life cycle. They are context- and time-specific and change over time, within and across cultures.

Gender, together with age group, and gender identity, determines roles, responsibilities, power and access to resources. This is also affected by other diversity factors such as disability, social class, race, caste, ethnic or religious background, economic wealth, marital status, migrant status, displacement situation and urban/rural setting

Gender Analysis means a critical examination of how differences in gender norms, roles, power structures, activities, needs, opportunities and rights affect men, women, girls and boys in a certain situation or context. It includes collection and analysis of sex-disaggregated data and gender information to understand gender differences and gaps, determine gender differentiated impacts and risks, to identify measures to avoid adverse gender impacts, and to uncover and act on opportunities to address gender gaps and inequalities relevant to the activity.

Gender Equality means the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female.

Mainstreaming Gender means the process of assessing the implications for women and men of any planned action, including legislation, policies, strategies, or programs. It is a way to make women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs so that women and men benefit equally and inequality is not persisting.

Gender-Responsive Approach means that the particular needs, priorities, power structures, status and relationships between men and women are recognized and adequately addressed in design, implementation and evaluation of activities. The approach seeks to ensure that women and men are given equal opportunities to participate in and benefit from an intervention, and promotes targeted measures to address inequalities and promote the empowerment of women.

Gender Gap means any disparity and inequality between women and men's condition due to their position or role in society. It concerns inequalities in terms of their participation, their access to opportunities, rights, power to influence and make decision, incomes and benefits, and control and use of resources.

Gender-Sensitive Indicator means an indicator that can be used at various levels to monitor and report on socio-economic and gender-sensitive changes over a period of time.

Stakeholder means an individual or group that has an interest in the outcome of a PWWSD-financed activity or is likely to be affected by it, such as public institutions, local communities, civil society organizations, and private sector entities, comprising women, men, girls and boys.

Stakeholder Engagement means a process involving stakeholder identification and analysis, planning of Stakeholder Engagement, disclosure of information, consultation and participation, monitoring, evaluation and learning throughout the project cycle.

Introduction

The Palestinian Working Women Society for Development (PWWSD) is a non-governmental women's, development, and learning human rights organization that contributes to developing feminist struggle within national, social, and developmental dimensions. PWWSD believes that liberating women is connected directly with ending the occupation and establishing a full Palestinian democratic sovereign civil state.

PWWSD's vision is to have a free and democratic Palestinian society based on gender equality, respect for human rights, and social justice. The organization promotes women's empowerment, participation in the national struggle against the occupation, contribution to the development processes, the entitlement of women to political, economic rights, civic rights, their access to justice, and their right to a life free of all forms of violence and the colonial oppressions.

PWWSD recognizes the depth of experiences that the organization has and the key skills that PWWSD's team has. Moreover, PWWSD is approached by local and international actors as a feminist expert organization which has urged a formulation of a clear idea about the organization's service delivery, its mandate, management, and the comparative advantages that presents PWWSD as a leading national and community-based organization.

Men and women use natural resources differently and as a result, they are affected differently by changes to these resources. Gender inequality and social exclusion increase the negative effects on women and girls. Persistent gender-discriminatory social and cultural norms, unequal access to resources and productive assets, and unequal decision-making continue to limit opportunities for Palestinian women and men to equally participate in, and contribute to public life and development.

While Palestinian women face unique barriers, they are also increasingly recognized as agents of change who make valuable contributions in the society. PWWSD increasingly stress the important role Palestinian women play in the realization the concept of gender equality, including women's participation and empowerment. PWWSD recognizes that efforts to combat Gender Based Violence (GBV) and those to address gender inequality and women's empowerment will ultimately contribute to sustainable development.

Gender transformative approach

This policy is presented in the broader recognition of a feminist transformative approach, which aims to shift unequal power structures and dismantle gender discriminatory practices by facilitating space for women's voice, representation, and access to leadership and decision making. In addition to access to services and assistance, and promoting women's protection as well as empowerment. Such an approach aims to facilitate a better examination of gender inequalities. through gender analysis; analyzing social expectations and norms, stereotypes, barriers, discrimination and capacities, and their impact on the humanitarian outcomes for

women and men of different ages and backgrounds. This approach moves beyond a gender sensitive approach that only seeks to respond to the different needs and constraints of individuals based on their sex, age, and disability. It also seeks to eliminate gender neutral programming, and actively address gender stereotypes, structural discrimination and exclusion of women and girls, as well as others who do not conform to the gender binary.

The Policy Instruction promotes gender responsive actions by PWWSD that recognizes the importance of gender mainstreaming, targeted actions, the mitigation, prevention and response to Gender Based Violence (GBV), protection against and prevention of exploitation and abuse, and, supporting efforts to increase women's meaningful participation, leadership and decision making in humanitarian processes.

Gender Based Violence (GBV)

Advancing gender equality is not synonymous with preventing gender-based violence, although it is deeply connected. GBV is intrinsically rooted in gender inequality and discriminatory gender roles and norms. Women, men, boys, and girls, who do not conform to socially ascribed gender roles face even further marginalization, and even violence.

During humanitarian emergencies, gender dynamics may be affected, and inequalities worsened. While gender-based violence can happen to anyone, it predominantly impacts women and girls. In particular, women of diverse gender identity, as well as women and girls with disabilities, older women, and women and girls in displaced settings, can experience more pronounced risks.

Application

This Policy applies to the PWWSD General Assembly, Board, the Executive management, and employees, all PWWSD Partner organizations and institutions. The Policy applies to all PWWSD activities.

Purpose and Objective

This Policy sets out the guiding principles and mandatory requirements for Mainstreaming Gender across the PWWSD's governance and operations with a view to promoting Gender Equality and the Empowerment of Women and Girls in support of the PWWSD's mandate to achieve its mission and objectives. This Policy aims to ensure equal opportunities for women and men to participate in, contribute to and benefit from PWWSD activities in support of the PWWSD's efforts to achieve the desired objectives.

Guiding Principles

The following principles guide efforts to promote Gender Equality and the empowerment of Women in PWWSD governance and operations:

- (a) Efforts to Mainstream Gender and promote Gender Equality and the Empowerment of Women are pursued in accordance with the PWWSD vision and mission, and in recognition of related international and national commitments to gender equality and human rights.
- (b) PWWSD activities address and do not exacerbate existing gender-based inequalities.
- (c) Stakeholder Engagement and analysis are conducted in an inclusive and gender-responsive manner, so that the rights of women and men and the different knowledge, needs, roles and interests of women and men are recognized and addressed.
- (d) PWWSD activities are conducted, designed and implemented in an inclusive manner so that women's participation and voice are, regardless of their background, age, race, ethnicity or religion, reflected in decision-making, and that consultations with women's organizations and local women groups, are supported at all scales.
- (e) A Gender-Responsive Approach is applied throughout the identification, design, implementation, monitoring and evaluation of PWWSD Activities.
- (f) Opportunities to address Gender Gaps and support the Empowerment of Women are seized in order to help achieve National and International

approach and goals.

Policy Requirements

The Policy introduces mandatory requirements in three areas: (A) Project and program cycle; (B) Monitoring, evaluation, learning and capacity development; (C) PWWSD policies, procedures and capabilities; and (D) PWWSD compliance.

A. PWWSD Project and Program Cycle

In Program Framework Documents and Project Identification Forms submitted for Work Program entry or approval, PWWSD provides indicative information on Gender considerations relevant to the proposed activity, and any measures to address these, including the process to collect sex-disaggregated data and information on Gender. At or prior to management approval, PWWSD provides:

- (a) Gender Analysis or equivalent socio-economic assessment that identifies and describes any gender differences, gender differentiated impacts and risks, and opportunities to address Gender Gaps and promote the Empowerment of Women that may be relevant to the proposed activity;
- (b) Any corresponding gender-responsive measures to address differences, identified impacts and risks, and opportunities through a gender action plan or equivalent;
- (c) If gender-responsive measures have been identified, the results framework or logical framework include actions, Gender-Sensitive Indicators and sex-disaggregated targets.

B. Monitoring, Evaluation, Learning and Capacity Development

- 1- PWWSD monitors and reports in all its projects or programs on sex-disaggregated data, gender information and results. It develops and disseminates guidelines and action plans, within six months following the adoption of this Policy, in consultation with other relevant stakeholders and expert organizations, to support the effective and coherent implementation of this Policy.
- 2- PWWSD generates and shares knowledge on good practice, methodologies and lessons learned on promoting Gender Equality and the Empowerment of Women related to the PWWSD's areas of work, with a view to inform programming in furtherance Policy.
- 3- PWWSD leverages national, regional and global outreach events and activities to raise awareness and support capacity development on gender mainstreaming related to the PWWSD's areas of work.

C. PWWSD policies, procedures and capabilities

PWWSD demonstrates that they have in place the necessary policies, procedures and capabilities required to ensure that:

1. Gender Analyses, socio-economic assessments or the equivalent are applied to inform Gender-responsive design, implementation, monitoring and evaluation, including budgeting and staffing, of PWWSD activities.
2. Activities implemented by PWWSD do not exacerbate existing gender-related inequalities and, where relevant, address Gender Gaps;
3. Activities implemented by PWWSD strive to provide equal opportunities for women and men to benefit.
4. Women and men are provided equal opportunities in terms of participation and decision-making throughout the identification, design, implementation, monitoring and evaluation of activities implemented by PWWSD
5. Collection of sex disaggregated data and information on gender, and the use of Gender-Sensitive Indicators, sex-disaggregated targets and results, as relevant, are regularly incorporated in monitoring, evaluation and reporting of PWWSD activities.

D. Compliance

The board facilitates an assessment of PWWSD' compliance with the requirements set of this Policy. If PWWSD does not meet the requirements set out in this policy, PWWSD management, develops a concrete, time-bound action plan to achieve compliance. The Board, on behalf of PWWSD, submits the action plan for review and approval by the General Assembly. Once PWWSD has been found to meet the requirements set out in this policy, the PWWSD carry out periodic reporting and monitoring of compliance.

Effectiveness

The Policy will come into effect on March 2022 and will remain in effect until amended or superseded by the General assembly of PWWSD. The Policy applies to all new PWWSD-activities submitted on or after the date of effectiveness. For PWWSD activities under implementation, the Policy applies to all annual project implementation reports as well as mid-term reviews and terminal evaluations submitted after one year of the date of effectiveness.

Review of the Policy

PWWSD General Assembly decides on the review and revision of this Policy.

³² Gupta, G.R, (2000), “Gender, Sexuality, and HIV/AIDS: The What, the Why, and the How”, Plenary Address XIIIth International AIDS Conference Durban, South Africa, 2000.

³³ Oxford Dictionary definition: Intersectionality is a framework for conceptualizing a person, group of people, or social problem as affected by a number of discriminations and disadvantages. It takes into account people’s overlapping identities and experiences in order to understand the complexity of prejudices they face.

Annex 1: Resources

OCHA Policies and Frameworks

- ◆ OCHA Strategic Plan 2018-2021
- ◆ OCHA People Strategy 2018-2021
- ◆ OCHA People Strategy Action Plan 2018-2021
- ◆ OCHA Gender Parity Implementation Plan 2019
- ◆ OCHA Standard Operating Procedures on Sexual Misconduct: Protection from Sexual Exploitation and Abuse and Sexual Harassment
- ◆ OCHA on Message: Gender-based violence
- ◆ OCHA on Message: Gender in Humanitarian Action

IASC Policies, Strategies and Guidelines

- ◆ IASC Policy (and Accountability Framework) on Gender Equality and the Empowerment of Women and Girls in Humanitarian Action, 2017
<https://interagencystandingcommittee.org/iasc-reference-group-gender-and-humanitarian-action/iasc-policy-and-accountability-framework-gender>
- ◆ IASC Gender Standby Capacity Project (GenCap)
<https://interagencystandingcommittee.org/gender-standby-capacity-project-gencap>
- ◆ IASC Gender Handbook for Humanitarian Action, 2017
<https://interagencystandingcommittee.org/system/files/2020-09/The%20Gender%20Handbook%20for%20Humanitarian%20Action.pdf>
- ◆ IASC Strategy to Protect from Sexual Exploitation and Abuse and Sexual Harassment, 2018
<https://psea.interagencystandingcommittee.org/iasc-strategy>
- ◆ IASC Gender with Age Marker (GAM), 2018
<https://www.iascgenderwithagemarker.com/en/home/>

Inter-Agency Guidelines and Framework

- ◆ Call to Action on Protection from Gender Based Violence in Emergencies Roadmap 2021-2025
<https://www.calltoactiongbv.com/>
 - GBV Accountability Framework: All Humanitarian Actors Have a Role to Play, 2019
<https://www.calltoactiongbv.com/call-to-action-in-the-field>
- ◆ GBV Guidelines for Integrating GBV Interventions in Humanitarian Actions
<https://gbvguidelines.org/en/>
- ◆ The Inter-Agency Minimum Standards for Gender-based Violence in Emergencies Programming, 2019
<https://www.unfpa.org/minimum-standards>
- ◆ GBV Area of Responsibility (AOR) <https://gbvaor.net/>
- ◆ IASC Gender Reference Group <https://interagencystandingcommittee.org/iasc-reference-group-on-gender-and-humanitarian-action>
- ◆ Inter-Agency Humanitarian Evaluation on Gender Equality and the Empowerment of Women and Girls, 2020
[https://interagencystandingcommittee.org/inter-agency-humanitarian-evaluations/inter-agency-humanitarian-evaluation-iahe-gender-equality-and-empowerment-women-and-girls-geewg#:~:text=24%20November%202020-.The%20Inter%20Agency%20Humanitarian%20Evaluation%20\(IAHE\)%20on%20Gender%20Equality,mainstream%20GEEW%20into%20humanitarian%20action.](https://interagencystandingcommittee.org/inter-agency-humanitarian-evaluations/inter-agency-humanitarian-evaluation-iahe-gender-equality-and-empowerment-women-and-girls-geewg#:~:text=24%20November%202020-.The%20Inter%20Agency%20Humanitarian%20Evaluation%20(IAHE)%20on%20Gender%20Equality,mainstream%20GEEW%20into%20humanitarian%20action.)

Women, Peace and Security (WPS)

- ◆ UN Security Council Resolution 1325 (2000); 1820 (2008), 1888 (2008), 1889 (2009), 1960 (2010), 2106 (2013), 2122 (2013), 2242 (2015), 2467 (2019), and 2493 (2019) on Women, Peace and Security <http://www.peacewomen.org/why-WPS/solutions/resolutions>
- ◆ Annual report of the Secretary-General on Women and Peace and Security

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<https://www.securitycouncilreport.org/un-documents/women-peace-and-security/>

Mandatory Online Trainings:

- ◆ I know Gender: an introduction to Gender Equality for UN Staff (EN: LMS-2375-4; FR: LMS-2376-3; ES: LMS-2377-3) <https://trainingcentre.unwomen.org/portal/product/i-know-gender-1-2-3-gender-concepts-to-get-started-international-frameworks-for-gender-equality-and-promoting-gender-equality-throughout-the-un-system/>
- ◆ IASC Course: Gender in Humanitarian Action. This course replaces¹ the earlier IASC course “*Different Needs - Equal Opportunities: Increasing Effectiveness of Humanitarian Action for Women, Girls, Boys and Men*” (English: LMS-1827-2; French: LMS-1828-2). <https://trainingcentre.unwomen.org/portal/product/iasc-e-learning-on-gender-equality-in-humanitarian-action/>
- ◆ Prevention from Sexual Exploitation and Abuse by UN Personnel (PSEA) (EN: LMS- 2398-3*; FR: LMS- 3296)