



## **Agricultural Development Association (PARC)**

### **Draft Gender Policy**

#### **1. Summary**

This document aims to include, identify and document PARC's gender practices on institutional and program level formulated in Gender Policy. This is arising from PARC's belief of equal opportunities and rights for both females and males in access and control over resources (economic, social and political), services, education and livelihood needs. This was built based on a survey conducted by PARC concluded that 65% of all agricultural work is done by women, while all financial activates is held by men. Therefore, PARC prioritized supporting rural women in order to fulfil the noticed gap.

Accordingly, the gender dimension is one of the main features of PARC's strategic planning and program development.

#### **2. Policy Statement**

The main purpose of PARC's gender policy is to establish equal opportunities and right for both women and men to access and control over resources (economic, social, and political) in rural marginalized areas.

#### **3. Goal and Objectives**

The goal of PARC's Policy on Gender Equality is to achieve equality between women and men in sustainable agricultural production and rural development and as well is a central component of setting the guidelines for gender equality to be within PARC to implemented at all levels including:

- Organizational Cultural and behaviours.
- Programs at all levels.
- Partnership level  
Public Image
- The external presentation of PARC should promote a balanced view of the issues surrounding gender equality and equity.

#### **4. Applications and documentations**

##### **1. Scope of policy**

This policy applies on PARCs general assembly, Boards of Directors, Executive management team and targeted beneficiaries. Additional, PARC's partners should comply with the principles of this policy. PARC's executive management team is obliged to implement and apply the concept mentioned on this policy at institutional and programmes levels.



## 2. Guiding Principles

In applying this policy, the following guidelines principles shall be reflected:

- Gender equality is a human right and of critical importance in the fulfilment of our organisational mandate. This principle is upheld by international standards articulated by the universal declaration of human rights and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).
- Promoting the equal participation of women as agents of change in economic, social and political processes is essential to achieving gender equality
- Women's empowerment is central to achieving gender equality
- It is critical to identify and work to transform the root causes of gender inequality; this requires addressing discriminatory social norms and institutions which reinforce gender inequalities, as well as advocating for and fostering legislation and policies that promote gender equality

## 3. Application/ Implementation of the gender policy will be applied at three levels as follows:

The application/Implementation of the gender policy will be divided into two levels as follows:

### **Organizational overall level**

- PARC's mission, vision, and strategic goals ensures equal opportunities and adequate environment for women to work in.
- Make all HR systems and policies gender-sensitive and responsive, and integrate gender indicators into staff objectives, accountabilities and performance management systems.
- Set targets for recruitment, retention and promotion of staff accordingly, particularly women in senior positions.
- Build a common understanding around gender through induction and training



### **Programs' level**

- Apply gender analysis at all stages of programme and project work, including planning, implementation, impact assessment and development of measurable gender indicators
- Develop capacity of programme staff to carry out gender analysis.
- All campaign and influencing work should have a gender perspective
- Support women and girls to secure their economic, social, political, civil and cultural rights.
- Promote women's and girls' access to and control over land, production tools and resources.

### **Public Image and Partnership Level**

- Gender analysis will be central to the development of all marketing, fundraising, sponsorship and campaigns work and gender concerns will be incorporated into activities wherever possible.
- All materials and general communications will be formulated to reflect PARC's goals and objectives on gender equality and equity, challenging gender stereotypes and recognizing diversity.
- Gender-sensitive language and images will be used in all internal and external communications.
- Consult and partner with gender equality organizations that offer valuable knowledge and insights into gender relations, barriers and opportunities at national level.
- Work with networks and organizations that focus on engaging gender equality programming and advocacy in new and innovative ways.
- Ensure that an explicit commitment to gender equality is integrated into all partnership agreements.

## **5. Monitoring and Evaluation**

PARC's monitors progress towards gender equality in its programmes, partnerships and internal organisation. In relation to its programmes, monitoring and evaluation includes collection of data dis-aggregated by sex and age, and an analysis of the information collected using a gender perspective.



It will also include mechanisms for tracking and sharing lessons in addressing gender inequalities. In relation to its partnerships, progress of PARC's actions towards increasing gender-awareness in partnerships will be monitored and instruments will be developed for this purpose. For the organisation, progress will be measured based on the outcomes of a gender self-assessment that reviews the gender sensitivity of procedures and practices within an organisation. Additionally, PARC's gender policy should be reviewed annually, along with having an annual report submitted. Also, PARC should engage with networks that are concerned with gender issues.

#### **6. Documentation**

1. The gender policy should be reviewed and maintained in coherence with PARC's strategic plan.
2. The gender policy should be endorsed through PARC's Boards of Directors.

#### **7. Accountability**

1. This policy will be disseminated and published through PARC's Website.
2. PARC's staff will obtain proper capacity building sessions on regular basis on Gender concepts and applications.

#### **8. Executive applications:**

The executive management will be responsible to implement this policy in all its literature work, organizational culture and at all levels from staff, beneficiaries and partner organisations with focus on:

1. Disseminating the policy to all staff members and provide them with the needed training.
2. Sharing the policy with new staff members and explain its content.
3. Capacitating partners and share the policy with them
4. Women work force inside the organisational should not be less than 40%



## Glossary

- Gender. Differences and characteristics that define humans as Males and Females, whose responsibilities vary depending on specific cultures, and societies.
- Gender Equality. Treating Women and men the same, as to have equal opportunities, allocation of resources, and services, without applying any kind of discriminations when it comes to practicing all human rights.
- Gender Equity. Fairness in providing benefits for Men and Women taking into consideration their needs differences that rely on some cultural barriers, to help them achieve their goals, that eventually lead to equality.
- Gender Equality Programming. A humanitarian response to people affected by emergencies.
- **CORDA**: Coalition of Rural Development Associations. This CORDA include; Reef Finance, Al Reef for investment and Agricultural marketing, youth development association, Agri – business accelerator, the Palestinian Farmer Union, and RWDS.



- Monitoring. The process of supervising actions related to gender policy's inequalities, and help improving consequences, to make sure the association is meeting its objectives.
- GBV 'Gender Based Violence'. Physical, sexual, or psychological violence that is directed against a person or a group because of their gender, that lead to inequality increasing.
- Women Empowerment. Raising the status of a Woman's value in her society, that comes mostly through education, leading to equal opportunities whether economically, socially, or politically.