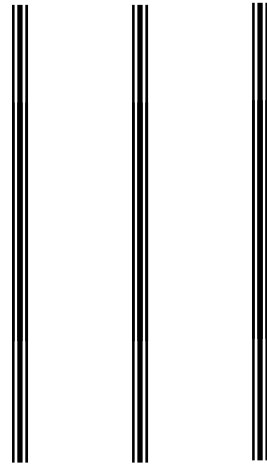


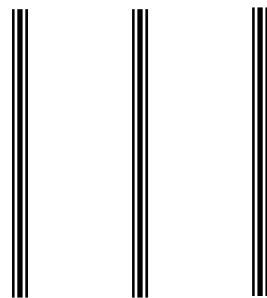
SHARE AND CARE NEPAL

Lalitpur



Gender Policy

March, 2009



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Chapter 1: DEFINITION

Gender: A social, cultural and psychological construct that refers to the differentiated constructed roles of women, men, girls and boys, assigned because of their gender. Everywhere in the world, the roles of women and men are different from each other. These roles are also different depending on various factors, including where you are, to what generation you belong, and the era in which you live, in addition to class and ethnicity. Gender constructs must be understood within the context of inclusion and respect for human rights that are to be enjoyed equally by all.

Chapter 2: INTRODUCTION

Men and women share similar dignity and rights in the eyes of God, however, they have different experiences, needs and expectations. Both men and women are subjected to gender-defined roles in the family, community and wider society. Frequently, the roles assigned to women are undervalued in comparison to men's roles. It is through these assigned roles that we encounter discrimination against, and the oppression of women, including, but not limited to, the tolerance of violence against women.

Chapter 3: PRACTICAL GENDER NEEDS

These relate to immediate needs that can be met in the short term, and can be identified as skills, facilities, services or resources needed in order to fulfill a function upon which the survival of family and community depends. Practical gender needs are often concerned with the inadequacies in general living conditions, and can include basic human needs in addition to gender needs as a reflection of assigned gender roles. Such needs might include: access to education and health care, overall health status, valuing traditional working roles such as care giving and small farming, access to fair and equitable employment outside the home and access to social and economic development programs. Meeting such needs does not necessarily challenge the gender division of labour, or women's subordinate position in society. In addition to identifying these needs, there must also be an accompanying gender analysis that works within the cultural context of a community or group, and assists in the transformation of gender inequalities, while at the same time addressing practical gender needs.

Chapter 4: STRATEGIC GENDER NEEDS

These needs vary, and are defined by particular contexts; their fulfillment will challenge the inequalities that exist in society that are not addressed by practical gender needs. Strategic gender needs relate to:

- a. Gender division of labour
- b. Political, social and cultural factors
- c. Issues such as land tenure, ownership and control of resources
- d. Violence (domestic, societal, political, institutional and stemming from militarization)
- e. Self-determination, reproductive and sexual choice
- f. Law and customary law
- g. Access to the political decision-making processes
- h. Social structures

- i. Technology, its innovation and use.

Addressing strategic needs is a long-term goal which seeks to improve the position and status of Women in both general societies, while at the same time contributing to the establishment of equal gender relations.

Chapter 5: **RATIONALE**

Intrinsic to the Christian faith is the belief that human beings, male and female, are created in the image of God. In our differences and in our relationships we are called to reflect God in the world. As Christians, we believe that God wills the human community to live in love and mutual respect. The unequal relationship between men and women however, is a fundamental way in which humankind has fallen short of God's plan. As Christians, we must acknowledge that the Church, through its patriarchal structures and interpretation of the Bible, has shared in this sin of oppression. As a result, the human community has been denied the full gifts of both women and men and has therefore limited its potential for development.

An integral part of the SCN mission is to address inequitable gender roles and social justice. The SCN committed to working towards seeing communities fully restored to harmonious relations based on God's call for peace, justice and dignity of every human being. Our guiding principles clearly state that our goals are to work for justice, to increase opportunities for growth in human dignity and potential, and to support the right of people to change societal institutions.

The unequal relationship of power and privilege between the genders is an injustice that calls for transformation. With the grace of God, SCN will join with others in the healing of wounds, the creation of just relationships between men and women and the development of a caring and nurturing society. In this way, we will participate in the new creation that God intends; a creation whose birth will bring pain as well as joy.

Chapter 6: **IMPLEMENT THE POLICY**

- a. To affirm gender parity for the Board Members, its committees and working groups as well as within the staff;
- b. To apply a gender analysis to the work of the staff and the Board Members;
- c. To ensure that all policies are designed and reviewed using a gender analysis;
- d. To ensure that the implementation of policies by staff is done using a gender lens.
- e. To seek out partners/allies/organizations who can help us in the comprehension of gender, development and social justice issues and the incorporation of these in our policy;
- f. To give priority and active support to programs which: Help women and men to address gender relations through gender awareness, education and training;
- g. Include and promote women in leadership and decision making positions;
- h. Address the strategic gender needs of women and girls;
- i. Enhance management and leadership training of women;
- j. Enhance focused women's networking around their strategic needs;
- k. To share our Gender Policy and tools with other NGOs and Churches;
- l. To educate the wider SCN constituency about issues of gender and apply a gender analysis to the work that is undertaken;
- m. To ensure that there is a balance between men and women in the creation and implementation of advocacy policies and strategies;