

# **FWC Gender Policy**

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# Introduction

Family Wellbeing Centre always stands for equal rights for all, irrespective of sex, ethnicity, religion, sexual orientation, disability and social status. FWC is promote human rights, equality and a just distribution of power and resources between all individuals, including women and men.

In organizational level and programme level, FWC is treat everyone with equal rights without any discriminations. This policy sets out FWC's commitments for our gender equality work.

## Commitments

- FWC engages in partnerships with organizations that strengthen the gender perspective.
- Includes gender in the entire project cycle and includes indicators for all stages (Programming, Implementing, Monitoring and Evaluating)
- Addresses gender in human resources policies and practices, communication at the office.
- Trains and sensitizes staff to be gender sensitive and promotes the commitment of the organization in this regard.
- Will share the gender policy actively with partner organizations during as part of the contracting and ask partners to share gender policies with FWC.
- Keep reporting to programme participants, donors and the communities on progress on gender equality in the work of FWC
- Management and human resource will ensure that all FWC employees understand and comply with this policy.

## Gender in the Organization

Gender equality and women empowerment can only be achieve if we create an enabling environment where the staff is prepared to work in a gender sensitive way, the office is equipped to allow women and men to develop equally. Where discrimination on whatever base is not tolerated and where the support to achieving the goals is well organized.

### For Gender achievement in the organization FWC following these steps:

- Enhance women in management positions and promote gender balance.
- Provide for working conditions that suit the needs of women an well as men
- Promote a working culture of respect, free from sexual harresment
- Ensure competence and awareness on gender issues and violence against women within the organization
- Improving staff composition/representation
- Capacity building of staff on gender issues
- Building a gender sensitive work place

## **Gender in the Project**

FWC works in project with the participation of both male and female staffs. In project works, FWC's executive director has the rights to take the decision about staff involvement in project. According to the educational qualification and working experiences staffs are assign to the field of work.

All programme and project of FWC always consider about communities/people wellbeing. FWC don't select any kind of project that will harm or discrimination for human being.

## **Gender Based Budgeting**

Budgets are one of the most influential tools for organization because without funds, policies or programmes cannot be implemented. Gender based budgeting is not about whether an equal amount is spent on women and men, but whether the spending is adequate to address women's and men's needs. FWC organizational level and project level. We overview the budgeting system to ensure the equality for both men and women.

## **Operational Strategy**

Open discussion in issues of gender among Executive board members, among the staff members especially during monthly / annual meeting or arranging for special meeting involving external facilitators, if necessary.

Organization of regular training programmes, orientations on gender issues and integration of issues of gender in existing programmes.

## **Definition**

**For the purpose of this policy, unless otherwise stated, the following definitions shall apply:**

- Gender – The social and cultural attributes, expectations and norms associated with being male or female.
- Gender Equality – Refers to the equal rights, responsibilities, an opportunities of women and men and girls and boys equality does not mean that women and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies than the interests, needs, and priorities of both women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women.