

GENDER MAINSTREAMING

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JANAKALYAN GENDER POLICY 2007



JANAKALYAN

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PREFACE

With the implementation of our gender policy, JANAKALYAN seeks to treat all people in a fair and equitable manner, and to address any inequalities that exist in projects, programs, services, and training activities of Janakalyan. This new drive towards gender equality is both necessary and timely, and is also designed to improve the performance of the organization by tapping and fully utilizing the skills, talents and opportunities of both women and men. The Janakalyan Gender Policy is somewhat unique in that it not only addresses the issues of its staff, but it is also concerned with the way we treat those we serve and those we train. During the process of formulating our gender policy, we have learnt that many of our principles are global; their application must be adapted to the local situation and we will continue to modify these policies as we discover new applications for them.

Prasen Raptan
Chief Executive Officer
JANAKALYAN

EXECUTIVE SUMMARY

Introduction: The Gender Policy approved by the Board of Trustees in August 2007 seeks to complement and strengthen the focus on gender equality within Janakalyan. The policy will help the organization to integrate and institutionalize gender equity goals and objectives organizationally and into all its projects / program interventions, service and training. The policy will be implemented until 2015 with modifications based on review of the Janakalyan progress in implementation and the need to address emerging issues.

The Gender Policy is based on principles of equity and equality; affirmative action; and enhanced project interventions, service and training. The Gender Policy establishes an overall goal for the organization in the implementation of its project interventions, service and training and other organizational matters. Critical to achieving this goal are strategies for implementation and measurable objectives set forth in the Gender Policy. In addition, time bound targets will be developed on an annual

GOAL

JANAKALYAN seeks to be responsive to and promote gender equity and equality within the organization and ensure that its projects, programs, services and training activities serve the needs and interests of both women and men, thus contributing to the elimination of discrimination against them.

basis by the Gender Mainstreaming Committee to guide the implementation process.

Strategies: The following strategies will be adopted by the organization to ensure implementation of the Gender Policy:

Endorsement of the Gender Policy by the Board of Trustees / senior management; advocacy for organization-wide commitment to the policy	Review and revision of all internal policies, procedures and rules in light of the Gender Policy
Commitment of sufficient technical and financial resources for policy implementation	Increased effective representation of women in key decision-making bodies
Development of special initiatives to raise awareness of gender issues and the Gender Policy	Implementation of a gender analytical framework to guide project interventions, service and training where appropriate

Objectives: Janakalyan will address both organizational objectives and activities focusing on projects, programs, services and training.

A. Organizational level Objectives

1. Organizational commitment: Ensure organizational commitment and the allocation of resources so that the Gender Policy is mainstreamed within the organization.
2. Awareness raising: Raise awareness and understanding of gender issues at all levels of the organization to achieve gender equality.
3. Conducive environment: Create and maintain a conducive environment so that women's and men's needs can be openly and freely articulated and addressed.

Expected outputs and outcomes will include:

Raised awareness about gender issues in Janakalyan	A congenial working environment for both women and men
Defined accountability and responsibility for gender mainstreaming	Childcare responsibilities supported, if there is absolute need
Increased effective participation and representation by women, especially at decision-making positions and bodies	Safe transport and accommodations, wherever and whenever possible
Policies and procedures reviewed and revised	Equal services and facilities for men and women

1 B. Project Interventions, Service and Training level Objectives:

1. Increased knowledge / understanding: Improve the understanding of gender differences among communities and find ways to address gender disparities.
2. Gender equity framework: Plan, implement and monitor activities from a gender analysis framework.
3. Responsive activities: Develop and implement projects, programs, strategies, training and services that respond to the specific needs and interests of women and girls.

Expected outputs and outcomes will include:

Gender incorporated into programs and project interventions	Gender equity issues incorporated into training
Gender integrated into interventions and services	Review and monitoring of incorporation of gender in activities

Implementation and Monitoring: The following mechanisms will support implementation and monitoring of the Gender Policy:

- Responsibility: The responsibility of successful implementation of the policy rests with each of the staff of Janakalyan. Ultimately, the responsibility for implementation of the Gender Policy lies with the CEO.
- Special Structures: Resources and organizational structures will be put in place to ensure that the objectives of the Policy are reached, including a Gender Mainstreaming Committee chaired by the CEO (or nominee); the Gender Specialist will be Member-Secretary of the Gender Mainstreaming Committee; 2 women & 1 men members of the Program Implementation team and 2 members from outside organization will constitute the Gender Mainstreaming Committee.
- Dissemination: The Policy will be available in Bangla, Kannada and English.
- Workplans: The Gender Mainstreaming Committee will develop and review annual workplans to define steps for implementation of the Gender Policy. Each project will be encouraged to incorporate measurable outputs of the Gender Policy into their annual plans.
- Framework: A gender analysis framework will be adopted with technical assistance from the facilitator to assess whether gender concerns have been addressed in project interventions and for review of the Janakalyan training and services.
- Monitoring: Monitoring of both organizational and project interventions / services and training activities will be carried out.

1. BACKGROUND:

Janakalyan is a team of dedicated professionals committed for empowerment of rural communities based in Raichur district of Karnataka, India. The mission of the organization is to empower the four

holy mothers (*manavi mata, bhoomata, gomata and gangamata*) so that an economically secured healthy atmosphere is developed where all individual identity has their deserved status through institution building by 2020. Originally established as CBO to address the needs of refugees resettled in Sindhanur Rehabilitation Project in Karnataka in 1997, today the Janakalyan work encompasses a full spectrum of issues related to education, livelihood, agriculture, irrigation, microfinance, mother and child health, nutrition, hygiene, sanitation, safe drinking water, poverty, unemployment and health.

However, in recent years there has been a growing recognition of the need to address gender issues in a systematic way. In response, the organization formed a Gender Mainstreaming Committee in early 2007 that took a number of steps to address gender issues at the organizational level. In May 2007, the Committee initiated the process of drafting a Gender Policy with participation and contributions from all stakeholders of the organizations. Subsequently, stakeholder-wide consultations took place to give staff at all levels an opportunity to review and give input on the draft policy. In August 2007, the Board of Trustees approved the Gender Policy.

The Gender Policy seeks to complement and strengthen the focus on gender equality in the Janakalyan. The policy will assist the organization in integrating gender equity goals and objectives into all its project interventions, service and training activities organizationally so that they become internally and institutionally accepted. The policy will be implemented until 2015 with anticipation that modifications thereafter will be based on the Janakalyan progress in implementation and will address emerging issues.

Many government ministries, international and multilateral agencies, national and international NGOs have recognized the need to systematically address gender issues and promote gender mainstreaming, formulating their own gender policies. The organization will follow this trend while at the same time remaining conscious of its uniqueness as a multidimensional organization, focusing on a range of activities including field level interventions, the delivery of various services and training.

2. RATIONALE

Women's Health and Equality in India: In India, the interaction of culture and social conditions has created stark gender differences. In Karnataka, discrimination against women is reflected through a variety of social factors, including disproportionate rates of literacy and employment. Historically, the social context of gender asymmetry has also resulted in major health inequities in Karnataka. While many of the health indicators demonstrating preferential treatment towards male children have improved, gender differentials favoring boys still persist in critical child health indicators such as rates of immunization and severe malnutrition. There is also strong evidence that male children are more likely to access health facilities during illness episodes. The effects of these differentials probably contribute to the fact that female children between the ages of 1-4 year(s) have higher death rates than their male counterparts, especially in the district like Raichur. Demographic data looking at family composition also point to a preference for sons. Health data also raise questions regarding equity in access to modern medical health care for adults. Many facts and figures suggest the possibility of unequal access to health facilities and resulting in underreporting among women. In addition, indicators related to the utilization of safe motherhood services are among the poorest in the world. Less than one half of pregnant women obtain antenatal care and almost all births occur at home, generally with an unskilled attendant. Limited access to essential obstetric care contributes to high maternal mortality. Women of reproductive

age also exhibit extraordinarily high rates of acute malnutrition. Studies report that between 39% and 45% of women living in rural areas are wasted. Other indicators of gender discrimination, particularly those reflective of the inequities that occur within the household, are often highly sensitive and thus more difficult to quantify. A recent study examining life experiences among women reports that 42% of women living in rural areas and 40% of women residing in urban settings are victims of physical violence perpetrated by their husbands. Many reports described the low importance that is ascribed to women's illness, which is evidenced through an underreporting of female illnesses and disparities in expenditure for medical care and the type of treatment sought for women.

Given the contextual framework of gender issues in Karnataka, it is not surprising that significant disparities between men and women related to accessing healthcare and health status continue to persist; nor is it surprising that women's special biomedical and social needs have not been adequately addressed. What is surprising is how little progress has been made towards alleviating the gender inequalities and discriminatory practices that exist in Karnataka, especially in the district like Raichur. The data suggest that only through concerted efforts designed to identify degrees of disparity and to address discrimination towards women, as well as their special health-related needs, will significant changes in women's health take place.

International and National Agendas for Gender Equality: There is increasing awareness at both global and national levels of the existence of gender discrimination and inequality and the need for individuals, organizations and governments to take an active role in their elimination. Several international conferences have highlighted gender issues including the 1994 International Conference on Population and Development (ICPD) in Cairo. The Cairo Program of Action, a vision statement of ICPD, calls for empowering women through expanded access to health services and full involvement of women in decision-making. The Beijing Platform for Action which came out of the Fourth World Conference on Women in 1995 recommends increasing women's access to appropriate, affordable and quality healthcare, information and services.

The Beijing Platform for Action states: "Women's right to the enjoyment of the highest standard of health must be secured throughout the whole life cycle in equality with men. Women are affected by many of the same health conditions as men, but women experience them differently. The prevalence among women of poverty and economic dependence, their experience of violence, negative attitudes towards women and girls, racial and other forms of discrimination, the limited power many women have over their sexual and reproductive lives and lack of influence in decision-making are social realities which have an adverse impact on their health. Lack of food and inequitable distribution of food for girls and women in the household, inadequate access to safe water, sanitation facilities and fuel supplies, particularly in rural and poor urban areas, and deficient housing conditions, all overburden women and their families and have a negative effect on their health. Good health is essential to leading a productive and fulfilling life, and the right of all women to control all aspects of their health, in particular their own fertility, is basic to their empowerment (Paragraph 10 aph 92)

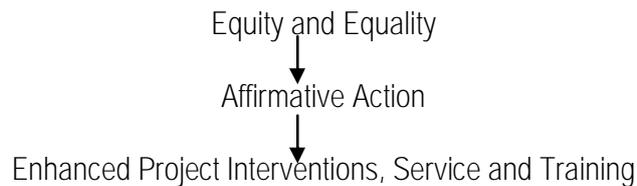
The UN Convention of the Elimination of All Forms of Discrimination Against Women (CEDAW) was ratified by the Government of India (GOI). It has made a commitment to take the necessary measures to eliminate discrimination against women in all forms. With regard to health it states the following:

“State Parties shall take all appropriate measures to eliminate discrimination against women in the field of health care in order to ensure, a basis of equality of men and women, access to health care services, including those related to family planning (Article12). Access to healthcare, including reproductive health, is a basic right under the CEDAW Convention. Women’s health is recognized as central in promoting the well being of women.”

In addition to the GOI’s endorsement of the above international agenda, it developed national policies specific to India to promote the status of women. Through its Constitution, the GOI recognizes the principle of equality between men and women in all spheres of the State and public life. The GOI’s various Five Year Plans have recognized the importance of gender mainstreaming and women’s empowerment. Measures are taken to ensure adequate health and nutrition services for the women. Despite these progressive agendas for improved status of women, significant gender disparities and inequities continue to exist in India and globally. As an organisation working in the field of development, the Organization recognizes the important role of gender in all its project interventions in bridging the gap in gender equality. It is committed to the goals articulated in the Cairo Program for Action and the Beijing Platform for Action as well as the declarations on women’s advancement of the Government of India. As an institution in the forefront of women development, the organization seeks to be at the cutting edge of gender integration in project interventions, service and training.

3. PRINCIPLES

The Gender Policy principles will serve as a framework for the application of the policy.



Equity and Equality: Equality is a matter of human rights and equal rights, opportunities and obligations for women and men. Equity is the quality of being fair and right, a stage in the process of achieving gender equality. It implies taking special measures to insure equality of outcomes.

Affirmative Action: Achieving gender equality will require specific measures designed to eliminate gender inequalities. Special temporary measures may be taken to help women overcome the results of past discriminations or present inequalities that affect their performance at work. Once these discriminations have been overcome these special temporary measures may be removed.

Enhanced Project Interventions, Training and Services: It is expected that the responsiveness to gender concerns will enhance the effectiveness and sustainability of the Janakalyan own organizational capacity and the quality of its activities. The adoption of the gender policy and the measures envisaged therein should in no measure adversely affect the quality of the project interventions, service and training activities that the organization implements.

4. GOAL AND STRATEGIES

The Gender Policy establishes an overall goal for the organization in implementation of its project interventions, service and training activities and in all organizational matters. Critical to achieving this goal are strategies for implementation and measurable objectives set forth of the gender policy

therein. In addition, time-bound targets will be developed on an annual basis by the Gender Mainstreaming Committee to guide the implementation process.

GOAL

JANAKALYAN seeks to be responsive to and promote gender equity and equality in the organization and ensure that its project interventions, services and training activities serve the needs and interests of both women and men, thus contributing to the elimination of discrimination against them

Strategies for Implementation

The following strategies will be adopted by the organization to ensure implementation of the Gender Policy:

1. Endorsement of the Gender Policy by the Governing Board and top management, followed by all the staff of the organization.
2. Commitment of sufficient technical and financial resources for implementation of the policy. This will require identification of financial support both externally and internally, the sourcing of technical expertise in gender analysis and the integration of gender into organization and project interventions.
3. Development of special initiatives to raise awareness of gender issues and the Gender Policy at all levels of the organization. This will require developing indicators for organizational awareness and monitoring progress.
4. Review and revision of all internal policies, procedures and rules in light of the Gender Policy.
5. Increased women's representation in key decision-making bodies guiding organizational and programmatic issues.
6. Implementation of a gender analytical framework to guide project interventions, service and training where appropriate.

5. OBJECTIVES

Objectives developed to assist the organization in accomplishing its goal have been divided by (1) organization and (2) Project interventions, service and training.

2 5A. Organizational level Objectives and Measurable Outputs

1. Organizational commitment: Ensure organizational commitment and the allocation of resources so that the Gender Policy is mainstreamed within the organization.
2. Awareness raising: Raise awareness and understanding of gender issues at all levels of the organization to achieve gender equality.
3. Conducive environment: Create and maintain a conducive environment so that women's and men's needs can be openly and freely articulated and addressed.

Measurable Outputs

1. Raised awareness of gender issues and the Janakalyan goals and expectations in addressing these issues

Staff will be oriented on the Gender Policy and gender issues within the organization and its activities. An orientation on gender will be integrated into the staff induction.

2. Defined accountability and responsibility for gender mainstreaming

Senior management, managers and coordinators at all levels will be accountable for supporting the implementation of the Gender Policy. Job descriptions of managerial posts will be revised to include responsibilities for gender mainstreaming. This is to ensure that accountability exists and responsibilities are understood at all levels.

3. Increased women's participation and representation

Efforts will be made to increase the number of women in decision-making positions. The Staff Welfare Association will also be encouraged to take measures to ensure that an adequate number of their officers are women. Career development opportunities will be equally available for women and men. Measures will be taken to eliminate the disparities between women and men in terms of numbers at lower, mid and senior levels. Special measures will be taken to enhance the capacity of women staff members so that they can assume mid and senior-level positions. A process for identifying, targeting, training and mentoring women at all levels will be developed. A career path should be developed for excellent performers, especially for middle level posts, in order for the organization to attract and retain competent women managers.

4. Review and revision of policies and procedures

In order to provide a working environment, organizational structures and procedures that promote gender equity, the following organizational measures are proposed:

- Policies and procedures will be reviewed in light of the Gender Policy. Any discriminatory policies and procedures will be amended. Measures necessary for facilitating and promoting the increased participation of women will be identified.
- Recruitment policy and procedures will be reviewed to ensure adequate participation of women. Interview and selection processes will be gender-sensitive with reservation for women candidates.
- In cases of resignation of staff, the CEO or her/his designate will hold an exit interview with the concerned staff to ascertain the causes of the resignation. The Head, Human Resources, will address the relevant issues, particularly those related to gender, if any.

5. Establishing a congenial working environment

Efforts will be made to establish an enabling environment where women feel comfortable to work and are free to express themselves. The organization will establish Gender Mainstreaming Committee and an individual officer bearing responsibility for being the contact person for gender-related issues in the field site. They will be available to women to voice their demands and concerns and assess appropriate actions.

A process will be carried out to clarify and identify issues of sexual harassment relevant to the organization. Subsequently, a sexual harassment policy will be formulated. Dissemination and sensitization on the sexual harassment policy will be implemented at all levels of the organization.

6. Supporting childcare responsibilities

The present entitlement of 12 weeks leave for fixed-term staff for maternity will be continued. The organization will explore an entitlement of two weeks of paternity leave for fixed-term employees. Paid maternity leave is not currently available to Contractual Service Agreement (CSA) holders. In the case of CSAs with 11 continuous months of service, the organization will try to re-employ women who have taken maternity leave without pay, contingent on funding available. The organization supports its staff members who are breastfeeding mothers. The organization will provide suitable facilities for breastfeeding and care for small children. Staff members who utilize these benefits are expected to fulfill their job responsibilities.

7. Ensuring safe transportation

Transportation facilities to the field will be reviewed to ensure that proper security measures are in place, especially for females.

8. Ensure safe accommodation

The Organization will assist for ensuring that project staff have safe and secure accommodation in field sites.

The organization, in its Master Plan, will investigate measures that can be taken to insure safe transportation or offer alternatives for essential staff on duty during major disruptions or natural disasters, e.g. hartals and floods.

9. Equal services for males and females

Male and female staff members are entitled to equal services in all regards

The Organization has seven cross-cutting programs:

1. Jana Sanghatan
2. Jana Krishi
3. Jana Shiksha
4. Jana Raksha
5. Jana Shakti
6. Jana Udyog
7. Jana Jala

In each programmatic area, the organization carries out various activities including training and other services. The following objectives and measurable outputs are proposed to ensure that gender equity is addressed and integrated in the Janakalyan programmatic areas:

1. Improve the understanding of gender differences in health and ways to address gender disparities.
2. Plan, implement and monitor activities from a gender analysis framework.
3. Develop and implement projects, training and services that respond to the specific needs and interests of women and adolescent girls.

Measurable Outputs

1. Gender incorporated into project interventions

- Implementation officers will be trained and systems introduced that ensure that data are collected, analyzed and disaggregated by, among other factors, sex and age, and other established demographic criteria and socio-economic variables.
- Analysis needs to examine gender perspectives, where applicable.
- Recognizing various differences between men and women
- All program implemented should be gender-sensitive and ensure adequate participation of women and girls.
- Ensuring appropriate support for women administering project implementation.
- Efforts should be made to ensure that both male and female employees understand concepts of gender within project cycle. When project examines issues of gender, the Principal Investigator will be expected to consult the Janakalyan gender expert and incorporate the gender analysis framework, if applicable.

2. Gender integrated into interventions and services

In the design and implementation of any interventions and services, the organization will take into account the unique and different needs and roles of women and men.

3. Gender incorporated into training activities

The Training and Education Unit will ensure that gender equity principles are respected in the selection of trainees and trainers. All training will be reviewed and revised in order to incorporate gender concepts and sensitivities into research, where relevant. Gender will not be treated as a

specific topic but will be integrated into the various sessions or modules of the courses offered by the organization.

4. Review and monitor the incorporation of gender in activities

A review of the Janakalyan project interventions, service and training will be carried out from a gender perspective to identify successes and constraints in addressing gender issues. Goals and timeframes for all activities will be defined to ensure effective monitoring and follow-up. Gender-impact assessments will be done using qualitative and quantitative data.

6. IMPLEMENTATION AND MONITORING MECHANISMS AND PLANS

1. Responsibilities

The responsibility for the successful implementation of the policy rests with each of the staff of Janakalyan. Ultimately, the responsibility for implementation of the Gender Policy lies with the CEO.

2. Special Structures

While the responsibility for promoting equality is shared throughout the organization, there is also a need for special resources and organizational structures to be put in place. These include the following:

- The Gender Mainstreaming Committee, chaired by the CEO or her/his nominee (TOR in Annex 2)
- A Gender Specialist will be Member-Secretary of the Gender Equality Committee.
- 2 women staff and 1 men staff will be the member of the committee
- 2 external persons also be the member of the committee

3. Dissemination

After the Gender Policy is approved by the Governing Board, it will be translated into Bangla and Kannada. Bangla, Kannada and English versions will be disseminated at all levels.

4. Annual Plans

The Gender Mainstreaming Committee will develop annual workplans to define steps for implementation of the Gender Policy. Each project will be encouraged to incorporate measurable outputs of the Gender Policy into their annual plans. The Gender Mainstreaming Committee will review these periodically.

5. Gender Analysis Framework

A gender analysis framework will be adopted with technical assistance from the facilitator to assess whether gender concerns have been addressed in project interventions and for review of the Janakalyan training and services. Professional staff will be responsible for its application with assistance provided by the Gender Mainstreaming Committee.

6. Monitoring

The Gender Specialist will be responsible for monitoring and documenting information related to the recruitment, training and promotion of female staff. The staff in the field will collect information related to gender in the workplace for submission to the Gender Specialist.

The Gender Mainstreaming Committee is responsible for carrying out performance reviews of implementation of the gender policy at the organizational level and activity level respectively. The Gender Mainstreaming Committee will review the performance reviews and submit progress reports to the Chief Executive Officer and the Governing Board on an annual basis. These ongoing reviews may

lead to revisions of the Gender Policy. One of the four annual Governing Board meetings will include an agenda item for the Gender Policy and its progress.

7. RESOURCE ALLOCATION FOR IMPLEMENTATION OF THE GENDER POLICY

A budget to cover costs associated with the implementation of the Gender Policy will be prepared and submitted to the Governing Board.

Gender: Gender refers to the socially constructed roles played by women and men that are assigned on the basis of their sex. Gender is used as a means of examining similarities and differences between women and men without direct reference to biology, but rather to the behavioral patterns expected from women and men and their cultural reinforcement. These roles are usually specific given to a given area and time.

Gender Equity: The equality of being fair and right--a stage in the process of achieving gender equality. In order to ensure fairness measures must often be taken to compensate for historical and social disadvantages that prevent women and men from otherwise operating on a level-playing field.

Gender Equality: Gender equality means that women and men enjoy the same status. Gender equality refers to the equal rights, responsibilities, opportunities, benefits, treatment and valuation of women and men.

Mainstreaming: Focuses on the institutions, policies and programmes that have a broad impact in setting the conditions under which communities, households and individuals function. It seeks to insure that these institutions, policies and programmes respond to the needs and interests of women as well as men and distribute benefits equitably between women and men. Overall, it seeks to reduce existing disparities between women and men in incomes, resources and opportunities.

Gender Awareness: Gender awareness is the recognition that development actors are women and men, and that women and men are advantaged and constrained in different ways with implications for women and men having differing needs, interests and priorities. Rethinking the assumptions and practice of gender-blind policies through gender analysis and learning about gender differences have resulted in what is referred to as gender-aware policies.

ANNEX 2: TERMS OF REFERENCE OF THE GENDER MAINSTREAMING COMMITTEE

Composition: The CEO, JANAKALYAN or his/her nominee will head the seven-member committee. At least one-third, and maximum one-half, of its members will be men and the rest will be women, representing a cross-section of the Janakalyan staff, including field staff. The Gender Specialist will be the Member-Secretary of the Committee.

Objectives/Duties

The Gender Mainstreaming Committee will carry out the following tasks:

- Priorities the issues to be addressed based on the Policy.
- Recommend measures to be taken and mechanisms to be established.
- Follow-up of implementation.
- Prepare a yearly report for the Governing Board.
- Members will serve as Resource Persons for the dissemination of the Gender Policy and will sensitize employees on gender issues.
- During the course of implementation of the Policy, the Gender Mainstreaming Committee members may bring up new issues needing attention.
- Resolve any gender related issues including sexual harassment among the staff of the organization

Meetings

The Committee will meet at least every two months or more frequently, if required.

Duration

Individual membership will be for a two-year term and half of the membership will be changed every year.

ANNEX 3: TERMS OF REFERENCE OF GENDER FOCAL POINTS

Definition

All Coordinators will act as Gender Focal Point and will bear the additional responsibility for being the contact person for gender-related issues in the field site.

Responsibilities

In addition to their normal Job Description the Gender Focal Points in the field stations will carry out the following responsibilities:

- a. Promote gender sensitization in the field sites
- b. Collect and disseminate all gender-related information from/to the field station staff.
- c. Be available to colleagues to discuss issues related to gender in the workplace, which may be forwarded to Gender Specialist.
- d. Assist the Gender Mainstreaming Committee / Gender Specialist to resolve any gender-related problem at the field level, including issues of sexual harassment.
- e. Attend and contribute to gender-related training, workshops and meetings as and when required.
- f. Prepare quarterly reports in a prepared format.

Criteria for Selection

The staff member chosen to be a Gender Focal Point must meet the following criteria:

- Be fixed-term staff member
- Female member only
- Interested: if more than one person is interested, they must submit an expression of interest to the Gender Mainstreaming Committee.
- The concerned Project Officer must approve to ensure that the responsibilities as Gender Focal Point do not interfere with their current responsibilities.

Duration

Gender Focal Points will generally be selected for a period of two years.

Meetings

After a two-day training, Gender Focal Points will meet once every six months.