



BRAC Gender Policy

Towards Gender Equality

BRAC GENDER POLICY



"BRAC adopted a gender policy with the aim of achieving gender equality in a systematic manner both within the organisation and in its scope of work. I hope that this policy will help all BRAC staff to become more gender-sensitive, contribute further to achieve gender equality in all their initiatives, and ensure a gender-friendly work environment."

Sir Fazle Hasan Abed KCMG

GOAL OF GENDER POLICY

BRAC aims to be responsive, promote gender equity and equality within the organisation, ensuring that all its programmes, intervention activities and research serve the needs and interests of women and men equally, and work to eliminate all forms of discrimination against women.

ORGANISATIONAL MEASURES IN ADOPTING GENDER POLICY

Organisational Commitment

- A complete gender policy will be in action ensuring its implementation at all levels.
- Other policies, strategies and procedures will be revised in accordance to the gender policy.
- BRAC aims to promote women staff ratio reach to 30 per cent within 2020.
- To achieve this target, BRAC will prioritise in recruiting women staff and encourage them to develop their career.
- Interview panels will be formed with equal representation of men and women, and must be friendly towards candidates who are women.
- At least 30 per cent of staff development funds will be used for performance development of women staff.

Awareness and capacity development

- Gender awareness training will be provided to capacitate staff on gender perspective.
- All staff will be equipped through training with the appropriate skills necessary for gender integration in their respective programmes.
- Workshops and seminars will be organised to develop a congenial working environment in favour of women's empowerment through encouraging staff to engage in gender dialogues.

Organisational culture

- All programmes and departments will strictly implement the Sexual Harassment Elimination (SHE) policy, and take adequate measures to ensure staff awareness of the policy.
- Special needs of women staff, such as maternity leaves, flexibility during pregnancy, post-partum and lactation period, and issues related to travel time and work hours, will be fully considered.
- Due importance will be given to women and other socially discriminated groups in all planning and decision-making processes.
- Awareness will be created among male staff about the objectives of paternity leave, and they will be encouraged to the provision accordingly.

Accountability

- All programmes and departments will establish gender policy monitoring mechanisms.
- To ensure staff accountability in implementing the gender policy, specific actions are to be included in the job description which will be assessed and evaluated during staff appraisal.

PROGRAMME-RELATED MEASURES IN ADOPTING GENDER POLICY

Programme designing, planning and implementation

BRAC will emphasise on the following areas in order to ensure that all interventions and projects contribute towards achieving gender equality:

- Incorporate gender equality measures into all levels of the project, including planning and implementation.
- Develop a gender analysis framework (GAF) and checklists as tools to assist staff in integrating gender issues into programmes.
- Ensure that all documentations, including reports, information and communication materials, are gender-friendly and gender-responsive.

Advocacy and Networking

- BRAC will actively participate in local, national, regional and international level networks in promoting gender equality.
- BRAC will support women's organisations that are working to eradicate physical, mental or emotional violence against women and encourage men to engage in eliminating gender-based violence.
- BRAC will establish partnerships and networks with organisations capacitated on gender expertise for project implementation, training or technical assistance.

Information, education and communication

- Use positive messages, illustrations or presentations to highlight expected gender and parenting roles, as opposed to the stereotypical gender roles, that are interchangeable among women and men.

Monitoring and evaluation

- Gender sensitivity will be ensured in monitoring mechanisms and subsequent processes that measure participation, outcome and changes of both women and men.
- Gender issues will be highlighted in all the research and evaluation findings of BRAC's core programmes.

Roles, accountability and ownership to implement the gender policy

The responsibility of successfully implementing the gender policy implies that every staff member of all BRAC programmes, projects, divisions and departments, and every individual will be held accountable.

BRAC GENDER EQUALITY GOALS (2016-2020) BASED ON BRAC GENDER POLICY:

| In programmes | In organisation |
|---|---|
| <p>Goal 1: Coordinated actions to address violence against women and Children (VAWC) across all BRAC initiatives.</p> <p>Target: At least 10 percent lower incidence of violence against women and Children than present levels in all field areas.</p> | <p>Goal 3: Ensuring that women and men in BRAC have equal opportunities for participation, personal growth, professional advancement and contribution to the organisation's vision and goals.</p> <p>Target: Improvement in staff gender ratios with at least 30 percent women staff at middle management level and 40% women in new recruitment.</p> |
| <p>Goal 2 : Mobilising men and boys in addressing VAWC across all BRAC initiatives.</p> <p>Target: Activities and platforms to mobilise men and boys integrated towards addressing VAWC in BRAC programmes.</p> | <p>Goal 4: Ensuring a violence-free working environment in all BRAC offices.</p> <p>Target: Increased knowledge on workplace violence among 60% staff and reduction in complaints of sexual harassment by at least 50% of the present level.</p> |

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