



# CRUZ VERMELHA DE TIMOR-LESTE

## Gender policy

### Introduction

The rationale for integrating a gender perspective in the activities of the Cruz Vermelha de Timor-Leste (CVTL) lies in the humanitarian mandate of Red Cross – to prevent and alleviate human suffering without discrimination. Gender equality ensures that there is no gender-based discrimination in the allocation of resources or benefits, or in access to services.

The purpose of this policy is to define the main approach of the Cruz Vermelha de Timor-Leste (CVTL) on how to address gender issues in the actions.

### Scope

One of the CVTL's responsibility is gender, however is not specifically on women. Gender refers to the roles, responsibilities, needs, interests and capacities of both men and women. These are influenced by social and cultural factors. Therefore, the term 'gender' does not replace the term 'sex' which refers exclusively to biological differences. Men and women often play different roles in society and accordingly they have different needs. A gender perspective is required to ensure that men's and women's specific needs, vulnerabilities and capacities (set in the broader context of class, ethnicity, race and religion) are recognized and addressed.

This policy was established based on the CVTL's needs for taking part and ensuring that the gender differences are taken into account and dealt with in relation to core programs as defined in the CVTL's 2015-2019 Strategic Plan, such as disaster relief, disaster preparedness, health and promotion of humanitarian values.

### Statement

With regard to gender issues, the goal is to ensure that all Cruz Vermelha de Timor-Leste programs benefit men and women equally, according to their different needs and with the input and equal participation of men and women at all levels within the CVTL.

Cruz Vermelha de Timor-Leste has had necessary commitment towards achieving its goal, in particular recognizing that:

1. natural disasters, conflicts, social and political instability may affect men and women differently and that CVTL's emergency response and long-term humanitarian assistance may also have a different impact on men and women;
2. the integration of a gender perspective into CVTL action is an important strategy towards the fulfillment of the CVTL's mandate to save and improve the lives of the most vulnerable;
3. the Cruz Vermelha de Timor-Leste operates in a wide variety of cultures, and needs to take a culturally sensitive approach on gender perspective in its works;
4. the full participation of both men and women in CVTL's actions not only ensure gender equality, but also increases the efficiency and effectiveness of the work of the organization;
5. the primary task of CVTL is to ensure gender sensitivity in the existing programs, and may also implement projects to assist special groups of men or women, if local situations so require.

To achieve the goal, Cruz Vermelha de Timor-Leste (CVTL) shall:

1. put in place institutional procedures which ensure that the needs of boys, girls, men and women are all met equitably in disaster response, vulnerability reduction and the provision of health and other services;
2. formulate measures to ensure that gender-specific vulnerabilities and capacities of men and women are systematically identified and addressed;
3. ensure that data on beneficiaries is disaggregated by sex for needs assessment and program planning and gender analysis is integrated into program design, delivery, monitoring and evaluation;
4. design strategies for capacity building in gender mainstreaming as part of institutional development program with special attention to staff training on gender analysis skills;

5. Ensure that reporting and accountability mechanisms for activities and results in gender mainstreaming are put in place. This includes performance evaluations, budget allocation analysis and actions to enable the full participation of men and women on an equal and meaningful basis in CVTL activities at all levels.
6. Development of forms to analyze gender in order to be used by all Staff in ensuring male and female community participation in community projects.
7. Ensure each program has its specific activity line in responding to gender issues.

### **Responsibilities**

The responsibility for senior management level of the Cruz Vermelha de Timor-Leste (CVTL) is:

1. increasing awareness and skills of staff and volunteers in considering the social differences among vulnerable men and women when designing, implementing, monitoring and evaluating programs;
2. conducting a systematic review of the institution's procedures to put in place gender analysis as part of programming or improving the existing systems;
3. re-enabling a gender balance in the different levels of the structure within the organization, in particular to involve more women in the decision-making processes at all levels;
4. Ensuring equal opportunities among female and male staff members and volunteers in the areas of recruitment, promotion, benefits, training and working conditions.

The responsibility of the governing board of Cruz Vermelha de Timor-Leste (CVTL) is:

1. Assessing the implications of their policies and decisions for male and female, and thus ensuring that all Cruz Vermelha de Timor-Leste (CVTL) policies and programs are gender sensitive.

*Approved in Dili, on 10 April 2017*

*The National Governing Board of the Cruz Vermelha de Timor-Leste (CVTL)*