

## Gender & Diversity Policies

### 1. Introduction

The initiative to have this Gender & Diversity Policy workshop is based on the Malaysian Red Crescent Society's OCAC findings of 2015, Strategy 2020 of the IFRC , the fundamental principle of unity.

Page 1 of Strategy 2020 states that Diversity is an important aspect of our RCRC movement.

### 2. Purpose

- 2.1 The purpose of Gender & Diversity policy is to set the minimum standards for Malaysian Red Crescent Society.
- 2.2 The purpose is also for Malaysian Red Crescent Society to have diversity as one of its characteristics. This is based on the principle of unity as stated under the seven fundamental principles of the Red Cross and Red Crescent movement. The reason as to why we need to take steps to include diverse people in our movement is so that we can be an inclusive organization.
- 2.3 The Red Cross and Red Crescent movement is supposed to be a truly grassroots organization. This means that the majority of its members should consist of ordinary laymen. It is only by including all diversity that we can truly claim that we are truly a grassroots organization.
- 2.4 The policy of Gender & Diversity is about removing (or addressing) the access barriers / access to opportunities which exist and are predominantly determined by gender, ethnicity, legal status, age, health status eg HIV positive and socio-economic status.
- 2.5 Although policies are meant to be implemented and that to implement policies such as Gender & Diversity is one which may take a long time, it is important

for us to take the opportunity that the IFRC is offering us to have the policies which shall express the aspirations of the Malaysian Red Crescent Society.

2.6 The purpose is also to define as to where we as an organization want to go and as to how we want to get there.

2.6.1 to further clarify as to "where we as an organization want to go", what this would mean is that we, the Malaysian Red Crescent Society want to be more diverse.

2.6.2 To clarify as to "how we are going to get there", this is by having more representatives in the National Executive Board from among the females eg a benchmark of 20% or to set a limit of only 20% of our members to be from those who are 55 years and above and a further 10% from among those who are disabled.

2.6.2.1 In a disaster, what we need to do is to have an assessment of the population in a particular locality beforehand. This is to know who among the members are the elderly, disabled, women, children and those who need extra special attention. - For this reason, the Malaysian Red Crescent Society needs to have a policy on Gender & Diversity which is gender sensitive. Having such a policy would also remove the barriers which may exist and prevent the inclusiveness that we wish to achieve.

2.7 What are the elements for a Malaysian Red Crescent's Gender policy?

2.7.1 What is the rationale for integrating a gender perspective? – to prevent and alleviate human suffering without discrimination. Eg discrimination based on political beliefs ie MRC members support the blue team and only distribute food during flood to those who support the blue team but not to the red or green team.

2.7.2 Gender equality – ensures that there is no sex-based discrimination in the allocation of resources or benefits or in access to services.

2.7.3 Purpose of policy – to define main approach of Malaysian Red Crescent on how to address gender issues in the organisation's activities.

2.8 What are the values, principles and other factors which influence the policies on Gender & Diversity?

2.8.1 Seven fundamental principles of the Red Cross and Red Crescent movement.

2.8.2 Minimum standards especially the principle of Humanity – ie No discrimination.

### **3. Aim**

3.1 Systematic incorporation of Gender and Diversity sensitive practices in all programmes, services and tools of the Malaysian Red Crescent Society.

3.1.1 Gender and diversity perspectives are required to ensure that specific needs, vulnerabilities are taken into account and dealt with in relation to the core programmes e.g. disaster relief, disaster preparedness, health and promotion of humanitarian values.

### **4. Objective**

4.1 The objective of the Malaysian Red Crescent Society's gender and diversity policy is to ensure that all the programmes across the departments will benefit all groups equally. This is in accordance to their different needs and with the input and equal participation of men and women at all levels within the Malaysian Red Crescent Society and its volunteer networks.

4.2 Vulnerability and capacities set in the broader context of diversity, for example in terms of ethnicity, race, religion, age, health, and migration status are recognised and addressed.

- 4.3 Policies are established to ensure that Malaysian Red Crescent Society takes into account varying needs of each gender deals with these in core programmes such as disaster relief, disaster preparedness, health and promotion of humanitarian values.

## 5. Scope

- 5.1 The Malaysian Red Crescent Society shall have a Gender and Diversity policy and strategy plan in place.
- 5.2 The Malaysian Red Crescent Society shall have a Gender and Diversity focal point in place at all levels including the national headquarters, branches and chapters.
- 5.3 Gender and Diversity perspective is to be integrated into the new policies of the Malaysian Red Crescent Society.

## 6. Policy statements

- 6.1 The governance, staff, members and volunteers of the Malaysian Red Crescent Society should complete appropriate Code of Conduct trainings on Gender and Diversity.
- 6.2 Branches and chapters should capture data and take steps to increase inclusiveness.
- 6.3 Mechanisms for staff, members and volunteers to safely file allegations of harassment, discrimination and violence should be in place and operational.
- 6.4 Proactively formulate measures to ensure that gender specific vulnerabilities and capacities of men and women are systematically identified and addressed.
- 6.5 The number of Gender and Diversity training sessions for governance, staff, members and volunteers is to increase by 20% by the year 2020.
- 6.6 The entries of "number of people reached" in the FDRS (Federation Databank and Reporting System) should be gender-disaggregated.
- 6.7 The Gender and Diversity composition should be improved at all levels of governance, staff, members and volunteers

- 6.7.1 The Statutes and/or internal regulations of the Malaysian Red Crescent Society should specify that gender and geographic distribution meet diversity criteria, and are decisive factors in the recruitment and promotion of staff and appointment of governance personnel upon fulfilling competency criteria.
- 6.7.2 The ratio of women to men in senior and middle-management positions in the Malaysian Red Crescent Society should change to a minimum of 33% in favour of the underrepresented gender in these positions.
- 6.7.3 The ratio of women to men, and youth to adults in the Malaysian Red Crescent Society representation in statutory bodies and meetings should improve to a minimum of 33%.
- 6.7.4 The Malaysian Red Crescent Society should take measures to ensure:
- a. Gender and Diversity are taken into consideration in recruitment and promotion decisions.
  - b. The degree to which managers are taking Gender and Diversity considerations into account in addition to competence criteria is reflected in the appraisal of their performance.
  - c. Equal pay and benefits for women and men.
  - d. A system of monitoring career progress of talented but underrepresented in particular female staff is in place.
  - e. Workplace support for specific needs of staff with parental responsibilities.
  - f. Equal opportunities for employment for the disabled and an adjustable work environment for staff members with disabilities.
- 6.7.5 The Malaysian Red Crescent Society's emergency response teams should have an improved ratio of women to men in favour of the underrepresented gender.
- 6.7.6 Data on "Staff" and "members" in the FDRS (Federation Databank and Reporting System) should be gender disaggregated.
- 6.7.7 Data on 'volunteers' in the FDRS (Federation Databank and Reporting System) should be gender disaggregated.

- 6.7.8 Data on beneficiaries is gender disaggregated for needs assessments and programme planning. Gender analysis is further integrated into programme design, delivery, monitoring and evaluation.
- 6.8 The Malaysian Red Crescent Society should contribute to reduce inequality, discrimination, and violence based on Gender and Diversity through the active promotion of fundamental principles and humanitarian values.
- 6.9 The Malaysian Red Crescent Society should engage in humanitarian diplomacy/ advocacy tackling stigma, discrimination, and violence on the basis of gender and promoting equality and respect for diversity.
- 6.10 The number of peer educators trained in, and implementing, the "Youth as Agents of Behavioral Change" (YABC) initiative (challenging stereotypes and socially/culturally imposed norms/practices of inequality) should increase to a minimum of 33% by the year 2020.
- 6.11 As gender and diversity crosses all aspects of Malaysian Red Crescent Society's work, elements of the gender policy must be included in all major policies of the organisation.
- 6.12 Through increased social inclusion by branches and chapters, greater opportunities shall be afforded for all members to participate in the governance of their own National Societies (or to take leadership positions).