

Gender Policy

The Leprosy Mission Sweden (TLMS)

Organisation Number: 875001-4063

The Leprosy Mission (TLMS) believes gender equality is an essential foundation for sustainable development. This policy aims to strengthen efforts to promote gender equality, a gender perspective and non-discrimination within our organisation, our programming and advocacy, and ensuring the full enjoyment of human rights and fundamental freedoms for all.

In accordance with Galatians 3:28 which states “**There is neither Jew nor Greek, slave nor free, male nor female, for you are all in Christ Jesus**”, TLMS believes that all people are equal before God. This reinforces the creation mandate in Genesis 1:26-27 where God creates both male and female in his image.

At the same time, TLMS recognises that in this world, many women and girls do not enjoy the same status, power, access to or control over resources as men and boys. Gender relations and inequalities are causes of poverty and disadvantage.

Definitions

Sex = the biological differences between men and women¹

Gender = the roles and responsibilities of men, women, boys and girls that are created in our families, our societies and our cultures. The concept of gender also includes the expectations held about the characteristics, aptitudes and likely behaviours of both women and men (femininity and masculinity). Gender roles and expectations are learned. They can change over time and they vary within and between cultures.²

Gender equality: Gender equality is the absence of discrimination on the basis of a person's sex in opportunities, in the allocation of resources and benefits or in access to services.³

Gender equity: Gender equity refers to fairness and justice in the distribution of benefits and responsibilities between women and men. The concept recognises that women and men have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalance between the sexes⁴.

Gender mainstreaming: Gender mainstreaming is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension in the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and social spheres, such that inequality between men and women is not perpetuated.⁵

¹ https://www2.ohchr.org/english/issues/women/docs/genderequalitypolicy_september2011.pdf

² <http://www.unesco.org/new/fileadmin/MULTIMEDIA/HQ/BSP/GENDER/PDF/1.%20Baseline%20Definitions%20of%20key%20gender-related%20concepts.pdf>

³ <https://www.who.int/gender/mainstreaming/ENGwhole.pdf>

⁴ <https://www.who.int/gender/mainstreaming/ENGwhole.pdf>

⁵ <https://www.who.int/gender/mainstreaming/ENGwhole.pdf>

Principles

The following International Human Rights Instruments inform our gender policy:

- Universal Declaration of Human Rights⁶
- United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)⁷
- United Nations Convention on the Rights of the Child (CRC)⁸
- United Nations Declaration on the Elimination of Violence against Woman.
- United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)⁹

Gender equality is not only a fundamental human right, but also a necessary foundation for a peaceful, prosperous and sustainable world. (SDG 5) ¹⁰

Based on these international standards, TLMS will carry out its duty of care and responsibility in implementing this policy and procedures and all related processes based on the following **key principles**:

- a) **Universality** - All people everywhere, women and men, are entitled to all human rights because of the immutable character of rights. By applying the principle of universality in gender integration and in the promotion of women's rights, TLMS strives to ensure that cultures and their diversity, religious values and traditional practices, do not negatively impact women. This policy therefore promotes an understanding of the distribution of resources, the opportunities, constraints and power associated with them.
- b) **Participation and inclusion** - Both women and men have the right to access information and participate in decision-making processes that affect their lives, well-being and enjoyment of other human rights. This policy not only affirms this principle but also actively promote women's voices in decision-making, leadership and peace-building.
- c) **Equality and non-discrimination** - Equality between women and men refers to the equal rights, responsibilities and opportunities of women and men. TLMS will ensure that women and men benefit equally from its policies, programmes and activities by assessing the implications for women and men of any planned action in any area and at all levels.
- d) **Free from harm**. TLMS affirms the right of all persons to be free of all forms of systemic harm, directly or indirectly.
- e) **Empowerment**. This principle affirms that TLMS will pursue the enabling of all persons in order that they may have the resources and power to seek their own destiny.

⁶ <https://www.un.org/en/universal-declaration-human-rights/index.html>

⁷ <https://www.ohchr.org/EN/ProfessionalInterest/Pages/CEDAW.aspx>

⁸ <https://www.ohchr.org/en/professionalinterest/pages/crc.aspx>

⁹ Article 5- Equality and non-discrimination, Article 6- Women with Disabilities & Article 7- Children with disabilities

¹⁰ <https://www.un.org/sustainabledevelopment/gender-equality/>

Commitments

To achieve gender equality and equity through gender mainstreaming, TLMS will:

1. Regularly assess our organisational culture and behaviours and understand how these are influenced by gender.
2. Channel energy, effort and resources into processes and methodologies that are gender sensitive and gender responsive
3. Promote gender equality, respect and cooperation between men, women, boys and girls and actively prevent discrimination
4. Investigate and resolve gender issues
5. Ensure that our communications internally and externally use gender sensitive language, change negative gender perceptions and do not discriminate.
6. Build a common understanding around gender through induction and training.
7. Ensure that all projects include a gender assessment at proposal/design stage
8. Ensure that all projects disaggregate data by gender
9. Ensure that all evaluations investigate the gender dynamics of the community and the impact of the project on that dynamic.

Specific to Human Resources, TLMS will:

1. Make all Human Resources systems and processes gender-sensitive and responsive.
2. Ensure all Boards and senior management establish succession planning procedures to ensure gender balance in decision-making positions.
3. Determine the nature, structure and causes of gender imbalances in staff and take appropriate action.
4. Ensure equal pay for women and men in the same roles in our salary reviews
5. Be supportive to those with caring responsibilities (including maternity, paternity and parental leave).
6. Train all staff in gender concepts and the importance of gender mainstreaming

Implementation and Monitoring of the Gender Policy

Overall responsibility for ensuring the implementation of this policy lies with the International Director and the Country Leader of each Member.

Global Fellowship Board has responsibility for ensuring that a global gender policy is in place and is regularly reviewed.

Local Board – is responsible for ensuring there are appropriate gender policies and standards in place in their country

Country Leader (CEO) – is responsible for the implementation and monitoring of the gender policy.

Managers – are responsible for implementing and monitoring this policy in their department/ area of responsibility. They are also responsible for ensuring that staff are adequately trained and monitored.

Staff and Representatives – are responsible for implementing this policy and reporting (suspected) breaches to the Country Leader as soon as possible.

The Member review process that The Leprosy Mission Fellowship do, will verify that the relevant sections of this policy are being applied across the organisation and programmes.

Related documents

- Safeguarding Code of Conduct
- Safeguarding Children and Vulnerable Adults Policy
- Safeguarding Bullying and Harassment policy

Revision of this Gender Policy should be done latest during 2030