



Gender Equality Policy

TOF is committed to gender equality, addressing vulnerability and alleviating poverty in its projects. Projects will nationally, where possible, always work towards inclusion and representation of vulnerable people and the poor as project stakeholders and beneficiaries.

Gender Equality

is a fundamental principle in all TOF's activities and an essential requirement in all its partnerships and project-based operations in Norway and overseas. All activities and operations of TOF, its partners and associates are to be gender inclusive and free from any type of discrimination. TOF's policy of gender equality will ensure that TOF will establish cooperation and partnerships only with organisations that share the same commitment, values and principles in all procedures, activities and operations.

TOF's Policy of Gender Equality

is based on international agreements and policies of human rights and women's and children's rights. Our policy is in line with the policies of the Norwegian Ministry of Foreign Affairs, NORAD, EU, OECD, World Bank, Asian Development Bank and other regional Development Banks, and other international development financing institutions.



Gender Equality Policy

Underlying TOF's gender equality policy is the global goal of gender equality. TOF's policy builds upon the principles in the UN *Declaration of Human Rights*, specifically the UN *Convention on the Elimination of All Forms of Discrimination against Women*, and it aims to promote the UN Sustainable Development Goals (SDGs), particularly SDG No. 5 *Achieve gender equality and empower all women and girls*.



The term **Gender** refers to the social, behavioural and cultural attributes, expectations and norms with being male or female, and the relationship between them, as opposed to the biological definition of sexes. Gender identities and relations are not biologically defined, but they are social constructions that evolved over time differently in different socio-cultural environments. Gender constructions can therefore develop through social, political and cultural processes, which makes gender roles and relationships both dynamic and changeable.



Gender mainstreaming is a fundamental strategy that is applied in all TOF's operations and activities, based on the goal of achieving gender equality. Gender mainstreaming means that the implications of any planned activity for men and women will be assessed. TOF's gender mainstreaming approach is to systematically integrate the perspectives of both men and women in all its operations through gender assessment and analysis carried out during the planning phase of any project/activity. Results from the gender analysis are then integrated into the project design. In this way the concerns and experiences of both men and women are made an integral part of design, implementation, monitoring and evaluation of all project-based activities and operations.

Gender analysis as part of the gender mainstreaming approach will reveal and clarify the differences between and among men, women, boys and girls in terms of socio-economic and cultural setting, power, resources, opportunities and constraints. This analysis will also reveal contextual differences related to social class, race, ethnicity, age, religion and vulnerability, be it related to men or to women. However, because women all over the world in all countries and societies are - to a various extent - disadvantaged compared to men, gender mainstreaming means that special attention is paid to the situation of women and girls. All TOF's project-based operations will therefore contain specific components and activities, targeted action and assistance benefitting women and girls, as well as minority and disadvantaged groups.

In TOF's operations and activities gender mainstreaming also means that we:

- promote gender balance in all our staff recruitment, and
- provide working conditions that suit the needs of both men and women.

This means that the work place will be welcoming, safe and free from any harassment based on gender, race, ethnicity, age or other labels separating people.

Core Labour Standards

TOF with its partners and associates will in its staffing and all project-related labour recruitment follow the International Labour Organisation's (ILO) core labour standards. These contain:

- (i) freedom from forced labour
- (ii) freedom from child labour
- (iii) freedom from discrimination at work
- (iv) freedom to form and join a union and to bargain collectively

This means that TOF will neither tolerate any use of child labour (persons below the age of 15), nor tolerate any forced or discriminatory labour recruitment, and that TOF will ensure equal payment for equal work (equal payment for men and women undertaking the same work). ILO core labour standards are a requirement to be applied in all projects, activities and operations by TOF, its partners and associates.



Guidelines for Detection of Sexual Harassment, Abuse and Exploitation

TOF will in all its activities and operations strive for a working environment that is tolerant, multi-cultural and gender equal, building upon diverse qualities and skills of individuals from different backgrounds, both men and women.

Anyone engaged with TOF, its partners or associates is expected to retain high ethical and moral values, principles and standards of behaviour. TOF will not tolerate any form of discrimination or harassment, be it related to race, age, gender, nationality, ethnicity, religion or political belonging or other affiliation. TOF will never tolerate its staff, partners or associates allowing or getting involved in any form of sexual or other harassment based on gender, age, race, ethnicity or other differences. Any behaviour of sexual nature that offends the integrity of another person is severely forbidden. Any abuse or exploitation, utilising the vulnerability of another person is strictly unacceptable. Such utilisation can be based on gender, age, socio-economic status or other fragilities: Examples are sexual trafficking of girls and women, use of child labour, use of under-paid

labourers lacking knowledge of their rights to minimum wages, or labour trafficking under slavery-like conditions.

All employees and staff of TOF, its partners and associates will be informed and made aware of TOF's code of conduct, gender equality policy and zero tolerance to harassment, abuse and exploitation. All employees and staff will be sensitised to be alert and report any suspected occurrence of inappropriate behaviour within TOF, its partners and associates, or within any related activities and operations.



Information and Reference Sources

Asian Development Bank gender policy: <https://www.adb.org/themes/gender/policy>

Council of Europe: European Consensus of Development 2017:
https://ec.europa.eu/international-partnerships/european-consensus-development_en

Freedom, empowerment and opportunities. Action Plan for Women's Rights and Gender Equality in Foreign and Development Policy 2016–2020. Norwegian Ministry of Foreign Affairs.

Gender Equality, Poverty Reduction, and Inclusive Growth. World Bank Group Gender Strategy 2016–2023. World Bank.

ILO Core Labour Standards: <https://www.ioe-emp.org/en/policy-priorities/international-labour-standards/>

NORAD on gender: <https://norad.no/en/front/thematic-areas/democracy-and-good-governance/gender-for-development/>

OECD on gender equality and development: <https://www.oecd.org/dac/gender-development/>

United Nations (UN) Declaration of Human Rights: <https://www.un.org/en/universal-declaration-human-rights/>

United Nations (UN) Sustainable Development Goals: <https://sustainabledevelopment.un.org/sdgs>

United Nations (UN) Convention on the Elimination of All Forms of Discrimination against Women (CEDAW 1979): <https://www.un.org/womenwatch/daw/cedaw/>

World Bank on gender: <https://www.worldbank.org/en/topic/gender>

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