

# GENDER EQUALITY POLICY

## Introduction

This policy defines Right To Play’s explicit commitments to support gender equality and the principles expressed in international Human Rights agreements<sup>1</sup>, including the Convention on the Elimination of Discrimination Against Women (CEDAW) and the United Nations Convention on the Rights of the Child (UNCRC).

For Right To Play, gender equality refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women’s and men’s rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not a women’s issue but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centred development.<sup>2</sup>

## Goal

The Goal of this Policy is to support Right To Play to educate and empower all children and youth using the power of play. We believe that gender equality is an essential condition to creating a healthier and safer world. This policy states our commitment to consistently, meaningfully and strategically integrate gender equality across our programming and in our organization.

## Objectives

The objectives of the policy are to:

- Improve the integration of gender equality into our programs;
- Advance girls’ and women’s equal participation with boys’ and men in play-based learning and decision making;
- Prevent and address gender-based violence (GBV); and
- Create a gender-sensitive and inclusive organizational culture within Right To Play.

## Guiding Principles

### A- Human Rights

We believe that all human beings are born equal in dignity and rights and that everyone is entitled to all the rights and freedoms set forth in the Universal Declaration of Human Rights, without distinction of race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status, sexual orientation and gender identity. Equality among and between girls, boys and young people is at the heart of the United Nations Convention on the Rights of the Child (UNCRC) and is key for the full realization of children’s rights. Our interventions strive to ensure that everyone can achieve their full potential.

### B- The Power of Play

Play is a valuable tool for addressing the root causes of gender inequality and empowering women and girls to take an active role in their lives and communities. Participation in play-based activities enhances the health and well-being of women and girls, fosters self-esteem and empowerment, facilitates social inclusion and integration, challenges

<sup>1</sup> To name a few, these include the United Nations Charter and the Universal Declaration of Human Rights, the Beijing Platform for Action, , the commitments laid out in the Millennium Development Goals and the Sustainable Development Goals, and the Declaration on the Elimination of Violence Against Women.

<sup>2</sup> United Nations Definition - The Office of the Special Adviser to the Secretary-General on Gender Issues and Advancement of Women (OSAGI)

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gender norms, and provides opportunities for leadership and achievement. Similarly, fair play, empathy, communication and teamwork promote positive masculinity and help boys and men model healthy behavior, which is essential for achieving sustainable gender equality.

#### C- Focus on girls and women

In most contexts, looking at gender equality requires a focus on girls and women because of historical, systemic and structural inequalities. Although men and boys also face discrimination, our emphasis is on addressing inequalities affecting women and girls because they are more often targets of discrimination and gender based violence. One of our particular focus is on protection and participation of those most vulnerable to crises, especially young women and girls, for example in humanitarian and emergency settings,

#### D- Gender, boys and masculinity

Current forms of masculinity associate being a boy or ‘masculine’ with unhealthy and violent behaviors. We believe that gender equality involves promoting positive masculinities by building boys' life skills around communication, expressing emotions and resolving conflicts peacefully. We also believe that boys and men have an important role to play in gender equality programing - for example, in reproductive health and gender-based violence. We believe that boys and men are partners in challenging the gender unequal status quo and in working towards transformation for gender equality.

#### E- Justice, diversity and inclusion

We strive for inclusive workplace and programs that promote diversity and abolishes inequality, discrimination and prejudice. We understand that gender intersects with other aspects of identity such as race, religion, ethnicity, nationality, ability, sexual orientation, etc. that can reinforce unequal access and opportunity. We address barriers and create opportunities for equal participation of women and men at all levels of the organization.

#### F- Zero tolerance to sexual exploitation, abuse and harassment.

Right To Play acknowledges the obligation to act on suspicion or observation of sexual exploitation, abuse and harassment in its programs and workplaces. Right To Play does not tolerate sexual exploitation, abuse and harassment by any of its employees, consultants, contractors, coaches, interns, volunteers (team members). It is strictly forbidden to exchange money, goods or services for sexual favors from team members and beneficiaries. Sexual activity with children (persons under the age of 18), regardless of the local age of consent is forbidden. Inappropriate jokes, language and actions of a sexual nature will not be tolerated. We encourage and have systems in place to immediately address sexual misconduct. Please refer to the Workplace Harassment Policy for more information.

## Commitments

In Right To Play Programs, Culture and Organization we commit to:

### 1. Mainstreaming Gender: Gender equality is integral to all programs and processes.

- Vice Presidents (VPs) are responsible for mainstreaming gender equality into strategic initiatives that are led by their teams;
- VP Philanthropy ensures that gender equality commitments are conveyed to sponsors, donors and development partners (marketing, communications and fundraising strategies) to drive donation activity; and
- Country Directors (CDs) ensure that a gender analysis is conducted at least once in the three-year program cycle in each location where we work, and that programs, projects as well as strategic plans are informed by the results of the analyses.

### 2. Strengthening our capacity: We train our teams in gender equality and give them the knowledge, tools and ability to integrate the principles of gender equality in all our work.

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|-------------------------------|---|
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- VPs are responsible for ensuring that everyone on their team gets a Gender Equality onboarding when they join the organization, and a Gender Equality training<sup>3</sup> every two years;
  - CDs ensure that Coach/Teachers and staff members of partner organizations directly involved in implementation of Right To Play funded programs receive training on Gender Equality; and
  - CDs address their Gender Equality capacity needs (for example by hiring a Gender Specialist, or by partnering with a strong local Gender Equality Organization).
3. Monitoring, Evaluation and Learning (MEL): We measure Gender Equality for evidence-based decision-making and continuous improvement.
- Country and Fundraising Centre leads ensure that Gender Equality indicators from the global indicators are included in proposals;
  - MEL Leads are responsible for integrating gender equality into baseline, monitoring and evaluation; and
  - MEL Leads are responsible for ensuring equal representation and participation of girls and women (as beneficiaries and enumerators) throughout the measurement and evaluation cycle.
4. Ensuring Equal Representation: We strive for at least 50% of women in our teams at all levels and in each unit (such as a country for example). We take active steps to recruit, train and support more women into leadership and other positions where they are under-represented.
- Boards target 50% representation of women on all Boards as well as Board Committees;
  - VPs establish female representation goals for their teams and link hiring managers' performance to reaching these goals;
  - VP People and Culture collect and analyze gender parity data annually;
  - VP People and Culture report annually to the International Board of Directors on gender parity in the organization; and
  - CDs ensure that their hiring and retention practices move their office towards greater parity.
5. Promoting Gender Aware, Safe and Inclusive Workplaces: We are committed to having diverse, inclusive workplaces where every individual has opportunities and access to the resources to reach their full potential. We pursue family-friendly work policies and practices that enable everyone to participate fully in work and family life;
- VP People and Culture leads a strategic initiative on globally equitable family-friendly workplace measures like parental leave, maternity leave and flexible work arrangements;
  - VP People and Culture ensures we have a zero-tolerance policy on preferential or discriminatory behavior as well as towards Sexual Exploitation Abuse and Harassment; and
  - VP People and Culture ensures our recruitment, development and advancement policies are inclusive of underrepresented groups.

## Accountability and review

The Chief Executive Officer (CEO) is ultimately responsible for the implementation of the Gender Equality Policy. The VP of People and Culture will report annually to the Board on progress towards implementation of the Gender Equality Policy. Right To Play will conduct a gender audit to inform the tri-annual review of the Gender Equality Policy in 2021.

Right To Play Equal Employment and Harassment Policy

Right To Play Code of Conduct

<sup>3</sup> The Gender Equality training includes content on Gender Equality definitions, stereotypes, Gender in our work, Gender Based Violence, Gender and men, Gender Analysis and contextualized content for example on Harmful Traditional Practices, or Gender and Education, Gender and Peacebuilding.

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|-------------------------------|---|
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**RIGHT TO PLAY**

PROTECT. EDUCATE. EMPOWER.

Right To Play Child Safeguarding Policy

*Right To Play Global Strategy 2018-2020*

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## Definitions

|                              | Definition   | In simplified words  |
|------------------------------|--|--|
| <b>Empowerment</b>           | Empowerment refers to increasing the spiritual, political, social or economic strength of individuals and communities. It often involves developing confidence in their own capacities.<br>Empowerment is both a process and the impact of a process.<br>Empowerment of girls and women is a process of women taking control over their lives: setting their own agenda, gaining skills, increasing self-confidence, solving problems and developing self-reliance. It involves changes at the personal level (consciousness, self-confidence, abilities, health, education, well-being) and social, political, cultural, legal changes.   | Giving a group more power over their lives, at all levels.<br>Women empowerment means giving women the power to make decisions in all aspects of their lives.      |
| <b>Gender</b>                | Gender refers to the socially and culturally constructed differences between women and men, a product of socialization, conditioning, social-cultural norms and expectations.<br>Gender stands for the rules, traditions, and social relationships in societies and cultures that together determine and sanction feminine and masculine behaviour and how power is allocated and used by women and men. <sup>4</sup><br>Gender characteristics change over time and from one culture to the other.  | Differences between men and women that are not biological.   |
| <b>Gender-Based Violence</b> | Gender-based violence (GBV) refers to any act that is perpetrated against a person's will and is based on gender norms and unequal power relationships. It inflicts harm on women, girls, men and boys. <sup>5</sup><br>Gender-based violence includes physical, sexual and psychological violence such as domestic violence; sexual abuse; traditional harmful practices such as honor killings, early marriage, burning or acid throwing, genital mutilation, dowry-related violence; and emotional abuse, such as coercion and abusive language. Trafficking of women and girls for prostitution, forced marriage, sexual harassment and intimidation at work are additional examples of gender based violence. <sup>6</sup> Gender Based Violence includes violence that emasculates men and boys through for example homosexualization, feminization, genital harm. Gender Based Violence also includes violence against lesbian, gay, bisexual, transgender, and intersex (LGBTI) persons. | Violence against someone based on their gender having less status in our societies.  |
| <b>Gender Blind/neutral</b>  | <ul style="list-style-type: none"> <li>• Ignores gender norms, roles and relations</li> <li>• Very often reinforces gender-based discrimination</li> <li>• Ignores differences in opportunities and resource allocation for women and men</li> <li>• Often constructed based on the principle of being "fair" by treating everyone the same<sup>7</sup></li> </ul>   | When a project ignores gender  |
| <b>Gender Discrimination</b> | Gender discrimination refers to any situation where a person is denied an opportunity or misjudged solely on the basis of their sex. It is any unequal treatment based on gender and may also be referred to as sexism. Characteristics of gender discrimination are any situation where a person shows a prejudice towards another that would not occur had they been the opposite sex.   | Treating someone differently because of their sex.   |
| <b>Gender Equality</b>       | Refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centred development. <sup>7</sup>  | Women and men have equal rights, responsibilities, opportunities and benefits. Being a man (or being masculine) is not better than being a woman (being feminine). |
| <b>Gender Equity</b>         | 'Gender Equity' and 'Gender Equality' are used interchangeably around the word by a variety of organizations. Gender equity means fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities. <sup>8</sup>   | Being fair to women and men (i.e. paying them the same salary for the same job)  |
| <b>Gender Mainstreaming</b>  | The process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. <sup>7</sup>  | Including Gender in planning, implementing, monitoring, evaluating as well as the functions and practices of the organization.                                     |

<sup>4</sup> United Nations Definition -OSAGI

<sup>5</sup> UNHCR

<sup>6</sup> CEDAW and United Nations

<sup>7</sup> WHO Gender Responsive Assessment Scale

<sup>8</sup> ILO ABC Of Women Worker's Rights And Gender Equality

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|------------------------------------|--|--|
| <b>Gender Responsive/ Specific</b> | <ul style="list-style-type: none"> <li>• Considers gender norms, roles and relations for women and men and how they affect access to and control over resources</li> <li>• Considers women's and men's specific needs</li> <li>• Intentionally targets and benefits a specific group of women or men to achieve certain policy or programme goals or meet certain needs</li> <li>• Makes it easier for women and men to fulfil duties that are ascribed to them based on their gender roles<sup>9</sup></li> </ul>   | When a project targets women (or men) because they have different gender needs |
| <b>Gender Sensitive</b>            | <ul style="list-style-type: none"> <li>• Considers gender norms, roles and relations</li> <li>• Does not address inequality generated by unequal norms, roles or relations</li> <li>• Indicates gender awareness, although often no remedial action is developed<sup>9</sup></li> </ul>  | When a project takes into account gender                                       |
| <b>Gender Transformative</b>       | <ul style="list-style-type: none"> <li>• Considers gender norms, roles and relations for women and men and that these affect access to and control over resources</li> <li>• Considers women's and men's specific needs</li> <li>• Addresses the causes of gender-based health inequities</li> <li>• Includes ways to transform harmful gender norms, roles and relations</li> <li>• The objective is often to promote gender equality</li> <li>• Includes strategies to foster progressive changes in power relationships between women and men<sup>9</sup></li> </ul>  | When a project transforms current gender inequality to make it more equal      |
| <b>Gender Unequal</b>              | <ul style="list-style-type: none"> <li>• Perpetuates gender inequality by reinforcing unbalanced norms, roles and relations</li> <li>• Privileges men over women (or vice versa)</li> <li>• Often leads to one sex enjoying more rights or opportunities than the other<sup>9</sup></li> </ul>   | When a project makes gender inequalities worse                                 |
| <b>Sexual Abuse</b>                | The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. <sup>9</sup>   | Rape, sex with children  |
| <b>Sexual Harassment</b>           | Any unwelcome sexual advance, request for sexual favour, verbal or physical conduct or gesture of a sexual nature, or any other behaviour of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation to another. Sexual harassment may occur when it interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive environment. It can include a one-off incident or a series of incidents. Sexual harassment may be deliberate, unsolicited and coercive. Both male and female colleagues can either be the victim or offender. Sexual harassment may also occur outside the workplace and/or outside working hours. <sup>10</sup> | Verbal, physical or visual pressure or intimidation that is of sexual nature.  |
| <b>Sexual Exploitation</b>         | Sexual exploitation is any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. <sup>10</sup>  | Prostitution, trafficking, sex for goods or services.                          |

<sup>9</sup> United Nations - DPKO