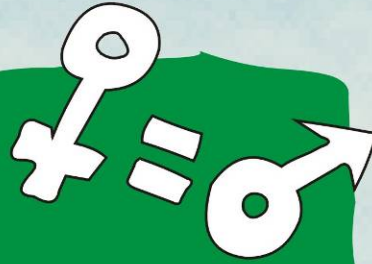


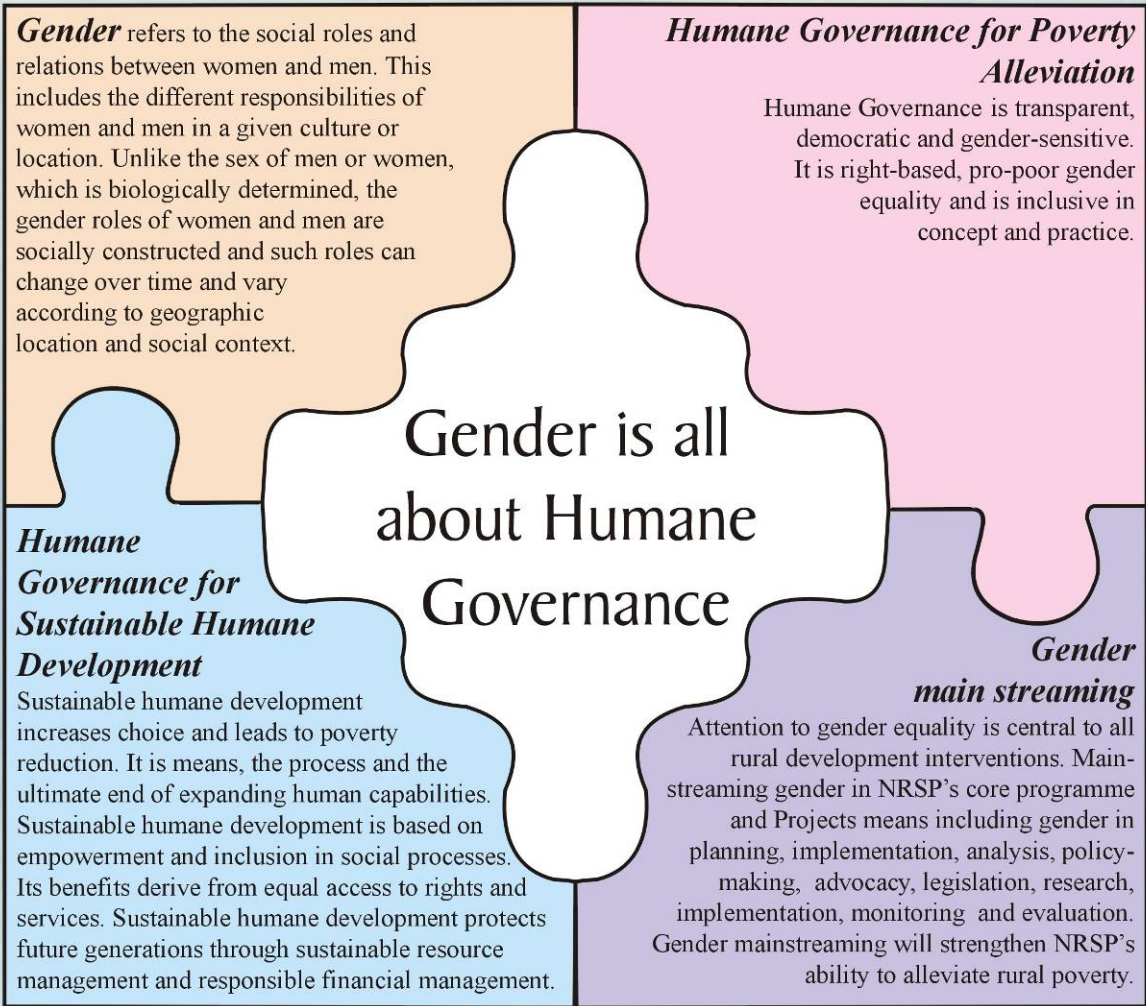
*Engendering Humane
Governance for
Poverty Alleviation &
Sustainable Humane
Development*



NRSP's Gender Mainstreaming Policy

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National Rural Support Programme
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Abbreviations

GAD	Gender and Development
NRSP	National Rural Support Programme
RSPN	Rural Support Programmes Network
RSPs	Rural support Programmes
SRSP	Sarhad Rural Support Programme
TRDP	Thardeep Rural Development Programme
PRSP	Punjab Rural Support Programme

NRSP's Gender Mainstreaming Policy

Introduction

Gender Issues have been an integral concern of NRSP since its inception in 1992. The organization took a number of steps to ensure that all its programmes were gender sensitive. These efforts ranged from setting up a centralized Gender and Development Cell (GAD-Cell) that aimed at ensuring gender concerns in its core programmes to a decentralized mechanism by assigning Gender Integration responsibilities to individual Programme Managers.

Programme Managers were responsible to design women focussed activities in their respective sectors. Women were provided with the capacity development opportunities alongside men that resulted in increased awareness and gender sensitivity. Focus on women community Organization's (WCOs) formation accentuated the importance of addressing women's need, which the organization met in a best possible way. The Board and Management of NRSP always recognized that in order to promote Gender Equality within organization and its communities there is a need to document a Gender Mainstreaming Policy subsequently a strategy endorsed and owned by the board and management (at the head office and regional levels).

There have been efforts to finalize the gender policy. Guidelines for policy formulation were prepared under an initiative taken up by The Rural Support Programmes Network (RSPN) which was established on July 28,2000. RSPN initiated the idea of developing Gender Mainstreaming Policies/strategies for Rural Support Programmes. To facilitate the process of policy formulation, a workshop titled (RSP Gender Policy Guideline Workshop) was held on October 2000. During the workshop, policy formulation guidelines were developed and later on circulated to the management of RSPs for their consideration. As a result, there was an active movement within RSPs to have their gender mainstreaming policies including NRSP.

NRSP's Board of Directors approved the Gender Mainstreaming Policy in its 36th meeting held on June 28,2004. The policy was advised to be operationalized with immediate effect. This policy document evolved out of serious deliberation by the management of NRSP. The draft document was prepared on the basis of organizational experience spread over 12 years. Before presenting to the Board of Directors it was widely shared with the regional and sectoral professionals of NRSP. The draft was revised several times to attain a widely shared and owned document incorporating feedback and comments received as a result of regional consultations.

NRSP's Vision of Gender Mainstreaming

Gender has been identified by NRSP as a crosscutting theme. This implies gender integration into policy planning, programming, implementation and evaluation of activities.

NRSP believes that its efforts to reduce poverty cannot achieve their full potential unless the organization addresses the constraints that limit the capabilities of men and women to improve their standard of living and quality of life. Key aspects of this are:

- 1) Recognizing and harnessing the full potential of rural men and women
- 2) Increasing their productive capacity
- 3) And reducing barriers limiting their participation in society.

NRSP acknowledges Gender Mainstreaming a means of consciously raising the visibility and support to women's contributions to poverty alleviation. This is different from assuming that women will benefit equally from gender- neutral development intervention.

The Guiding Principles

NRSP's policy on gender mainstreaming is guided by the following principles;

- 1- Gender Integration:** NRSP realizes that addressing gender inequality as a crosscutting theme requires that women's views, perceptions, needs and aspirations shape the development agenda as much as those of men.
- 2- Diversity and Intersection:** Gender equality requires recognition that every policy, programme and project affects women and men differently.
- 3- Partnership between men and women:** Partnership between men and women is inevitable to enlarge choices. It involves working with men and women to bring about changes in attitudes, behavior, roles and responsibilities at home, in the workplaces, communities and the society at large.
- 4- Empowerment and Agency:** Empowerment enables women and men to identify unequal power relations and unequal access to and control over resources and the implications of unequal power relations for a prosperous society. Empowerment begins with consciousness raising and leads to self-realization.
- 5- Gender Equality/Equity: an effort to promote sustainable humane development:**
Achieving gender equality does not mean that women become the same as men. Rather, it is a conscious effort to ensure that one's rights or opportunities do not depend on being male or female. NRSP is aware that its efforts and contributions to poverty reduction must be coupled with actions to

eliminate gender inequalities in order to promote sustainable humane development.

The Goal and Objectives of NRSP's Gender Mainstreaming Policy

The Goal: The goal of NRSP's gender mainstreaming policy is to support the achievement of humane governance in order to reduce poverty and ensure sustainable humane development.

Objectives: From this goal, NRSP derives the following objectives;

- ✓ To integrate gender equality concerns into policies, planning, programming, implementation and evaluation of activities in all areas.
- ✓ To develop institutional mechanisms (organizational structures, culture) and sector specific strategies to carry forward the gender integration process.
- ✓ To establish linkages with other RSP's, and governmental and non-governmental organizations striving to achieve gender equality.

Conclusion: NRSP's Gender Mainstreaming Policy is based on the institutional and programmatic priorities of the organization. This is in line with the national and international commitment of The Government of Pakistan to reduce poverty and attain gender equality.

Annex –1) Definitions of key Gender Concepts

Sex and Gender

Gender refers to the characteristics and roles that society defines for men and women. It determines how we are perceived and expected to think and act as men and women because of the way society is organized.

Gender is a set of roles, which communicates to people that we are feminine or masculine.

Sex describes the biological differences between men and women, which are universal and determined at birth.

Gender includes

Roles	What we think men and women should do
Stereotype	what we think men and women should be like
Values	what we think is good for men and women.

Gender Analysis

Gender analysis is the collection and analysis of gender desegregated information. Men and women both perform different roles. This leads to women and men having different experiences, knowledge, talents and needs. Gender analysis explores these differences so policies, programmes and projects can identify and meet the different needs of women and men. Gender analysis also facilitates the strategic use of distinct knowledge and skills possessed by women and men.

Gender- disaggregated Data: Data that is collected and presented separately on men and women.

Gender Equality: Gender equality means that there is no discrimination on the grounds of person's sex in the allocation of resources or benefits. This is therefore the equal valuing of society for women and men and the roles they play.

Gender Equity: The term refers to fair measure/ conditions to improve the disadvantaged situation of women and men.

Empowerment: Empowerment is about people-both women and men taking control over their lives; setting their own agendas, gaining skills, building self-confidence. No one can empower the other person. It the conscious decision of the individual herself /himself. The institutions like NRSP can initiate processes that can nurture self- empowerment of individuals.

Gender Division of Labour: This concept refers to the societal division of tasks and responsibilities among women and men. More precisely, it is the determination of what is suitable for women and what is suitable for men.

Women in Development (WID): The WID approach aims to initiate women specific interventions by targeting women only. Another aspect is that the practitioners tend to forget the role of men in women empowerment.

Gender and Development (GAD): GAD approach seeks to have both women and men participate, make decisions and share benefits equally.

Practical Needs: Practical needs refer to what women (men) perceive as immediate necessities such as water, shelter and food.

Strategic Interests: It refers to interests that often relate to structural changes in society regarding women's subordinating status. The measures include legislation for equal rights, reproductive choice and increased participation in decision – making.

Humane Governance: Humane Governance is transparent, democratic and gender-sensitive. It is rights-based, pro-poor, promotes gender equality and is inclusive in concept and practice.

Humane Governance for Poverty Eradication & Sustainable Humane Development

Sustainable humane development increases choice and leads to poverty reduction. It is the means, the process and the ultimate end of expanding human capabilities. Sustainable human development is based on empowerment and inclusion in social processes. Its benefits derive from equal access to rights and services. Sustainable human development protects future generations through sustainable resource management and responsible financial management.

Gender mainstreaming

Attention to gender equality is central to all rural development interventions. Mainstreaming gender in NRSP's core programme and Projects means including gender in planning, implementation, analysis, policy-making, advocacy, legislation, research, implementation, monitoring and evaluation. Gender mainstreaming will strengthen NRSP's ability to alleviate rural poverty.