



HAI GENDER POLICY

Humanitarian Aid International (HAI) is a not-for-profit organization under the Indian Trusts Act, founded by a team of humanitarian and development professionals with a collective global experience of over 300 years. The organizational purpose is to establish a global aid institution founded and headquartered in India to extend effective and efficient humanitarian assistance and invest in sustainable and resilient development to eradicate poverty and hunger.

HAI's vision is establishing an Indian civil society organization of international stature and standing that leads humanitarian assistance and development initiatives to reduce risks of poverty, hunger and violence in the world. It has been generally observed that while women get systematically discriminated against, they are almost relegated to the periphery at times of any natural disaster due to their social and cultural constraints. Women suffer differently and much more during the situation of conflicts.

Through this policy, HAI aims at mainstreaming gender by creating an enabling working environment for the working staff, which also helps in developing gender sensitive programme planning and execution. HAI aims to adopt a holistic approach in integrating gender perspective in all its objectives and interventions. HAI aims to make efforts to groom the skills and talents of women to confront the situations in a commanding manner. The Gender policy aims at building and promoting a culture that understands and respects women's issues and deals with them more sensitively.

The objectives of the Gender Policy are:

- to mainstream gender perspective and address gender concerns at all levels of the organization and its programmes
- provide equal opportunity to men and women in all spheres of the organizational work, without any impediment.
- create fair and conducive environment for both women and men at workplace and involvement, women, and transgender persons in decision-making process of the Organization.

The following strategies are followed in accomplishing the abovementioned objectives:

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Staff Composition/Representation: HAI staff composition will have balanced

representation of men & women, and of transgender persons wherever possible, at all levels signifying gender equality of the organization. The presence of women and transgender persons would provide a diverse perspective and unique outlook in dealing with issues. Involvement of women in the organizational structure would also reveal and specify the faith and confidence that the organization entrusts in the skills and abilities of women.

Work Environment: HAI aims at providing a non-threatening and friendly atmosphere for all the employees. A sensitive environment would be built, where women can function fearlessly and deliver their tasks most creatively. Work would be done with the staff members to inculcate sensitivity in their behaviour and attitude, to make them more receptive towards women's concerns and needs.

Training and capacity building of Staff: The training and capacity building of HAI staff would be a continuous process involving regular programmes and circulation of reading material. During all the trainings and workshops, the methodology and facilitation process would be gender sensitive. In other words, the representation of women should be there in all the training and capacity building programmes.

Organizational systems: The rules and regulations of HAI framework would investigate the concerns and needs of the staff. Issue of safety would be the topmost priority. Besides, HAI will also make its stand clear on gender to the new staff/trainees/volunteers by explicitly stating it in their Terms of Reference.

Planning & Designing: While planning & designing, HAI will target the most discriminated and vulnerable sections through interventions at the ground level, taking into consideration the requirements that emerge from the field. The female staff in the field is the vital channel of communication between HAI and with women community at site.

Implementation: Women will be involved in all activities of the projects implementation and HAI will build a relationship with women in the community and take efforts to groom their skills and talents at all stages.

Monitoring/Evaluation: The monitoring will be done at all stages of projects/programmes from the very beginning, keeping gender perspective in mind. The reaction and feedback of women would also be taken into the consideration. The equal wages for equal work for men, women and transgender persons is also to be ensured.

Reporting: All reports will include gender component to ensure the presence of women, their process of participation and their response. Coping capacities of women in the community would be documented.

Field Offices: HAI will also appoint women employees in all its field offices to enhance better outreach and generate awareness amongst women beneficiaries. Field offices would ensure fair representation and participation of women in staff and committees, to reach out to the grassroots.

Information, Education and Communication: HAI will design IEC materials with the motive of reaching out to the grassroots. The language used will be gender sensitive, portraying and

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highlighting the role of women in the societies they survive. Traditional means would be used to communicate the message to the community and challenge social and cultural injustice.

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Approved by: HAI Board

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