



International solidarity organisation

Gender Equality and Gender- based Violence Protection Policy

June 2019

Presentation of Triangle Generation Humanitarian

Triangle Generation Humanitaire (TGH) is an international solidarity organisation. Since 1994, it has been providing concrete responses to people facing crisis situations due to conflicts, natural disasters or any type of situation that puts them in a precarious position, and is involved in the fight against poverty and for social integration. Supported by national and international donors, TGH's interventions combine emergency, rehabilitation and development projects.

TGH has already been active in many countries, providing direct or indirect assistance to beneficiaries. In the development of its projects, TGH is committed to involving beneficiaries in order to provide sustainable solutions aimed at empowering the populations being assisted.

Declaration by Triangle Generation Humanitaire

TGH is committed to creating a protective and egalitarian environment for all its employees and beneficiaries.

TGH has a particular interest in the protection against gender-based violence and equality between women and men.

This document aims to raise awareness among TGH staff about the risks associated with this issue, by setting out a number of essential principles to be known and respected.

The purpose of this Policy is also to encourage the staff of TGH and its operational partners to reflect on their behaviour and actions.

General principles

The purpose of this policy is to integrate the “gender dimension”, promoting gender equality, in all the organisation’s activities, humanitarian programmes and internal operations. Gender mainstreaming means that all organisational and management policies, programmes and processes are designed, conducted, monitored and evaluated taking into account the needs and constraints of girls, boys, women and men, in order to promote gender equality, ensure that women, men, girls and boys assert their rights and that inequality is not perpetuated.

Application and use

TGH’s Gender Equality and Gender-Based Violence Protection Policy is aimed at all salaried staff of the association. This policy must be respected by the employee throughout the duration of his or her contract.

TGH’s Gender Equality and Gender-Based Violence Protection Policy is intended to be a practical guide. It is therefore a constantly evolving document that must be reviewed regularly. The Policy is available to all staff, volunteers and interns, who will be required to familiarise themselves with it.

The TGH’s Gender Equality and Gender-based Violence Protection Policy applies to all national implementing partners, who will be required to comply with it.

Definitions

Gender

Gender refers to norms, expectations and beliefs related to the roles and values attributed to girls and boys, women and men. These norms are determined by social structures; they are neither unalterable nor biologically determined. They change over time. They are learned through families and friends, in schools and communities, and via the media, government and religious organisations.

Gender gap

The gender gap is a measure of inequality that highlights opportunities or the distribution of unequal resources between men and women, boys and girls. The gender gap is generally revealed by sex-disaggregated statistical data demonstrating the level of inequality.

Gender discrimination

Gender discrimination describes a situation where people are treated differently simply because of their gender, not on the basis of their personal abilities or skills. Social exclusion, inability to participate in the decision-making process and limited access to services or resources are all common consequences of discrimination. When this discrimination is part of the social order, it is called systemic gender discrimination. In some communities, for example, some families regularly choose to give their son a higher education, and keep their daughters at home to help with household chores. Systemic discrimination has social and political foundations and must be taken into account at several levels in programming.

Sexual violence

Sexual abuse refers to the physical, sexual, psychological and sometimes economic violence inflicted on a person because of their gender. Women and girls are more often the targets of sexual violence, but this behaviour also affects boys and men, especially those who do not fit the image of the dominant boy or man. Sexual violence can refer to criminal acts of aggression committed by certain individuals, or socially sanctioned violence that can even be

committed by state authorities. These include human rights abuses such as domestic violence, trafficking of girls or boys, genital mutilation or violence against men who have sex with men.

Programming focused on gender equality

Gender equality programming is a generic term covering all strategies used to achieve gender equality, such as: gender mainstreaming through humanitarian projects; gender-based analysis; prevention of and response to gender-based violence and sexual abuse or exploitation; promotion and protection of human rights; strengthening the position of women and girls; and gender balance in the workplace.

Strategies

1. Prevention

PROTECTION

Protection monitoring activities that do not take into account essential ethical considerations related to the collection of data on gender-based violence may expose survivors to risks of stigmatisation and reprisals if this information is made public.

What the Sphere Handbook says:

Protection principle 3:

Protect the population affected by a disaster from physical and psychological suffering resulting from acts of violence or coercion.

Guidance note 13:

Women and girls are particularly at risk of gender-based violence.

When contributing to the protection of these groups, humanitarian agencies should consider in particular measures to reduce potential risks such as trafficking of persons, forced prostitution, rape or domestic violence. They must also apply standards and implement instruments to prevent and eradicate the practice of sexual exploitation and abuse. These unacceptable practices may target particularly vulnerable persons, such

as isolated or disabled women who are forced to engage in sexual acts in exchange for humanitarian assistance.

Protection principle 4:

To help people affected by a disaster to assert their rights, access the means available to obtain redress and recover from the effects of the abuses they have suffered¹.

CHILD PROTECTION

Child-friendly spaces that are located in isolated areas or that do not have female staff can increase children's, especially girls', exposure to violence.

If staff members have not received appropriate training, they will not necessarily recognise the risks of gender-based violence and other forms of violence against girls and boys, and will not be able to take the necessary measures to ensure that surviving children have access to care and support services. Children may face a higher risk of sexual exploitation and abuse by humanitarian workers if child-friendly spaces staff have not been properly monitored prior to recruitment.

What the minimum standards says about CHILD PROTECTION in humanitarian intervention:

Standard 8

Girls and boys are protected from physical violence and other harmful practices. Survivors must be provided with age- and culturally appropriate interventions.

Standard 9

Girls and boys are protected from sexual violence, and survivors of sexual violence have access to age-appropriate information. They also benefit from secure, responsible and holistic care².

1 - Sphere Project, 2011, Sphere Handbook: The Humanitarian Charter and Minimum Intervention Standards

2 - Working Group on Child Protection[WGCP], 2012, Minimum Standards for Child Protection in Humanitarian Response, <<http://toolkit.ineesite.org/toolkit/>>

EDUCATION

If education programmes do not sufficiently take into account the rights, needs and vulnerabilities of pupils, they can increase their risk of exploitation by teachers, dropping out of school and early and/or forced marriage. Distance from schools can prevent children, especially girls, from going to school and/or increase their risk of sexual harassment or sexual assault on their way to school.

What the INEE standards says:

Standard 2 on access and learning environment

- (...) Education programmes must monitor and address issues of sexual harassment and exploitation. Parents, learners, teachers and other education personnel must agree on ways to reduce risks (...) on the way to and within learning spaces. This may include:
- write and post in a visible place clear rules against sexual harassment, exploitation and abuse and other forms of gender-based violence;
- include these rules in codes of conduct for teachers and other education personnel who must understand what conduct is unacceptable;
- increase the number of adult women in the learning space to protect and reassure learners. When there is gender-based violence, it is important to have confidential and secure systems in place to report and address it (...) Medical, psychosocial, judicial and protective support must also be provided to survivors of gender-based violence through a well-coordinated referral system.

Standard 2 on teachers and other education personnel: working conditions

- A code of conduct sets clear standards of behaviour for teachers and other education personnel (...) [and] specifies the mandatory consequences for those who fail to comply with it. It urges (...) staff (...) to: maintain a protective, healthy and inclusive environment, where there is no sexual or other harassment, exploitation of learners (...) sexual favours, intimidation, insults, violence and discrimination³.

3 - Excerpt from Inter-Agency Network for Education in Emergencies, INEE, 2010, Minimum Standards for Education: Preparedness, Response, Recovery <<http://toolkit.ineesite>.

WATER, SANITATION AND HYGIENE (WASH)

Without safe access to accessible water points, latrines and sanitation facilities and separate toilets for girls and boys, women, girls and other groups at risk are in danger of sexual assault.

What the Sphere Handbook says:

Programme design and implementation

All users are satisfied with the design and implementation of the WASH programme, which provides them with more security and restores their dignity.

Collective facilities for washing and toilets

People affected by a disaster need places to wash themselves that preserve their privacy and dignity. If this is not possible in their household, separate central facilities should be provided for men and women. ...]. The number of sites, their location, design, security, suitability and convenience must be defined with users, in particular with women, adolescents and people with disabilities. The location of the facilities must be central, easily accessible, well-lit and clearly visible from the surrounding area to help to ensure user safety.

Adequate and sufficient number of toilets

Poor toilet location can sometimes increase women and girls' exposure to assault, especially at night. It is therefore necessary to ensure that women and girls feel, and are, safe when using the toilets available to them⁴.

FOOD SECURITY AND LIVELIHOODS

If access to food is not sufficient, women and girls (who are most often responsible for finding fuel and food) may have to travel to unprotected areas where they are at increased risk of sexual abuse, including forced recruitment into prostitution.

If livelihood development programmes target women and adolescent girls without taking into account the risks associated with changing gender roles, they can increase their exposure to domestic violence or to violence perpetrated by other men in the community.

4 - (Excerpts from the Sphere Project, 2011, Sphere Handbook: The Humanitarian Charter and Minimum Standards for Humanitarian Intervention, <www.spherehandbook.org>)

What the Sphere Handbook says:

Improving food security in the household also requires an understanding of the different roles. Women, for example, often play a more important role in the planning and preparation of food in the household.

Standard 1.1 on food security and nutrition assessments

Women and men can have different and complementary roles in ensuring the nutritional well-being of the household. Talk to both, separately if necessary, about practices related to food security, food preparation and household resources.

Standard 6.2 on food aid: food quality, appropriateness and acceptability

The food provided is of an appropriate quality, is acceptable and can be used rationally and effectively.

Consult women and girls on food choices as they are often responsible for food preparation in the camps.

Standard 7.2 on livelihoods: Income and employment

Men and women must have equal access to appropriate income-generating activities where income and employment creation are feasible livelihood strategies.

Base decisions on income-generating activities on gender-sensitive market research. Discuss regularly with affected people, especially women and men separately, to find out their preferences and priorities in terms of income generation, cash-for-work opportunities and any other needs within the household and family. Discuss workloads and any increase in tensions at home related to changes in traditional gender roles and women's increased control over property.⁵

5 - The Sphere Handbook: The Humanitarian Charter and Minimum Standards for Humanitarian Intervention, Fourth Edition, Geneva, Switzerland, 2018.

2 . Gender protection and equality policy in our interventions

TGH is committed, with the means at its disposal, to promoting gender equality and combating gender-based violence. In order to achieve this objective, the following principles must be met:

- TGH recognises gender equality as a fundamental condition for the enjoyment of human rights by women, girls, boys and men.
- TGH ensures that gender equality is systematically introduced in the development of its policies and operational tools.
- TGH ensures the active participation of women, girls, boys and men in order to formulate and implement culturally acceptable interventions that include meaningful roles for all and respect for the universal rights of all.
- TGH bases programme design on gender analysis and gender and age-disaggregated data, with the aim of providing equitable and safely accessible services to all members of the target population.
- TGH is committed to promoting a gender balance at work and in HR policies.
- TGH systematically facilitates access to gender training for TGH employees.

TGH adheres to and applies the IASC's Six Core Principles on Sexual Exploitation and Abuse to its Human Resources Management Policy⁶:

1. "Sexual exploitation and abuse by humanitarian workers constitute serious misconduct and therefore constitute grounds for dismissal.
2. Sexual activities with children (persons under 18 years of age) are prohibited regardless of the age of majority or the age of local consent. Misconception about a child's age is not a defence.
3. The exchange of money, employment, goods or services for sex, inclu-

6 - See Report of the Inter-Agency Standing Committee Task Force on Protection from Sexual Exploitation and Abuse in Humanitarian Crises of 13 June 2002, Plan of Action, Section I.A.

ding sexual favours or other forms of humiliating, degrading or exploitative behaviour, is prohibited. This includes the exchange of assistance due to beneficiaries.

4. Sexual relations between humanitarian workers and beneficiaries are strongly discouraged because they are based on an inherently unequal power dynamic. Such relationships undermine the credibility and integrity of humanitarian aid work.
5. When a humanitarian worker develops concerns or suspicions about sexual abuse or sexual exploitation by a colleague, whether within the same organisation or not, he or she must report these problems through the reporting mechanisms established by the organisations.
6. Humanitarian workers are obliged to create and maintain an environment that prevents sexual exploitation and abuse and promotes the implementation of their code of conduct. Managers at all levels have specific responsibilities to support and develop systems that maintain this environment.”

SOURCES:

Directives pour l'intégration d'interventions ciblant la violence basée sur le genre dans l'action humanitaire [online]

Retrieved from : <https://gbvguidelines.org/fr/>

- Humanitarian Response – United Nations Office for the Coordination of Humanitarian Affairs [online]

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- Inter-Agency Standing Committee [online]

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