
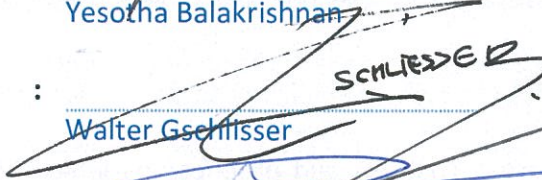
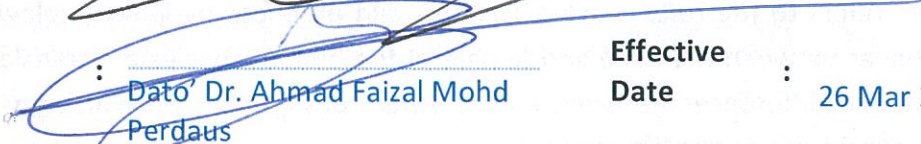




GENDER POLICY		Document No: 01	
Distribution: All Holders			
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Executive Director	:	 Walter Gschlissner	Issue : 01
President	:	 Dato' Dr. Ahmad Faizal Mohd Perdaus	Effective Date : 26 Mar 2016

INTRODUCTION

This policy document aims to promote equality and equity amongst women and men across the organisation, encouraging them to recognise and respect each other's rights and work together to transform the mind sets, values and social structures that sustain gender inequalities. It also aims to help staff members to be better positioned to meet the organisation's goals and meaningfully serve the communities in which the organisation works. Therefore it strives to make our collective programming efforts more effective, and reflects universal developments in gender equality in the humanitarian and development sectors.

OBJECTIVE

This policy document demonstrates MERCY Malaysia's commitment to ensure that gender equality is fully incorporated into all of its work. MERCY Malaysia seeks to promote equal realization of dignity and human rights for girls, women, boys, and men through organisational practice.

By articulating common standards and commitments, this policy document specifically aims to:

- Convey a transparent and consistent message on MERCY Malaysia's commitment to gender equality across the organisation at all levels.
- Facilitate the establishment of common accountability mechanisms for MERCY Malaysia's Head Quarters and its Country Offices such as relevant minimum standards in programming.
- Provide credibility in engaging with partners and allies on gender at both programming and advocacy.

DEFINITIONS

GENDER

Gender refers to the rules, norms, customs and practices by which biologically associated differences between the male and female of the human species are translated into socially constructed differences between girls, women, boys, and men which give them unequal value, opportunities and life chances.

Issue No: 01	Gender Policy	Page 2 of 4
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GENDER EQUALITY

Equality between women and men refers to the equal enjoyment by girls, women, boys and men of rights, opportunities, resources and rewards. Equality does not mean that women and men are the same but that their enjoyment of rights, opportunities and life chances are not governed or limited by whether they were born female or male.

GENDER EQUITY

Gender equity guarantees justice in the distribution of resources, benefits and responsibilities between girls, women, boys and men. The concept recognises that power relations between females and males are unequal, and that such inequalities should be addressed.

GENDER MAINSTREAMING

Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes in any area and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension in 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.

MERCY MALAYSIA'S COMMITMENT

Through this policy document, MERCY Malaysia seeks to promote the equal realisation of dignity and human rights for girls, women, boys, and men. More explicitly, this policy is intended to improve the incorporation of gender in organisational and programmatic practices.

MERCY Malaysia commits to the following:

- a. Engaging and coordinating with partners including international agencies, governments, funders and civil society organisations to promote and support effective, creative and impactful ways to ensure gender equality.
- b. Consistent monitoring and evaluation of gender equality mainstreaming organisationally and programmatically achieved through institutionalisation efforts.
- c. Ensuring that key organisational policies, systems and practices including but not limited to budgeting, human resource recruitment, training and decision making support women's rights and gender equality.

- d. Applying these commitments organisationally and programmatically within MERCY Malaysia using integrated planning approaches and recognised gender sensitive tools and techniques such as the gender analysis framework, collection of data that is age/sex disaggregated, and results-focused design and evaluation.

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