TRANSPARENCY INTERNATIONAL BANGLADESH

Social movement against corruption

GENDER POLICY

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1. INTRODUCTION

Transparency International Bangladesh (TIB), an accredited chapter of Berlin based Transparency International is an independent, non-government, non-partisan and nonprofit organisation with a vision of Bangladesh in which government, politics, business, civil society and the daily lives of the people shall be free from corruption. TIB's mission is to catalyze and strengthen a participatory social movement to promote and develop institutions, laws and practices for combating corruption in Bangladesh and establishing an efficient and transparent system of governance, politics and business. TIB is committed to values of democracy, justice, rule of law, transparency, accountability, integrity and impartiality.

In accordance with its vision, mission and core values, TI-Bangladesh is working to promote good governance in an inclusive manner and ensure equal participation of both women and men to create equal opportunities and space. It believes, gender based discrimination increases risk of corruption, victimization of the gender which is discriminated against, and incapacitate them to raise their voice effectively to fight back corruption and make service providers accountable. Non-discrimination is also a key element for promoting good governance. Burden of corruption is higher on the gender discriminated, and it contributes to perpetuate discrimination as well. So, gender, corruption and good governance are intertwined as well as dependent on each other. It is obvious that the mission against corruption and promoting good governance have an important gender dimension. TIB is therefore committed to prevent corruption through promoting good governance with the principles of gender equality. To do so, it strives to create a gender sensitive environment in both of its organisation and programmes/projects.

This Gender Policy is a guiding document to lead the organisation towards ensuring its institutional, operational and programmatic aspects in a gender sensitive way. It will also guide the organisation in taking appropriate measures to promote gender equality in line with its vision, mission and core values.

This policy has been developed based on three key principles, a goal and two specific objectives. It has covered both the institutional and programmatic areas indicating measures to be taken. It also focuses on how gender lens should be used to design and implement TIB's work. The policy is a living document and as such, is open to review and readjustment/revision whenever a change is considered appropriate.

2. POLICY PRINCIPLES

2.1 The Gender policy is in line with the vision statement of TIB and is relevant to all development programmes/projects and internal policies. It reinforces the Government of Bangladesh's commitments to promoting gender equity, eliminating gender discrimination and advancing women empowerment.

2.2 The Gender policy complements TIB's service rules, regulations, all relevant policies and programmatic strategies to ensure that gender concerns are routinely addressed both in institutional and programmatic aspects.

2.3 The Gender policy emphasizes the cross cutting nature of gender and seeks to integrate gender sensitivity concerns in all institutional arrangements and programmatic efforts.

3. GOAL

To ensure gender equality and equity in TIB and remain gender sensitive in its core activities including anti-corruption social mobilization programme.

4. OBJECTIVES

4.1 To guide decisions and actions for creating an enabling environment in TIB to ensure gender equality and equity in every sphere of organisational and programmatic aspects in terms of access, participation, enjoyment of rights, benefits, and entitlements, including positive discrimination where applicable.

4.2 To guide and direct the integration of gender in programme/project cycle management to implement a gender sensitive anti-corruption movement.

5. SCOPE OF THE POLICY

The scope of the policy will cover the following areas:

1. Organisational aspect and
2. Programmatic/Project aspect

5.1 GENDER POLICY IN ORGANISATIONAL ASPECT

5.1.1 Gender Core Committee (GCC)

TIB shall form a gender core committee comprised of both women and men staff members and with participation from respective division/unit. The committee shall implement and monitor various gender development activities of the organisation.

5.1.2 Complaints & Redress

TIB shall have a separate Sexual Harassment Complaint & Redress Policy constituted pursuant to the directives provided by the High Court Division and in order to strengthen the gender dimension of its institutional framework according to this Gender Policy.

5.1.3 Gender in Core Actors

5.1.3.1 40% members of each core actor groups (volunteers) will be women. However, the target will be to ensure equal representation.

5.1.3.2 Irrespective of whether the President of a CCC (Committee of Concerned Citizens) is a woman or a man, one of the CCC-Vice Presidents out of two must be a woman.

5.1.3.3 Irrespective of whether the Team Leader of YES is a woman or a man, one of the Deputy Team Leaders out of two must be a woman.

5.1.3.4 Conveners of at least two sub-committees at every CCC will be women. Each of the sub-committees will have at least one woman member.

5.1.3.5 In YES sub-committee, one joint-convener out of two will be a woman. In future, all the sub-committees will follow this practice.

5.1.3.6 Each CCC has one Gender sub-committee, which will take measures to ensure gender sensitivity in both institutional and programmatic aspects.

5.1.3.7 In the selection of any core actor, women will get preference subject to demonstration of equal competence with man candidate(s).

5.1.4 Institutional Measures to Promote Gender Sensitivity

5.1.4.1 TIB will follow zero tolerance against gender based violence, abuse and sexual harassment.

5.1.4.2 A women employee shall not be dismissed or terminated during the period of pregnancy unless an offense constituting moral turpitude or serious misconduct is proved as per disciplinary procedures.

5.1.5 Capacity Building

TIB will --

5.1.5.1 Provide staff members and core activists with appropriate orientation on gender and other relevant policies.

5.1.5.2 Develop staff expertise on gender and governance by providing comprehensive training and exposure to appropriate program and ensure their participation and contribution on gender issues in strategy, programme/project development and decision-making processes.

5.1.5.3 Facilitate dialogue amongst staff on gender issues through workshops, seminars etc.

5.1.5.4 Integrate gender perspective in all trainings, as appropriate.

5.1.6 Human Resource Management

5.1.6.1 Women and men staff members will be entitled to equal pay, house rent, travel allowances, increment, retirement benefit fund, food allowance, medical facilities, telephone etc. and any other benefits.

5.1.6.2 The procedures and allowances for earned leave and sick leave shall be the same for both women and men staff except in case of maternity and paternity leave.

5.1.6.3 Every woman staff member shall be entitled to paid maternity leave for up to 180 calendar days (inclusive of week-ends).

5.1.6.4 Ten (10) calendar days paid paternity leave will be granted to a man staff member on the birth of his child or during the adoption of a new born child.

5.1.6.5 In case of adoption of a child, a woman employee will get up to 3 months' leave with pay.

5.1.6.6 TIB shall ensure that special needs of women staff, such as, baby corner etc. are properly met subject to institutional capacity.

5.1.6.7 Women staff members shall be discouraged to work after office hours or on holidays or travel at night.

5.1.6.8 If an employee has to work beyond office hours or travel at night, the management shall make necessary arrangement for his/her safe travel/return, especially for women (by office transport, subject to availability) from the duty station to their residence.

5.1.7 Affirmative Action

5.1.7.1 TIB shall practice a principle of positive discrimination in favour of women with respect to decisions regarding recruitment, placement, transfer, training, etc., if applicable, subject to fulfillment of the necessary terms and conditions of competence.

5.1.7.2 In case of equally competent women and men candidates, subject to fulfillment of other requirements, women candidates shall be given preference for recruitment.

5.1.7.3 For field level positions, women staff shall be entitled to posting in and/or transfer to their home districts if they so require (whereas this is not applicable for men staff).

5.2 GENDER POLICY IN PROGRAMMATIC/PROJECT ASPECT

TIB will incorporate gender equitable measures into all its programmes and at all stages of project cycle management to the extent relevant. TIB will develop a framework and checklist to integrate gender issues into relevant programmes.

5.2.1 Programme Designing and Planning

5.2.1.1 TIB will consider and integrate gender aspects as appropriate in every programme/project starting from the design phase.

5.2.1.2 Project goals and objectives will be aligned to promote gender equality and reduce inequalities and prevent gender discrimination.

5.2.1.3 Gender needs will be explicitly addressed to meet interests and concerns of both women and men in a given context.

5.2.1.4 Projects/programmes will assess the scope of women's inclusion and participation and ensure affirmative actions in its interventions, where possible and relevant.

5.2.1.5 Projects/programmes will identify practical and strategic gender needs and take corrective measures to overcome any impediment to gender equality.

5.2.2 Program Implementation

5.2.2.1 Gender needs will be considered as an integrated part of programme implementation plan.

5.2.2.2 Inclusion and participation of women and men both as participants and discussants will be considered in relevant events, if applicable.

5.2.2.3 TIB will strive to incorporate gender issues/perspectives as an integral part of every research, advocacy, discussion, reporting and documentation.

5.2.2.4 Specific gender issues, relevant to TIB's core areas of work, will be identified for research and evidence-based advocacy.

5.2.2.5 All research and advocacy-related materials will be developed in a gender sensitive manner, where applicable.

5.2.2.6 Different initiatives will be undertaken to improve gender related knowledge and capacity of TIB's staff and stakeholders.

5.2.3 Monitoring and Evaluation

5.2.3.1 Gender sensitive indicators will be incorporated in the monitoring and evaluation framework to measure gender sensitivity and responsiveness in project implementation and management.

5.2.3.2 M&E tools will be developed for each project/programme to capture gender disaggregated data/information at all possible levels of project cycle implementation and management.

5.2.3.3 Gender related progress in performance, process and results will be measured and recommendations will be made for further improvement.

5.2.3.4 All M&E reports will incorporate gender disaggregated information, as and where appropriate.

6. INTERNAL AUDIT

Internal audit will check for gender related issues, where applicable, while auditing operations and performances of various Divisions/Units.

7. POLICY ADOPTION & REVIEW

This policy has been adopted by the Board of Trustees of TIB on 29 April 2021. Unless warranted more frequently for any specific reason, this policy will be reviewed at least once in every five (5) years to accommodate emerging challenges.

Annex-1

SOME RELEVANT DEFINITIONS USED IN THE GENDER POLICY

1. **Gender**
   Gender refers to the characteristics of women, men, girls and boys that are socially constructed. This includes norms, behaviours and roles associated with being a woman, man, girl or boy, as well as relationships with each other. As a social construct, gender varies from society to society and can change over time[1].

2. **Gender Analysis**
   Gender Analysis highlights the differences between and among women, men, girls and boys in terms of their relative distribution of resources, opportunities, constraints and power in a given context.[2]

3. **Gender Discrimination**
   Any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on the basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field[3].

4. **Gender Equality**
   It 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[4].

5. **Gender Equity**
   Gender equity refers to fairness and justice in the distribution of benefits and responsibilities between women and men. The concept recognizes that women and men have different needs and powers and these differences should be identified and addressed in a manner that rectifies the imbalance between the sexes[5].

6. **Gender Relations**
   A term that emphasizes the relationship between men and women as demonstrated by

[1] World Health Organization
[2] Sida Gender mainstreaming
[3] CEDAW
[4] Office of the Special Adviser on Gender Issues and Advancement of Women (OSAGI)
[5] Glossary of Terms and Concepts, UNICEF

their respective roles in power sharing, decision making, the division of labor, returns to labor, both within the household and in the society at large.

7. **Gender Responsiveness**

   It refers to outcomes that reflect an understanding of gender roles and inequalities and which make an effort to encourage equal participation and equal and fair distribution of benefits. Gender responsiveness is accomplished through gender analysis and gender inclusiveness[6].

8. **Gender Roles**

   Communities and societies create social norms of behavior, values, and attitudes that are deemed appropriate for men and women and the relations between them. These roles are assigned by social criteria rather than biological. For example, childbearing is a female sex role because men cannot bear children. Although both men and women can rear children, these duties are socially assigned[7].

9. **Gender Sensitivity**

   Gender sensitivity encompasses the ability to perceive, acknowledge and highlight existing gender differences, issues and inequalities and to incorporate a gender perspective into strategies and actions[8].

10. **Inclusion**

    The practice or process of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalised, such as those who have disabilities, members of other marginalised groups[9]. Gender inclusion is acknowledging that everyone deserves to be treated with respect regardless of gender identity and expression, and ensuring that systems and processes treat all genders equally.

11. **Participation**

    Participation means collective and continuous efforts by the people themselves in the decisions that directly affect them, pooling resources together and taking actions that affect their wellbeing.

12. **Positive Discrimination**

    The term ‘positive discrimination’ refer to ‘positive measures’ or ‘special measures’ which aim to foster greater equality by supporting groups of people who face, or have

[6] UNDP Gender responsive national communications toolkit
[7] USAID
[8] OSCE Glossary on gender-related terms
[9] Oxford Languages

faced, entrenched discrimination so they can have similar access to opportunities as others in the community.

13. Women's Empowerment

It refers to five components: Women's sense of self-worth; their right to have and to determine choices; their right to have access to opportunities and resources; their right to have the power to control their own lives, both within and outside the home; and their ability to influence the direction of social change to create a more just social and economic order, nationally and internationally.[10]

[10] UN guideline