

Gender Policy(draft)

Gender policy / Social inclusion

Goal: gender policy that has practical implications to have females represented in the board, team and with the NGOs (female-led or women will be represented in staff).

Action: → add it to policy plan & use it in next round when new NGOs come in.

We value the diverse board and team in terms of location, origin and experience that we have now and who bring different perspectives to the table and better solutions too. In recruiting new board and team members this should be considered.

Gender policy on an organisational level (i.e. internal level & partners) (i.e. participation & decision-making of female staff):

- a) Recruitment: [Organization] seeks gender balance in staffing. Women candidates will be encouraged to apply for all vacancies including management and leadership positions both at the field and head office. There will be adequate representation of women in recruitment and interview panels.
- b) Performance reviews: Gender sensitivity will be one of the performance indicators for assessing employees.
- c) ...

Gender policy in recruiting new NGOs (i.e. women-led NGOs, NGOs with female staff in management):

a. Website that is representative for female-led / mixed-led NGOs. Some tips from Anne-Floor:

- Pictures and speech at website also represent female NGO-leaders
- Mentioning in application text that we'll especially encourage female-led or mixed-led NGOs to apply.

2. Processes in place that are responding to needs of female-led NGOs/women groups (?) , that include:

- Lack of flexible core-funding / unconditional grants, between €3,000-€5,000
- Simple application and reporting formats (many women groups are on working with volunteers)
- Accessibility; ways to easily interact and ask questions (i.e. help desk)

3. Organise a 'workshop' for female-led NGOs, through WO=MEN partners & own network, to: *

- Inform female-led NGOs on the opportunity and how it works
 - The questions and conversations will help us learn if and how to adapt.
4. **Word of mouth;** Use networks we have of female leaders to share it with their network (e.g. I believe Dr Karambu is in a network of female NGO leaders.)