



# Gender Policies

**OF HUMANITARIAN AND DEVELOPMENT ORGANISATIONS  
WORKING IN THE DEMOCRATIC PEOPLE'S REPUBLIC OF KOREA**

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**United Nations Office for the  
Coordination of Humanitarian Affairs**

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# FOREWORD

This booklet is designed to provide a clearer overview for all interested parties of the policies of international organisations, donors and Non-Governmental Organisations (NGOs) on gender issues. Mainstreaming gender considerations into the programmes and projects of the various organisations working in DPRK has been consistently identified as a key target by the resident humanitarian organisations in DPRK.<sup>1</sup>

The establishment of a 'Gender Theme Group' with representatives from UN agencies, international organisations and NGOs has assisted in the process of identifying common ground. However, until now no document has been produced which enables resident organisations to clearly articulate their commitments to gender. It is hoped that the clear articulation of gender policies in this booklet will strengthen cooperation between the Government and organisations and also enhance inter-organisational understanding of the key gender considerations in DPRK.

The Government has had a long-standing constitutional commitment to ensuring equal rights between men and women. This commitment was reinforced in early 2001 when the Government acceded to the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). Meeting the obligations of the Convention is the responsibility of the Government.

Through our work, we aim to support the Government in meeting the targets set by CEDAW as well as the Government's own gender goals contained in the DPRK Constitution. Our support for the Government's goal will be achieved by ensuring that a gender perspective is fully integrated into all humanitarian and development activities and programmes in DPRK. This commitment is based on the May 1999, Inter-Agency Standing Committee 'Policy Statement for the Integration of a Gender Perspective in Humanitarian Assistance', which is supported by the United Nations' global commitment to the advancement of women.<sup>2</sup>

I hope that this booklet proves a useful tool for interested parties on formulating specific strategies for ensuring that gender issues are brought into the mainstream of activities within their areas of responsibility.

Masood Hyder  
Humanitarian and Resident Coordinator  
Democratic People's Republic of Korea  
5 September 2003





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# THE STATUS OF WOMEN IN THE DPRK

**'Women are accorded equal status and rights as men.**

**The state provides special protection to mothers and children through maternity leave, shortened working hours for mothers of large families, increasing the network of maternity hospitals, preschools and kindergartens and other measures.**

**The state creates various conditions for the advancement of women in society'**

***Article 76, Constitution of the Democratic People's Republic of Korea  
9 April 1992.***

The Democratic People's Republic of Korea (DPRK) has a historic commitment to women's rights. In the last 50 years, practices such as forced prostitution, buying and selling of women, forced marriages and polygamy have been abolished by the Government. Since 1946, women have had legal equity, have been granted land on an equal basis with men, and have been incorporated into the labour force. This is seen as a significant public commitment to the advancement of women.<sup>3</sup>

The DPRK Government has provided social infrastructure to facilitate entry of women into the workforce. Women were encouraged to participate in the workforce through the provision of

universal childcare – resulting in one of the highest labour participation rates in the world. Women workers were guaranteed paid maternity leave and mothers with three or more children were by law able to work a 6-hour day but be paid for 8 hours work. Women were also permitted time off from work to breastfeed infants. Workplaces and children’s institutions provided food with the overt rationale that women would have to do less cooking. The country had stressed in technological development to provide timesaving domestic appliances – again explicitly designed to ease the domestic burden on women. Women’s social (gender) roles remained therefore the same in that they were still perceived as the primary caretakers in DPRK society. What did change, however, was the commitment to ease the domestic burden on women.

This commitment to ease the domestic burden of women reflected Korean society’s attitudes that social roles should be based on women’s and men’s different reproductive roles and biological differences. This is clearly reflected in an obvious division of labour, where women are solely responsible for the domestic sphere, including child-care, food collection and preparation. This work is not necessarily considered inferior, but ‘different’. It was (and is) considered the duty of

In times of food shortages and economic difficulties women, being primarily responsible for household food security in DPRK, have become more vulnerable than men have.

both state and society to support women’s reproductive role, as outlined above. However, as described in the previous paragraph the role of women in DPRK extends far beyond that of the domestic sphere or ‘reproductive’ work. It is evident that women also have a high participation rate in the agriculture sector, particularly in the labour intensive areas of land cultivation, planting and harvesting. Few women appear to be in positions of decision-makers outside of the reproductive and early childcare vocations.

In times of food shortages and economic difficulties women, being primarily responsible for household food security in DPRK, have become more vulnerable than men have. One of the consequences of the economic crisis of

the 1990s was that public institutional and collective provision of support for women and children began to break down. Insufficient food, sometimes none at all, is available through the public distribution system and/or in many workplaces. Despite this, women are still likely to be working, both in their official workplace and in collective social reconstruction, and at the same time being primarily responsible for obtaining food and basics for the family. There is some concern that the extra burden of fending for the family combined with high workloads with diminished support from the state, threatens women’s rights to development, protection, and participation.



Significant evidence now exists that the overall situation in the health and nutrition sector has not significantly improved since the first significant international response to the crisis in 1995. This has had a disproportionate impact on the health of women and children. Low levels of funding from the national budget and limited donor support are one cause of this. This low level of support for the sector, combined with the severe economic difficulties over the last decade, has led to a severe reduction in access to quality health care for the population, in particular the provision of reproductive health services.

It is likely that the current situation in the health and nutrition sector has also led to increases in maternal mortality. The pervasiveness of premature and low birth-weight (less than 2.5 kg) babies suggests that pregnant and lactating women continue to be malnourished resulting in children who are vulnerable from birth.<sup>4 & 5</sup>

In times of food shortages and economic difficulties women, being primarily responsible for household food security in DPRK, have become more vulnerable than men have. Gender concerns in DPRK are therefore mostly related to the higher vulnerability of women (and children) as compared with men. Currently, they are likely to be participating in the work force, taking care of children and shouldering other domestic responsibilities, with minimal food rations and the inevitable decrease in state support during times of crisis. If women are non-workers, their entitlement to food from the public distribution system may be diminished in times of food shortages. The absence of alternative coping mechanisms and solutions leaves them in a highly vulnerable position. This vulnerability is compounded by a deteriorating health sector.

The pervasiveness of premature and low birth-weight (less than 2.5kg) babies suggests that pregnant and lactating women continue to be malnourished.





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# INTER-AGENCY FORUM

## **POLICY STATEMENT FOR THE INTEGRATION OF A GENDER PERSPECTIVE IN HUMANITARIAN AND DEVELOPMENT ASSISTANCE IN DPRK**

The Inter-Agency Forum members express a commitment to ensuring that a gender perspective is fully integrated into all activities and programmes in Democratic People's Republic of Korea (DPRK).<sup>6</sup> This commitment is based on the May 1999, Inter-Agency Standing Committee 'Policy Statement for the Integration of a Gender Perspective in Humanitarian Assistance'.

The Inter-Agency Forum pledges that it will take the necessary action required to achieve this commitment. In doing this, it recognises the following facts about gender issues in DPRK:

- The DPRK has a demonstrable historic commitment to women's rights.
- The crisis in DPRK has a different impact on women and men, which often affects the full realisation of economic, social and cultural rights.
- In DPRK, women and children comprise the largest section of the population affected by the emergency.
- As a result of the food shortages the nutritional and health needs of women, including their reproductive and sexual health needs, and of pregnant and lactating mothers and their infants can be neglected or overlooked.

- Documented international field practices have shown that gender-sensitive humanitarian assistance can help in mitigating the different and negative effects of the emergency on men and women.

## **PRINCIPLES**

The DPRK Inter-Agency Forum is committed to the principles embodied in international human rights instruments, in particular the following four international human rights instruments that DPRK has acceded to:<sup>7</sup>

- The Convention on the Elimination of All Forms of Discrimination against Women.
- The International Covenant on Civil and Political Rights.
- The International Covenant on Economic, Social and Cultural Rights.
- The Convention on the Rights of the Child.

These instruments are equally applicable to men and women without discrimination<sup>8</sup>. In the context of humanitarian and development assistance in DPRK, this implies embracing principles such as:

- Gender equality and the equal protection of human rights of women and men in carrying out humanitarian activities.
- Equal representation of women and men in decision making at all levels and stages of humanitarian assistance.
- Integration of a gender perspective and participation of women's organisations in capacity building in humanitarian response, as well as in rehabilitation and development.
- Assistance can be more efficient and have a greater impact if opportunities for positive change in gender roles are enhanced and sustained during the response to the crisis.

## **COMMITMENTS TO ACTION**

In order to achieve these principles, the following members of the Inter-Agency Forum commit themselves to ensuring that they take the following actions:

- Implement strategies to ensure that gender issues are brought into the mainstream of activities within their areas of responsibility. Priority areas are: the consolidated appeals process; assessment and planning of programmes; and participation of women in the planning, design, implementation and monitoring of all aspects of programmes;
- Ensure data is disaggregated by sex and age and includes where applicable a gender perspective in analysis of information;
- Support gender-sensitive studies, best practices, guidelines and checklists for programming, as well as the establishment of instruments and mechanisms for monitoring and evaluation, such as gender-impact methodologies, in order to incorporate gender analysis techniques in institutional tools and procedures;

- Develop capacity for systematic gender mainstreaming in programmes, policies, actions, and training;
  - Ensure reporting and accountability mechanisms for activities and results in gender mainstreaming, such as incentives, performance evaluations, MoUs, budget allocation analysis and actions for redressing staff gender imbalance;
  - **Members of the Inter-Agency Forum** will develop an implementation plan to translate these actions into concrete measurable objectives, in order to ensure gender considerations are mainstreamed into our programmes and activities.
- 
- UNDP • UNESCO • UNFPA • UNICEF • UNIFEM • FAO • WFP • WHO • ADRA • CESVI • GAA
  - CONCERN WorldWide • Triangle.G.H. • IFRC • Caritas • Save the Children UK • World Vision
  - PMU • ICRC • OCHA • SDC • ECHO EC Food Security Unit • Embassy of the United Kingdom
  - Development Cooperation Office of the Italian Ministry of Foreign Affairs • Embassy of Germany
  - Embassy of Sweden and SIDA

Dated 30 September 2002 (updated 5 September 2003)

Pyongyang

Democratic People's Republic of Korea





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# UNITED NATIONS CHILDREN'S FUND (UNICEF)

## **THE POLICY**

UNICEF's position on gender equality and rights-based programming is informed by a commitment to women's and children's rights as laid out by its mission statement, policies, CEDAW and CRC.

## **THE VISION**

All UNICEF staff (women and men) will internalize and apply gender equality principles in all programme strategies and professional and personal attitudes and behaviours in order to contribute to the realization of gender equality and equal rights for girls and boys, women and men throughout the region.

## **REGIONAL PRIORITY AREAS**

The priority areas for addressing gender disparities in the East Asia and Pacific Region as they relate to the life cycle and the Global Agenda for Children are as follows. Adaptation and prioritization of regional priorities into country programmes will be informed by gender analysis of the situation of women and children within DPRK.

## **EARLY CHILDHOOD**

- Challenge child rearing and socialization practices that promote gender stereotyping and restrict the capacity of girls to develop to their full potential.
- Encourage and enable fathers and mothers to share responsibilities and follow the best practices for early childhood care and development.
- Eliminate gender-based inequalities in health care and health-seeking practices, malnutrition, education and other key social indicators.

## **MIDDLE CHILDHOOD**

- Achieve basic education for all (attain parity in enrolment and achievement for girls and boys, provide curricula and learning processes that foster gender equality).
- Transform societal institutions (schools, media, health centers, communities and families) to become girl-friendly and to promote more positive and broad notions of masculinity and femininity.

## **ADOLESCENTS**

- Improve rates of enrolment and attainment for girls at all levels of education and training including eliminating female illiteracy.
- Reduce rates of early marriage, pregnancy and child bearing.
- Provide opportunities to empower and build the self-esteem of girls.

## **CROSS CUTTING GENDER ISSUES**

- Promote broader concepts of femininity and masculinity for girls and boys, women and men.
- Improve adolescents and women's reproductive health, and encourage more balanced sharing of women's and men's responsibilities for reproductive health.
- Support interventions to reduce domestic and other forms of gender-based violence against women and girls.
- Pay particular attention to gender-specific vulnerabilities to HIV/AIDS as they affect different age groups.

## **UNICEF ADVOCACY ROLE**

UNICEF will use every opportunity provided by the Global Movement for Children and other global and regional events to advocate for the best interests of girls and boys, paying particular attention to strengthening the participation of women and girls alongside men and boys. UNICEF will seek to review national plans and policies to assure that appropriate resources are allocated to meet commitments made to gender equality.



Working with a range of counterparts including Governments, NGOs and the media, UNICEF will advocate for sex disaggregated data collection and gender analysis, and for a common database system among UN agencies and Governments. Advocacy efforts will focus on raising awareness and promoting the fulfillment of girls' and women's rights, challenging gender stereotyping, supporting greater involvement of men in family activities, and encouraging new models of masculinity.

### **UNICEF TECHNICAL ROLE**

Recognizing that gender mainstreaming is an interactive process, UNICEF's technical role to achieve its vision of gender equality in the East Asia and Pacific Region is responsive to the shifting local and global contexts. UNICEF will seek out new opportunities and entry points to continue to build the capacity of staff members and counterparts to operationalise a human rights based vision of gender equality in programming within the framework of CEDAW, CRC, the National Plans of Action (NPA) and other relevant conventions. UNICEF will play an active role in enabling UNDAF processes and mechanisms to incorporate a gender and development (GAD) approach into Common Country Frameworks and national development strategies.

Linking closely to country programming processes, UNICEF will disseminate to staff and counterparts easy-to-follow gender mainstreaming guidelines that are adapted to local contexts. UNICEF will expand the collection and use of sex-disaggregated and gender sensitive data for planning, monitoring and policy advocacy in all offices of the region, employing the use of ChildInfo where possible. UNICEF will develop and employ gender and rights-based indicators for monitoring and evaluating progress in the region.

UNICEF will develop and implement accountability mechanisms for country offices including incorporating an internal gender review into the processes of drafting key country programme documents (e.g. Situation Analysis, PPOs, PPA and MPOs) where applicable. Gender audits (critiques) of projects and programmes will also be undertaken as appropriate. UNICEF will allocate funding as necessary to ensure technical support from internal and external experts as needed to further the mainstreaming process.

### **UNICEF INSTITUTIONAL COMMITMENT**

Achieving the vision of gender equality requires an institutional commitment to mainstream gender issues within UNICEF country offices in the East Asia and Pacific region. As an agency committed to gender equality, UNICEF will employ gender responsive recruitment practices in order to meet its target of having women fill 50 per cent of all professional posts\*. UNICEF will foster a gender sensitive work environment, which includes universal dissemination and application of gender-friendly work policies (e.g. flextime, leave arrangements, breast-feeding, elimination of sexual harassment, maternity/paternity leave and concern for spousal employment).

\* UNICEF originally set the 50/50 target worldwide for 2000. At the end of 2000, women held 44% of professional posts. The target still stands.



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## UNITED NATIONS DEVELOPMENT PROGRAMME (UNDP)

Gender equality, advancement and empowerment of women are intrinsic dimensions of equitable and Sustainable Human Development (SHD), which is the overarching goal of UNDP. SHD is an integrated, broad-based and multi-disciplinary approach to development, which puts people at the centre of the development process. SHD also advocates the protection of life opportunities equally for men and women.

Against this broad policy framework, UNDP's global strategy for gender-main streaming emphasizes the systematic integration of gender equality objectives into: organisational policies and programmes at all levels, resource allocations; and organisational systems and practices. UNDP supports the development of approaches and methods for improved capacity-building, information system and networking on gender equality issues at the country level, including the implementation of Beijing +5 and commitments made under the convention of the elimination of all forms of discrimination against Women (CEDAW). UNDP's global and country level support to promote gender equality is considered a significant step towards poverty eradication.

### **GENDER EQUALITY AND EMPOWERMENT OF WOMEN IN DPR KOREA**

Advancement of women is one of the four priority areas of UNDP's intervention in its current

Country Programme for the Democratic People's Republic of Korea. Women achieved formal legal equality with men in the Democratic People's Republic of Korea in 1948. The 1993 population census indicated that 89 percent of the working age women (16–54) were employed as compared to 94 percent men (16–59). The economic difficulties of 1990s have placed considerable strain on women as they are generally the primary caretakers in families as well as active members of the workforce. The Government is committed to ensure that the needs of women are incorporated into development programmes. Consequently, UNDP and UNIFEM have been actively involved in addressing gender concerns in the past and remains fully committed to do so in the future.

In 1994, UNIFEM provided technical assistance to “Rationalizing Cottage Industry in Pyongyang”. Through this project physical facilities and working environment were established to enable women to engage actively in the cottage industry. It also provided these women with some training and business management skills. Following the completion of this project in 1999, the Pyongyang Women's Trading and Garment Centre was established to provide opportunities to more women in the cottage industry to take on managerial roles.

In late 2000, as a follow-up to the previous UNIFEM project, UNDP funded some critical activities to expose women managers, designers and trading personnel of PWGTC to current market trends and the complexities of global trading. The project facilitated the participation of representatives of PWGTC to the Hongkong Trade Fair to exhibit products and establish contacts with buyers from abroad. The project also helped in boosting domestic sales of PWGTC products through contacts with International Humanitarian NGOs, who were providing clothing and apparels to the vulnerable population, particularly children. In addition, the UNDP intervention also helped develop a partnership between the PWGTC and other women's co-operatives in Pyongyang for the enhancement of women's participation in national socio-economic development.

Building on the achievements of these two previous projects UNDP, in association with the Swiss Agency for Development Cooperation, is now about to start the next phase of collaboration with PWGTC through an innovative project called “Economic Viability of Cottage Industry in Pyongyang: Women Accessing International Markets”. The aim of this project is to develop PWGTC into an economically viable, competitive and sustainable business entity with an export client base. The project will also support other women's cooperatives to access national and international markets. It will reinforce the collaborative experience of women's cooperatives to strengthen gender equality and economic empowerment of women in DPR Korea.

UNDP also supported an awareness creation and knowledge-gathering study tour on CEDAW for seven participants from the National Coordinating Committee (NCC) and Women's Group. This was

to facilitate NCC to report on the CEDAW and prepare a plan of action to mainstream gender. Similar study tours are envisaged in the future.

Furthermore, UNDP will play an advocacy as well as supporting role to help the National Coordinating Authority in developing functional mechanisms within its structure to follow up on the Beijing +5 and CEDAW on a regular basis, encourage sectoral ministries to include gender concerns in their respective action plans, track progress and recommend remedial measures to keep gender concerns as a priority cross cutting theme for development.



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## UNITED NATIONS POPULATION FUND (UNFPA)

UNFPA supports the concept of sexual and reproductive health as a human right. Women and men must therefore be provided with the necessary information and services to exercise this right. Enabling women to make decisions regarding reproduction not only enables them to allocate time for social, political and economic activities, but also promotes their ability to make decisions in these areas of their lives.

Although reproductive health is increasingly recognized as a requirement for men and women, the burden of ill health associated with reproduction affects women to a much larger extent than men. Only women can experience the health hazards of pregnancy, childbirth and abortion. The social and psychological burden of infertility is often heaviest for women, even though the prevalence of the condition is roughly equal among men and women. Contraceptive use is greater among women even though male methods of contraception have fewer side effects than female methods.

Recognizing that decisions and behaviour concerning sexual practices cannot be effectively dealt with by women alone, UNFPA strongly encourages the constructive and supportive involvement of men in safeguarding the sexual and reproductive health of women. Examples of this include; responsible sexual behaviour, use of condoms, acceptance of vasectomy and appropriate

decisions in regard to maternal care. UNFPA supports the development of reproductive health programmes that seek to meet the needs of both men and women.

Although in the DPRK women have been accorded gender equality by policy, the reproductive health survey undertaken by The Population Centre in 1998 under DRK/98/P01 revealed that very little recognition of this fact has been taken into consideration in the planning and provision of reproductive health services. Matters pertaining to pregnancies are traditionally regarded as women's issues, resulting in very poor male participation in reproductive health with the main burden of fertility regulation resting upon women. In an attempt to break this traditional barrier of apathy among men, the present programme 'Improving Reproductive Health Status of Men and Women in 3 Selected Provinces in the Democratic People's Republic of Korea' intends to involve men in every activity and campaign, rather than targeting men and women separately. This will raise awareness of both men and women on the importance of shared responsibility for reproductive health. This will be achieved through the following strategies:

- Encourage participation of couples, rather than women or men alone, in counselling and Information, Education and Communication sessions.
- Include men's reproductive health concerns in the range of reproductive health services and organise men-only sessions (as appropriate).
- Organise seminars and workshops to sensitise policy makers, programme managers and service providers in gender aspects. At the field level, project personnel will be given training to promote male involvement.
- Ensure equal representation of men and women in every activity.

UNFPA's implementing agencies are producing information material on such topics as reproductive health, men and reproductive health, pregnancy and prenatal & postnatal care, benefits of Family Planning and variety of contraceptives, prevention of abortions, male responsibility and maternal health, reproductive tract infection, and sexually transmitted diseases.

The implementing agencies are also mobilising health motivators at Health Motivation Halls/Rooms and service providers at County and Ri level. The health motivators are promoting UNFPA's gender policy through seminars and lectures for couples or men and mobile campaigns to promote male responsibilities among factory workers and co-operative farms. In addition, workshops, seminars and lectures for the public in reproductive health related issues such as men's roles and responsibility, physiological and psychological development of adolescents, and gender equity laws are also being undertaken.

Through mass media channels, HEI (Health Education Institute) in cooperation with TV and radio stations is producing and broadcasting programmes on reproductive health-related issues with a special emphasis on male participation.

Gender balance is maintained in the selection of the overseas trainees so that half of the trainees will be women. If no women candidates are identified, men will not replace the slot allocated to women.



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# UNITED NATIONS EDUCATION SCIENTIFIC CULTURAL ORGANISATION (UNESCO)

## **UNESCO'S POLICY ON GENDER**

In 1995, the General Conference decided to reinforce UNESCO's action in favour of women by articulating it through the three pronged strategies:

- Mainstreaming a gender perspective in all policy–planning, programming, implementation and evaluation activities.
- Promoting the participation of women at all levels and fields of activity, giving particular attention to women's own priorities and perspectives in redefining both the goals and means of development.
- Developing specific programmes and activities for the benefit of girls and women, particularly those that promote equality, endogenous capacity–building and full–citizenship.

## **UNESCO'S COMMITMENT**

By promoting gender equality and equity, UNESCO advocates a new partnership between women and men, girls and boys, i.e. a partnership based on mutual respect, dialogue and the sharing of public and private responsibilities. World–wide experience has shown that by marginalizing women



a society locks up half of its potential, and thereby denies itself a chance for genuine development. As stated in 'Our Creative Diversity', "Gender rights must become an integral part of basic human and cultural rights. And this lesson must be learnt by all human beings, irrespective of their gender, right from their childhood." Given this mandate, UNESCO is expected to play a major role in advocating and affirming women's rights more broadly, through its work in education, science, social and human sciences, culture and communication.

Under the Beijing Platform for Action, UNESCO is particularly held responsible for paragraph 87, which invites us to take actions at the global level to:

- 1 Contribute to the evaluation of progress achieved, using educational indicators generated by national, regional and international bodies, and urge Governments, in implementing measures, to eliminate differences between women and men and boys and girls with regard to opportunities in education and training and the levels achieved in all fields, particularly in primary and literacy programmes;
- 2 Provide technical assistance upon request to developing countries to strengthen the capacity to monitor progress in closing the gap between women and men in education, training and research, and in levels of achievement in all fields, particularly basic education and the elimination of illiteracy;
- 3 Conduct an international campaign promoting the right of women and girls to education;
- 4 Allocate a substantial percentage of their resources to basic education for women and girls.

#### **UNESCO AGENDA FOR GENDER EQUALITY**

- Promote education for women's self-empowerment at all levels and in all fields;
- Encourage equal access to knowledge in all fields, notably within science and technology;
- Support women's human rights by implementing the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) and other normative instruments, and through "legal literacy" for girls and women;
- Promote the attainment of gender parity, women's full citizenship and equal participation in policy-making, and the elimination of stereotyped roles and expectations;
- Foster partnership and dialogue, and develop a new gender contract, underlining the long-term gains from the social transformation towards gender-sensitive societies (e.g. in fighting poverty and exclusion);
- Mainstream a gender perspective in the conceptualization, implementation and evaluation of policies relating to development, peace and security;
- Collect and analyze gender-specific statistical data and develop appropriate indicators and guidelines to assist Member States in monitoring progress made towards more gender-sensitive societies;

- Encourage women’s creativity and freedom of expression by supporting their cultural activities, research, training, capacity–building, networking, exchange of information and women’s NGOs;
- Support a pluralistic and editorially independent media by favouring the broad and active participation of women in decision–making and by encouraging more diversified and non–discriminatory images of women;
- Assist in building a culture of peace in the minds of women and men by recognizing women’s capacity for leadership and non–violent conflict resolution.

### **ACTIONS TAKEN BY UNESCO**

- 1 Gender Web Site: launched in 1997, to provide information on gender–related activities undertaken by UNESCO’s programme sectors, field offices, National Commissions, NGOs and other partners. The site is linked to Women Watch, create in 1998 by the UN Division for the Advancement of Women.
- 2 ‘Women–Girls–Gender’ Information Kit: Published in 1997 in English, French and Spanish
- 3 ‘Guidelines on Gender Neutral Language’: published in 1999, bilingual (English/French)
- 4 ‘Passport to Equality’: publication in 10 languages promoting the CEDAW
- 5 ‘Gender–Sensitive Education Statistics and Indicators – A Practical Guide’: handbook produced in 1997 (English and French, Arabic)
- 6 ‘A UNESCO toolkit on Gender Indicators for Engineering, Science and Technology’: produced under UNISPAR programme.
- 7 ‘A Manual on Gender Sensitivity – A Training Manual’: developed for curriculum and material developers, policy–makers, and teachers dealing especially with literacy.

### **UNESCO’S SPECIAL PROJECTS (GLOBAL)**

- Women, higher education and development
- Women, science and technology
- Women and water resource supply and use
- Women speaking to women: women’s rural community radio in least–developed countries
- Women in the service of civil peace
- Empowering women: community development programmes in rural areas
- Women on the Net



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## United Nations Office for the Coordination of Humanitarian Affairs (OCHA)

Whilst it is the responsibility of the Secretary-General's Special Adviser on Gender Issues and the Advancement of Women to ensure the incorporation of gender perspectives into all UN programs, it is OCHA's responsibility as chair of the IASC, to facilitate the systematic incorporation of a gender perspective into all humanitarian activities and policies. In this regard much positive work has been done through the IASC and by OCHA in the past year. This included the following activities:

**CD-ROM:** The CD-Rom Resource Kit on Gender and Humanitarian Assistance has been distributed widely, including to Humanitarian Coordinators. The product was launched on International Woman's Day in 2001 and since then the package has been posted on the Reliefweb.

**CVA:** In June 2001, the Capacities and Vulnerabilities Analysis module (CVA) to mainstream gender in the CAP was developed and tested. Members of the IASC Reference Group served as resource persons and facilitators to introduce the CVA tool and to sensitise CAP focal points on CVA messages and approaches. Training sessions and seminars were held in seven of the CAP

2002 countries (Tajikistan, Sierra Leone, Guinea, Burundi, Russian Federation, Angola, and Democratic Republic of the Congo).

**REVIEW & WORKSHOP:** A preliminary review to measure the effectiveness of these interventions on the integration of gender and CVA into the 2002 CAP was conducted and recommendations for additional action were formulated in the 'CAP Best Practices and Lessons Learned Workshop'.

**CAP:** Efforts have gone into the Consolidated Appeal Process (CAP), in particular in revising the CAP tools, supporting the field in applying the CVA, and disseminating and promoting relevant information to stakeholders in the CAP. Still more remains to be done. A positive step in this direction is the inclusion in the CAP 2002 of a sub-regional programme for West Africa under the heading 'Culture of Peace.' It tries to ensure that the capacity of local women's organisations is strengthened including co-operation with the regional 'Mano River Women's Peace Network'.

**WOMEN IN CONTINGENCY PLANNING:** In the contingency plan for Ivory Coast, the main objective of the key sectors includes the protection of women as a matter of priority. In addition, the currently developed contingency plan for Liberia has identified specific protection needs of women and girls and formulates appropriate interventions.

**SEXUAL ABUSE AND EXPLOITATION – A GLOBAL HUMANITARIAN ISSUE:** OCHA convened an extra-ordinary ECHA meeting to consider the problem of sexual exploitation by humanitarian workers and to discuss necessary next steps. OCHA has also actively raised the issue within the IASC. A dedicated 'Task Force on the Protection Against Sexual Exploitation and Abuse in Humanitarian Crises' was established. The Task Force will make recommendations that specifically aim to eliminate sexual abuse and exploitation by humanitarian personnel and the misuse of humanitarian assistance, world-wide. The Task Force has prepared a policy statement, that was adopted by the IASC on 9 April 2002, and will focus on three major areas of concern for its future work: the establishment of common elements of a code of conduct and standards of behaviour for humanitarian workers; mechanisms and capacity for protection against sexual exploitation and abuse; and assistance mechanisms. It will develop plans of action for each of these three areas by June 2002 for wider dissemination within the humanitarian community. The Task Force is co-chaired by OCHA and UNICEF and includes representatives of WFP, UNHCR, OHCHR, OSRSG/CAAC, IFRC, Interaction, SCHR, and UNDP along with a number of other observer organisations.

**CAP DPRK:** In DPRK OCHA, as the chair of the Gender Working Group, has supported the mainstreaming of gender into the Consolidated Appeals Process (CAP).

## THE WAY AHEAD

Critical issues, needing additional attention within OCHA, as well as support by donors include:

- Incorporating systematized gender awareness training for staff in OCHA's work plan. Additional gender training is also needed for UN Country Teams, desk and policy officers system-wide (e.g. IASC gender training or training provided by interested Member States). There is a need for a standardization of gender training for humanitarian staff;
- Consolidating senior gender advisors and focal points, drawn from OCHA's current workforce;
- Reviewing and adapting Terms of Conditions of Service for all OCHA staff, in particular for field posts to support female applicants to hardship posts;
- Continuing to advocate for the inclusion of women in the planning, preparation, implementation, monitoring and evaluation of humanitarian programs. Systematic efforts have to be initiated to include also local women's groups and empowering local women and girls who should be considered participants and actors in programme implementation, as well as beneficiaries;
- Supporting prioritized and targeted funding for initiatives in favour of:
  - Vulnerable women and girls in conflict and post-conflict situations;
  - Capacity building of women's organizations engaged in conflict resolution and peace building;
  - Social sector programs in education, health (including reproductive health) and sanitation;
  - Demobilization, disarmament and reintegration (focus on dependents living with former combatants);
  - Security aspects in refugee/displaced/resettlement camps – special measures for women and girls.



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# UNITED NATIONS WORLD HEALTH ORGANISATION (WHO)

## **INTEGRATED GENDER CONCERNS IN THE WORK OF WHO**

WHO's constitution states that "the enjoyment of the highest attainable standard of health is one of the fundamental rights of every human being without distinction of race, religion, political belief, economic or social condition". Fifty years after this constitution was adopted, it is increasingly well recognized that there are differences in the factors determining health and the burden of ill health for women and men. The dynamics of gender in health are of profound importance in this regard and they have long been overlooked.

Society prescribes to women and men different roles in different social contexts. The roles men play are often more highly valued. Furthermore, along with these roles men generally have greater personal autonomy and more decision making authority. These differences affect the degree to which women and men have the opportunity, the resources, and the right to make decisions in many spheres of life, including those related to protection of health and action in case of ill health. They also contribute to different and sometimes inequitable patterns of exposure to health risk and differential access to and utilization of health information care service. These differences, in turn have clear impact on health outcomes. Evidence documenting the multiple connections between gender and health is rapidly growing.

Responding to this reality and in line with its long-standing concern with health equity WHO will, as a matter of policy and good public health practice, address the issue of gender and health at all levels and in all facets of its work. This action is also in harmony with the decision, now being implemented across the UN system, that integration of gender considerations, that is gender mainstreaming, must become standard practice in all policies, programmes, projects and initiatives with WHO involvement will address gender issues, as clearly stated in PPB 2002–2003 policy framework. This Policy will contribute to increasing the coverage, effectiveness, efficiency and thus the impact of health interventions for both women and men while at the time contributing to the achievement of the broader UN goal of social justice development.

WHO is also committed to advancing gender equality in its own staffing patterns as well as the hiring of consultants, composition of expert committees, and other technical and advisory groups. The specific issue of gender balance in staffing has been addressed by the World Health Assembly in Resolution WHA50.16 on the 'Employment and Participation of Women in the Work of WHO' .

The goal of this Policy is to contribute to better health for both women and men, through health research, policies and programmes with give due attention to gender considerations and promote equity between women and men 4. To this end, WHO will analyse and address gender issues in planning, implementation, monitoring and evaluation of policies, programmes, projects and research in order to:

- Achieve appropriate coverage, effectiveness and impact.
- Promote gender and relations that protect health and promote equality between women and men, and
- Provide to Member States both qualitative and quantitative information and advice about the influence of gender on health and health care and ways to respond.

These objectives will be achieved through the incorporation of gender analysis in the work of WHO at Headquarters, and in Regional and Country Offices. This analysis will examine the impact of differences in relationships between and roles of women and men and impact those differences have on.

- Risk factors and exposures to risk
- Manifestation, severity and frequency of disease, and
- The social and cultural responses to ill health/disease

Gender analysis will also highlight existing inequities in the experience of women and men in their:

- Access to resources to promote and protect mental and physical health (for example, information, education, technology and services),

- Interaction with the health sector,
- Enjoyment of the right to health as a fundamental human right, and
- Access to and exercise of responsibility, authority, and resources as health care providers

Further work will be necessary to identify ways to overcome these constraints.

Successful realization of this Policy will require constant consistent and active participation by staff at headquarters, as well as Regional and Country offices. Responsibilities and actions will sometimes overlap necessitating collaboration effective linkages.

This policy applies without exception to all work throughout the organization; research, programme planning, implementation, monitoring, evaluation and budgeting. Effective implementation of the Policy will require the thorough understanding and commitment of all staff who are expected to participate in available activities to advance their knowledge and skills for efficient, relevant, gender analysis in their area of work. Senior managers will be expected to build capacity among their staff providing, for example, information, explanations, training or technical support staff needed to assure the Policy's success.

General guidance and support will initially be provided by the Gender Unit of WHO. However, all programmes will be expected to review and reflect on the gender aspects of their respective areas of work and initiate work to develop content-specific materials. This will help ensure the integration of gender considerations in all work with which WHO is associated in different technical fields.





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# UNITED NATIONS WORLD FOOD PROGRAMME (WFP)

## **WFP'S GLOBAL COMMITMENTS TO WOMEN**

The World Food Programme is dedicated to helping women gain equal access to, and control of, the most basic necessity of life – food. On the occasion of the United Nations Fourth World Conference on Women held in Beijing in September 1995, WFP launched its Commitments. WFP commits itself to use its resources in interventions that seek to reduce gender-related inequalities through:

### **Commitment I: Provide direct access to appropriate and adequate food.**

- Target relief food distributions to households, ensuring that women control the family entitlement in 80 percent of WFP handled and subcontracted operations.
- Address micronutrient deficiencies of certain vulnerable groups of women, children and adolescents; and consider local eating and cooking habits in all operations.

### **Commitment II: Take measures to ensure women's equal access to and full participation in power structures and decision making.**

- Ensure a lead role of women within all local decision-making committees on food management and in the management of the assets created by food-for-work projects.
- Contribute to the UN goal of reaching gender equity by the year 2001, particularly in higher management positions.

**Commitment III: Take positive action to facilitate women’s equal access to resources, employment, markets and trades.**

- Target 60% of country programme resources to women and girls in those countries where gender statistics demonstrate a 25 percentage point disadvantage (gender gap) for women compared with men.
- Target 50% of education resources within a country programme to girls.
- At least 25% of project outputs/assets created with FFW are to be of direct benefit to and controlled by women; and at least 25% of generated funds are to be invested in activities aimed at the advancement of women.
- Use food aid as a leverage to obtain complementary national and international resources to improve the condition of women.

**Commitment IV: Generate and disseminate gender-disaggregated data and information for planning and evaluation.**

All WFP Monitoring and Reporting will specify:

- percentage share of resources received from food distribution by men/women;
- percentage share of benefits by category of activities by men/women; and
- percentage of positions held by women in the management of food distribution.

**Commitment V: Improve accountability on actions taken.**

Define the implementation and monitoring requirements of the Commitments in the performance of WFP managers and contractual agreements with partners.

- Ensure that 60 percent of country programme resources are invested in the advancement of women and girls.
- Ensure that at least 25 percent of project outputs/assets created through food-for-work (FFW) projects are to be of direct benefit to and controlled by women.
- Develop programs to reduce micronutrient deficiencies in women, adolescents and children who are at risk.

**GENDER CONSIDERATIONS IN DPRK OPERATIONS**

WFP DPRK has demonstrated a strong commitment to incorporate gender issues into all its programme activities. In late 1998, WFP carried out a comprehensive gender study in DPRK. A Gender Action Plan was developed based on its findings and recommendations. Two Gender Focal Points (one international and one national) have been appointed to follow-up on its implementation and to ensure that gender issues are adequately addressed.

Gender considerations have been incorporated into all of WFP’s Emergency Operations (EMOP) in the country. The EMOPs have targeted women through vulnerable group feeding programs, food-for-work (FFW) activities and local food production. In most of the vulnerable group feeding categories the gender split is even, with the exception of activities aimed at assisting pregnant and nursing women and the elderly (according to the latest demographic information, approximately 74%

of elderly are women). Similarly, a majority of workers on WFP FFW projects women. As a result, approximately 90% of the food resources will be directed to women and children this year.

To help address micronutrient deficiencies in children, WFP is engaged in the local production and distribution of biscuits and blended foods in collaboration with government counterparts and UNICEF. The great majority of employees in these factories are women. Enriched corn–soya milk blend, cereal–milk blend and biscuits are provided to children in orphanages, nurseries, kindergartens and primary schools. Enriched rice–milk blend is provided for the rehabilitation of severely malnourished infants in hospitals. Locally produced fortified noodles are provided to pregnant and nursing women (PNW) to help address pre and post–natal micronutrient deficiency. During the lean season in 2001, the cereal ration to this beneficiary group was increased from 750 grams to a ‘family ration’ of 2000 grams. This was done in recognition of the acknowledged custom whereby women share with other family members. However, due to pipeline constraints this year, WFP will unlikely be able to provide this additional support to PNWs during the lean season.

Most staff in WFP–assisted institutions are women. As a result, women are the main managers of food aid at institutional level. During the April–July ‘lean season’, staff at WFP–assisted institutions in the six most food deficit provinces (Ryanggang, N. Hamgyong, S. Hamgyong Kangwon, Chaggang and S. Pyongan) will receive WFP food rations as well, pipeline permitting. This would enable them to dedicate most of their time to child–care rather than seeking food for their subsistence.

Women have been increasingly involved in project selection, design and management of FFW activities. According to WFP’s estimate, between 50% and 55% of FFW participants are women, as are 40% of work unit team leaders. The participation of women in project selection committees is also on the increase. This gives local women a more active role in the planning and management of FFW programmes. In addition, special attention is given to the needs of female FFW participants by providing specific non–food items required by them such as gloves, winter boots, working shoes and sanitary items.

Project proposals are consistently screened by WFP for gender–sensitivity to ensure that a significant portion of project outputs is of direct benefit to women. The two WFP Country Office Gender Focal Points are also members of the Project Review Committee to make sure progress achieved is sustained throughout the programme.

WFP DPRK is also committed to ensuring gender equity in its staffing compliment. As of the end of 2001, there were 47 international staff, out of which 23 were female, representing 49% of the total. For national staff, 8 are female, representing 22% of the total. Approximately 30% of the current staff at management level are female.



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## THE INTERNATIONAL FEDERATION OF RED CROSS & RED CRESCENT SOCIETIES (IFRC)

A gender perspective is integrated in the activities of the IFRC to prevent and alleviate human suffering without discrimination. Gender equality ensures that there is no sex-based discrimination in the allocation of resources or benefits, or in access to services. A gender perspective is required to ensure that women's and men's specific needs, vulnerabilities and capacities (set in the broader context of class, ethnicity, race and religion) are recognized and addressed.

The goal of the Federation is to ensure that all Red Cross and Red Crescent programmes benefit men and women equally, according to their different needs and with the input and equal participation of men and women at all levels within the National Societies and the Federation's Secretariat.

Each National Society and the Federation's Secretariat is committed to taking necessary steps towards achieving this goal, in particular:

- Improve the lives of the most vulnerable

- Take a culturally-sensitive approach with regard to mainstreaming a gender perspective
- Full participation of both women and men in all Red Cross and Red Crescent actions

To achieve its goal, each National Society and The Federation's Secretariat shall:

- Put in place institutional procedures, which ensure that the needs of boys, girls, men and women are all met equitably in disaster response.
- Formulate measures to ensure that gender-specific vulnerabilities are identified and addressed.
- Ensure that data on beneficiaries is disaggregated by sex for needs assessment and programme planning.
- Design strategies for capacity building in gender mainstreaming.
- Ensure that reporting and accountability mechanisms for activities and results in gender mainstreaming are put in place.

Senior Management of each National Society and the Federation's Secretariat is responsible for:

- Increasing awareness and skills of staff and volunteers in considering the social differences between vulnerable men and women when designing, implementing, monitoring and evaluating programmes.
- Enabling a gender balance in the different levels of the structure within their organization, in particular to involve more women in the decision-making processes at all levels.



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# SDC - SWISS AGENCY FOR DEVELOPMENT COOPERATION

## **THREE GUIDING PRINCIPLES OF SDC GENDER POLICY**

- Ensure that programmes and projects do not have negative impact on women and children in developing countries.
- Ensure that programmes and projects benefit women at least as much as men.
- Ensure that, wherever possible, programmes and projects provide more support and resources to women who are responsible for the family and children.

## **APPROACHES FOR PARTNERS OF SDC**

- Social equity. Improving the quality of life of women and men by promoting their own life choices through access to education and health, work and housing, solidarity and freedom, as the basis for social equity.
- Empowerment. Reinforcing the power of women and men in their decision-making processes to enable them to define their own development models and defend their human rights.
- Practical and strategic needs. Satisfying the needs of women and men on two levels.
- 'Practical needs' such as access to water or to technologies for improving conditions for women and men in the short term.
- 'Strategic needs' such as revised laws and constitutional amendments for improving the status for women and men in the long term.

- Control. Facilitate women's and men's access to development resources and benefits as well as to their control, with a prospect of multidimensional development aimed at a better distribution of wealth, not only in material but also in social and cultural terms.
- Knowledge and skills. Recognizing local knowledge and skills and relying on their development potential while avoiding any action which could cause their disappearance or downgrading.
- Change. Supporting the processes of change and social innovation emerging in the developing countries in order to combat inequality and discrimination, and promoting the active participation of women and men as agents of change.

### **SDC LINES OF ACTION**

SDC proposes lines of action for headquarters, field staff and implementing agencies as progressive steps towards implementing gender-balanced development.

#### **HEADQUARTERS**

- Institutionalize cross-sector gender-balanced development approaches affecting all areas of development co-operation.
- Promote, support and advise until that acts as a catalyst.
- Raise the awareness of SDC staff about gender-balanced development through training courses and ad hoc documentation to promote a better understanding of our own attitude and those of our partners.
- Co-operate with the operational sections and services as well as with the multilateral section in order to incorporate the gender-balanced approach into country programmes, sector policies, aid programmes, programmes/projects and action plans.
- Exchange information with Swiss NGOs to reinforce joint efforts in this field.
- Take into account the socio-cultural dimension of development to gain a better perception of gender issues in promoting balanced development.
- Support the Federal policy of equal opportunity in seeking positive actions to promote women's access to the various levels of responsibility and decision-making with a view to a more active gender complementarity.

#### **IN THE FIELD**

- Promote in the Co-ordination Offices the recruitment of a (preferably local) female staff member responsible for cross-sector gender-balanced development issues, and facilitate setting up of local support networks.
- Mandate local consultants, wherever possible, to analyze the roles of men and women in their socio-cultural context and the factors obstructing and stimulating development for a deeper and more accurate understanding of reality in the field.
- Provide for the participation of female and male consultants dealing with aspects of gender-balanced development in identification, planning, monitoring and evaluation missions, and define their terms of reference bearing in mind specific gender criteria.

- Provide training for women in local communities in order to reinforce their planning management, organizational and advisory skills and their work on management committees.
- Seek innovative methods of promoting grass-roots participation of women at all levels of responsibility and decision-making, without cutting into the feeling of solidarity between men and women in the family and community context.
- Participate in the provision of premises and resources for reinforcing institutional capacity to be aware of women's role in development.
- Recognize women's fundamental roles in society where they are active in the labour market activities as well as in the family and in the community, and acknowledge the economic and social value of non-commercial activities.





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# EUROPEAN COMMISSION

## **CONCLUSIONS OF 22 NOVEMBER 1996 ON GENDER AND CRISIS PREVENTION, EMERGENCY OPERATIONS AND REHABILITATION**

- 1 The Council recalls its previous discussions on the issues of gender and development and, in particular, its 'Resolution of December 95' on integrating gender issues in development cooperation, as well as its 'Conclusions of May 1996' on linking relief, rehabilitation and development.
- 2 The Council also recalls the Beijing Platform for Action in particular Chapter IV E : Women and Armed Conflict.
- 3 The Council views the integration of gender issues in crisis prevention, emergency operations and rehabilitation as an important way to achieve the objectives and goals of community development cooperation policy. The Council considers it important to develop and implement adequate practical strategies in accordance with these conclusions.
- 4 Gender relations are culturally specific and socially constructed, and therefore can change over time, normally as a result of long-term processes of modification in the social, economic and cultural spheres of societies. Integrating a gender approach and aiming at the reduction of

gender disparities is a crucial issue for all long-term development interventions, in terms of both aid effectiveness and social justice. Crisis situations can lead to rapid changes in gender relations, which can reinforce or challenge the traditional views of women and men, sometimes creating opportunities for positive changes and more equality, and at other times leading to more discriminatory attitudes.

- 5 Emergency assistance should take into account these issues, in order to avoid relief operations working to the detriment of long-term efforts aimed at building more equitable gender relations in society. Post-emergency rehabilitation interventions should address the potential for positive changes supporting the reduction of gender disparities, promoting further gender equality in the reconstructed society. Gender issues are a specific and important aspect of ongoing efforts at linking relief, rehabilitation and development.
- 6 Emergencies and crises, whether catalyzed by natural events or not, are social phenomena. The social organization of the affected areas is a crucial determinant of the impact of crisis and of the capacity to respond to it, and gender differences and differentials are an essential factor to consider within this framework. Gender is an important element in effective planning and implementation of crisis prevention, emergency and rehabilitation interventions, which should, where appropriate, address the structural causes of problems. A gender analysis of vulnerabilities can clarify for example the links between vulnerability to crisis and poverty.
- 7 A gender perspective should therefore be mainstreamed into all policies and interventions dealing with crisis prevention, emergency responses and post-emergency rehabilitation, including when addressing situations of armed conflict. Women and men have different vulnerabilities to crises and different coping strategies, which need to be assessed through a comprehensive, gender analysis at all stages of the process. Special attention should be given to gender-sensitive training of staff.
- 8 Gender analysis should take into account women's and men's roles, responsibilities, rights, needs, access to and control over resources and opportunities for development, and participation in decision-making. Overall, men tend to have more options than women, as they have often greater access to and control over resources, greater mobility and more decision-making power; differences in education and training can also influence the capacity to respond to crisis situations. Women and children have specific vulnerabilities to crises, including physical safety, health, adequate access to educational and economic opportunities. Women also have specific capabilities related to their community and household management roles, which can be supported and built on in crisis prevention, emergency and post-emergency rehabilitation, in order to develop more appropriate and higher impact interventions.

- 9 Early warning systems and other related measures to prevent emergency situations developing should incorporate a clear and specific gender dimension. Planning and implementation of emergency response should be undertaken in consultation with both women and men of the affected population. Particular attention should be given to women's and men's roles and responsibilities in the allocation of resources, including in food production and distribution; women's role in networking and identifying vulnerable households; the specific constraints of female-headed households; the patterns of disempowerment of women and related factors, such as gender-based violence; the increased responsibilities often conferred upon women, which do not necessarily bring with them increased rights and opportunities.
- 10 Emergency interventions and rehabilitation operations based on gender specific analysis should assure:
- 10.1 the full respect of the human rights of women as well as men, and in particular the protection of women from all forms of violence and the threat of violence in the refugee camps and other emergency locations;
  - 10.2 appropriate response to women's specific health needs, including sexual and reproductive health and psychological well-being;
  - 10.3 equal access by women to education, training and income-generating activities as well as resources and opportunities for development, with particular reference to the importance of these activities in the work of rehabilitation;
  - 10.4 the promotion of women's participation in decision-making on conflict resolution, and of their contribution to the creation of an environment conducive to peace.
- 11 The Council requests the Commission and the Member States to take account of these Conclusions, as appropriate, in the follow-up to the May 96 Conclusions and December 1995 Resolution, including the review of the progress made due for the second half of 1997. In this context, the Council noted with interest the holding on 4 and 5 November 1996 of a seminar on gender and emergencies attended by the Commission, NGOs, UN agencies and gender experts.
- 12 The Council invites the Commission, in accordance with article 130x of the Treaty, to take any useful initiative to promote coordination between the Community and the Member States in this area.



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# WOMEN AND GENDER IN DEVELOPMENT PROJECTS: EXPERIENCES OF DEUTSCHE WELTHUNGERHILFE / GERMAN AGRO ACTION<sup>9</sup>

## **THE MAINSTREAMING APPROACH IS WIDELY ACKNOWLEDGED**

It seems a remarkable phenomenon that theories and concepts on women and gender have converged into rather similar approaches in development co-operation of international and national development agencies as well as of NGOs. The current approach, labelled 'mainstreaming gender', is also the backbone of the gender policy of Deutsche Welthungerhilfe/DWHH/GAA.

Whereas previous approaches focused on women only, the gender mainstreaming approach tries to include both men and women, and the social relationships between them. This approach can be summarised as taking the differences between the sexes into account in all types of projects and in putting special emphasis to the macro or intermediate level (BRAIG 2000). Mainstream development practice has also emphasised concepts such as 'participation' and 'empowerment'.

All policy recommendations formulate the need to enhance the decision-making power of women and to ensure their equal participation at both project and policy levels. At the project level, a 'dual strategy' is suggested: all projects should be seen under a gender perspective. As power relations in most societies are skewed in favour of men, special 'women's empowerment projects' are to be designed aiming towards gender equality.

### **THE OBJECTIVES OF DEUTSCHE WELTHUNGERHILFE**

DWHH/GAA has given a clear commitment to gender equality in its Guidelines for Women's Advancement, stating that :

“the goal of women's advancement, i.e. a development strategy suitable for women, is their equal participation in shaping a society that is both socially and economically more just, and in partaking in the benefits of the results.” (DWHH 1975, p.23).

From this overall development objective, the following aims for our development programmes and projects have been derived:

- Women's and men's needs are both to be considered in all DWHH projects. This refers to rural development projects, our main area of project work as well as to the children and youth programmes and to emergency and rehabilitation measures.
- Women and men partake equally and actively in project planning and implementation.
- Both benefit from the projects according to their gender needs.
- The fulfillment of women's 'practical gender needs' such as food, health, housing, shall be more strongly connected with women's 'strategic gender needs' aiming at a long term alteration of gender relationships.

DWHH/GAA believes that the observance of human rights is a basic condition for development, and that women's rights are human rights (Int. Conference on Human Rights, Vienna 1993). The fulfillment of basic needs is also inseparable from the protection and observance of human rights (Social Compact §11: Recognition of the human right for food). Action for the fulfillment of basic needs and for human rights is a political requirement, therefore its achievement and the empowerment of women in the development process consequently require a socio-political structural change.

DWHH/GAA supports 'empowerment' (Cairo 1994, Beijing 1995) as an independent and integral concept, which enables women to take control of their own lives. It encompasses all social and private sectors, from economic independence to political participation, from reproductive rights to the cultural level.

A 'feminisation of development policies' is required with a quite modest beginning: the fulfillment of human rights.



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# WORLD VISION INTERNATIONAL GENDER AND DEVELOPMENT STRATEGY

## **INTRODUCTION**

World Vision recognizes the significant correlation between gender issues, poverty alleviation and the well being of children. As a result of this awareness, the organization deemed it necessary to revisit its transformational development approach and consider the integration of gender perspective as a critical component in World Vision ministry.

As a Christian humanitarian organization, World Vision is also strategically positioned in promoting justice, enhancing gender relations and helping people to realize their God given potential. The adoption of the World Vision GAD policy by the International Board and the establishment of the Partnership Gender and Development position indicates the organization's commitment to gender mainstreaming.

A commitment to the implementation of the GAD policy means promoting the establishment of a clear and defined gender structure and framework with specific focus on issues related to programs as well as organizational culture. Thus this strategy is aimed to provide a framework for the implementation of the GAD policy.

## OPERATIONAL DEFINITIONS

### A Gender

The term “gender” has been utilized to refer to relations and differences between women and men that are not related to their biological make-up. Therefore, gender refers to responsibilities and roles of women and men that are socially determined. Gender is related to how we perceive and expect women and men to think and act, due to the way society is organized. As gender roles and responsibilities are socially and historically determined, it is subject to change.

### B Gender Analysis

Gender analysis is an approach aimed at examining the relational, social, economic and political dynamics of a society as well as program interventions and their impact on women, men, girls, and boys. The information gathered through the gender analysis is then used to inform the design of programs and policies to ensure that gender concerns are taken into consideration and to ensure that women and men, girls and boys fully participate in and benefit from development efforts.

### C Gender Integration

Fully integrating gender considerations into the organization means that gender practical and strategic needs, as well as gender roles and relations are taken into account in all stages of organizational development as well as programming. Gender integration is achieved by giving equal opportunities to women and men, boys and girls to participate fully in all aspects of development.

### D Gender Mainstreaming

Gender Mainstreaming is the process of assessing the implications for women and men of any planned actions, including legislation, policies or programs, in all areas and at all levels. It is a strategy for making women’s as well as men’s concerns and experience an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres so that women can benefit equally and inequality is not perpetuated. (Morris 2000).

## VISION

We envision a future where the relations between women and men, girls and boys reflect their equal worth, dignity and rights and where gender diversity is appreciated in all aspects of World Vision Mission.

## EXPECTED OUTCOMES

Gender integration is achieved when the following outputs are realized:

### A At Organizational Level

- 1 Governing structures are committed and fully support the implementation of the WV GAD Policy and strategies.
  - 1.1 Each office to develop an operational guideline for the implementation of the GAD policy and strategy.
  - 1.2 Policies and strategies that are responsive to the needs of both men and women, boys and girls are developed and practiced.
  - 1.3 The process in developing the policies and strategies is a participatory process that takes into account both women's and men's, boys and girls input.
  - 1.4 Each office has mainstreamed gender objectives into their strategic planning and policies.
  
- 2 Appropriate resources toward the implementation of the GAD policy and strategy are provided when the following conditions are fulfilled.
  - 2.1 Each office commits itself to raising funds for activities that have been identified as strategic to overcome gender biases or build on opportunities in gender relations.
  - 2.2 Each office demonstrates gender sensitivity in their marketing materials.
  - 2.3 Each office develops a mechanism for monitoring and supporting gender mainstreaming in the office. In some cases this might include appointing a gender person.
  
- 3 An accountability framework is developed to ensure the WV GAD policy and strategy is implemented.
  - 3.1 Each office develops a mechanism to share best practices throughout the partnership.
  - 3.2 Each office develops a national/regional gender strategy that includes gender mainstreaming in all sectors and departments.
  - 3.3 Each office develops HR tools including job description, recruitment, benefits package and performance appraisal that reflect a realistic gender sensitive culture.
  - 3.4 Each office ensures that all staff members are trained in principles of mainstreaming gender concerns.
  - 3.5 Each office ensures there is equality of training opportunities for advancement to build a pool of gender balanced potential for senior leadership.



- 3.6 Each office ensures that gender and HR related issues are taken into consideration in collaboration with the diversity management department and /or HR department.
- 3.7 Each office develops an annual implementation plan to be monitored by the gender specialists /gender working groups.

## B At Program Level:

- 1 A gender perspective is integrated into World Vision program design, implementation, monitoring and evaluation.
  - 1.1 Each office ensures World Vision staff at all levels are trained in gender analysis.
  - 1.2 Ensure that appropriate and meaningful gender sensitive indicators are set in the design, planning, implementation, monitoring and evaluation of programs and projects.
  - 1.3 Ensure that Gender and Development training is part of overall capacity building programs.
  - 1.4 Each ADP gives due consideration to gender perspectives as appropriate to the sector activity.
- 2 Women and men, girls and boys have equal opportunities to participate in the identification, design, planning, implementation, and evaluation of programs and projects.
  - 2.1 Each office ensures meaningful gender balances in program/project committees.
  - 2.2 Each office ensures both women and men, boys and girls participate meaningfully in the process of project identification, design, implementation and evaluation.
  - 2.3 Each office ensures that data are disaggregated on the basis of sex and results are used to bring about appropriate change and inform program/project design schemes.
  - 2.4 Each office ensures that special needs of vulnerable groups are taken into account.
- 3 Each Support Office /National Office is engaged in network and research to identify and tap donor resources that fund gender initiatives.
  - 3.1 Each office to make an effort in identifying specific gender needs/projects for marketing purposes.
  - 3.2 Each office to make an effort in identifying specific gender advocacy issues / concerns that need to be addressed locally and Globally.

- 4 Monitoring and Evaluation Mechanisms in place to assist in determining whether programs have made a difference to the lives and well being of the community.
  - 4.1 Each office develops gender impact indicators.
  - 4.2 Gender awareness is included in performance appraisal and job description criteria.
  - 4.3 Each office ensures Gender and Development best practices are documented, analyzed and shared.

Revised Version, March 2002

Fatuma Hashi



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# INTERNATIONAL SAVE THE CHILDREN ALLIANCE GENDER EQUITY POLICY<sup>18</sup>

The International Save the Children Alliance (The Alliance) believes in social justice and challenges all forms of discrimination, especially that based on sex, age, social class, disability, HIV status, sexual preference, religion, race and ethnicity. Through its work with children, the Alliance has unique opportunities to transform social attitudes towards boys and girls, as well as gender relations among boys and girls for the next generation. The Alliance recognises that the achievement of full and equal rights for girls will result from changes in social values, public policy and practice. The Alliance works to support both girls and boys to fulfil their potential and become active members of their societies and recognises the need to understand better the different needs of girls and boys, and to address those needs by directing resources through its programme work in order to improve their positions in society.

This policy document has been drawn up to reflect our principles and commitment to gender equity and to provide guidance on the integration of gender equity into the structures of the Alliance and the programmes of its members. This policy document reflects our experience with gender issues, which are complex and deeply embedded in societies, and it is the basis on which

Alliance members and their partners build their programmes and conduct themselves as organisations.

Non-discrimination is an important principle that forms the basis of Alliance members' work as organisations. The Alliance takes as the foundation of our practice the UN Convention on the Rights of the Child (CRC) to work to eliminate gender discrimination in societies at all levels. In particular Article 2 which specifies:

“States Parties shall respect and ensure the rights set forth in the present Convention to each child within their jurisdiction without discrimination of any kind, irrespective of the child's or his or her parent's or legal guardian's race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status.”

The principle of non-discrimination is relevant to all substantive articles in the CRC including those relating to health (Art.24) education (Art.28), standard of living (Art.27) and protection of vulnerable groups of children. The Convention further recognises that governments are obliged to take appropriate measures to protect the child from all forms of sexual exploitation (Art.35) and other forms of exploitation (Art.36).

Other guiding principles in the CRC that are particularly relevant to this policy are: the principle of the “best interest of the child”(Art.3); the “principle of survival and development” (Art. 6); and the “principle of participation” (Art. 12) which gives “to the child who is capable of forming his or her own views the right to express those views freely in all matters affecting the child, the views of the child being given due weight in accordance with the age and maturity of the child.”

The Alliance recognises that the options open to children are closely associated with the wellbeing and social position of women. In many societies women take the primary responsibility for raising and caring for children, and research has shown that the material condition, health and nutrition of children are positively associated with the skills, education and income of women. Therefore the rights of children and the rights of women are mutually reinforcing. Used together, the CRC and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) provide internationally accepted standards for addressing the rights of children and the rights of women in the family and in society. The Alliance has undertaken to use both conventions and reporting procedures to raise issues of concern regarding the equality of both girls and women.



# Endnotes

- 1 See United Nations Consolidated Inter-Agency Appeal for DPRK – 2001, 2002 and 2003.
- 2 The Inter-Agency Standing committee (IASC) was established in June 1992 as a result of United Nations General Assembly resolution 46/182. Under the leadership of the Emergency Relief Coordinator, IASC coordinates inter-agency humanitarian assistance in response to complex and major emergencies. The members of IASC are the Heads, or their designated representatives, of the United Nations operational agencies (UNDP, UNICEF, UNHCR, WFP, FAO, WHO) and OCHA. In addition there is a standing invitation to IOM, ICRC, IFRC, OHCHR and the Representative of the Secretary General on IDPs. The Non-Governmental Organization consortia ICVA, Inter-Action and SCHR also have a permanent invitation to attend.
- 3 An Analysis of the Situation of Children and Women in the Democratic People's Republic of Korea 2000, UNICEF, dated December 2000, p.99
- 4 Consolidated Inter-Agency Appeal 2002, Democratic People's Republic of Korea, United Nations, p.27-28.
- 5 Maternal mortality and morbidity is reported to have increased in the last 10 years. At the beginning of the 1990s, the maternal mortality rate was reported to be 70 per 100,000. This has now increased to the current DPR Korea Government mortality figure of 110 per 100,000 births. This is compared to maternal mortality rates of 7 and 9 per 100,000 births for Sweden and the United Kingdom respectively. Human Development Report, UNDP, 1999.
- 6 The Inter-Agency Forum is the main mechanism for humanitarian agencies to share information and ensure inter-agency decision-making in response to the emergency in DPRK. The Humanitarian Coordinator chairs the Forum, which meets on a weekly basis.
- 7 The years of accession are International Covenant on Economic, Social and Cultural Rights – 1981, International Covenant on Civil and Political Rights – 1981, Convention on the Rights of the Child – 1990, and Convention on the Elimination of All Form of Discrimination against Women – 2001.
- 8 The gender policies of organisations operating in DPRK also reflect this.
- 9 German Agro Action/DWHH (A.Bernad, Bonn) Pyongyang/DPRK – Sep 2002/NB
- 10 Examples of these rights include political participation and the right to citizenship, as women and their children's legal status in many places is linked to marriage. Other rights include the right to work and to equality of employment opportunities. Marriage and family relations are addressed by stating that women have the right to enter into marriage with their full consent. Women are guaranteed the right to own property. Governments are required to set a minimum age for marriage to prevent early (child) marriages. For more specifics, see the attached Treaty Summary.
- 11 January, 1995; UNICEF, Human Rights for Children and Women”.
- 12 World Vision, Girl Child Review: Internal Report, 2001, p. 19.
- 13 UNIFEM, Bringing Equality Home: Implementing the Convention on the Elimination of All Forms of Discrimination Against Women, 1998.
- 14 Amnesty International, Ratify the Women's Human Rights Treaty: How Women in Other Countries are Using CEDAW.
- 15 The policy states, “By giving parents the knowledge and means necessary to determine the number and spacing of their children in ways that are consistent with the biblical faith, their own religious convictions and local conditions, World Vision believes that the quality of life for individuals and societies will be enhanced.”
- 16 Christian supporters of CEDAW include the Evangelical Lutheran Church of America, the Presbyterian Church (U.S.A.), the United Methodist Church, the Episcopal Church, the Mennonite Central Committee, Bread for the World, the American Friends Service Committee, Church of the Brethren and the YWCA (U.S.A.) . Endorsing development organizations include Oxfam America and Interaction's Commission on the Advancement of Women. Human rights organizations in support of CEDAW include Amnesty International and the Human Rights Watch.
- 17 Endorsement by NGOs does not make them legally accountable to the United Nations. Its provisions bind only governments who ratified the Convention. Adoption of the Convention is on a policy, not a legal, level.
- 18 A more detailed report of the International Save the Children Alliance's *Gender Equity Policy* is available from the Save the Children Office, Pyongyang.



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**ON BEHALF OF THE FOLLOWING ORGANISATIONS OPERATING  
IN THE DPRK:**

- UNDP
- UNESCO
- UNFPA
- UNICEF
- UNIFEM
- FAO
- WFP
- WHO
- ADRA
- CESVI
- GAA
- CONCERN WorldWide
- Triangle.G.H.
- IFRC
- ICRC
- Caritas
- Save the Children UK
- PMU
- World Vision
- OCHA
- SDC
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