

Gender equity policy of Family Health Association of Iran

Goal and Objectives:

Goal

The goal of FHA of Iran gender equity policy is to support the achievement of equity between women to access and receiving SRHR services.

Objectives

To advance women's equal participation with men as decision makers in shaping the sustainable FHA of Iran structure.

To support women and girls as volunteers or staff and totally as main part of the society in the realization of their full human rights and empower them.

To reduce gender inequalities in access to and control over the resources and benefits of SRHR and family health services.

What is the difference between gender equality and gender equity?

Gender equity means being fair to women. To ensure fairness, measures are often needed to compensate for historical and social disadvantages that prevent women and men from otherwise operating as equals. Equity leads to equality.

Gender equality means that women and men enjoy the same status and have equal opportunity to realize their full human rights and potential to contribute to national, political, economic, social and cultural development, and to benefit from the results.

Originally it was believed that equality could be achieved simply by giving women and men the same opportunities. Same treatment, however, was found not necessarily to yield equal results. Today, the concept of equality acknowledges that women and men may sometimes require different treatment to achieve similar results, due to different life conditions or to compensate for past discrimination.

Gender equality, therefore, is the equal valuing by society of both the similarities and the differences between women and men, and the varying roles they play.

Principles

FHA of Iran Policy on Gender Equality is rooted in the following principles:

Gender equity is a crosscutting theme and as such must be considered as an integral part of all FHA policies, programs and projects. Addressing gender equality as a crosscutting goal requires that women's views, interests and needs as much as men's.

Achieving gender equity requires the recognition that every policy, program and project affects women and men differently. Women and men have different perspectives, needs, interests, roles and resources-and those differences may also be reinforced by class, race, caste, ethnicity or age. Policies, programs and projects must address the differences in experiences and situations between and among women and men.

3. Achieving gender equity does not mean that women become the same as men. Equity means that one's rights or opportunities do not depend on being male or female.

Women's empowerment is central to achieving gender equity. Through empowerment, women become aware of unequal power relations, gain control over their lives, and acquire a greater voice to overcome inequality in their home, workplace and community.

Promoting the equal participation of women as agents of exchange in economic, social and political processes is essential to achieving gender equity. Equal participation goes beyond numbers. It involves women's equal right to articulate their needs and interests, as well as their vision of society, and to shape the decisions that affect their lives, whatever cultural context they live in. Partnership with women's organizations and other groups working for gender equity is necessary to assist this process.

Gender equity can only be achieved through partnership between women and men. When choices for both women and men are enlarged, all society benefits. Gender equity is an issue that concerns both women and men, and achieving it will involve working with men to bring about changes in attitudes, behavior, roles and responsibilities at home, in the workplace, in the community, and in national, donor and international institutions.

Achieving gender equity will require specific measures designed to eliminate gender inequalities. Given ingrained disparities, equal treatment of women and men is insufficient as a strategy for gender equity. Specific measures must be developed to address the policies, laws, procedures, norms, beliefs, practices and attitudes that maintain gender inequality. These gender equity measures, developed with stakeholders, should support women's capacity to make choices about their own lives.

FHA policies, programs, and projects should contribute to gender equity results should be incorporated into all of service delivery centers, and central office.

Good Practices to Promote Gender Equity

At the corporate level

Governance and management are committed to gender equity; There are sufficient resources and knowledgeable personnel, along with an enabling corporate environment to promote gender equality;

There are accountability frameworks, which ensure that the gender equity policy is implemented; Gender equity is treated as an objective in and of itself.

In the planning process

Gender equity is recognized as relevant to every aspect of projects and service deliveries.

Gender analysis is carried out at the earliest stages of the project or program cycle and the findings are integrated into project or program planning;

Institutional weaknesses or cultural biases that could constrain the achievement of gender equity results are recognized in policy, program, or project design, and strategies are developed to address them;

Means are identified to ensure there is broad participation of women as decision makers in the planning process;

Clear, measurable, and achievable gender equity results are developed in the earliest phases of the process;

Gender-sensitive indicators, both qualitative and quantitative, are developed (this requires the collection of baseline data disaggregated by sex, as well as by age

Partners and implementers are selected on the basis of their commitment and capacity to promote gender equity

During implementation

-External support is sought from women's organizations, key female and male decision makers.

-The objective of gender equity is not lost in rhetoric or in preoccupation with Association processes;

-There is flexibility and openness to respond to new and innovative methods, and to opportunities for supporting gender equity that present themselves during implementation

-There is broad participation of women in the implementation.

-Participation of women at the governance of Association is encouraged in Association constitution ,half+1 of EXCO members are women.

-Recruitment policy of FHA of Iran emphasizes on women.

-Mikhak service delivery center only delivers services to vulnerable women.

-Kaj service delivery centers gives priorities to young girls.

_ Most advocacy programs of Association with government, religious leaders and key persons are based on women equity programs.

-Because of Family health majority of Association mostly of volunteers are women.

-Most of NGO,s that FHA of Iran has cooperation with them are that working on women affairs,

-For performance of equal work under similar conditions, men and women shall be paid equally.

Performance measurement

Gender equity results are expressed, measured and reported on using qualitative and quantitative indicators;

Data, disaggregated by sex, as well as by age is collected;

Information on progress in reducing gender inequalities is collected and analyzed as an integral part of performance measurement;

A long-term perspective is taken

Participatory approaches are used, where women actively take part in the planning of performance measurement frameworks, in their implementation, and in the discussion of their findings.

Gender Analysis Guidelines

Gender analysis: What to ask

Who is the target (both direct and indirect) of the proposed policy, program or project? Who will benefit? Who will lose?

Have women been consulted on the 'problem' the intervention is to solve? How have they been involved in development of the 'solution'?

Does the intervention challenge the existing gender division of labor, tasks, responsibilities and opportunities?

What is the best way to build on (and strengthen) the government's commitment to the advancement of women?

What is the relationship between the intervention and other actions and organizations national, regional or international?

Where do opportunities for change or entry points exist? And how can they best be used?

What specific ways can be proposed for encouraging and enabling women to participate in the policy/program/project, despite their traditionally more domestic location and subordinate position?

What is the long-term impact in regard to women's increased ability to take charge of their own lives, and to take collective action to solve problems?

Gender analysis: What to do

Gain an understanding of gender relations, the division of labor between men and women (who does what work), and who has access to, and control over, resources.

Use participatory processes and include a wide range of female and male stakeholders at the governmental level and from civil society including women's organizations and gender equity experts.

Identify barriers to women's participation and productivity (social, economic, legal, political, and cultural).

Gain an understanding of women's practical needs and strategic interests, and identify opportunities to support both.

Consider the differential impact of the initiative on men and women, and identify consequences to be addressed.

Establish baseline data, ensure sex-disaggregated data, set measurable targets, and identify expected results and indicators.