



IFS POLICY DOCUMENT Gender Policy

APPROVED: 51ST IFS BOARD OF TRUSTEES MEETING, 2020

RATIONALE

IFS realizes that a formally written, approved and publicized gender policy not only gives direction for the organization in practice, but also holds the organization accountable. IFS's Gender Policy starts from within: We believe that unless IFS practices the values of gender equality within itself, it cannot bring effective changes in the countries and regions through its programs. IFS is therefore committed to taking all possible measures to establish gender equity and equality¹ within the organisation. IFS understands that women's and men's rights are human rights.

IFS understands that gender refers to the attributes and opportunities associated with being female and male and the socio-cultural relationships between women and men. These are all socially constructed and are learned through socio-cultural processes which are also context-specific and changeable, and they are related to and affected by race, ethnicity, class, economic status and age. IFS adopts a gender perspective, which means focusing on both women and men, their relationships with each other, and the resources to which they have access. In addition, it means working with a global perspective that allows for and appreciates diversity of all kinds.

IFS believes that achieving true gender equality requires resolving the many inequities, discriminations and barriers that are encountered by both women and men. Moreover, empowering women and men is also an indispensable tool for advancing both human and national development, reducing poverty and improving prospects for future generations. Framing a gender policy is a commitment towards those efforts, by providing an enabling environment for women and men within the organization, and within the various partners and communities with whom we work to strengthen the gender sensitivity of all.

¹ Gender equity is the process of being fair to women and men and gender equality requires equal enjoyment by women and men of socially-valued goods, opportunities, resources and rewards.

GOAL

IFS aims to be responsive to and to promote gender equity and equality within the organisation and ensure that all its programs, interventions, activities and research serve the needs and interest of women and men equally, especially working to eliminate all forms of discrimination against women.

OBJECTIVES

The IFS Gender Policy strives to:

- State explicitly the organizational commitment to gender
- Provide the right direction and guidelines to all IFS staff, grantees, Board of Trustees, reviewers and Scientific Advisory Committees in policy making, planning, designing and implementing of programs and projects in a gender sensitive manner
- Create equal opportunities and a congenial work environment which enables women and men to work together in an equitable, effective and mutually respectful manner
- Promote equal representation and participation of women in decision-making at professional, programmatic and administrative levels, and
- Achieve gender equity and equality in a systematic manner both within the organization and in its program.

WITHIN THE ORGANIZATION

WORKPLACE: IFS is committed to providing a secure, enabling and inclusive work environment for its employees, a place that is gender sensitive and recognizes the roles of women and men as equal players.

STAFF POLICIES: All staff policies, rules and regulations shall be gender sensitive and will be reviewed periodically. IFS follows all statutory requirements related to parental leave and integrates gender indicators into staff performance and appraisal systems, and the tasks and job profiles in all terms of reference, including those for external consultants.

HARASSMENT: Our anti-sexual harassment policy is gender neutral. IFS is committed to providing a safe and secure workplace for women and men staff, free from any form of sexual harassment. It provides its employees with an avenue for reporting such activity directly to management without fear of retribution. The IFS sexual harassment policy strictly and specifically forbids any form of sexual harassment and it describes in detail the professional consequences that will result from harassment.

WORKING WITH A FLEXIBLE SCHEDULE: IFS recognises the individual needs of its staff and supports flexible working and remote work wherever possible.

RECRUITMENT, COMPOSITION AND REPRESENTATION: IFS seeks gender balance in staffing, and in selecting Secretariat staff, members of the Board, reviewers and Scientific Advisory Committees. Women candidates will be encouraged to apply for all posts, including management. There will be adequate representation of both women and men in recruitment and interview panels. There will be equal opportunities among women and men staff for personal growth, and in promotion benefits, training and working conditions. IFS will ensure that conceptual clarity and sensitivity on gender issues will be an important selection criterion in recruitment processes and capacity-enhancing efforts of staff.

PERFORMANCE REVIEWS: Gender sensitivity will be one of the performance indicators for assessing employees.

CAPACITY ENHANCING FOR GENDER SENSITIZATION: IFS is committed to organize workshops, training programs and discussions for promoting and enabling a gender-sensitive work culture.

WITHIN THE IFS PROGRAM

IFS will ensure gender sensitivity in its program by:

- Recruiting gender-balanced reviewers and members of the Scientific Advisory Committees (SACs)
- Monitoring and evaluating using a gender-disaggregated approach.
- Implementing evidence-based, gender-responsive actions in a regionally tailored approach
- Publicizing IFS policies for child-care and babysitting facilities at workshops
- Holding capacity enhancement workshops for women and men
- Connecting our grantees to support and mentoring networks for women in research
- Engaging in public outreach initiatives to increase visibility of women scientists
- Providing guidelines for reviewers and SACs, incorporating the latest evidence on barriers for women in research and implicit bias

Furthermore, IFS will encourage and support gender sensitivity among our research grantees through:

- Gender markers in research methods
- Championing women grantees
- Connecting women grantees with mentoring networks, and
- Gender targeted workshops.

NETWORKING

IFS will proactively make several efforts to promote gender concerns in its work with strategic partners, for example, organizing training programs, conducting gender studies, preparing resource materials and providing documentation support. IFS will share gender reports with our network members and partner organisations and will associate with networks and organisations working on women in science.

APPLICABILITY

This policy applies to all regular and contractual staff of IFS. In case of a complaint, management will take the necessary and reasonable preventive action to support and assist the affected party.

REPORTING

Management will report annually to the Trustees on implementation of this policy.

Read more about the [Gender strategy](#).