
INITIATIVE FOR PEOPLE IN NEED (IPN)



GENDER POLICY-2014

(Revised Edition-May 2024)

IPN – An Agent for Social Change & Development in Pakistan.

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INTRODUCTION:

Initiative for People in Need (IPN) is a non-government, not-for-profit, non-religious impartial, research, relief & development organization established in January, 2012. IPN was officially registered on April, 04, 2013 under the office of the provincial registrar joint stock companies & societies Peshawar, KP, under the registration of societies act XXI of 1860, with registration no 134/5/7361.

Goal:

The ultimate goal of the establishment and existence of IPN is human welfare through reaching the unreachable, the most vulnerable, and above all the neediest.

Vision:

IPN envisages a developed & just society which is free from all kinds of discrimination based on race, color, religion, language & ethnicity.

Mission statement:

To bring a positive change in the society while meeting the miseries of people and peoples' empowerment through peoples' participation, mobilization of available resources, a pool of professional humanitarian aid workers, & philanthropists leading to sustainable development.

IPN's Core Values:

Following are the core values of the organization which determines the way and direction of actions for those who are associated with it.

1. Professionalism.

We are professionalism in terms of organizational environment and delivery of services.

2. Team work.

We believe in team work for better, effective and efficient results of activities carried out.

3. Accountability.

We believe that we are accountable to all the stakeholders we are connected with or having any direct or indirect relationship.

4. Networking.

We believe in networking for reciprocal learning, sharing of experiences and delivering the better results.

GENDER POLICY

1. INTRODUCTION

The rationale for integrating a gender perspective in the activities of IPN lies in the IPN mandate- 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.

2. Policy Purpose:

The purpose of this policy is to define the main approach of IPN as how to address gender issues in civil society sector.

IPN's focus is on gender, rather than specifically on women. Gender refers to the roles, responsibilities, needs, interests and capacities of both men and women. These are influenced by social and cultural factors. Therefore, the term "gender" does not replace the term "sex" which refers exclusively to biological differences. Men and women often play different roles in society and accordingly they may have different needs. A gender perspective is required to ensure that men's and women's specific needs, vulnerabilities

and capacities (set in the broader context of class, ethnicity, race and religion) are recognized and addressed.

This policy establishes the basis for IPN to ensure that the gender differences are taken into account and dealt with in relation to core Programs.

3. POLICY STATEMENT:

Gender sensitivities and philosophy is well indicated from the Goal, vision and Mission of IPN. It is to ensure that all the organization's Programs 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 non-profit organization.

IPN is committed to taking the necessary steps towards achieving its goal, in particular recognizing that:

3.1 Social and political instability may affect men and women differently and that IPN assistance may also have a different impact on men and women.

3.2 The integration of a gender perspective into IPN is an important strategy towards the fulfillment of its mandate to improve the lives of the marginalized.

3.3 IPN operates in a wide variety of cultures; as such it needs to take a culturally sensitive approach with regards to mainstreaming a gender perspective in the organization's work.

3.4 the full participation of both men and women in all IPN activities not only ensures gender equality, but also increases the efficiency and effectiveness of the work of the organization.

3.5 Although the primary task of IPN is to ensure gender sensitivity in their existing programs, they may also implement projects to assist special groups of men or women, if local situations so require.

To achieve this goal, INITIATIVE FOR PEOPLE IN NEED (IPN) shall:

3.6 put in place institutional procedures, which ensure that the needs of boys, girls, men and women are all met equitably in disaster response, vulnerability reduction and the provision of health and other services.

3.7 formulate measures to ensure that gender-specific vulnerabilities and capacities of men and women are systematically identified and addressed.

3.8 ensure that data on beneficiaries is dis-aggregated by sex for needs assessment and Programs planning and gender analysis is integrated into Programs design, delivery, monitoring and evaluation.

3.9 design strategies for capacity building in gender mainstreaming as part of institutional development Programs with special attention to staff training on gender analysis skills.

3.10 Ensure that reporting and accountability mechanisms for activities and results in gender mainstreaming are put in place. This includes performance evaluations, budget allocation analysis and actions to enable the full participation of men and women on an equal and meaningful basis in IPN activities at all levels.

4. RESPONSIBILITIES

The senior management of IPN is responsible for:

4.1 increasing awareness and skills of staff and volunteers in considering the social differences between vulnerable/marginalized men and women when designing, implementing, monitoring and evaluating Programs.

4.2 conducting a systematic review of the institution's procedures to put in place gender analysis as part of programming or improving the existing systems.

4.3 enabling a gender balance in the different levels of the structure within their organization, if the circumstances permit, in particular to involve more women in the decision-making processes at all levels.

4.4 Ensuring equal opportunities among female and male staff members and volunteers in the areas of recruitment, promotion, benefits, training and working conditions.

The governance of IPN is responsible for:

- 4.5 Assessing the implications of their policies and decisions for men and women, and thus ensuring that all INITIATIVE FOR PEOPLE IN NEED (IPN) policies and Programs are gender sensitive.

_____ **POLICY DOCUMENT ENDS** _____

Approved by: Members Board of Directors