

# **Gender policy**

## **The IOGT-NTO Movement Sweden**

### **Introduction and purpose**

The purpose of this gender policy is to create an internal common understanding in the entire organisation about how IOGT-NTO Movement relate itself to gender equality.

This document present an introduction to the topic, define definitions, and state how gender equality is relate it to our vision, mission and ongoing international development cooperation.

**Our aim is to achieve gender equality.** Gender equality is achieved when women and men, boys and girls, as well as persons identifying as transgender, enjoy the same rights and opportunities across all sectors of society, including economic participation and decision-making, and when the behaviours, aspirations and needs of women and men are equally valued and respected.

Through this Policy, the IOGT-NTO Movement commits itself to ensure that gender equality is fully incorporated in all IOGT-NTO Movement international work both as an end in itself as well as a means to reduce alcohol related social and individual harm more effectively.

### **Fundamental principles**

The rationale for securing a gender perspective in the work of the IOGT-NTO Movement is that it is part of our vision – a democratic world characterized by solidarity and equality where alcohol and other drugs do not prevent human welfare, freedom and security. Gender equality is, alongside democracy and solidarity, identified as an overall objective. The theory of change is to reach the vision through strategic partnership (local and global) and support projects aiming at decrease alcohol harm through research, advocacy and prevention, poverty reduction, empowerment of women and minority groups, health promotion and challenging alcohol norms.

Another motivation is that gender equality in itself has proved to fosters democratic development, speed up poverty alleviation, provide justice and anti-discrimination as well as secure more sustainable and successful projects, communities as well as nations.

Furthermore, gender equality is a fundamental human right by UN charters and one of the bases for functional democracy.

### **Definition**

The IOGT-NTO Movement defines *gender* as a social construction that reflects the social and cultural interpretations of biological sexes. In this construction lie norms of how women and men, girls and boys, and transgender persons, should be and behave in a given society. Gender is formed in relations between women and men and varies through time and place. Variables such as age, religion, geography, occupation, class, sexuality, ethnicity etc. are interlinked to create gender perceptions.

The position of people in society is influenced by perceptions held towards gender confining possibilities and limitations for what it is possible to be or do as a woman or a man, a girl or a boy. In society, what is perceived masculine and feminine are separated and most often viewed as opposites. Furthermore, masculinity is generally valued more highly than femininity. Therefore, men as a group are bestowed with greater power than women as a group. Gender power relations indicate how groups of men have various levels of control and power over groups of women enhancing in equalities. Since gender and gender power relations are time and context specific they can be challenged and changed.

*Masculinity* refers to gender characteristics, not sex, defining the roles and expectations on boys and men.

*Femininity* refers to gender characteristics, not sex, defining the roles and expectations on women and girls.

Masculinity (manliness) and femininity are transformative social constructions and norms and varies from one culture to another and changes through history, time and ages of a person's life.

## **Scope**

From our experience of alcohol prevention work, in South East Africa, South East Asia, Europe and Sri Lanka, alcohol is often identified as a risk factor for violence, risky sex and other harms suffered largely by women, caused by heavy alcohol consumption mainly by men, and too often it is considered a social factor that cannot be changed. These men are, in addition to causing harm to others, more exposed to severe consequences such as alcohol related death, accidents, poor health and unemployment.

Gender equality programs are, conventionally, mainly focusing on women empowerment and conducted by women for women. However, gender programs that ignore men, tend to leave them free of responsibility for changing harmful aspects of prevailing masculinities such as heavy alcohol consumption, gender based violence, drunk-driving etc.

IOGT-NTO Movement aims for an all-inclusive approach and intends to engage men and boys in the work for gender equality alongside its support to women's empowerment initiatives. In order to challenge gendered alcohol norms a gender perspective including both masculinity and femininity is essential.

IOGT-NTO Movements main aim is to reduce harm done by alcohol and other drugs, and to foster development through supporting and strengthening local organisations work to claim their rights. However, right based work does not always lead to increased gender equality.

In order to achieve gender equality, the structures that reinforce gender based discrimination have to be challenged. It is therefore important for IOGT-NTO Movement and our partners within development cooperation to identify, shed light on and challenge the power structures that prevent women and men from benefiting from a sustainable and just development. This is a commitment beyond counting female and male heads at workshops. It is also not enough to state that men and women should have equal values and should have equal rights.

Gender equality goals has to include breaking up of gender norms and power relations, and include strategies in order to confront the various forms of resistance to change.

This needs a high degree of gender awareness among ourselves and various partners. Reaching such awareness requires training, changes in attitudes and development of organisations.

### **Monitoring and compliance**

A large part of monitoring our compliance with this policy will be through the **IOGT-NTO Movement's regular monitoring**. It is the responsibility of the Head of Office, Program Managers at head office and Regional Representatives to ensure that policy, programme planning and implementation are including gender equality. In addition, each year, the IOGT-NTO Movement will specifically report their adherence to the following:

1. Policies, strategies and programme planning, including result matrices and funding applications, are based on an **solid analysis** of power inequalities and rights (incl. structures, attitudes, behavior).
2. Guidance **material and tools** are inclusive of gender equality.
3. All on-going partner **project implementation** includes community based or participatory approaches and advocacy towards duty bearers. This will also indicate civil society's role in strengthening democracy.
4. Adequate **human and financial resources** has been allocated for work on gender equality.
5. Adequate **training** of office staff and partner staff has been conducted.

**Adopted by the board 2018-03-20.**