

2024

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Gender Policy *of Jugend Eine Welt*



Gender Policy

1. Introduction and Basic Principles

Since 1997, Jugend Eine Welt – Don Bosco Entwicklungszusammenarbeit has focused on efforts to improve the prospects of children and young people in difficult circumstances in the countries where it supports projects and to ensure that their rights are protected and exercised.

The aim of Jugend Eine Welt is to enable young people who are disadvantaged for one of a variety of reasons and therefore require special assistance to lead independent and successful lives in dignity.

In this work, Jugend Eine Welt is committed to gender equality across all age groups within the organisation and promotes gender equality within its projects and programmes around the world. Particular importance is placed on topics such as protecting children from violence and ensuring that both boys and girls have equal access to education and health care. For us, gender equality comprises the empowerment of girls and women as well as raising awareness of the issue among men and boys.

Jugend Eine Welt is part of the worldwide Don Bosco movement and sensitises its partner organisations to gender equality. It recommends that the partner organisations incorporate the topic in their written guidelines and their activities.

This Policy is to be regarded as a living document that is subject to regular checks of its validity and, if necessary, to revision. These checks shall take place at intervals of no more than three years or whenever an incident occurs that makes such checks advisable. The purport and quintessence of this document shall carry more weight than a literal interpretation.

2. What we Understand by Gender Equality

Jugend Eine Welt understands gender equality not only as a **fundamental human right**, but also as a necessary foundation for a peaceful and sustainable world. Among the things we regard as necessary to achieve this are equal opportunities and the right to self-determination.

In view of the **discrimination that women and girls suffer in many parts of the world** we are also committed to promoting their interests. We believe that the fight against gender inequality requires the involvement of both men and women. Discrimination on grounds of gender on the part of children and adults who receive support through our programmes, or on the part of people working for Jugend Eine Welt in any capacity, wherever they are in the world, is not tolerated.

In the course of our work we therefore address and eliminate gender stereotypes and power imbalances as well as social inequalities based on gender.

In this, we are guided by Agenda 2030 and SDG 5, **gender equality**, which focuses on promoting women and girls with the aim of achieving equality and suggests measures for preventing violence, coercion and abuse aimed at women and girls.

To **combat gender stereotypes** and power imbalances, ongoing efforts at several levels are required. The most important thing, however, is never to lose sight of the ultimate objective, namely gender equality.

Our activities include:

- Gender matters for green TVET
- Awareness-raising in villages
- Driving licences for women
- Income-generating activities
- Microloan programmes for women

3. Measures

3.1. Scope of Applicability

Successful implementation of the Policy requires efforts at all levels and from all parties. This includes the management and board of Jugend Eine Welt as well as all the organisation's employees and volunteers in Austria including members of the education teams and volunteers working abroad, particularly the Senior Experts. In addition, all those involved in activities connected to Jugend Eine Welt in a wider sense, such as participants in project trips, journalists, experts, consultants and other cooperation partners, are required to respect the Policy.

Further, the strategic orientation in Austria, from planning processes to decision-making when implementing measures, is designed to meet the objectives defined for a mode of work that includes all genders equally (e.g. job advertisements, project applications).

Project partners engaged in international development cooperation and humanitarian aid should also be encouraged to be gender aware in all they do.

3.2. Voluntary Commitment Measures

3.2.1. Board, management, employees and volunteers in Austria (education teams and unpaid staff)

- Selection of officials is gender sensitive. There is no discrimination on grounds of gender
- Gender sensitivity is required of all members of management, teams and voluntary staff
- Gender mainstreaming at all levels
- Awareness-raising and ongoing training of all employees: the topic of gender equality competence is covered at least once a year in a team meeting or incorporated into some other in-house activity
- Jugend Eine Welt invites all employees and volunteers to familiarise themselves with considered gender equality practice
- Use of gender-sensitive written and spoken language (in public and in-house)

3.2.2. Volunteers in the countries of the South (Senior Experts)

- Selection of Senior Experts is gender sensitive and without gender bias
- In the preparatory sessions, questions with relevance to gender equality competence are addressed using appropriate methods (e.g. self-reflection, stereotypical gender roles, publication of images and texts)
- Gender sensitivity while working in the field

3.2.3. HR and personnel

- Selection of new employees and volunteers is gender sensitive. There is no discrimination on grounds of gender
- Equal opportunities and transparency in pay grades, promotion opportunities and personnel development
- Promotion of compatibility of work and family life (part-time work, part-time positions in management, working from home)
- New employees are made familiar with the Gender Policy and the whistle-blowing tool
- The HR department deals sensitively with complaints made using the whistle-blowing tool, for instance, and follows them up
<https://jugend-eine-welt-ngo-oesterreich.personiowhistleblowing.com>

3.2.4. Working with project partners

- In work with project partners the focus is on dialogue and the exchange of information and views
- Sensitisation to gender equality in day-to-day work, especially for large-scale projects and programmes and those set to run for several years
- Support of partners and two-way learning with regard to achieving gender equality and gender equality competence
- Gender mainstreaming in the planning, monitoring and evaluation of projects and programmes so that gender equality is considered throughout the entire project cycle

3.2.5. PR and fundraising

- Gender-sensitive portrayal in images and texts (depends on the available material)
- Focus on empowerment of women to counter widely held preconceived ideas (e.g. female doctor, manageress, female technician)
- Use of gender-sensitive written and spoken language (in public and in-house) adapted to the medium and target audience (see annexe). All media content is based on the values of respect and equality and preserves the dignity of the person(s) portrayed.
- Gender balance at public events (e.g. both men and women on the podium, irrespective of age)
- Use of gender-sensitive examples in presentations (e.g. on roll-up banners and advertising material)
- Avoidance of stereotypical gender portrayals

3.2.6. Across the organisation/wider circles

- Gender mainstreaming in advocacy in Austria: taking gender perspectives and issues into account in all aspects of this work
- Gender-sensitive behaviour of all participants in project, press and donor trips

3.3. Preventive Measures

- All employees, freelancers and volunteers are familiar with the Gender Policy and receive regular training in topics relating to gender
- All volunteers intending to spend time working abroad are familiar with the Gender Policy and increasing gender equality competence is one aspect of the preparatory seminar
- In accordance with the current in-house guidelines, all employees must present their police records
- Appointment of one or two gender equality officers to deal with all internal and external matters relating to gender issues

- In (suspected) cases of sexual harassment, exploitation or abuse, all parties with a connection to Jugend Eine Welt have access to various channels for lodging a complaint. These channels are known to all:
 - o Management
 - o Whistle-blowing tool
 - o Anonymous complaints box (in the cellar of the Vienna office)
 - o Contact details of the gender equality officer(s)
 - o Contact details of the works council
- Establishment of secure mechanisms and responsibilities for reporting, handling and monitoring cases (complaint management)
- If an offence in connection with sexual harassment, exploitation or abuse has been legally proven, the individual concerned will be barred from employment or continued employment by Jugend Eine Welt

4. Responsibilities and Tasks of the Gender Equality Officers

Jugend Eine Welt appoints one or two gender equality officers. The principal tasks of these officers are:

- to support and ensure implementation of the Gender Policy
- to monitor and report to management at least once a year or whenever a case arises that renders this necessary
- to deal with suspected cases (and bring in external specialists for support and crisis management if necessary)
- to act as a mediator between all parties concerned and external institutions

5. Concluding Remarks

This Policy is a living document. It was last updated in April 2024. The standards set out here are subject to regular checks of their validity and, if necessary, to revision. These checks take place at intervals of no more than three years or whenever an incident occurs that makes such checks advisable.

Brought into force by the Board of Jugend Eine Welt – Don Bosco Entwicklungszusammenarbeit.

Vienna, 24/04/2024

Jugend Eine Welt

Appendix 1

Definitions

Gender: A distinction is made between a person's biological gender ("sex") and their social gender ("gender"). Gender in the second sense, "social gender", is a construct. This means that gender roles are shaped by society and learned by individuals according to their assigned sex. But unlike the biological sex, the gender roles of women and men are fluid.

This also means that there are different ways of filling gender roles. Role stereotypes based on a person's biological sex must therefore always be questioned.

Gender equality: Gender equality means that every person has the same rights, obligations and opportunities regardless of their gender. To achieve this, efforts are required to treat people fairly and justly. For this to happen, a continuous process of fighting against gender stereotypes and discrimination on grounds of gender is necessary, and this requires constant efforts to create an inclusive and fair society.

Gender equity: This refers to the principle of ensuring that women and men have the same rights and opportunities and are treated equitably in every area of life. It means that women and men should have the same rights and opportunities regardless of their gender. This includes access to education, employment, political participation, health care and other resources and opportunities.

Gender mainstreaming: This is a strategic approach towards promoting and achieving equality for all genders. It aims to ensure that the different circumstances and interests of women, men and people with other gender identities are always taken into account in plans and decisions. This should ensure that the various genders are not treated differently.

Gender-based violence: This describes violence aimed at a person owing to their biological or social gender. It includes all forms of violence: not only physical, but also sexual, psychological and economic violence. For example, the number of women who experience sexual and domestic violence is disproportionately high, although they are not the only victims.

Empowerment:

Empowerment comprises strategies and measures that help people to lead independent lives, meaning that they are free to decide for themselves how they want to live. Empowerment aims to enable them to speak out on and influence issues that affect them.

In international development cooperation this principally means a process that gives disadvantaged sections of the population greater self-confidence and enables them to articulate their interests and participate in political processes. The focus is on increasing the potential that these people have. To achieve this goal, changes must be made to the social, economic, legislative and political institutions within society.

Appendix 2

Inclusive Language and Images

For Jugend Eine Welt, every human being is of equal value! No discriminating portrayal may appear in any text, image or video. No distinction is made on the grounds of gender, origin or religion.

However, this does not mean that projects for specific target groups such as girls, boys, indigenous or women are not promoted.

We use inclusive language in texts for both in-house and external use (in accordance with the wishes of funding agencies).

In our texts we attach great importance to clarity of expression and relevance to the target group.

We use gender-neutral terms to describe groups of people and avoid any wording such as nouns (e.g. chairman), possessive adjectives (e.g. his) or pronouns (e.g. him) that exclude any gender.

Note: Religious titles, such as “Brother” or “Don Bosco Sisters” are referred to as masculine or feminine as appropriate and are exempt from gender-neutral wording. Where an individual’s gender is known they are referred to solely in terms of that gender.

Inclusive Language in PR

We use inclusive language in accordance with the stipulations of the publication we are writing to (third-party articles and in public relations work). In public relations, care is taken to use simple language and present the subject matter clearly and comprehensibly. Gender-neutral wording and plural personal pronouns are preferred. Previously published articles (website etc.) are not retrospectively edited.

Gender in Photos and Videos

Equality is of paramount importance when portraying people in photographs and moving images. The situations shown in photos and videos are supplemented by a gender-sensitive explanation (still image or video) to avoid stereotypical portrayals.



Education overcomes Poverty!

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