



| | |
|--------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Title: | Gender Justice Policy |
| Policy statement: | <p>Achieve Gender equality and Justice, and women and girl's empowerment are universally recognized as a core sustainable development goal, fundamental for the realization of human rights. DSPR considers gender justice as a cross-cutting issue and over the years members have endeavored to promote gender responsive approaches to development and humanitarian assistance. It seeks to provide comprehensive services from a gender perspective for women, men, girls and boys, elderly, persons with disability, ethnicity, religion, youth</p> <p>DSPR is committed to have a monitoring and evaluation process that would follow up on the Gender justice policy and its implementation within the organization and in all our activities and programs being implemented.</p> <p>Policy Objectives:</p> <ul style="list-style-type: none"> • To promote gender justice between women and men, girls and boys, elderly, persons with disability, ethnicity, religion, youth, indigeneity and ensure that interventions do not promote inequitable gender roles relations. • To support DSPR staff, volunteers, partners, and community on how to undertake gender-responsive planning, implementation and evaluation of policies, programs, and projects. • To provide a clear vision on gender justice in Program work. • To outline strategies and approaches to achieve gender sensitivity in programming and all aspects of our work. • To promote economic and educational empowerment to enable women and men to have equal opportunity to participate in and benefit from profitable economic activities and educational opportunities. <p>DSPR gender Justice policy principles</p> <p>DSPR is committed to gender justice in all aspects of the human endeavor. Its work is guided in this by the Universal Declaration of Human Rights which states that there can be no distinction or discrimination based on gender (Articles 2 and 23). We are specifically committed to the ACT Alliance Gender Dimension in Disaster Relief as it applies in emergency situations and throughout our work activities. We seek to promote gender justice as a common value, including gender mainstreaming. DSPR commits itself, like other members of ACT, to the five key principles for mainstreaming and gender-sensitive programming in humanitarian work:</p> <ol style="list-style-type: none"> 1- Promote Gender balance in staffing and representations: DSPR members shall respect the promotion of gender balance at all levels and in all human resources requirements. Gender balance is a human resource issue, and it is about equal participation of women and men in all areas of work. All staff are treated equally and offered equal opportunities for promotion etc. 2- Promote Gender Justice through gender mainstreaming and rights-based tool: A gender justice approach to programming promotes human dignity and ensures fair access to development or humanitarian assistance. It recognizes that women and men differ in terms |



of both sex and gender and require appropriate interventions that meet their distinct needs. At a minimum, a **gender equality approach** should ensure that:

- Assistance provided is based on a thorough gender analysis ensuring that all initiatives examine the relationship between women and men and their access to and control over resources and benefits, their roles, and the constraints they face relative to each other.
- Need and capacities assessments take into consideration the different needs and interests of women and men, girls, and boys, in relation to their basic needs, like food, shelter, family unification, water, sanitation, health, education, and prevention and response to gender-based violence.
- Assistance benefits women and men equally.
- Women and men have full participation, including women being empowered in decision- making, in all areas of work from planning through to final program evaluation.
- Women's rights are promoted as human rights especially around gender-based violence.
- Educate and empower both men and women to support the promotion of gender justice.
- Reporting and accountability mechanisms for monitoring gender mainstreaming are put in place;
- Advocacy efforts recognize that gender equality is essential for socio-economic recovery and growth.
- Gender sensitive programming always includes consultations with and participation of both women and men, building upon their own capacities and resources to cope with the crisis

3- Promote gender justice in the delivery of the health system level: Ensure that women have access to and are encouraged to participate in the planning and implementation of health services including decision making processes.

- Assist the institute in taking action to increase the number of female health service providers by recruiting and training women for all areas of health delivery.
- Provide medical training to health programs staff as well as on mental health psychosocial interventions.
- Ensure a broad focus on women's health and not a limited focus on motherhood.
- Ensure that women identify their own health needs, by involving them in the design of the project.
- Design messages about development, health and fertility that are acceptable to both women and men

4- Promote gender equality in the delivery of the socio-economic empowerment level:



| | |
|----------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | <p>Promote economic and educational empowerment to enable women and men to have equal opportunity to participate in, and benefit from, profitable economic activities and educational opportunities.</p> <ul style="list-style-type: none"> • Promote women economic leadership and confront the pre-conceived ideas about women leadership in economic initiatives. • Bring awareness among different community groups about the importance of leadership skills and enhance their role within society. • Encourage entrepreneurship and self-initiatives of scale up projects that support women that promote self-sufficiency. This includes mentorship (women as mentors). • Train women in vocational and skills development to prepare them for economic opportunities in the job market. <p>5- Adhering to DSPR's Code of Conduct and polices on PSEAH: DSPR to support or implement humanitarian and development programs in 5 geographic areas in the middle East. DSPR staff are responsible for upholding and promoting the highest ethical and professional standards in their work. Sexual exploitation and abuse are one form of Gender-Based Violence (GBV). DSPR recognizes that Sexual Exploitation and Abuse (SEA) can occur in any development or humanitarian setting. In humanitarian crises, however, the dependency of affected populations on humanitarian agencies for their basic needs creates an additional ethical responsibility and duty of care on the part of all DSPR staff. Also, DSPR board members, staff, volunteers, shall never take advantage of their position when working with communities, partners or other DSPR stakeholders.</p> |
| <p>Procedures:</p> | <p>The purpose of the Gender Policy Procedures are to outline clear and actionable guidelines towards implementation, monitoring, and mainstreaming of the organization's policy, ensuring gender equity, inclusion, and non-discrimination in all activities. For detailed procedures, see annex 1. For more information on training materials pertaining gender justice, see Annex 2.</p> |
| <p>Definitions:</p> | <p>Gender: Refers to the differences between women and men, boys, and girls within the same household and within and between cultures that are socially and culturally constructed and change over time. These differences are reflected in the roles, responsibilities, access to resources, constraints, opportunities, needs, perceptions, views, etc., conceptualized by both women and men and their interdependence relationships</p> <p>Gender Equality: It is the equal valuing by society of the similarities and the differences of girls, women, boys and men, and the roles they play. This means that girls, women, boys, and men have equal conditions for realizing their full human rights and for contributing to, and benefiting from, economic, social, cultural, and political development. It is based on women and men being full partners in their home, their community, and their society. Gender equality starts with equal valuing of girls and</p> |



| | |
|-------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | <p>boys.</p> <p>Gender Equity:</p> <p>This means the “fairness of treatment for women and men, according to their respective needs, including the equal treatment or treatment considered equivalent in terms of rights, benefits, obligations and opportunities”. To ensure fairness, measures must often be put in place to compensate for the historical and social disadvantages that prevent women and men from operating on the same level.</p> <p>Gender Justice</p> <p>It refers to the full equality and equity between women and men boys and girls in all spheres of life, resulting in women and girls jointly on an equal basis with men, defining and shaping the policies, structures and decisions that affect their lives and society.</p> <p>Gender Based Violence: An umbrella term for any harmful act that is perpetrated against a person’s will, and that is based on socially ascribed (gender) differences, like power inequalities, between females and males. Acts of GBV violate a number of universal human rights. The nature and extent of specific types of GBV vary across cultures, countries and regions. Examples include sexual violence, sexual exploitation and abuse, rape, forced prostitution, domestic violence, trafficking, forced/early marriage, harmful traditional practices, honor killing and widow inheritance.</p> <p>Gender Mainstreaming: A strategy for making the concerns and experiences of women and men an integral dimension of the design, implementation, monitoring and evaluation of the policies and programs in all political, economic, and societal spheres so that women and men benefit equally, and inequality is not perpetuated.</p> <p>Gender Gap: It is described as disparities involving quality or quantity between genders. A gender gap favoring the male gender is called a pro-male gender gap, while the opposite is called a pro female gender gap. An example, of a gender gap is the difference in pay between men and women handling the same employment responsibilities.</p> <p>Gender Inequality: Legal, social, and cultural situation in which sex and/or gender determine different rights and dignity for women and men, which are reflected in their unequal access to or enjoyment of rights, as well as the assumption of stereotyped social and cultural roles.</p> <p>Gender Discrimination: This is the systematic, unfavorable treatment of individuals based on their gender, which denies them rights, opportunities, or resources.</p> <p>Gender Sensitive Indicators: This measures gender related changes in society over time. The term gender sensitive indicator incorporates gender disaggregated indicators which provide separate measures for men and women on a specific indicator such as literacy; Gender sensitive indicators may also refer to gender specific indicators where the indicator is specific to women or men, for example, Women experiencing physical Abuse</p> |
| Related Policies | - Code of conduct |



| | |
|-------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| & Procedures: | - Safeguarding Policy |
| Why is the policy needed: | This policy lays out DSPR's commitments to strive for a world free from discrimination based on gender, and where every human being can fulfil their potential unhindered by discriminating laws, economic and social structures leading to poverty alleviation. The policy sets out DSPR's commitments and principles for gender justice work based on human rights. The policy applies to DSPR's work, all programs, our policy, advocacy, and communication work, and not least within DSPR. |
| Who must follow this policy: | This policy applies to all staff and associates. Staff includes: <ul style="list-style-type: none"> ● all staff, national and international ● all volunteers and interns Associates includes: <ul style="list-style-type: none"> ● all Board Members ● Guests and Visitors |

| | |
|----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Next formal review: | [Next review and approval date within 3 years of the above date or sooner if legislation, best practice or other circumstances indicate that it is necessary] May 2028 |
| Person responsible: | DSPR Executive Director AC Executive Directors |
| Version: | 11 June 2025 |
| Approved by: | Central Committee Members: Dr. Audeh Butros Audeh Quawas; Chairperson-Member at Large- Representing Orthodox Church Family Mr. Bassem Issa Audeh Thabet Vice- Chair- Delegate DSPR-ICC Jerusalem & WB Area Committee Dr. Farah Atallah Farah Attallah; Treasurer- Delegate DSPR-NECC Jordan Area Committee Bishop Sani Ibrahim Charly Azar; Member at Large- Representing Episcopal – Lutheran Church Family Mrs. Sandra Tawfiq Habesch Khoury; Member at Large- Representing Catholic Church Family Dr. Jean Salaminian; Member at Large- Representing Eastern Orthodox Church Family Mr. George Jamal Jamil Antone; Delegate DSPR-NECC Gaza Area Committee Mr. Adel Nasser; Delegate DSPR-ICCI Galilee Area Committee |



| | |
|-----------------------|------------------------------------------------------------------|
| | MS. Nina Farah Shaddad; Delegate DSPR-JCC Lebanon Area Committee |
| Approval date: | Central committee meeting: 4 July 2025 |



Annex 1: Gender Policy Procedures

Management and Mainstreaming of Gender across the board:

- Ensure that each area is championing gender equality
- Ensure resources are allocated for gender-related activities
- Monitor compliance and accountability at all levels
- Integrate gender-sensitive practices into recruitment
- Assign a person who is leading on gender mainstreaming in the area and or central office

Recruitment and Hiring

- Use gender-neutral language in job postings
- Shortlist candidates using blind screening (if possible)
- Ensure gender-balanced interview panels

Professional Development

- Ensure equal access of all staff to training, mentoring, and promotion
- Track and report gender participation in development programs

Workplace Conduct

- Enforce a zero-tolerance policy on gender-based violence, discrimination, and harassment
- Promote respectful communication and inclusive workspaces
- Provide multiple confidential channels to report gender-related issues

Procurement and Partnerships

- Require partners and vendors to adhere to gender equality principles
- Incorporate gender criteria in procurement evaluations

Monitoring and Evaluation

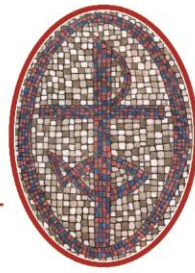
- Collect and disaggregate data by gender in all HR and programmatic activities
- Use data to inform gender planning and resource allocation



- measure the success or progress of gender equality using the following (e.g. KPIs, annual review, feedback from staff)

Gender assessments and audits

- Conduct periodic external gender audits to assess policy implementation
- DSPR aligns with Global Standards: for example: the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Sustainable Development Goal SDG 5, and local laws.



Annex 2: **Training and Awareness materials** that focus on gender sensitivity and anti-harassment training for all staff