



# GENDER POLICY



**PLANÈTE  
ENFANTS &  
DEVELOPPEMENT**



In 2016, two like-minded organizations--Planète Enfants and Enfants & Développement-- decided to merge together thus giving birth to our organization, Planète Enfants & Développement. On our website, we state our 'Raison D'être,' or our reason for being, and it is very simple: our goal is to assist communities around the world in supporting vulnerable children on their paths out of poverty and towards success. In 2009, the United Nations adopted The Convention on the Rights of the Child which recognizes that "the child, by reason of his physical and mental immaturity, needs special safeguards and care" and that "in all countries in the world, there are children living in exceptionally difficult conditions, and that such children need special consideration."

Designed to improve children's well-being, the convention advocates the need for conditions that allow children's rights to be fulfilled--in particular, their right to an identity, their right to health, their right to education and leisure, their right to protection against all forms of violence, and their right to a standard of living adequate for their development. However, many children around the world are victims or survivors of violence, trafficking, exploitation, and discrimination based on different aspects of their identities such as their ethnicity, class, gender, race, or religion. Many do not have the opportunity to go to school and are subjected to physical and psychological suffering. Girls, especially, are stripped their rights at unparalleled rates. Planète Enfants & Développement is committed to pursuing both gender equality and equity in our structure as an organization and more broadly, in our work around the world.

According to Dictionary.com, gender equality is defined as "the state of having the same rights, status, and opportunities as others, regardless of one's gender." Planète Enfants & Développement is dedicated to achieving this state of gender equality and furthermore, a state of gender equity. Equality aims to make sure that everyone has the same things to be successful, but equity goes beyond that to try to understand where people are coming from and give them what they need to be successful, which may vary person to person or community to community. We recognize that the needs of one village in one country will not be the same as those of another and we work hard to collaborate with local organizations to adapt to individual needs.



# ORGANIZATIONAL STRUCTURE AND PARTNERSHIPS

Planète Enfants & Développement is very conscious about creating a gender equal and gender equitable environment for all of our employees and volunteers. We do not discriminate in any way when searching for or hiring anyone whether it's for our main office or for field work around the world. We believe that working with people of all different identities and backgrounds is crucial to ensuring a diverse and inclusive approach in everything we do. In all of our workplaces and collaboration spaces both in Paris and around the world, we recognize the great impact of establishing an environment grounded in respect for gender equality and equity. We acknowledge the common lack of proper representation at many businesses and organizations around the world and we strive to challenge that status quo. When we build our office and field teams, we prioritize finding and hiring candidates who identify as women and/or are members of typically marginalized ethnic groups or other communities. In doing so, we are taking further steps towards ensuring both gender equality and equity at the global level.

Planète Enfants & Développement is proud to partner with many different organizations around the world, all of which share our commitment to gender equality and equity. Just as we prioritize marginalized groups of people when developing our own teams, we have a similar goal in mind while selecting our partners. Some of our partners include: Agence Française de Développement (AFD), the ELLE Foundation, the Raja Foundation, and the Pro Victimis Foundation.

Each of these organizations, and others with whom we partner, are dedicated to gender equality and equity. Specifically, Agence Française de Développement (AFD), lists '17 Sustainable Development Goals,' and number 5 is "Achieve gender equality and empower all women and girls." AFD goes on to state that, "Gender equality is recognized as contributing to development by the international community." Furthermore, the The ELLE foundation specifies that it "was created to promote women's and girls education all around the world," the Raja-Marcovici home page announces that, "Acting for women, is contributing to the progress of humankind. Striving to make the living conditions of women around the world better, is a priority and a never ending quest," and the Pro Victimis Foundation's Core Values page includes "Equality between men and women" as a crucial tenant to their mission.

As a Non-Governmental Organization, we understand the importance of cultivating strong partnerships in order to support our missions and we proudly do so with organizations which share our values of gender parity.



# PROGRAMMING

Our commitment to gender equality and equity extends past our organizational structure and resides deeply at the core of our programming as well. As our name suggests, the primary target demographic for our organization is vulnerable children. However, considering roughly 50% of children are young girls and considering mothers are expected in many countries to be the main if not only caretaker, it is no coincidence that women and girls are the main beneficiaries of our work. In fact--of our 29,736 beneficiaries, 63% are women and girls. Violence against women, especially mothers, renders them unable to protect their children, therefore perpetuating a vicious circle within families. Our work fights against this issue while also tackling the field of economic discrimination and other patriarchal traditions which detract from women's rights.

With these goals in mind, our field teams in Burkina-Faso, Cambodia, Nepal, and Vietnam actively collaborate with local organizations focusing on the following 6 areas: Early Childhood Development, Family Support, Protection Against Violence, Social and Professional Inclusion, and Maternal and Child Health. Our initiatives benefit thousands of people, and particularly: children whose mothers are forced to work in the sex trade, homeless children, children from vulnerable families, and children with little to no access to health or preschool education services. In addition to children, we work with women and girls who have survived violence or suffer from relationship or domestic violence and who have been the victim of human or sex trafficking. Men also play an important role in our actions, especially when working to change social and cultural patriarchal mentalities in order to combat violence against women and children.

### **Specifically, our programs cover the following topics:**

- Boosting family development
- Increasing access to and quality of early childhood education
- Providing/increasing support for survivors of gender-based violence (sexual assault, domestic/relationship violence, rape, etc.)
- Empowering women with transferrable, employable skills to increase female independence and agency
- Educating communities, especially men, on the issues of gender inequality and gender violence, getting them involved in the activism for gender equality and equity

This is just overview of our main areas of focus which serve our goal of breaking cycles of poverty, violence, neglect, and educational gaps. In doing this work, our demographics are largely female, thus highlighting our dedication to gender equality and equity.

### **Our Beneficiaries Include:**

- **Children**

Children whose mothers are forced to work in the sex trade, homeless children living on the street, children from vulnerable families and children with little to no access to health or preschool education services.

- **Girls and Women**

More specifically, women who are vulnerable and of childbearing age as well as women and girls who have survived violence or suffer from domestic violence, who have been the victim of trafficking, or who have been forced to work in the sex trade.

- **Men**

Men play an important role in our work, especially *in terms of contributing to changing mentalities and combating violence against women and children.*

### **Specifically, according to our 2017 Activity Report:**

- 29,736 people directly benefited from our work
  - ⇒ Of that group, 32% (9,515) were children, **63% (18,733) were women or girls**, and the remaining 5% (1,486) were men or boys.
  - ⇒ We established 25 new nursery schools to help young children and mothers
  - ⇒ 1,520 women and children were extracted from or protected from violence

If you would like to read in more detail about a few of our programs, please see the appendix at the end of the document (page 6).



# CONCLUSION

Planète Enfants & Développement recognizes that gender inequality and inequity are fundamental causes of poverty. In many countries, women and young girls do not have equal or equitable access to and control over resources as men and young boys. Despite its historical longevity, this imbalance is unacceptable and we must work together to create a proper balance. The goal of equitable true social justice requires the inclusion of all people, regardless of their gender identity, sexual orientation, age, race, socio-economic status, religion, ability, and more. Planète Enfants & Développement is fully committed to channelling our energy and resources into establishing a society that values and treats women, men, girls, and boys equally and equitably.

Gender equality and equity are fundamental aspects of sustainable and inclusive human rights development. As Pakistani feminist education activist and Nobel Peace Prize winner, Malala Yousafzai, once said, "We cannot all succeed when half of us are held back." Our world cannot fully develop and be successful without equitably providing the proper resources and opportunities to all its people. To achieve this state, it is evident that much work needs to be done to change both the systemic and social forces and attitudes that have long been oppressing women and girls around the world.

As an organization dedicated to the elimination of poverty and the development of the world, Planète Enfants & Développement actively believes in the incorporation of gender equality and equity into each level of our work.

Specifically, Planète Enfants & Développement commits to:

- 1. Promoting gender equality and equity as internationally recognized human rights**
- 2. Supporting the empowerment of women and girls as a key strategy towards ending poverty and gender inequality and inequity**
- 3. Addressing the harmful patriarchal systemic practices that inhibit gender equality and equity; including preventing and responding to gender based violence and sexual exploitation and abuse**
- 4. Coordinating with local governments and organizations to support effective and sustainable development towards gender equality and equity**
- 5. Actively involving men and boys as allies in promoting gender equality and equity**

Actively holding ourselves and our partners accountable to the principles and standards of gender equality and equity

If we can hold ourselves and our partners accountable to these commitments, Planète Enfants & Développement will be a key player in the global movement for gender equality and equity so that one day, such policies are no longer needed.

# APPENDIX

## ◇ SAMPLE PROGRAM DETAILS

### **“Shanti, Peace Found in Nepal: Sewing Workshop to Rehabilitate Sexually Exploited Women”**

1. The patriarchal system and the hierarchy of castes in Nepal promotes violation of the cultural, social, and economic rights of a large proportion of the population. Girls and women are traditionally lacking rights in Nepal, both in society and in their individual families. Village girls are very often illiterate, survivors of violence, and extremely poor. Looking for any opportunity to earn a little money, many of them go to the city to seek work.
2. This program helps these women learn and cultivate employable and transferable skills which will help them to break cycles of poverty and violence and become healthy contributing members of their communities.

### **“360° Family Support in Vietnam: So that Families find Durable Solutions and Improve their Living Conditions”**

1. The family support project in Ho Chi Minh aims to empower families to improve their living conditions in sustainable ways via psychosocial support from social workers and activities within social community centres. The project relies on a network of public and private services that can meet the needs of the families, such as: health centres, schools, training centres, charities, etc.
2. Beginning 2017, the project transfers its social activities to the Social Work centre for childhood, a governmental organization encompassing social centres and advice points in neighborhoods. This way, we reach a much wider population while being firmly rooted in the social system of Ho Chi Minh.
3. Planète Enfants & Développement will continue to develop staff skills in the social centres until they are fully autonomous.
4. The project also hosts programming to prevent violence against women and helping women who are survivors of violence.

## **“Fight Against Violence Towards Women and Girls in Cambodia: Reducing Domestic Violence by Strengthening the Survivor Independence”**

1. Violence against women and girls is a public health problem in Cambodia. According to the 2014 report on demography and health in Cambodia, 2 out of 10 women aged 15 to 49 have experienced physical violence since the age of 15. 15% of women living in the poorest households were victims of physical violence in a survey of the last 12 months, which represents a greater number than the national average. Those behind the violence towards married women are most commonly their husbands and violence towards unmarried women is normally perpetrated by fathers, fathers-in-law, brothers, and sisters. Overall, 6% of the Cambodian women aged 15 to 49 have experienced sexual violence in their lifetime and 31% of married women aged 15 to 49 have experienced domestic violence.
2. This project is aimed at preventing domestic violence and bridging the gap between the survivors of domestic violence and the social services available. In practice, this occurs through training, awareness-raising campaigns throughout communities, and the creation of specialised services for survivors of domestic violence. This approach includes the development of sustainable economic opportunities for women, social assistance/support, and coordination with stakeholders and suppliers of services for female survivors of violence.

## **“Family Support in Burkina Faso: Improving the Social Welfare of Disadvantaged Families (living in no amenities\* areas in Ouagadougou)”**

1. Family support is a non-charitable approach to strengthen self-reliance, resilience, and the sustainable development of vulnerable families. The objective is to assist them with their various concerns and restore the link between them and the existing public and private services.
2. Individual activities:
  - Interviews in social centres in the hearts of the neighborhoods: listening, providing advice, information, and referrals
  - Home visits twice a month for 6 months for the most isolated families.
3. Group activities:
  - Focus groups
  - Enlightenment workshops with parenting assistance and assistance to create a home for the child to be born into
  - Themed meetings.
4. Target Demographic:
  - 570 families at their homes, that is more than 2,850 people, more than half of which are children
  - 4,400 families participate in group activities
  - **90% of participants are women**
  - The population of 3 no amenities areas is 406,307 people.

\*Neighborhoods on the fringes of the city which include the poorest families