



## **Restless Development Gender Principles**

Restless Development recognises that gender equality is a fundamental human right. People of all genders are entitled to live with dignity and without fear and as equal partners in society. We recognise that gender equality is a precondition for advancing development and reducing poverty across the world. Restless Development also recognises that much more needs to be done, that gender equality remains an unfulfilled promise.

Our programmes and initiatives always strive to be gender transformative and we have a strong agency-level commitment to gender equality. We understand that this often requires consciously using different approaches to working with all genders in order to achieve gender equality.

### **1. All young people, and the community members they engage, are equal partners in the design and delivery of Restless Development programs and strategies regardless of their gender. This includes programming falling under all of our goal areas; Voice, Living, Sexual Rights and Leadership.**

1.1 Gender mainstreaming is utilized in all programming, ensuring the deliberate inclusion of gender at all stages of programming, including planning, implementation and evaluation - and this process will be sensitive to the local cultural context in each country

1.2 All our programmes / projects acknowledge that gender is an intersectional category and that based on age, sexual orientation, caste, class and other diversity factors young people and individuals are based in positions of power and powerlessness.

1.3 Every programme design specifically addresses gender across the model, resourcing activities appropriately (including training for staff and volunteers to increase capability to deliver gender-oriented impacts irrespective of the goal area) and do not assume that outcomes for all genders will be the same with the same activities.

### **2. MEL: We disaggregate our data by gender and ensure organisational learning captures a gender analysis, feeding reflections back into programmatic design.**

2.1 Every programme must monitor outputs and outcomes specifically by gender, disaggregating data wherever possible. Evaluating outputs within the context of gender relations at different levels (household, community, national, global).



2.2 Gender analysis will be an ongoing process which is embedded in all stages of the programme cycle with end to end management. It informs conceptualization, implementation, monitoring and evaluation of all programmes.

**4. When required we provide additional support to young people marginalized by their gender to enable them to participate effectively. We promote the voices of young people marginalized by their gender in local, national and global advocacy spaces.**

**5. We address not just the gendered issues faced by youth, especially young women and girls, but the root causes to the realization of Human Rights for all and gender equality. We work to educate and involve not just young people but the wider community including elders and community leaders. In all our work we actively engage young men to ensure their participation in promoting gender equality.**

**6. We ensure all stakeholders in our work (including our own staff, programme and government partners) adhere to similar gender equality principles and where this isn't the case we work to build their capacity. We actively seek to engage with partners (including youth-led organisations) working on gender rights issues through our global capacity building work.**

6.1 All programmes / projects / trainings conducted by Restless Development will include adequately trained and sensitized staff espousing the Do No Harm principle, the issue of gender will be highlighted when assessing potential harm.

See 7.1 below

**7. Wider policy framework: the gender principles within our programmatic work are supported by a Global Organisational Policy Manual which aims to ensure gender equality practices within wider Restless Development operations (including an equal opportunities policy). Our Global Business Plan will always include specific targets on the engagement of female staff and volunteers.**

7.1 Annual training on gender issues in the workplace including sexual harassment training is required for all staff in all hubs

**8. The Gender Program and Organizational Principles will be reviewed annually by young staff, agency leadership and the Global Gender Committee.**