



DEFENCE FOR CHILDREN INTERNATIONAL DCI
DÉFENSE DES ENFANTS INTERNATIONAL DEI
DEFENSA DE NIÑAS Y NIÑOS INTERNACIONAL DNI
the worldwide movement for children's rights

Code of Ethics and Gender Policy [Declaration of principles]

DCI/DEI/DNI

Annex to the Statutes

Section 1: Code of Ethics

1.0 Introduction- Prologue

We, the National Sections and associate members, employing the faculties and autonomy conferred to us by our singular legal personality and as full members of the XI DCI General International Assembly (IGA, Geneva 10-11 March 2012), wish to express that:

The National Sections and associate members, as well as the International Secretariat, represent the backbone of the DCI International Movement, and the International Executive Council is the Movement's elected governing authority in charge of promoting and implementing the agreements of the IGA and guaranteeing proper functioning, performance and institutional development.

The DCI International Movement is diverse in its configuration and responds to different political, social, economic and cultural contexts that make it an organisation filled with virtues, richness and significant challenges.

The action by the heterogeneous group that makes up the DCI International Movement is guided by a common goal, the promotion and defence of the human rights of children.

The National Sections and the associate members, as well as the International Secretariat, are conscious of the importance of the fact that our action follows from a series of values and principles that serve as a basis to attain the founding goals.

The International General Assembly of the DCI International Movement constitutes the adequate reflection forum to carry out the approval of the present DCI International Code of Ethics, in which the values and principles understood as shared by all participating parts are established, simultaneously being the expression of its ethical identity and a means to inform its action, being convinced that its compliance will have a bearing on its proper functioning and the best achievement of its goals.

In virtue of the former, the XI International General Assembly of the DCI International Movement, meeting in Geneva, Switzerland, on March 10 and 11, 2012, analyses, debates and agrees on the principles and values that regulate the following document titled Code of Ethics and Gender Policy:

1.1 Core values of the organisation

1.1.1 Mission of DCI:

- Ensure ongoing, practical, systematic and concerted global action directed towards promoting and protecting children's rights as articulated by the United Nations Convention on the Rights of the Child (CRC), its Optional Protocols and all other human rights standards and instruments.

* DCI Strategic Plan of Action 2012-2016

1.1.2 Vision of DCI†:

Children, as fully fledged human beings, must enjoy and exercise their rights -with dignity- in a just and responsible society.

1.1.3 Principles of DCI‡:

- ✓ The best interests of the child.
- ✓ Recognition that the rights of the child are human rights.
- ✓ The doctrine of integral protection, as a conceptual and political framework used to work towards protecting the rights of the child.
- ✓ Child participation as an essential requirement for children to be enabled to fully exercise their rights.
- ✓ The promotion of life and peace.
- ✓ Constant search for a new and fairer international economic order.
- ✓ Gender, age and cultural equality.
- ✓ Inter-institutional and inter-sectorial coordination such as: special partnerships for joint action in order to exercise and guarantee the rights of the child, and as a basis for monitoring the actions of governments and civil society.
- ✓ Shared responsibility of government, society, community and the family as guiding principle in all actions.
- ✓ DCI recognises children as developing beings, and therefore promotes various levels of action to be taken by the state, society and the family, so as to ensure this principle and child participation in the drafting of public policies.
- ✓ In this respect, DCI ensures compliance with the UN Convention on the Rights of the Child (CRC), signed in New York on 20th November 1989, its Optional Protocols and other international and national instruments concerning the rights of the child; DCI will continue to monitor governments in the fulfilment of their obligations and the respect of human rights.

1.2 Code provisions – Substantive matters

The following are general principles of action for National Sections, associate members, the IS personnel, volunteers, interns, and the IEC of the DCI International Movement.

1.2.1 INTEGRITY:

1.2.1.1 DCI is organised as a not-for-profit organisation. Any surplus that is generated through its operations is only intended to help fulfil DCI's mission. However, compensation can be granted for services provided to DCI. The personnel are incorruptible and fair in all matters.

1.2.1.2 DCI is not controlled by, or part of, any government or intergovernmental agency.

1.2.1.3 DCI is independent. Its policies and vision are not determined by any for-profit-organisation, donor, government, political party or other NGO. Likewise, DCI is self-governing, according to its own structure.

1.2.2 **EFFICACY AND EFFICIENCY:** Acting effectively in order to improve the achievement of DCI goals, and efficiently in order to ensure the best possible use of the resources.

† idem

‡ Selon les Statuts de DEI (Version 2013)

1.2.3 PROFESSIONALISM: Providing staff with the necessary professional training and a high level of self-requirement in all actions, as well as encouraging staff in taking personal and professional responsibility for their actions.

1.2.4 QUALITY: A principle that must prevail in all of the services provided by the DCI International Movement in its development of the goals for which it was created.

1.2.5 TRANSPARENCY AND ACCOUNTABILITY: Being transparent with its stakeholders and beneficiaries and with society in general, both in terms of produced results and the means employed in the process.

1.2.6 CONSCIENCE AND SOCIAL RESPONSIBILITY: Attempting to influence the reality and improve society through DCI action.

1.2.7 RELEVANCE AND COHERENCE: Proceeding according to DCI principles and in agreement with the aims expressed by the statutes.

1.2.8 SUSTAINABILITY:

1.2.8.1 Acting with respect to the environment and promoting a healthy, safe and sustainable environment.

1.2.8.2 Being conscious of the political, economic, social and cultural context in which operations take place and targeting to promote, protect and defend the human rights of children.

1.2.8.3 Imprinting the values that make up DCI's institutional identity in every action, namely solidarity, respect, responsibility, selflessness and justice.

1.2.8.4 Creating a policy for personnel transparency respecting current legislation in the country, ensuring the proper training of the DCI International Movement personnel and that their profiles are adequate in order to meet the general principle of quality in execution and, in its case, the attention and service provision given to the targeted subjects.

Likewise, it must be ensured that employees and volunteers, interns, and consultants that collaborate with DCI at the national, regional and international levels identify with the goals and actions of the DCI International Movement.

1.2.8.5 Aiming to know the origin of donations. Funds originating in illicit activities going against human rights recognised by international treaties or the foundational values set in the present Code of Ethics, as well as donations or conditional aids that damage a goal or fundamental value or that call into question the necessary autonomy of the DCI International Movement shall not be accepted.

1.2.8.6 Maintaining a cooperative relationship with all players and alliances, basing those relationships on the values of clarity, respect, coordination and complementarity.

1.2.8.7 Creating and fostering space for coordination and meeting to serve as mediating tools of reflection, interlocution and negotiation among them, fostering networking within DCI and with allied organisations working on common issues.

1.2.8.8 Fostering the collaboration of responsible, supportive and respectful volunteers in securing DCI goals. It will count with the necessary legal mechanisms in order to maintain its volunteering program. As long as it can, it will establish a scholarship program respecting

relevant national laws. Both volunteers and interns must respect the code of ethics, principles, and values and objectives of DCI International.

1.2.8.9 The management of the finances and patrimony of the DCI International Movement must be coherent with its aims and its condition as a non-profit entity being guided by the principles of productivity, transparency and internal and external control. In that sense, resource management must be effective and efficient and tending to diversify the funding sources of the DCI International Movement. The funding accepted must be consistent with DCI's mission and used as intended by the donors.

1.2.8.10 Collaborating with other entities only if the relationship is consistent with DCI's mission and if it benefits all organisations.

1.2.8.11 The DCI International Movement undertakes the task of disseminating this code of ethics among all members (sections, associate members), among the DCI IS personnel, the IEC, volunteers and interns and to make it accessible on the website managed by the International Secretariat (www.defenceforchildren.org).

1.2.9 CONFLICT OF INTEREST: Putting DCI's best interests ahead of any individual desire in case of conflict between private goals and responsibilities within the Movement.

1.2.10 CHILD PROTECTION POLICY: Seeking to reach the highest level of protection possible for the children they are in contact with. DCI abides to the "*Keeping Children Safe*" standards (See: http://www.un.org/en/pseataaskforce/docs/keeping_children_safe_standards_for_child_protection_tool.pdf).

Section 2: Gender Policy

2.1 Policy statement

The DCI International Movement seeks to promote and protect the rights of children. One of the core principles of children's rights is *non-discrimination*, as stated in Article 2 of the Convention on the Rights of the Child[§]. DCI works to ensure this right for all children, and for its staff, giving the same opportunities to all without regard to race, colour, sex, language, religion, political opinion, origin, sexual orientation or age and gives special attention to the principle of gender equality, and gender mainstreaming in its programming. The principle of gender equality is reflected in DCI's organisational policies. Anyone who wishes to be part of DCI as a member, staff or volunteer enjoys equal access to any position based on merits in accordance with open and transparent criteria, terms and recruitment procedures set by the organisation. Gender equality is a core value of the organisation and the DCI International Movement is continuously improving its policies to guarantee equal access and participation of both women and men at all levels.

2.2 Why a Gender policy for DCI?

- For over a decade, DCI International Executive Councils (IEC) have been dominated by men and in some cases there is no woman representation at all.
- Majority (over 90%) of the heads including Presidents and Directors are men.
- DCI needs to establish proper guidance for complementary policies on maternal leave, health care and HIV/AIDS.
- DCI being a human rights organisation stands against discrimination, and believes in the importance to guarantee equal involvement and equal access to both sexes, without any further hesitation.
- Children's rights cannot be effectively promoted without serious gender consciousness and awareness.

2.3 Purpose of the Gender Policy

The purpose of this policy is to establish minimum standards that serve as guidance to DCI as a Movement, its international secretariat, international executive council and National Sections to ensure equality, equitable distribution of resources, and peaceful and respectful coexistence of everyone at all levels.

2.4 Goal

To ensure equal participation and access to positions and resources to women and men at all levels of the organisation.

2.5 Objectives

- To increase the level of women's participation at sections and IEC levels.
- To promote gender sensitivity and awareness within the Movement and the National Sections for better programme development and implementation.

[§] Art. 2 of the CRC: States Parties shall respect and ensure the rights set forth in the present Convention to each child within their jurisdiction without discrimination of any kind, irrespective of the child's or his or her parent's or legal guardian's race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status

- To prevent all forms of discriminatory practices whether conscious or unconscious within the organisation.
- To ensure that the organisation is able to respond to the special needs of girls and women concerned.

2.6 Definition of key terms

2.6.1 Gender

Gender refers to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, as well as the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context/ time-specific and changeable. Gender determines what is expected, allowed and valued in a woman or a man in a given context. In most societies there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities. Gender is part of the broader socio-cultural context. Other important criteria for socio-cultural analysis include class, race, poverty level, ethnic group, sexual orientation and age (See http://www.fao-ilo.org/fileadmin/user_upload/fao_ilo/pdf/FAQs/Definitions_2_.pdf).

2.6.2 Gender equity

Gender equity means fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities. In the development context, a gender equity goal often requires built-in measures to compensate for the historical and social disadvantages of women (developed by the United Nations International Research and Training Institute for the Advancement of Women (See INSTRAW: <http://www.unfoundation.org/how-to-help/donate/instraw.html>)).

2.6.3 Gender Equality

Gender equality entails the concept that all human beings, both men and women, are free to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles, or prejudices. Gender equality means that the different behaviours, aspirations and needs of women and men are considered, valued and favoured equally. It does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they are born male or female (See INSTRAW: <http://www.un-instraw.org>).

2.6.4 Equality between women and men

This refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centred development (See: <http://www.un.org/womenwatch/osagi/conceptsanddefinitions.htm>).

2.6.5 Gender Based Violence

The 1993 UN Declaration on the Elimination of Violence against Women offered the first official definition of the term "**Gender-based Violence**": "Any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivations of liberty, whether occurring in public or in private life." Gender-based violence has become an umbrella term for any harm that

is perpetrated against a person's will, and that results from power inequalities that are based on gender roles. DCI recognizes that violence against women is inextricably linked to gender-based inequalities (See: <http://www.un.org/documents/ga/res/48/a48r104.htm>).

2.6.6 Gender Mainstreaming

"The process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of the policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated." (UN Economic and Social Council-ECOSOC E. 1997, L.10.Para.4).

2.6.7 Gender Impact Assessment

Gender Impact Assessment (GIA) is a specific type of gender analysis that is used to predict and reveal how projects and policies have affected or will affect men and women differently. GIA shows how men as a group and women as a group may differ from each other in terms of their capacity to participate in and benefit from a given policy. These assessments have a positive role to play in determining policy opportunities to actively increase and enhance equality between men and women (Source: UNDP 2007: 118 UNDP, 2007 Gender mainstreaming in practice: A Toolkit, page 105).

2.7 Implementation mechanisms

2.7.1 Commitment

The senior management and board of the IS, the National Sections and associate members of the DCI International Movement should demonstrate serious commitment towards gender mainstreaming. This requires the investment of resources and time towards addressing gender issues. The first step shall be for all sections to develop their local gender policies by adapting this policy to their own realities. Senior management should ensure the allocation of funds for this purpose by making sure that gender issues are integrated in all programmes and projects of the organisation.

2.7.2 Gender analysis of existing policies

DCI should endeavour to do gender analysis of existing policies including the statute and projects. This should include analysing the differential perspectives, roles, needs and interests of women and men in the project areas, country, region or office, including practical needs and strategic interests of women and men. The findings can be used to shape up the design of the policy and projects. It is important to set up a committee of use the existing Gender and Ethics Working Group to do policy analysis.

2.7.3 Training

Regular and/or periodic trainings on gender awareness and mainstreaming should be conducted for all strata of the Movement which includes the IEC, the IS, National Sections and Associate members. DCI can partner with organisations or individuals who have the expertise and experience in conducting such trainings. The trainings can be conducted at national, regional and international levels where possible. Trainings must include the concept of gender and child rights based approach in programming.

2.7.4 Gender and Child Rights based approach in programming

The IS and National Sections must endeavour to use or incorporate gender and child rights based approach during programme and policy development and implementation. In developing policies, projects and programmes, it is important to ask "how will this policy or programme or

project contribute to gender mainstreaming?" Finding an answer to a question like the one above can ensure that all policies and projects are gender sensitive.

2.7.5 Awareness raising

Regular discussions on gender should be acculturated within the Movement. Gender discussions should happen at all levels of meetings of the organisation. This includes the IGA, the IEC, and board and staff meetings of National Sections. Discussion on the implementation of the Gender policy must always be included in the agenda of the meetings. In this way regular and updated action points will be recommended and followed up at all times. It is important to collect and/or produce gender education materials including books, brochures, posters, journals, etc. and make them available to staff at DCI offices.

2.7.6 Appointment of gender focal person

Where possible, the ideal situation is to employ a specific staff to be in charge of gender mainstreaming and raise sufficient resources for the office within programme development and fundraising system of the organisation. However, if this is not possible, it is but prudent to identify someone from existing membership and/or staff of the organisation who has time knowledge and passion for gender equity and equality. Such a staff can be very useful because he/she can coordinate the implementation of the gender policy, develop programmes that promote the rights of women and girls at national and community levels, continuously carryout gender impact assessments, coordinate gender trainings and the overall process of gender mainstreaming.

2.7.7 Recruitment & Work place policy

All National Sections, associate members, International Secretariat and the International Executive Council of the Movement should be committed to ensuring that descriptions of all jobs and other positions should take into account gender sensitivity. The IS and National Sections should include in their work place policy or other relevant documents rules and procedures that promote gender equity (maternity leave, working hours, health care and equipment used) and equality (both men and women, are free to apply for any positions, develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles, or prejudices).

2.7.8 Strengthening safe work environment

The IEC, IS and National Sections should ensure the safety and freedom of all members, staff, volunteers, interns and any other category of persons directly involved in DCI work. The authorities must ensure that they adopt relevant policies and measures that prevent or can deal with sexual harassment, intimidations and any form of discrimination.

2.7.9 Identify and document barriers to women's participation and productivity

Increasing women's involvement or representation is quite important to DCI. However, what is more important is their meaningful participation and high productivity. In societies where patriarchal rules and practices are quite prevalent, women's productivity outside the domestic setting may be limited. For example, they might be restrained by their husbands, childcare and other domestic expectations. Hence it is important for DCI as an organisation at whatever level, national, regional or international to be investigating and documenting the barriers that limit women's participation and productivity. Information gathered might be important for further analysis aimed at increasing women's participation and productivity.

2.7.10 Monitoring and Evaluation

Attached to this policy is an implementation plan of the policy that the IEC, the IS and National Sections and associate members can use to develop their M&E frameworks. One important way of monitoring and tracking progress is by ensuring that annual reports of the IS and National

Sections and associate members must include an account of or feedback on the implementation of the gender policies. The IS should include gender mainstreaming in the reporting template of the sections. It is important for the IS and National Sections and associate members to explain how each of their projects has contributed to gender mainstreaming in their individual project reports as well.

2.8 Exceptions

In interpreting or implementing this policy, the following should be given consideration:

- The policy does not prohibit special programmes aimed at addressing specific vulnerabilities of girls or boys, only.
- It does not necessarily mean that every project of DCI must cover equal proportion of girls and boys. It does not limit DCI in working on issues that affect mostly boys or girls. For example juvenile justice projects usually directly benefit more of boys than girls according to past experiences and to the incidence of boys coming into conflict with the law.
- It does not mean identical treatment of women and men but rather treatments that are accorded same values and appreciations.
- It does not mean that women should be forced to do everything that men do, if they do not feel comfortable doing it. To ensure that women can overcome hesitations, fear or difficulties to be candidate to higher positions within the organisation, DCI should train and support them and give them all the capacities needed for such a post. This does not exclude the possibility to reserve certain positions only to women even when some male candidates may be more qualified or more competent at the time of appointment.



[Implementation plan in Annex]