

Gender Policy of IBON
Approved by the Board of Trustees, April 27, 2017

IBON is committed to uphold the interest of the Filipino people including the Filipino women who are half the population and yet who face additional discrimination and marginalization because they are women. We believe that a radical change in the systems and structures of Philippine society is needed to achieve the thoroughgoing emancipation of women and true gender equality. We also believe that it is vital to continuously struggle for the freedom women seek to advance their immediate rights and well-being but also to contribute to the larger struggle for social change.

Since being set up in 1978 IBON has always been committed to support the struggle of women, especially of their organized efforts, against all forms of discrimination, oppression and exploitation. We recognize and support the rights of women including but not restricted to the following:

1. To be free from all forms of discrimination and violence;
2. To participate freely in decision-making and actions in the family, the community and the nation at large which includes the right to fair and non-sexist representation in all areas of politics, economy and society;
3. To be equal to men in the land they work on and, in the workplace, to have gainful employment and receive living wages and just benefits;
4. To basic health care and services especially reproductive and maternal health care;
5. To marriage founded on mutual consent and respect with equality and dignity;
6. To adequate support for the rearing and caring of children;
7. To advocate for the rights of children and youth;
8. To advocate against discrimination on the basis of sexual preference and to struggle for lesbian and gay rights;
9. To assert and protect the country's sovereignty and national patrimony; and
10. To struggle for a government that is truly democratic and representative of the majority.

IBON has moreover always strived for an organization that upholds the vital principles of gender equality, women's empowerment and social liberation in its day-to-day practice. With this formal articulation of gender policy, we affirm practices consistent with these principles as well as commit to further deepen and extend this in all our areas of work, in our organizational culture and behaviour, and in our public image. Among others this includes:

1. Ensuring continuous awareness-raising and capacity-building.
2. Ensuring representation in our organizational structure especially at all levels of leadership.
3. Avoiding gender stereotyping in positions and tasks.
4. Ensuring equal opportunity to work and access to staff development and organizational activities by accommodating women's needs and providing support mechanisms as necessary and possible.
5. Considering the specific conditions and circumstances of women when formulating plans, policies and procedures.
6. Taking measures to ensuring the safety and security of women staff especially those on field work.
7. Avoiding sexist, gender-insensitive or otherwise erroneous portrayal of women in our documents, publications, materials, statements and other expressions of ideas whether communicated internally or externally.
8. Exerting extra effort to ensure that our research, education and advocacy work involves women, takes up issues from their perspective, and is accessible to them.

9. Ensuring continuous formal and informal engagement with women's groups, organizations and struggles.
10. Calling out any discriminatory or derogatory practices and statements to counter attitudes that demean, objectify and marginalize women. This includes taking disciplinary actions for offenders within the office as necessary.
11. Inform development partners of the organization's gender policy.