

Gender Justice and Social Inclusion Policy

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	Print Name	Job Title/Role	Signature	Date
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Reviewed and approved by BOT	Dr Kamil Omoteso	Trustee	<i>Kamil Omoteso</i>	Jul 24 2024
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Policy Owner(s)	Programmes
Key Responsibilities	All staff
Associated Documents	

Revision History

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Gender Justice and Social Inclusion Policy

1. Introduction

Human Appeal is an incorporated UK charity working across the globe to strengthen humanity's fight against poverty, social injustice and natural disaster through the provision of immediate relief and establishment of self-sustaining development programmes. Our vision is to contribute to a just, caring and sustainable world free of poverty. Human Appeal does this by raising money to fund immediate and long-term sustainable solutions, and empower local communities.

Central to this work is Human Appeal's commitment to challenging and overcoming all forms of gender inequality and injustice. Human Appeal's vision, mission and value statements set out the commitment to engage with anyone who comes in contact with the organisation - including men, women, children, elderly people and people with disability - with respect and dignity. Acknowledged as a core element within the Sustainable Development Goals, gender quality is not only a fundamental concept but a vital cornerstone for fostering a world of peace, resilience, and sustainability. This policy therefore serves as a guiding framework to promote gender equality, inclusivity, and empowerment across Human Appeal's global operations.

2. Policy Statement

Human Appeal recognises that gender inequality is fundamental causes of poverty. Across the globe, discriminatory practices based on gender inequality deny women and girls their fundamental human rights. They do not always enjoy the same status, power or access to and control over resources as men and boys. The role of women in livelihoods and society as a whole is frequently undervalued, and women's potential contribution to development initiatives is often overlooked.

The core humanitarian principles of neutrality, impartiality, and independence require us to work to ensure that everyone has equal opportunity irrespective of sex, age, race, colour, class, caste, religion, ethnic background, or disability. Human Appeal, in all its programming, is fully committed to ensuring that all human lives are treated with equal value and to promoting an enabling environment where everyone can freely exercise their fundamental rights.

3. Policy Scope and Objectives

The Policy outlines the broad statements that indicate Human Appeal's commitment to taking gender justice and social inclusion into account in all our interventions. It therefore aims to ensure that the organisation:

1. Develops a clear direction on issues of gender justice.
2. Continues to ensure that key faith teachings are used as reference points, applying the Islamic teachings of the Maqasid Al-Shariah five principles.

The Policy applies to all Human Appeal employees, contractors, volunteers, fundraisers and suppliers. We strive to leave no one behind and take into account the diversity of communities including disadvantaged or marginalised communities such as women, girls, and people with disabilities. In order to align our practice with the sectoral best practice, Human Appeal is committed to the

following legal and policy instruments. HA's gender policy serves to align the organisation's programmatic goals and visions with these key global declarations as well as commitments.

- Convention on the Elimination of All Forms of Discrimination Against Women
- UN Security Council Resolution 1325 on Women
- The Inter Agency Standing Committee Gender in Humanitarian Action
- The Inter Agency Standing Committee on Prevention of Sexual Exploitation and Abuse

As an agency committed to the **Core Humanitarian Standard of Quality and Accountability (CHS)** and accountability to communities, Human Appeal also adheres to gender commitments to prevent programmes from having negative effects such as, for example, exploitation, abuse or discrimination by staff against communities and people affected by crisis across all categories.

4. The Five Islamic Principles that Bind Us All

Being a faith-based International NGO, Human Appeal is dedicated to a moral obligation to work on gender issues through an Islamic perspective. HA's Gender Justice and Social Inclusion Policy therefore is driven by the words of Allah in the Qur'an as the fundamental reference:

Allah (swt) says:

"Allah commands justice, the doing of good, and liberality to kith and kin, and He forbids all shameful deeds, and injustice and rebellion: He instructs you, that you may receive admonition." (Surah An-Nahl: 90)

HA is also committed to adopt the Maqasid Al-Shariah five principles (*ad-daruriyyat*).

- I. Protection of Faith (Ad-Din)
- II. Protection of Life (An-Nafs)
- III. Protection of Intellect (Al-'Aql)
- IV. Protection of Property (Al-Mal)
- V. Protection of Dignity (Al-'Ird)

I. Protection of Faith (Ad-Din)

Our work is premised on the Islamic faith, underpinned by the Quran and the Sunnah guidance, acknowledging the ultimate justice belongs to Allah Subhana Taala:

"Spend in the cause of Allah and do not let your own hands throw you into destruction by withholding. And do good, for Allah certainly loves the good-doers." (Surah Al-Baqarah, 2:195)

II. Protection of Life (An-Nafs)

Life is a gift and a loan entrusted to humankind until death takes place. It is therefore forbidden for any person to intentionally end a life; to do so would be to commit a grievous transgression against Allah.

We believe all lives are equally inviolable and, in our work, we do not discriminate one's life based on gender, nationality, race, ethnicity, language, religion or citizenship.

Our work on protection of one's life includes taking care of lives and promote sustainable livelihood.

III. Protection of Intellect (Al-'Aql)

Intellect is one of the abilities that distinguishes humans from animals.

We embrace this principle through our work in motivating people we work with to gain knowledge.

We develop our staff, upskill them and encourage our partners and contractors to adopt a similar approach.

IV. Protection of Property (Al-Mal)

Property is a human necessity. However, it must be acquired through legitimate means. The Quran emphasises this issue in the verse:

“And eat up not one another's property unjustly (in any illegal way, e.g. stealing, robbing, deceiving), nor give bribery to the rulers (judges before presenting your cases) that you may knowingly eat up a part of the property of others sinfully” (Al-Baqarah: 188).

V. Protection of Dignity (Al-'Ird)

The protection of dignity involves protecting the rights of individuals to privacy and from harm. This includes any form of violence based on gender, race, age, ability/disability, ethnicity, language and citizenship.

As we strive to uphold the dignity of all people and eradicating poverty and suffering through promoting gender justice and social inclusion, HA is committed to incorporating gender and Islamic perspectives that ensure justice for all genders into our humanitarian and development interventions. This integration will continue in a manner that is both culturally sensitive and informed by Islamic faith. The Policy is supplemented with HA's Gender Justice and Social Inclusion Guideline which provides practical guidance on embedding gender justice and social inclusion approaches.


5. Policy Review





The policy will be reviewed regularly to ensure continued appropriateness but as a minimum bi-annually.

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