



International Fellowship of Reconciliation

Internationaler Versöhnungsbund
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Movimiento Internacional de la Reconciliación

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IFOR GENDER POLICY

Statement

Applies to all IFOR bodies and Branches, Groups and Affiliates (BGA)

The International Fellowship of Reconciliation (IFOR) is an international, spiritually-based movement of people who, from the basis of a belief in the power of love and truth to create justice and restore and nourish community, commit themselves to active nonviolence as a way of life and as a means of transformation. This commitment **embraces all women and men who need to be ensured equal opportunities, participation, and justice in society.**

IFOR recognises that there is a continuum of violence that must be confronted, from family violence in the private sphere to armed conflict in the public sphere. Unequal power relations between women and men, is one root of violence, conflict and militarization, where women are often severely abused. Gender justice means that women and men can equally contribute to and benefit from peacebuilding, nonviolent conflict resolution and reconciliation. This gender policy recognizes that gender equality is an integral part of IFOR's fundamental values and is a core spiritual value. A transformation of the power relations between women and men is a prerequisite for a culture of peace and nonviolence, and must be promoted throughout IFOR.

Goal

As a spiritual interfaith movement working for active nonviolence and a culture of peace, IFOR commits itself to gender equality.

Guiding Principles

IFOR's gender policy is rooted in the following principles:

- Ensuring gender equality reflects IFOR's commitment to universal human rights.
- Achieving gender equality requires the efforts and responsibilities of both women and men.
- Addressing gender inequalities in respect to culture, ethnicity, class and faith requires change in men's lives as well as in women's.
- Promoting equal relations between women and men in IFOR calls for gender to be mainstreamed throughout all of IFOR's policies, programs, activities and structures.

Objectives

IFOR gives priority to the following specific objectives in order to guarantee this gender policy's successful implementation:

1. To apply the IFOR gender policy fully within all IFOR bodies and Branches, Groups and Affiliates (BGA).
2. To ensure that women have equal access to, and have full and effective participation in leadership positions at all of IFOR's and Branches, Group and Affiliates (BGA) decision making levels.
3. To allocate adequate human and financial resources for putting the policy into practice.
4. To examine and, if necessary, transform organizational policies and procedures in accord with IFOR gender policy.
5. To increase the exchange of stories, knowledge and experience on gender issues within IFOR and BGA's.
6. To develop an Action Plan that will realise IFOR gender policy.