



**FAIRTRADE - NETWORK OF ASIA AND PACIFIC
PRODUCERS**

**GENDER EQUALITY AND
NON-DISCRIMINATION POLICY**

Document Release Notice	
Document Title:	Fairtrade – Network of Asia and Pacific Producers GENDER PROTECTION POLICY
Version No.:	0.1
Date of Release:	04.04.2023
Owner(s):	Fairtrade Network of Asia and Pacific
Approved by:	NAPP FT Board NAPP FT Chair - Mr. Pravakar Meher NAPP FT Executive Director - Mr. Sanjeet Singh Khurana

Revision History				
Release No.	Release Date	Details	Amended by	Approved by

1. Introduction

- 1.1. This policy applies to Network of Asia and Pacific Producers (NAPP FT), Fairtrade/NAPP FT worker and producer organizations, NAPP FT personnel, volunteers working with NAPP FT, NAPP FT's Board of Directors and various committees, and any other person representing the organization for the programme and collaborating with NAPP FT.
- 1.2. Gender mainstreaming will be a key strategy in promoting gender equity under the Fairtrade NAPP FT Policy on Gender. Gender concerns will be addressed by NAPP FT and other stakeholders. Gender sensitivity, gender analysis, gender planning, mainstreaming, will be key components of gender policy.
- 1.3. This policy is not part of any employee's employment contract and may be changed at any time. This policy will be reviewed at least once a year.

2. The policy

2.1. Rationale of the policy

- 2.1.1. Estimates indicate that women make up around 43 percent of the agricultural labour force in developing countries. However, women have less access to productive resources such as land, inputs, information, credit and technical assistance – resulting in the 'gender gap' in agriculture¹.
- 2.1.2. Production of a majority of Fairtrade products tends to be male dominated. While women are often present in large numbers, their compensation is lower, less regular, and less secure due to widespread gender discrimination in recruitment, training and employment policies. As a result, they tend to be less able and willing to join worker organizations – such as trade unions – which in turn tend to replicate gender biases.

¹ Food and Agriculture Organization of the United Nations, 2011

2.1.3. In the case of smallholder production, women and girls often work as unpaid labourers on family farms and have little control over the income derived from export crop sales. They make up a large proportion of 'hidden' and family workers, and consequently are excluded from labour force data and/or services.

2.1.4. Increasing concerns about food insecurity and how to feed a growing population have renewed the focus on how productivity and overall production could be boosted by giving women the same access to productive resources as men.

2.2. Purpose of the policy

2.2.1. The goal of this policy is to address the need to better understand both the contribution of women, level of access to benefits accruing to women, address gender imbalances in the Fairtrade system.

2.2.2. Gender parity and diversity, as well as women's equal, full, and effective participation and leadership in disarmament and arms control bodies and decision-making, must be achieved.

2.2.3. Advocate for and strengthen capacities for analyzing and integrating a gender perspective in disarmament, as well as for strengthening synergies with the gender- and NAPP FT agendas.

2.2.4. Strengthen Fairtrade NAPP FT capacity for gender mainstreaming and intersectional gender analysis

2.2.5. Contribute to gender equality, women's right and the elimination of Gender Based violence.

2.2.6. Enable more effective disarmament and arms control and sustainable peace and security

- 2.2.7. Gender mainstreaming, also known as "integrating a gender perspective/approach," is the process of assessing and integrating the effects of any planned action on men and women, as well as including specific provisions for gender equality, such as in legislation, policies, or programs.
- 2.2.8. It is a systematic approach for ensuring the concerns and experiences of women and men are an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic, and societal spheres, so that women and men benefit equally, and inequality is not perpetuated. The ultimate goal of gender mainstreaming is to achieve gender equality
- 2.2.9. Promoting gender equality is crucial to protecting important biodiversity and ecosystems and also in addressing the effects of climate change. While women's vulnerability and victimhood are almost always assumed in these contexts evidence demonstrates that women around the world have been critical in mitigating and adapting to climate change, in reducing disaster risks, and in helping communities to survive in difficult conditions.

2.3. **Scope**

- 2.3.1. This policy sets out NAPP FT's approach to gender equality, by outlining steps to support staff in their efforts to advance gender equality.
- 2.3.2. The policy applies to all aspects of employment with NAPP FT, including recruitment, pay and conditions, training, appraisals, promotion, conduct at work, disciplinary and grievance procedures, and termination of employment.
- 2.3.3. This policy does not form part of any employee's contract of employment and it may be amended at any time.
- 2.3.4. This policy will be reviewed on a regular basis.

2.4. Definitions

“Gender” refers to the social attributes and opportunities associated with being male and female and the relationships among and between women, men, girls and boys. These attributes, opportunities and relationships are socially constructed and are learned through socialisation processes. They are context- and time-specific and changeable. Gender determines what is expected, allowed and valued in a woman or a man in a given context.

“Gender equality” refers to the equal rights of persons regardless of their genders. It is a fundamental human right and a necessary foundation for a peaceful and sustainable world. In most societies, gender norms and patriarchal structures result in inequalities and unequal opportunities for women and men. Gender equality therefore requires specific attention to the rights of women and girls and their empowerment, leaving no one behind, while also fully engaging men and addressing masculinities.

“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 which is 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.

“Women Empowerment” The concept of empowerment is related to gender equality but distinct from it. The core of empowerment lies in the ability of a woman to control her own destiny. This implies that to be empowered women must not only get equal capabilities (such as education and health) and equal access to resources and opportunities (such as land and employment), they must also have the agency to use those rights, capabilities, resources and opportunities to make strategic choices and decisions (such as are provided through leadership opportunities and participation in political institutions). And to exercise agency, women must live without fear of coercion and violence.

Women empowerment has five components: Women's sense of self-worth; their right to have and to determine choices; their rights to have access to opportunities and resources; their right to have the power to control their own lives, both within and outside the home; and their ability to influence the direction of social change to create a more just social and economic order, nationally and internationally

“Gender mainstreaming” is the process of assessing the implications for women and men of any planned action including legislation, policies or programmes, in any area and at all levels. It is a strategy for making the concerns and strategies of women and men an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that women and men can benefit equally, and inequality is not perpetuated. The ultimate goal of gender mainstreaming is to achieve gender equality.

“Gender parity” refers to the equitable representation of women and men in various positions, for example in multilateral disarmament meetings, in Fairtrade NAPP FT, in a working group or event. The quantitative margins can vary depending on context but should be representative of the population. Working towards gender parity is a key part of achieving gender equality. Full and effective participation is efforts for equal participation or gender parity that measure the level of influence and are not tokenistic. Sometimes the term “meaningful” is additionally used to describe similar efforts.

“Gender analysis” is a critical examination of how differences in gender roles, opportunities and rights affect women, men, girls, and boys as well as nonbinary or gender-fluid persons in certain situations or contexts. Gender is part of the broader socio-cultural context and other important criteria for analysis include age, disability, gender identity, sexual orientation, nationality or race.

“The gender perspective” shows that the different conditions and rights of women and men can be explained through interpretations of what is meant by male and female. It reveals how power is structured and helps us understand the reasons why women lack influence and why men are given certain privileges. It also opens doors to the analysis of other power structures: class, age, sexuality, spiritual beliefs, wealth, residence (urban or rural), the color of skin and disability are some of the many categories affecting the status of individuals in society and their right to a decent life.

“Sexual and Gender-based violence ((S)GBV)” is violence targeted at individuals or groups on the basis of their gender. While research suggests that a significant proportion of women worldwide will at some point in their lives experience (S)GBV, the extent to which men and boys are affected is unknown. Gender Based violence is an umbrella term for harmful acts directed at a person based on or because of their gender and rooted in gender inequality, the abuse of power and harmful norms. GBV is more commonly perpetrated against women and girls and sometimes the term violence against women can be used interchangeably or when looking specifically at women as survivors. Domestic violence is any pattern of behaviour that is used to gain or maintain power and control over an intimate partner.

“Women’s Rights” The ‘human rights’ of women and of the girl child are an inalienable, integral and indivisible part of universal human rights. The full and equal participation of women in political, civil, economic, social and cultural life, at the national, regional and international levels, and the eradication of all forms of discrimination on grounds of sex are priority objectives of the international community. As defined in Article 1, ‘discrimination against women’ shall mean any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality fundamental freedoms in the political, economic, social, cultural, civil or any other field. reflects and reinforces underlying gender-based inequalities.

“Sexual violence” is any sexual act committed against the will or consent of another person and can be motivated by military objectives in conflict related setting.

“Diversity” is the range of differences in attributes including, but not limited to, sex, age, disability, race, ethnicity, religion, gender, sexual orientation, gender identity. Some aspects of diversity are visible, while others are not.

2.5. Principle

2.5.1. The three primary arguments for addressing gender inequalities are:

- Justice argument to women equality recognizes gender equality as a valid objective, following a rights-based approach.
- Business argument equates gender equality with productivity and economic growth, creating a ‘smart economics’ angle².
- Additionally, addressing gender inequality is also important from a societal point of view in order to achieve wider objectives such as the Millennium Development Goals (MDGs) and their successors the Sustainable Development Goals (SDGs)³.

2.5.2. The three arguments form the bedrock for principles dictating the design of the policy. This policy has been shaped around the following principles:

- All people everywhere, women and men, are entitled to all human rights.
- Gender equality must be considered as an integral part of all NAPP FT policies, programs and projects.
- Achieving gender equality requires acknowledging that every institutional action and omission affects women and men differently.
- Achieving gender equality means that one's rights or opportunities do not depend on being male or female.
- Women's empowerment is central to achieving gender equality.

² The World Bank, 2012; Kirk, 2012; Chan, 2011

³ Apotheker, Pyburn and Laven, 2012

- Promoting the equal participation of women, in all institutional roles, is essential to achieving gender equality.
- Gender equality can only be achieved through partnership between women and men.
- Achieving gender equality requires active efforts to eliminate gender inequalities.

2.6. Guiding Principal

Fairtrade NAPP FT seeks to advance gender equality in all aspects of our work and across our organization, guided by the following six principles:

Gender Equality as a Right: Gender equality is an essential component of a rights-based approach, and it is critical to our organization's mission. International standards articulated by the Convention on the Rights of the Child (CRC) and the Convention on the Elimination of All Forms of Discrimination Against Women support this principle (CEDAW).

Addressing root causes: It is critical to identify and work to transform the root causes of gender inequality; this includes addressing discriminatory social norms and institutions that reinforce gender inequalities, as well as advocating for and promoting gender equality legislation and policies.

Holistic Approaches: Recognizing that gender equality is about relationships, gender transformative approaches necessitate working with entire communities and at all levels, engaging female and male stakeholders equally in culturally sensitive gender equality policy and programme work.

Meaningful Participation: Both girls and boys are engaged citizens. They must be equally engaged in gender equality dialogue and have equitable opportunities to participate in all aspects of their lives, including gender equality promotion, within their families, schools, communities, and countries.

Independent & Cross Cutting: Gender equality is both a standalone focus and a critical priority across all of our thematic areas of focus, Global Themes, and breakthroughs. Gender equality must be a priority in all aspects of our work, as well as at all levels of our organisation.

Collaboration & Learning: Integrating gender analysis into our research and work allows us to gain new insights and innovative solutions to development challenges that would not be possible otherwise. It is critical to foster and participate in communities of practise, collaborate with organisations and stakeholders working on gender equality, put what we learn into practise, and widely share our findings.

2.7. Framework and vision

2.7.1. The policy is designed to promote gender equality through gender mainstreaming. Mainstreaming goes hand in hand with the promotion and protection of women's human rights and it support the elimination of discrimination against women.

2.7.2. The purpose of the policy shall be pursued by;

a) Gender mainstreaming across all NAPP FT verticals.

- NAPP FT will systematically use gender analyses to design and implement strategies and interventions that promote gender equality.
- At the stage of intervention design and action deliberation, NAPP FT will target appropriate and adequate set of participants and shall strive to maintain balance of gender roles and responsibilities with a commitment to simultaneously advancing long-term gender interests.
- NAPP FT will monitor, asses and/or evaluate the impact of its interventions on men, women, boys and girls. Assessments and /or evaluations will be followed by conscious deliberations with the objective to either expand and sustain gains or to identify measures for course correction.

b) Creating and maintaining a gender-sensitive work environment:

- Ensure that an equitable gender balance exists at all times, across all levels of the organisation. This will include, and not be limited to, institutions supported and/or established as part of NAPP FT efforts.
- Ensure that all employment decisions (recruitments, transfers, compensation, promotion, and separation) are made without gender discrimination;
- Periodic and regular review of benefits policy, to address and to equitably respond to gendered perspectives to balance work, family, civic life.
- Establish an environment that promotes non-discriminatory working relationships and respect for diversity.

3. Commitment for Gender Equality:

a) Program for Gender Equality:

Fairtrade NAPP FT will be the pioneer of high-impact, high-quality programming by identifying and addressing the root causes of gender inequalities, thereby assisting girls and boys, particularly those who are most deprived, in exercising their equal rights. To achieve this goal, Fairtrade NAPP FT will:

- Empower women and girls by recognising that their equal rights are critical for positive and sustainable development.
- Encourage positive and diverse expressions of masculinity, and include men and boys as key stakeholders in the fight for gender equality.
- Prioritize gender analysis as a core component of strategic planning, programme design, monitoring, evaluation, accountability, and learning to ensure that girls and boys, men and women, have equal access to, influence over, and benefit from our programmes.
- Support and work to create environments that promote gender equality by involving community members and institutions in changing discriminatory attitudes, norms, and behaviours that impede gender equality and the realisation of equal rights for women and girls.

- Work to end all forms of sexual and gender-based violence, paying special attention to gender equality issues that jeopardise girls' and boys' right to protection from harm, such as female genital mutilation/cutting and child, early, and forced marriage.

b) Advocate for Gender Equality

Fairtrade NAPP FT will be the voice for gender equality through our campaigns, and by advocating for legislation and policies that support gender equality for girls and boys. To achieve this goal, Fairtrade NAPP FT will:

- Ensure that the voices of everyone we work with are heard, and that girls, boys, women, and men have equal and meaningful influence in our work.
- Utilize language and images that do not reinforce gender stereotypes, but rather reflect the true diversity of roles and opportunities available to girls and boys, women and men, have
- Promote gender equality through our campaigns and prioritise issues addressing gender barriers, such as those affecting girls' ability to exercise their full and equal rights. We will advocate for and with girls for equitable funding, equal treatment, and accountability.

c) Partner for Gender Equality

Fairtrade NAPP FT will *build partnerships* for gender equality by collaborating with government, private sector and civil society organizations who share a common vision for gender equality. We will work with all partners to identify and implement best-practice solutions for overcoming inequalities that affect the rights of girls and boys. To achieve this goal, Fairtrade NAPP FT will:

- Consult and partner with gender equality and women's/girls' rights organizations that offer valuable knowledge and insights into gender relations, barriers and opportunities at local and regional levels
- Work with networks and organizations that focus on engaging men and boys in gender equality programming and advocacy in new and innovative ways
- Partner with government and research institutions to develop evidence of what works to address the root causes of critical gender inequalities faced by girls and by boys

- Ensure that an explicit commitment to gender equality is integrated into all partnership agreements
- Prioritize capacity strengthening on gender equality for all partners, through training and resources

d) Organize for Gender Equality

Fairtrade NAPP FT will achieve results at scale by prioritizing gender transformative approaches to create the greatest possible impacts in the lives of all children, including those who are most marginalized. We recognize transformative change must be prioritized not only across the work we do, but also in how we operate, and will promote gender equality across our organization through gender-sensitive organizational policies and practices.

To achieve this goal, Fairtrade NAPP FT will:

- Integrate gender equality objectives into all country strategic plans and Asia pacific.
- Prioritize gender equality in staff recruitment, orientation, promotion, and retention, and strive for equitable numbers of women and men at all levels of the organization, including senior leadership. We will work to ensure diverse and equitable representation in decision making, and ensure meaningful and gender-sensitive participation for staff members at all levels
- Invest in staff training on gender equality and producer organisation levels to strengthen our capacity to do gender-sensitive and transformative work
- Integrate gender equality within core competencies for talent review processes, to drive and stay accountable to gender equality goals
- Dedicate appropriate funding to fulfil gender equality commitments, and ensure technical expertise to support our gender equality work via the resourcing of dedicated technical gender equality staff.
- Ensure that priority is given to fostering safe, gender sensitive work environments for all staff, with clear accountability mechanisms to prevent and protect against sexual and gender-based discrimination and harassment in the workplace

4. Implementation of the policy

- The Gender Focal Person has overall responsibility for the effective operation of this policy and for ensuring compliance with laws and practices established towards the achievement of policy objectives.

- **Contact Person**

Name: Mr. Sanjeet Singh Khurana

Designation: NAPP FT Executive Director

Email: Sanjeet.khurana@fairtradenapp.org

Name: L. Sonia Dominica

Designation: NAPP FT Gender Desk

Email: sonia.dominica@fairtradenapp.org

- All Board members, Producers, Consultant, volunteers and interns will Comply with this policy; Follow the Prevention and Awareness Procedures; Be alert to gender-based violence and risks in their work; and identify and seek continued understanding of Gender awareness through training. Report any suspected or detected fraudulent or risk activities in line with policy.
- Senior management will Monitor and ensure compliance with this policy and related procedures; Arrange regular gender prevention and awareness training; Ensure adequate mechanisms are in place to assess, detect and investigate instances of suspected alerts; Ensure any suspected or actual instances of gender based violence fraud are reported immediately to the Executive Director or Compliance Lead or Board Level Protection Safeguarding and compliance committee OR to their respective Reporting Manager.
- All must set an appropriate standard of behavior, led by example and ensure that those they manage adhere to the policy and promote policy principles and pursue policy objectives. Gender Focal person will be responsible for giving appropriate training on gender equality all the NAPP FT Board Members, Staff, consultant and different stake holders.

- The Gender Desk and its focal points of various NAPP FT regions has overall responsibility for gender equality training. Gender Focal person are responsible for providing support to ensure the effective operation of this policy.
- Incorporating gender questions and perspectives into project design documents, guidelines, and monitoring and evaluation tools; Analysing the roles, responsibilities, cultural constraints, stereotypes and relationships between men and women in programmes;
- Examining the structures beyond the community that affect women and men's access to and control of resources, and power of decision-making, and how these structures might be influenced by the programme;
- Developing the gender analysis tools and skills necessary to support project participants not only in order to meet immediate practical needs, but also to explore and advance strategic interests that may challenge socially defined roles which limit development potential;
- Ensuring that technology, training and information are appropriate and accessible to both women and men; Increasing the level of staff awareness through training on gender issues, gender sensitivity and analysis;
- Building gender awareness as a criterion in partnership strategies and by supporting partners in developing and applying gender equity; Continuing to expand the organisation's knowledge about and commitment to gender issues through research, documentation and sharing of lessons learned.
- Conducting gender analysis to identify and address barriers to equal representation in staffing patterns. Once data are analysed, specific goals shall be set to address staffing imbalances and modifying personnel and benefits policies if necessary; Ensuring that career development opportunities are afforded to both women and men. This may include such activities as formal mentoring and coaching;

- Ensuring that sufficient effort is made, where appropriate, that candidates of both genders are given equal consideration for available positions; Developing and/or reviewing existing policies, procedures and systems to ensure that they support a gender-sensitive and family-friendly work environment; Developing core competencies that address core values and gender awareness and equity. These competencies should be integrated into performance management systems and all management development models.

5. Governance and Accountability

Each staff member within Fairtrade NAPP FT plays an important role in upholding our Gender Equality Policy. To translate this Policy into action, and ensure gender equality is integrated across our work and organization, we recognize that **leadership, resources and technical capacity** are necessary, and will collectively ensure these requirements are met.

Specific accountabilities – including deliverables, roles and responsibilities – for implementing this Policy will be articulated within internal action plans, in alignment with strategic priorities. These action plans will sit under the leadership of Fairtrade NAPP FT Board, Staff and other associates.

Fairtrade NAPP FT Board, Focal Person will provide technical support and oversight for the implementation of this Policy, and collaborate with key stakeholders across the organization to ensure that effective tools and indicators are in place to monitor progress in implementing the Policy. They will publish an annual report on the Gender Equality Policy's implementation to monitor progress and ensure accountability. Progress on gender equality will additionally be tracked via a quality key performance indicator, and reported on quarterly at the regional level.

6. Compliance Management

The NAPP FT Board, Executive Director or Compliance Lead or Board Level Protection Safeguarding and compliance committee (or respective function appointed by NAPP FT) will consider gender-based violence red flags and risk

factors in planning and reporting. Proactive investigations may also be initiated by NAPP FT, without awaiting the receipt of allegations when they become aware of a possible wrongdoing.

7. Confidentiality

Requests for confidentiality by persons making a complaint will be honored to the extent possible within the legitimate needs of the investigation. All investigations undertaken by the Ethics and Compliance Lead (or respective function appointed by NAPP FT) are confidential. Information will only be disclosed as required by the legitimate needs of the investigation. Investigation reports are confidential, internal NAPP FT documents.

8. Linking with Gender Analysis and other policies

This policy is associated with the existing NAPP FT policies such as

- NAPP FT Policy and Procedure for Protection of Children and Vulnerable Adults
- Anti – Harassment and Anti – Bullying Policy and Procedure
- Anti – Harassment and Anti – Sexual Harassment, Code of Conduct for travel
- NAPP FT Anti- Fraud and Anti – Corruption Policy (Prevention and Awareness Policy)
- NAPP FT Whistle Blower Policy

9. Reporting Structure

Anyone with information regarding gender equality, gender-based violence or any other risks of gender practices against Network of Asia and Pacific – NAPP FT or involving NAPP FT Board, consultants, implementing partners and responsible parties, must his/ her complaint to the Social Compliance Lead of NAPP FT OR the

NAPP FT Executive Director OR the Board Level Protection Safeguarding and compliance committee OR to their respective Reporting Manager.

Details that should be included in a report of Gender

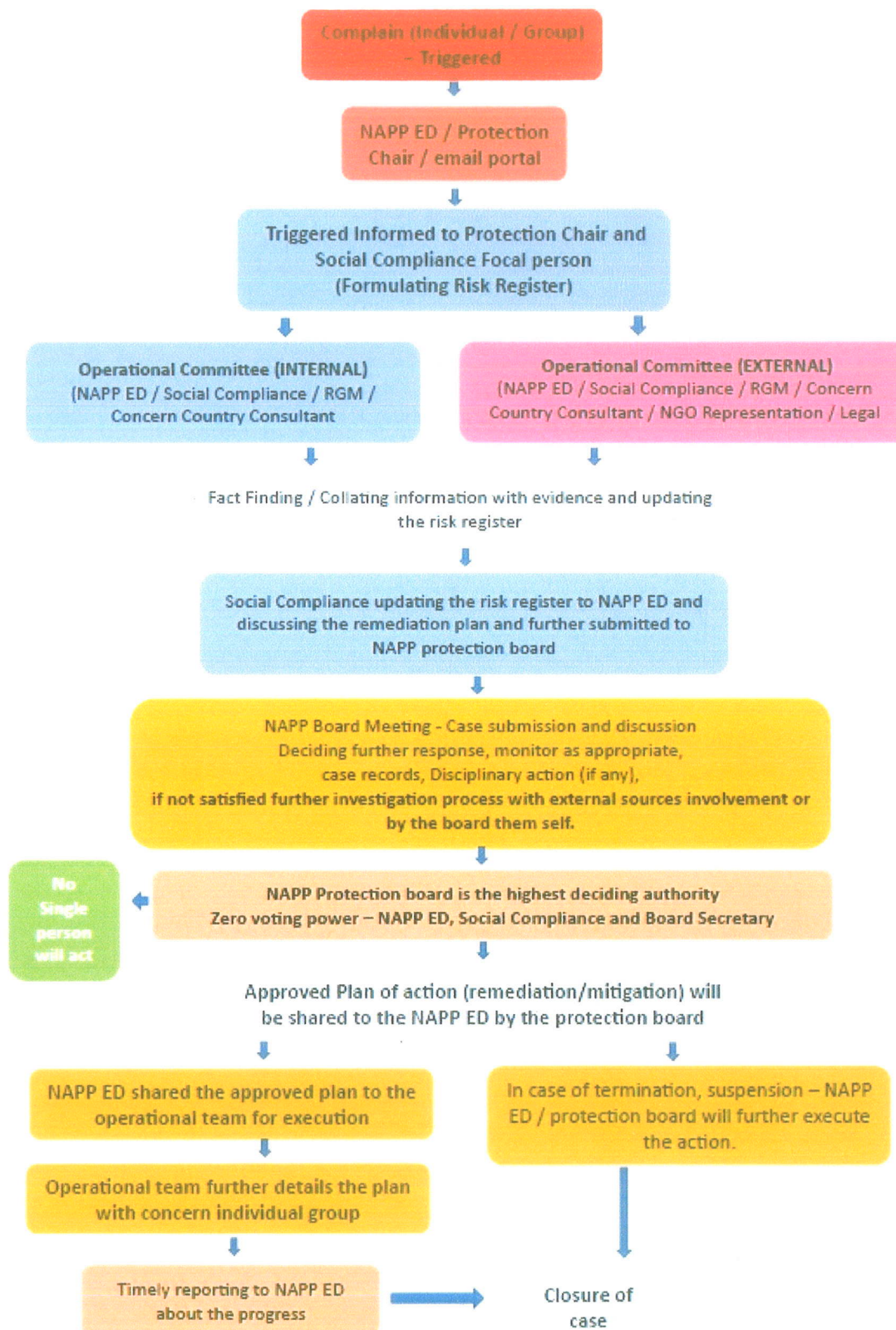
In order for investigations to be successful, complaints should be as specific as possible. To the extent possible, they should include details such as:

1. The type of alleged wrongdoing;
2. When, where and how the wrongdoing occurred; and
3. Who was involved and may have knowledge of the matters being reported.

Relevant documents or other evidence should be included with the report or provided as soon as possible. However, the absence of any of the above details does not prevent above mentioned members from investigating allegations of Gender Policy.

Investigation Process

The process of investigation will be done as per the NAPP FT Standard Compliant Mechanism for both Internal and External Cases.



10. GOOD GENDER EQUALITY PRACTICES

- Adoption of positive discrimination measures in favour of underrepresented sex in recruitment and selection;
- Promotion of a more balanced representation of men and women in the various professional categories, especially those in the leadership position, formalizing a policy that fits them;
- Treatment in a systematic way of all information related to the human resources of the entity disaggregated by sex;

10. 1. Implementation of Action Plans for Equality;

- Use of inclusive language and images in all internal and external communication processes of the entity;
- Promotion of internal training actions and awareness actions on gender equality that cover the largest number of workers at different levels and professional categories of the entity, including for managerial positions among the NAPP FT consultants/staff as well at the producer level.
- Adoption of rules that ensure respect for the dignity of men and women in the workplace and that protect them in the event of unwanted behavior, manifested in verbal, physical, sexual or other forms, also creating remedial measures;
- Adoption of measures that reduce the gender pay gap within NAPP FT and Producer organization.

11. Review of this Policy and Procedures

This Policy will be reviewed three years after it has been signed and approved by the NAPP FT board.

Approved:

Date: 05.04.2023

Chair of NAPP FT Board: Mr. Pravakar Meher



NAPP FT Executive Director: Mr. Sanjeet Singh Khurana



NAPP FT Personal Declaration

I _____ acknowledge that I have read and understand NAPP FT's Gender Equality and Non-Discrimination Policy, and agree that in the course of my association with NAPP FT.

END NOTES

1. World Health Organization (2014) 'Health for the world's adolescents, a second chance in the second decade'. Geneva: World Health Organization.
2. World Health Organization (2014). <http://www.who.int/mediacentre/factsheets/fs364/en/>
3. Plan International (2016). <https://plan-international.org/press-releases/un-and-plan-international-global-action-for-girls#>
4. UNESCO (2015). <http://www.uis.unesco.org/Education/Pages/gender-education.aspx>
5. Girl Effect (2015). <http://www.girleffect.org/what-girls-need/articles/2015/05/that-time-of-the-month-shouldn-t-mean-missing-school-period>
6. UNFPA (2014) 'Gender-based violence in humanitarian settings'. <http://www.unfpa.org/resources/gender-based-violence-humanitarian-settings>
7. Girls not Brides, <http://www.girlsnotbrides.org/about-child-marriage/>
8. World Health Organization (2017) 'Female Genital Mutilation'. <http://www.who.int/mediacentre/factsheets/fs241/en/>
9. R Levto, N van der Gaag, M Greene, M Kaufman, G and Barker (2015) 'State of the World's Fathers: A MenCare Advocacy Publication'. Washington, DC: Promundo, Rutgers, Save the Children, Sonke Gender Justice, and the MenEngage Alliance.