



### **The policy directs staff of LWF to commit to adherence to the ten Principles of Gender Justice**

1. Promote gender justice as a theological foundation for dignity and justice for all, with gender equality as a universally recognized human right.
2. Uphold dignity and justice, inclusiveness and participation, mutual accountability and transparency.
3. Ensure equal representation and participation of women and men at all levels in decision-making positions.
4. Ensure gender analysis in all humanitarian and development work.
5. Support the empowerment of women.
6. Actively promote involvement of men.
7. Address systemic and structural practices that create barriers to full participation of women.
8. Ensure that key organizational policies, systems, practices, budgets, HR management, staffing, representation, training, management and decision-making bodies are gender balanced and support equal participation of women and men.
9. Ensure that gender analysis is built into all programs and stages of project cycles.
10. Engage all aspects of theology, liturgy, and devotional life from the perspective of gender justice.

### **Country Programs are also to put into place the following Guidelines and Tools for Contextualized Action Plans:**

1. Contextual assessment
2. Participatory approach
3. Declaring gender justice as a cross-cutting priority
4. Capacity development
5. Organizational arrangements
6. Establishing safe places and healing communities
7. Systems and mechanisms of mutual accountability

### **Non-negotiables for LWF**

- **To ensure application of the 10 Principles established in the Gender Justice Policy.**
- **To apply the above Guidelines and Tools in daily work of the Country Programs.**