



CSIH CANADIAN SOCIETY FOR
INTERNATIONAL HEALTH
SCSI LA SOCIÉTÉ CANADIENNE
DE SANTÉ INTERNATIONALE

Policy on Gender Equity and Equality

The goal of the CSIH gender policy is justice and equality of rights, opportunities and participation for girls, boys, women and men in all its programs.

This policy is aligned with **Global Affairs Canada's** gender equality policy: "The goal of Canada's long standing policy on gender equality in its development programming is to ensure that Canada's international assistance investments support the achievement of equality between women and men, boys and girls, to ensure effective development results and sustainable poverty reduction."ⁱ

CSIH's approach also supports Canada's thematic priorities, especially regarding children and youth, in the area of maternal, child and adolescent reproductive health.ⁱⁱ

Gender refers to the roles, responsibilities, needs, interests and capacities of both men and women as defined by the context in which they live. These are influenced by social and cultural factors. Men and women often play different roles in society and accordingly they may have different needs. Men and women also experience power differently, and often women, and sometimes men, are at a disadvantage, experiencing gender-based power discrimination. A gender perspective is required to ensure that men's and women's specific needs, vulnerabilities and capacities are recognized and addressed.ⁱⁱⁱ

Gender equality in health means that women and men have equal conditions for realizing their full rights and potential to be healthy, contribute to health development, and benefit from the results. Achieving gender equality will require specific measures designed to eliminate gender inequities.

Gender equity means fairness and justice in the distribution of benefits, power, resources, and responsibilities between women and men. The concept recognizes that women and men have different needs, access to, and control over resources, and that these differences should be addressed in a manner that rectifies the imbalance between the sexes. Equity is the means, equality is the result.^{iv}

With this in mind, CSIH aims to ensure that its operations and programs -- including technical assistance -- benefit men and women equally, according to their different needs and with their equal participation. CSIH is committed to the following principles and practices:

- Men, women, girls and boys have the right to live free from violence, oppression, exploitation
- Men and women have the right to self-determination, including making choices concerning their own health
- CSIH works with partners to integrate gender equality in programming, monitoring and evaluation

- Where applicable in its projects and programs, CSIH addresses systemic and structural practices that create barriers to the realization of women’s rights and gender equality in the field of health care including facilitating participation of women in decision-making roles.
- CSIH will put in place strategies to ensure the needs of boys, girls, men and women are all met equitably in the provision of health and other services
- Special consideration will be given to vulnerable populations, including when risks and/or disadvantages are gender-based
- CSIH offers equal opportunities for women and men -- head office staff, interns, consultants and service providers – in terms of recruitment, advancement, benefits and working conditions.

ⁱ [Global Affairs Canada’s Strategic Papers on the Crosscutting Themes for Canada’s International Assistance](#)

ⁱⁱ [Global Affairs Canada’s Strategic Papers on the Crosscutting Themes for Canada’s International Assistance](#)

ⁱⁱⁱ [International Federation of Red Cross and Red Crescent Societies](#)

^{iv} [Pan American Health Organization](#)

Further areas for policy development

- Approach to Governance
- Media Relations (being developed 2015 - 2016)
- Code of Conduct
- Confidentiality
- Quality
- Succession Planning
- Enterprise Risk Management