



**GENDER JUSTICE POLICY
ASIA INDIGENOUS PEOPLES PACT (AIPP)
2022**



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PART 1: AIM OF THE GENDER JUSTICE POLICY

AIPP as a leading Indigenous Peoples' rights organisation in Asia contributes to the promotion and practice of gender justice in all levels of its governance, program, implementation mechanism and work culture in its pursuit to build co-responsible movements for equality, democracy, justice, self-determination and peace.

PART 2: DEFINITION OF TERMS, GUIDING PRINCIPLES OF THE GENDER JUSTICE POLICY AND REFERENCES TO INTERNATIONAL STANDARDS ON GENDER JUSTICE

AIPP as a leading Indigenous Peoples' rights organisation in Asia contributes to the promotion and practice of gender justice in all levels of its governance, program, implementation mechanism and work culture in its pursuit to build co-responsible movements for equality, democracy, justice, self-determination and peace.

Definition of Terms.

AIPP takes note that the following terms referred to for the Gender Justice Policy are evolving and changing. These may also mean different things for different people. The definitions are taken from human rights organizations including the UN and of the LGBTQIA that will serve as starting point for discussion and understanding.

Gender-socially constructed roles, behaviours, activities and attributes that a given society considers appropriate for men and women. It also refers to the relationships of both men and women, girls and boys and the non-binary or the gender diverse identities (Amnesty International). A person's gender is how they identify internally and how they express this externally (Medical News Today). People may use clothing, appearances, and behaviors to express the gender that they identify with. This social construction varies across cultures.

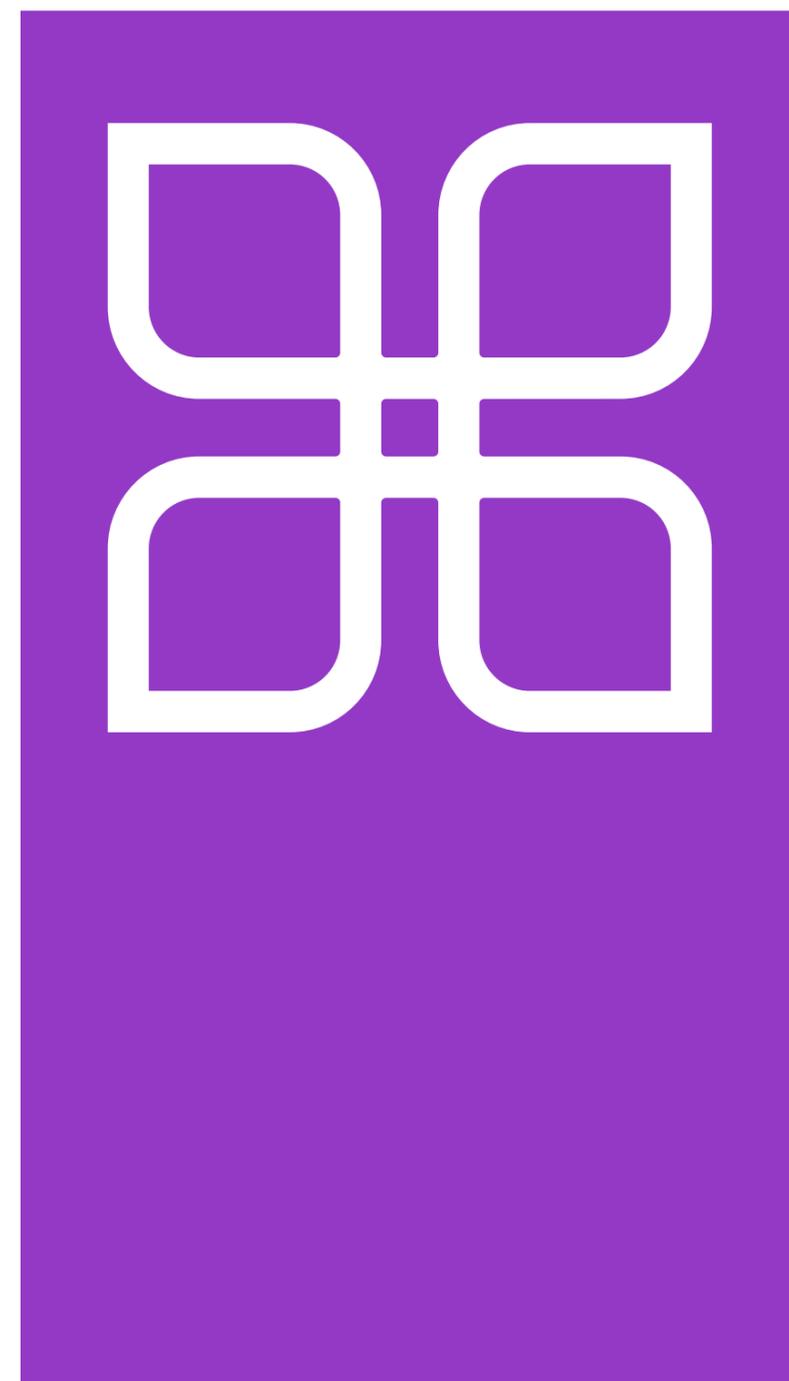
Gender-based discrimination- any act of distinction, exclusion or restriction which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by any gender of human rights and fundamental freedoms (GR No. 28 on the core obligation of State parties under Art.2 of CEDAW 2010 para. 5 and 6).

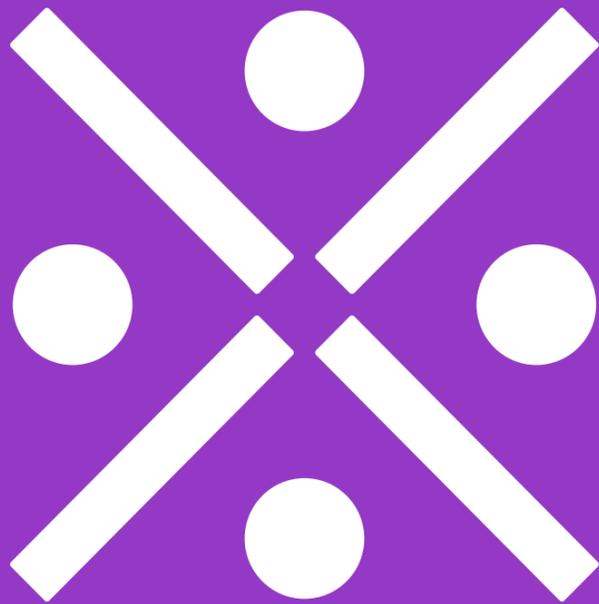
Gender Equity- it is being fair and just; having equal access and distribution of resources and opportunities.

Gender Equality- a condition where people of different genders are treated fairly and given chances or opportunities. It is not about absolute equality or treating everyone the same but is about meeting the different needs in different ways or meeting equal outcomes for all.

Gender Equality- a condition where people of different genders are treated fairly and given chances or opportunities. It is not about absolute equality or treating everyone the same but is about meeting the different needs in different ways or meeting equal outcomes for all.

Gender Justice-is about dismantling the causes or barriers of inequalities and injustices between men and women and between genders and expanding the protection so all peoples can thrive regardless of their gender, gender expression and sexual orientation (Amnesty International).





Guiding Principles of AIPP'S Gender Justice Policy

Human rights. The AIPP Gender Policy upholds the international human rights principles of equality and non-discrimination. It respects the autonomy of peoples, both women and men, young and old, the non-binary and gender divers, across genders and sexual orientation, across identities including persons with disabilities, and nurtures equity and dignity of all peoples.

Gender equality, equity and justice. The Gender Justice Policy promotes equality and equity between Indigenous women and men, between Indigenous girls and boys, between the binary and non-binary and gender diverse. Gender justice challenges patriarchal mindsets and structures engendering and perpetuating inequalities within the organization while challenging the structural causes of inequalities, injustices and patriarchy in the larger society.

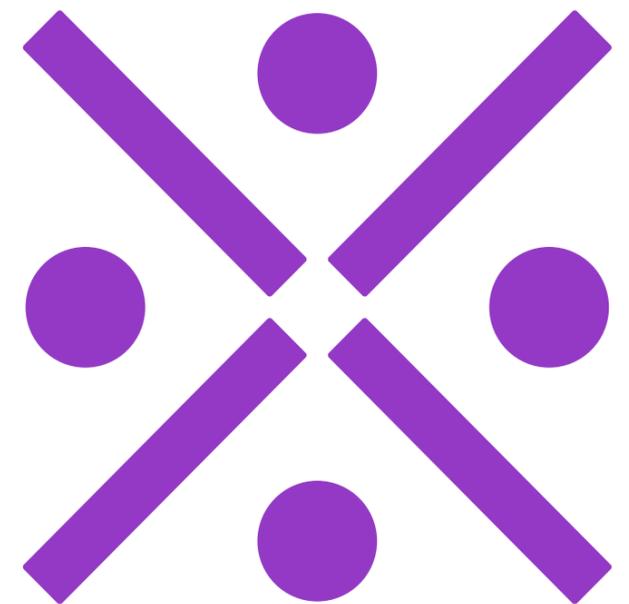
Power sharing and solidarity. These values are nurtured within the membership, various organizational structure and the networks of AIPP in furthering the human rights principles of equality, non-discrimination and dignity.

Zero tolerance for gender-based violence. AIPP upholds a culture strongly founded on human rights and gender justice that cultivates respect and non-tolerance for discrimination and gender-based violence.

Ownership and Co-responsibility. Strong ownership and co-responsibility on the application of the Gender Justice Policy is acclaimed because it is co-created by the membership, leadership, staff and management of AIPP.

Intersectional approach. Indigenous peoples and communities are composed of different sectors and social classes. It is important to recognize that discrimination based on gender and the prevalence of inequalities pervades not just between women and men but differently experienced by the genders across the different sectors of indigenous peoples.

Safety, care and security. The Gender Justice Policy becomes a living document that makes the constituencies of AIPP, particularly indigenous women and other marginalized genders feel comfortable, hosting no fear and doubt of being negatively judged and treated because of gender, sexual identity, orientation and indigeneity.



INTEGRATING INTERNATIONAL STANDARDS ON GENDER JUSTICE TO AIPP'S GENDER JUSTICE POLICY

Convention for the Elimination of Discrimination Against Women (CEDAW)

The Convention enlightens the AIPP Gender Justice Policy on the definition of discrimination against women which is “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 of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field”.

Beijing Platform for Action (BPfA)

The AIPP's Gender Justice Policy is guided by this Platform that is proposing a world where each woman and girl can exercise her freedoms and choices, and realize all her rights, such as to live free from violence, to go to school, to participate in decisions and to earn equal pay for equal work. It serves as an empowering tool for Indigenous Women in mobilizing the public for co-responsibility, in building solidarity with broader women's movements for visibility and in seeking state accountability to achieve equality and empowerment.

UN Declaration on the Rights of Indigenous Peoples (UNDRIP)

The Gender Justice Policy refers to the UNDRIP's promotion and protection of the rights of Indigenous Women recognizing that Indigenous Peoples and individuals are free and equal to all other peoples and individuals from

any kind of discrimination in the exercise of their rights (Article 2), calls on the States to take measures to improve Indigenous Women's economic and social conditions (Article 21-2), requires the adoption of measures to ensure the protection of Indigenous Women against all forms of violence and discrimination (Article 22-2), and equal guarantee to male and female Indigenous individuals of all the rights and freedoms recognized in UNDRIP (Article 44).

ILO Convention No. 169- The Gender Justice Policy is further enlightened by the guarantees enshrined in the ILO Convention 169 on Indigenous and Tribal Peoples' enjoyment of human rights and fundamental freedoms without hindrance or discrimination. It sets forth States parties' obligations to ensure Indigenous Peoples' participation in decision-making processes that affect their lives, including with regard to the protection of their traditional lands, access to justice, access to culturally appropriate healthcare and education, and adequate working conditions. It reflects both a collective and individual dimension of rights by ensuring that the provisions of the Convention are applied to both Indigenous Women and Men, without discrimination (Article 3). It also requires governments to adopt measures to ensure equal treatment in employment for Indigenous Women and Men, and protection from sexual harassment (Article 20).

Sustainable Development Goals (SDG)

The Gender Justice Policy takes note of the SDG's mantra of “leaving no one behind” with Indigenous Women and other genders enjoying the same resources, wealth,

power and opportunities that should be enjoyed by all. It equally acknowledges the vital role of Indigenous Women in making the Goals relevant for them specifically 5,8,10 and 15 that will entail the empowerment of Indigenous Women, respect for their cultural identities and ensuring a future that works for them.

UN Convention on the Rights of People with Disability (UNCRPD)

The Gender Policy takes note of the principles of inherent dignity, individual autonomy; non-discrimination; equality between men and women; equality of opportunity, full and effective participation and inclusion in society and respect for difference and acceptance of persons with disabilities as part of human diversity and humanity as enshrined in the UNCRPD. The preamble of the UNCRPD calls for special protection from aggravated discrimination, such as that faced by Indigenous persons with disabilities. The Convention address equality and non-discrimination (Art. 5), addresses accessibility (Art. 9), calls for “equal recognition before the law” (Art. 12), promotes living in the community of persons with disabilities and ensuring they have the same choices as other members of the community (Art. 19) and on participation in cultural life, leisure and sports (Art. 30)

UN Convention on the Rights of Children (UNCRC)

The Gender Justice Policy is guided by the rights of Indigenous Children as enshrined in the UNCRC, no matter who they are, where they live, what their parents do, what language they speak, what their religion is, whether they are a boy or girl, what their culture is, whether they have a disability, whether they are rich or poor. No child should be treated unfairly on any basis (Article 2).

PART 3: PREAMBLE OF THE GENDER JUSTICE POLICY

1. AIPP is a progressive Indigenous Peoples' organization in Asia that recognizes the importance of reviewing its organizational policies as living internal guidance documents. The organization adopted its Gender Policy in 2016 that consisted of the Preamble, Aim, Strategies and Operational Guidelines for the General Assembly, Executive Council, Management Team of the Secretariat and the Indigenous Women's Program Committee. This was translated by at least 10 member organizations. In September 2021, AIPP underwent an internal gender audit that assessed the gaps of the Policy and prompted the move for the following revisions:

a. Strengthen the guiding principles of the Gender Justice Policy which were not elaborated in the 2016 version.

b. Sharpen the Aim and link this to AIPP's vision, mission and strategic goals.

c. Integrate relevant international standards or frameworks on gender justice to the Gender Justice Policy.

d. Rebuild the Preamble to explain the rationale of the Gender Policy and make it more inclusive to the different genders and supported with relevant information.

e. Redefine the Strategies of the Gender Justice Policy.

f. Clarify the roles of the different organizational structures of AIPP in the thorough implementation of the Gender Justice Policy. Proper orientation among incoming staff, the EC, volunteers and interns becomes a protocol. The mechanism to monitor and assess the breakthroughs of the Policy shall also be clarified.

2. AIPP as an Indigenous Peoples' rights organization in Asia recognizes that indigenous peoples have diverse gender identity. Gender identity is not limited to the binary (male and female, women and men, girls and boys) but other genders for example lesbians, gays, bisexuals, transgender or transpersons, queer, intersex (LGBTQI) and others belonging to the non-binary, androgynous or gender diverse identity. A person's gender identity is not always the same as, nor it is restricted to their biological sex. AIPP respects that there are Indigenous Peoples who may identify with multiple genders while there are those who probably do not identify themselves with any gender. AIPP recognizes that how a person identifies themselves, expresses or describes their gender is personal to them and this can also change over time.

3. AIPP's acknowledgement of the different gender identity, expressions and presentations intersected with their social and economic class and status enables an effective and gender-specific diagnosis and response on the specific conditions, needs, access to and control of resources, access to development benefits and decision-making.

4. AIPP acknowledges the intersectionality of gender oppression and inequalities that emerged over the course of societal development, and our historical integration and assimilation in the colonization and in post-colonial or neoliberal process and systems. The equal and equitable relationship between women and men that was natural, spontaneous, reciprocal and complementary during pre-colonization was disrupted and eroded in varying degrees by colonization and the integration of Indigenous Peoples

to the post-colonial or neoliberal process and systems. The imposition of colonial laws, military power, mindsets and practices tore down the indigenous systems that connected, united and made Indigenous Peoples live in harmony and symbiotically as peoples and with nature. The significant roles of Indigenous Women and other genders (that existed or emerged) in production and livelihood, on the defense and nurture of land, life and resources, of their reproductive role to ensure future generations, as custodian of viable indigenous knowledge and practices for a sustainable future, disintegrated through time. The system of patriarchy came along with colonization and is reinforced and perpetuated by the current neoliberal system fuelled by globalization, militarism and fundamentalisms

5. AIPP recognizes that the tolerance for gender oppression, discrimination and inequalities among Indigenous Peoples leave that marginalized section behind instead of allowing them to nurture their contributions in defending Indigenous land, life and resources, in utilizing their knowledge and skills for the development of their communities that benefit wider Indigenous Peoples as well as their countries and in building just solutions.

6. AIPP takes note that terminologies on gender, gender identity and expressions are evolving and changing. In like manner that spellings related to gender identity and expression e.g. womxn are also evolving and changing. These may also mean different things for different people. To avoid confusion for its membership and networks who may still be on the basic level of understanding and appreciating the discourse on gender, AIPP is convinced that the more fundamental for the Gender Justice Policy is to provide the guidance

and serve as a starting point for discussion and understanding. Eventually, AIPP will make the necessary adjustment on gender-related definitions and spellings because a higher level of understanding and practice on gender justice from among its membership and networks had been achieved and the push for that revision will emanate from them.

7. AIPP is convinced that gender justice is fundamental in the quest for Indigenous Peoples' self-determination within an environment where social justice, democracy, peace and equality thrive.

PART 4: STRATEGIES OF THE GENDER POLICY

1. Awareness and capacity building on Gender Justice. The Gender Policy drives AIPP to make gender justice a fundamental and integrated mindset and topic in its awareness and capacity building efforts that all its programs, membership, leadership and networks are motivated to embrace and practice. Opportunities are supported and resources are dedicated to ensure that the gender justice perspective and practice thrives among the AIPP constituency combatting gender stereotyping, sexism and violence against indigenous women, girls, other marginalized and less visible genders and those living with disabilities in building a social environment where justice, democracy, equality and peace thrives. An aware and capable constituency reflects on the increased and improved leadership, participation and representation of marginalised genders e.g. indigenous women in the affairs and network of AIPP from the ground to the regional level of Asia and internationally.

2. Production of gender justice knowledge resources and tools. The Gender Policy urges AIPP and its constituency to keep developing and producing knowledge resources and tools on gender justice which are effective, accessible and available in cultivating gender-inclusive mindsets, culture and practices in indigenous communities and movements. Such knowledge resources and tools are equally utilized in influencing institutions of laws and policies (statutory and customary) at local, national and international levels.

3. Advocacy and Media Outreach. The Gender Policy urges AIPP and its constituency to create advocacy spaces in mainstreaming gender justice utilizing the powers of multiple platforms, the media and existing networks in influencing social mindsets, practices, laws and policies.

4. Institutionalizing the Gender Justice Policy. A gender justice perspective and practice becomes a co-responsibility of AIPP and its constituency in all organizational, programming, action, monitoring, learning and reporting processes utilizing gender approaches and tools in situational analysis and strategies that includes gender-sensitive budgeting, gender-balance, and data disaggregation. Organizational support, allocation of resources/budget and sustained resource mobilization are necessary in the implementation of the Gender Justice Policy. Institutionalizing the Policy boosts the respect and status of Indigenous Women and other marginalised and less visible genders. It fosters increased and improved gender transformative leadership, participation and representation in the affairs and networks of AIPP

from the ground to the regional level of Asia and internationally in its quest for a social environment of justice, equality and peace. The Gender Justice Policy becomes a living document being practiced and enhanced over the life of the organization.

PART 5: OPERATIONAL GUIDELINES OF THE GENDER POLICY

A. FOR THE GENERAL ASSEMBLY

1. Adopts the Gender Policy and undertakes the necessary amendments where necessary.
2. Upholds the orientation for gender justice, ensuring that the programmes of AIPP adopted by the GA reflect the aim, principles and strategies of the Gender Justice Policy.
3. Promotes the Gender Justice Policy among member-organizations for them to undertake their best efforts to carry forward within their organization.
4. Ensures gender balance in the delegation/representation of member organizations in the General Assembly as a measure to enable equal participation of women and men and other genders on the policy and decision-making processes.
5. Elects indigenous women and other marginalised genders in the Executive Council who shall enrich gender perspectives, views and concerns in the deliberations and decisions of the EC.

B.FOR THE EXECUTIVE COUNCIL

1. Ensures that the members, the Executive Council and the Secretariat embraces the key values of gender justice, the guiding principles of the Gender Justice Policy and be equally mindful and supportive of particular needs of the various genders, identities and sensitivities including children and persons with disabilities.
2. Guarantees zero tolerance on all forms of gender-based violence in the General Assembly, Executive Council, Secretariat and other mechanisms and structures of the organization. The EC shall support the Management Team in developing a grievance and sanction framework that will address incidents of sexual abuse or violence within the AIPP structure, subject to due process. Depending on the severity of the case, sanctions shall include, but not limited to strong warning, suspension, termination of contract, monetary compensation and legal action where appropriate. AIPP respects the autonomy of its member organizations in developing their own framework of ensuring zero tolerance of all forms of violence.
3. Guarantees a gender-sensitive approach in the conduct of planning, implementation, monitoring, assessment or evaluation of AIPP programmes and activities. That such approach is translated into gender justice tools by the Gender Action Team with the proper guidance of the Management Team.
4. Guarantees sustained resource mobilization to support the implementation and enhancement of the Gender Policy.

5. Oversees the evaluation and review of the implementation of the Gender Justice Policy. It shall actively engage the AIPP membership on the implementation of the Gender Policy or in formulating their own that is appropriate on their respective conditions.
6. Ensures gender balance among the EC, staff and other coordination mechanisms (such as the Programme Committees) established by AIPP.
7. In line with the EC's task of establishing and expanding networks, it shall be mindful that networks will equally bolster the implementation of the Gender Justice Policy.
8. Formulate further guidelines where appropriate for the implementation of this Gender Justice Policy.

C.FOR THE PROGRAM COMMITTEES

1. Ensure implementation of the Gender Justice Policy on the different programs that will bring about breakthroughs in gender transformative leadership, participation, representation in AIPP's affairs from the ground to the regional level of Asia and at international level.
2. Work pro-actively with the Program Coordinators and the Gender Action Team on the Gender Justice Policy's application on AIPP's program development.

3. Provide advise and inputs on the evaluation or assessment report of the implementation of the Gender Justice Policy.
4. Work closely with the Gender Action Team in ensuring that AIPP's publications and knowledge resources and tools are gender-just, embracing and reflecting the principles and strategies of the Gender Justice Policy.

D.FOR THE SECRETARIAT MANAGEMENT TEAM

1. Ensures that the Gender Justice Policy is institutionalized in the management, programming, implementation and work culture of AIPP.
2. Ensures that all members of the Secretariat undergo proper orientation or induction on AIPP's Gender Justice Policy and that said Policy is practiced diligently. In relation, it shall ensure that the AIPP's Human Resource Manual and other existing policies are consistent and synchronous with the Gender Justice Policy. Additionally, it will constantly review that the organizational policies are consistent with each other and recommend for amendments to the EC/GA when deemed judicious.
3. Circulates the Gender Justice Policy to AIPP's membership and persuade the members to adopt or develop their own in consideration of their contexts. It shall equally monitor how many members have adopted and/or translated the Policy in their local language or any

language most suitable in their context, and the outcomes of the Policy in the organizational leadership, participation and representation of the affairs of their organizations/movements and networks.

4. Ensures the allocation of resources/budget and support for learning spaces for the Secretariat, members and networks to cultivate their awareness, perspective, capacity and co-responsibility for gender justice that they will apply judiciously in their respective programs and tasks.
5. Constitutes the Gender Action Team from the different programs/units of AIPP that it will closely work with in the implementation and monitoring of the Gender Justice Policy in AIPP's programs.
6. Develops an organizational grievance framework or mechanism in addressing incidents of sexual abuse or violence committed within the workplace.
7. Sustains the institutional efforts for resource mobilization for the implementation and enhancement of the Gender Justice Policy.
8. Leads the co-creation of a safe and enabling work and engagement environment that lives out the Gender Justice Policy.

E.FOR THE GENDER ACTION TEAM

1. Shall be responsible in the monitoring and assessment/evaluation of the Gender Justice Policy's application in the governance, programs, partnerships and related processes, and propose amendments where necessary.
2. Renders recommendations to the Program Committees and the Management Team where appropriate in improving the application of the AIPP's Gender Justice Policy.
3. Co-create gender sensitive approaches and tools e.g. gender analysis and budgeting, data disaggregation, monitoring-evaluation-learning that are adopted in all programs, activities and internal organizational processes.

PART 6: MONITORING THE BREAKTHROUGHS OF THE GENDER POLICY

The breakthroughs of the Gender Policy shall be measured on the following aspects:

1. Equal sharing of and opportunity for learning/capacity building and leadership within AIPP among the genders.
 - a. How is the gender balance on the learning/capacity building opportunities within AIPP?
 - b. How is the gender balance in AIPP's leadership?

2. Equal opportunity for participation among the genders in the areas of leadership and management, programming, implementation, and reflection/evaluation.
 - a. How is the gender participation on program management in AIPP?
 - b. How is the gender participation in building the programs of AIPP?
 - c. How is the gender participation in the implementation of the programs of AIPP?
 - d. How is the gender participation in reflection or evaluation processes of AIPP?
3. Equal opportunity of representation among the genders in the advocacy and networking spaces of AIPP in promoting indigenous peoples' rights and gender justice from the ground to the regional level within Asia and beyond.
 - a. How is the gender representation on advocacy and networking of AIPP at local level, regional and international levels?
 - b. How many knowledge resources and tools that support the practice of gender justice are produced by AIPP?
 - c. What impacts are these knowledge resources and tools that support the practice of gender justice are making?

