

## **TEI' Policy on Gender Equality Integration:**

Gender mainstreaming was established as a major global strategy for the promotion of gender equality in the Beijing Platform for Action from the Fourth United Nations World Conference on Women in Beijing in 1995. Clear intergovernmental mandates for gender mainstreaming have been developed for all the major areas of the work of the United Nations, including disarmament, poverty reduction, macro economics, health, education and trade. While mainstreaming is clearly essential for securing human rights and social justice for women as well as men, it also increasingly recognized that incorporating gender perspectives in different areas of development ensures the effective achievement of other social and economic goals. Thus, TEI has launched the gender mainstreaming strategy in order to prompt gender equality in our internal and external activities.

TEI has sound leadership and commitment towards gender equality. The organization has a strong interest in the progress of policy on gender responsiveness. There is a particular interest in evaluating whether advocacy efforts and outreach activities that engage women at grass root level translate into community demands for better policies on environmental governance.

TEI is interested in interacting with other organizations such as Swedish International Development Agency (Sida) to find synergies and exchange experiences on gender mainstreaming. Since 2011 under the program “Towards Sustainable Development in Asia: Building Capacity of Civil Society and Mass Media on Environmental Governance and Principle 10 (Rio Declaration)”, TEI has set up a framework on women’s inclusion in program activities, provides gender related indicators and some attention to women and development issues. The organization has the commitment, awareness and leadership on women’s rights and gender equality at management level and the support of gender specialist. Within the assistance from Sida, TEI has developed the log-frame and identified key entry points to make it more results oriented and gender sensitive. TEI also appointed a gender specialist to promote and monitor the implementation of specific gender-targeted inputs and outputs and gender mainstreaming activities in program and organizational development. TEI will emphasize the need for more sectors specializes hands-on practical gender expertise and coaching rather than traditional training and “abstract” theoretical approaches to gender equality programming.

Internally, TEI Junior program officers have had gender training and there is evidence of a sound gender balance in terms of women and men’s participation in the program’s key exchanges and events. TEI is an example for gender championing for shattering the “glass ceiling,” having enhanced representation of women in the Executive Board and in senior managerial positions, including a women president. TEI has established an essential policy on non-discrimination in staff selection, promotion, and operation for our internal management. The women staffs in TEI have been strongly empowered and encouraged of all kinds of internal and external activities through our non-discrimination policy.