

GENDER POLICY

Table of Contents

1.0 CODE's MISSION	1
2.0 CODE's VISION	1
3.0 PURPOSE	1
4.0 CONTEXT AND RATIONALE	1
5.0 PRINCIPLES OF CODE's GENDER POLICY	2
6.0 IMPLEMENTATION OF CODE's GENDER POLICY	2
6.1 Our Programmes	2
6.2 Organisational Culture	4
6.3 Roles and Responsibilities	4

ACRONYMS

CODE	Connected Development
PSEA	Prevention of Sexual Exploitation and Abuse
WASH	Water, Sanitation and Hygiene
GBV	Gender Based Violence
CP	Child Protection
SDGs	Sustainable Development Goals

1.0 CODE's MISSION

Our mission is to empower marginalised communities.

2.0 CODE's VISION

CODE envisions a world where all people even in the most remote areas of the globe can hold their government accountable.

3.0 PURPOSE

The Gender Policy represents CODE's commitment towards gender equality. The Gender Policy provides guidance on how Connected Development (CODE) intends to mainstream gender equality, equity and social justice in organizational practices, policy formation, campaigns, project development and implementation, monitoring and evaluation. The policy is based on the human rights-based approach that seeks to improve the rights of children, women and men to ensure full participation and equal benefits from democratic processes. The human rights-based approach focuses on those who are marginalized, excluded or discriminated against. In most cases, this requires an analysis of gender norms, varying forms of discrimination and power imbalances to ensure that interventions reach the most marginalized segments of the population¹. CODE's Gender Policy seeks to ensure uniformity of gender principles, policies and operation across the organisation and provides an accountability structure regarding gender equality which all staff are accountable for.

4.0 CONTEXT AND RATIONALE

Women, men, boys and girls are affected differently by issues of corruption, accountability and governance. Consequently, they have different needs, perceptions and priorities when it comes to interventions. Understanding gender differences and dynamics and acting upon them is key to achieving CODE's mission and vision. Mobilising citizens especially in grassroots communities to act for sustained accountability through public engagement, campaigns, media, awareness raising, data mining, storytelling, research and capacity building is at the core of CODE's activities. Therefore, considering the biological, social, cultural and religious realities of women, men, girls and boys and the gender barriers that inhibit them are an essential means by which CODE can achieve its strategic goals. Achieving gender equality is integral to attaining the Sustainable Development Goals (SDGs) and a condition for the full enjoyment of women, girls, men and boys' fundamental human rights².

¹ UNFPA. The Human-Rights Based Approach. <https://www.unfpa.org/human-rights-based-approach>

² ACF Gender Policy

5.0 PRINCIPLES OF CODE's GENDER POLICY

The main aim of the policy is to ensure that CODE's interventions are impactful for women, girls, men and boys by mainstreaming gender in all areas of our work. In order to achieve this, the following principles must be adhered to:

CODE shall support the empowerment of women and girls as a key strategy towards ending poverty.

All staff understand that gender equality is fundamental to CODE's mission, aims and objectives. All staff must ensure the active participation of women, girls, boys and men in the design of projects and interventions.

CODE must ensure that key organisational policies, systems and practices (recruitment, training, management, decision making) support women's rights and gender equality.

All staff must take into consideration the religious and cultural realities of women, girls, men and boys during project implementation ensuring that each plays a significant role that respects their human rights and participation.

CODE shall work with partners, governments, donors and civil society organisations to promote and support innovative and effective strategies to promote gender equality.

All staff abide by the **Do No Harm Principle** and seek to prevent and mitigate any negative effects as a result of CODE's programmes.

All staff and management are accountable for ensuring that gender equality is mainstreamed in all CODE's policies, programmes, projects, campaigns, research and activities.

All staff and management should ensure that gender is included in monitoring and evaluation of projects and activities.

CODE shall strengthen staff capacity to implement and uphold its gender policy by including gender training as part of staff induction.

All staff commit to building their capacity on gender equality, gender mainstreaming and learning from the implementation of the Gender Policy to improve policy and practice.

6.0 IMPLEMENTATION OF CODE's GENDER POLICY

6.1 Our Programmes

CODE's Gender Policy is based on the need for evidence-based gender analysis that can assist CODE's staff understand the different realities, needs and priorities of women, men, girls and boys, considering the cultural and religious environments they work in, in order to design and develop effective programmes.

6.1.1 Mainstreaming Gender in Programming

CODE is committed to mainstreaming gender in its operations and programming. It will do this by ensuring that the concerns, experiences and realities of women and men are examined and included in

project design, implementation, monitoring and evaluation. So, that women, girls, men and boys benefit equally.

6.1.2 Gender Analysis and Project Design

A gender analysis will inform all our projects, programmes and interventions. We will draw upon our experience in the field and research in designing projects that advance gender equality in our operations. When designing projects, programmes or interventions CODE will conduct a gender analysis to examine how and why an issue affects women, girls, men and boys differently, document their voices and incorporate their realities into interventions. In project design, CODE management and staff will incorporate the perspectives and views of women, girls, men and boys to encompass their realities. They will also ensure that concerted efforts are made to ensure that at least 50% of project participants and beneficiaries are women and girls. This is especially because issues of accountability as it relates to the provision of public services impacts women and girls more significantly, however, they are the least represented in accountability and governance processes.

6.1.3 Political, Religious and Socio-cultural Context

It is important that we understand the political, religious, social, economic and cultural context of the different States and communities where we work. This requires knowing the laws and policies that affect females and males as well as customary laws, norms and practices. This also requires understanding the different national, subnational and community structures we can work with. For example, what is the community leader's stand on women and girl's participation in issues of governance and accountability? Or what is the level of women's participation in governance in a particular community?

6.1.4 Project Implementation

During project implementation all staff and management shall promote the active participation of women, girls, men and boys. Specific attention should be given to the context as mentioned above where women and girls have limited access to decision making due to factors such as literacy, social norms, status, control of resources, power dynamics, language, community leadership, decision makers, mobility and time mobility and time (women and girls typically undertake childcare and household duties, while boys might be in school or occupied with work). For example, this could mean that women are spoken with separately from men or that a capacity building workshop is conducted with men to get their buy-in and support for a project that focuses on women and girls.

In addition, when carrying out project activities CODE will ensure gender balance of teams especially in contexts where women, girls, men and boys are only allowed to engage with members of the same sex. This will allow for access to different groups in a culturally appropriate manner and break down some of the barriers that hinder effective engagement. CODE staff will also make concerted efforts during project implementation to ensure that at least 50% of project beneficiaries and participants are made up of women and girls.

6.1.5 Monitoring and Evaluation

To ensure gender is considered and measured, monitoring and evaluation tools will capture sex and age disaggregation in data collection, reporting tools and formats. The data will be actively used to improve

programme design and implementation. Focus groups when conducted will take into consideration the socio-cultural and religious realities of participants i.e in some cases a separate focus group will be held for women and men.

6.2 Organisational Culture

6.2.1 Human Resource and Staffing

CODE will ensure that a positive work-life balance exists for all its staff and that equal entitlements and the rights of staff are promoted. Structures that promote gender equality and a gender friendly workplace are fully implemented. Gender sensitivity is a required skill and is included in screening and interviewing processes as well as staff appraisals. Staff clearly understand what constitutes acceptable behaviour in dealing with members of the opposite sex. Measures to prevent sexual exploitation and abuse are in place to protect women, girls, boys and men from all forms of sexual abuse and exploitation by CODE staff, partners, volunteers and consultants (through PSEA and child protection policies, capacity building and referral mechanisms). All staff, consultants and partners must be aware of Prevention of Sexual Abuse and Exploitation (PSEA) and Child Protection (CP).

6.2.2 Capacity Building

CODE will support the training and development of all its staff and management to build gender related knowledge and skills in order to understand and address gender inequality in our key areas of work. Equal opportunities for training and development are also provided for all staff.

6.2.3 Advocacy and Communications

All CODE advocacy and communications staff will ensure that all CODE's advocacy and communication materials use gender sensitive language and incorporate the principles of gender equality as stated in this policy.

6.2.4 Partnerships, Accountability and Learning

CODE actively works with partners to implement gender equality principles, this might include resource allocation, information sharing, capacity building and learning to strengthen organisations towards achieving the common goal of gender equality and social justice. Documenting best practice is also encouraged through research, reports and seminars.

6.3 Roles and Responsibilities

All staff have a role to play in the achievement of gender equality. Although, due to their level of responsibilities there are varying degrees of responsibilities:

6.3.1 Project Staff

- Ensure that they collect data on sex and age disaggregation when monitoring project impact
- Understand the different gender dynamics in relation to the issue being addressed in their project area
- Improve personal learning on gender issues in your working context e.g read national surveys and policies which highlight gender issues in health, education and WASH

Be conscious of your own personal attitudes and behaviours towards females and males and how this might affect your engagement with colleagues and project beneficiaries.

6.3.2 Managers

Encourage and promote a gender sensitive and gender-based violence (GBV) free organisational culture that values gender equality, equity and social justice, and is free from prejudice and stereotypes that fuel gender inequality.

Support staff capacity building on gender issues to ensure that they feel confident about applying gender principles to project implementation.

Guide and monitor the implementation of the Gender Policy through an assigned Gender Focal Person

Assess, monitor and review the application of gender analysis in projects design to ensure that elements of gender are visible.

Ensure that the organisation culture and office environment uphold the principles of gender equality, equity and social justice

Ensure that issues of gender equality are addressed in partner meetings

Be conscious of your own personal attitudes and behaviours and ways in which these may affect your communication and engagement with women, girls, men and boys.

7.0 CONCLUSION

CODE can make a positive impact in the lives of women, girls, men and boys through our work on accountability by mobilising them to force government to provide essential public services in their communities. However, in order to achieve this, their varying realities must be taken into consideration in project design, implementation, monitoring and evaluation as well as in CODE's organisational culture. CODE's Gender Policy provides a guide for all staff and management across departments and States to follow in order to achieve this. While the policy is a written statement and guide for present and future decisions, it is also a living document and intended to change over time as contexts change. Therefore, the policy will be regularly revised and reviewed yearly or sooner as the need arises.

8.0 ANNEX I

GLOSSARY

Gender Mainstreaming

Mainstreaming a gender perspective 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 experiences of women as well as of 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 benefit equally, and inequality is not perpetuated. The ultimate goal of mainstreaming is to achieve gender equality³.

Women's Empowerment

Women's empowerment refers to the process of women gaining power and control over their own lives. It constitutes an important part of the efforts to bring about equal opportunities for men and women and involves awareness raising, building self-consciousness, expanding choices, increasing access to and

³ United Nations Economic and Social Council (ECOSOC) 1997

control over resources and actions to transform the structures and institutions which reinforce and perpetuate gender discrimination and inequality.

Social Justice

Social justice is the equal access to wealth, opportunities, and privileges within a society⁴.

Gender Equity

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.

Sexual Exploitation

The abuse of a position of vulnerability, differential power, or trust for sexual purposes; this includes profiting monetarily, socially or politically from the sexual exploitation of another. (UN SGB Definition)⁵.

Sexual abuse

The actual or threatened physical intrusion of a sexual nature, including inappropriate touching, by force or under unequal or coercive conditions⁶.

Do No Harm Principle

The principle of “do no harm” is taken from medical ethics. It requires humanitarian organisations to strive to minimize the harm they may inadvertently cause through providing aid, as well as harm that may be caused by not providing aid (such as adding to tensions with host communities)⁷.

Social Inclusion

Social inclusion is the process of improving the terms on which individuals and groups take part in society- improving the ability, opportunity and dignity of those disadvantaged on the basis of their identity⁸

9.0 ANNEX II

References

Gender Policy, 2011. United Nations Human Rights Office of the Commissioner. Available at: https://www2.ohchr.org/english/issues/women/docs/genderequalitypolicy_september2011.pdf

Gender Equality Policy. Commonwealth, 2012. Available at: http://thecommonwealth.org/sites/default/files/page/documents/Commonwealth_Secretariat_Gender_Equality_Policy.pdf

⁴ What is Social Justice? <https://www.pachamama.org/social-justice/what-is-social-justice>

⁵ UNITED NATIONS Protocol on allegations of sexual exploitation and abuse involving implementing partners. https://interagencystandingcommittee.org/system/files/un_protocol_on_sea_allegations_involving_implementing_partners_final.pdf

⁶ ibid

⁷ Incorporating the principle of “Do No Harm”: How to take action without causing harm Reflections on a review of Humanity & Inclusion’s practices, 2018. https://www.alnap.org/system/files/content/resource/files/main/donoharm_pe07_synthesis.pdf

⁸ <https://www.worldbank.org/en/topic/social-inclusion>

Gender Policy, 2015. Techno Serve. Available at: <https://www.technoserve.org/files/downloads/gender-policy.pdf>

Gender Equality Policy, 2018. Care International. Available at : <https://www.care-international.org/files/files/publications/Final%20CI%20Gender%20Equality%20Policy%202018.pdf>

Gender Mainstreaming Resource Pack: A Practical Resource for Programming, 2010. Trocaire. Available at: Gender Policy, SNV. Available at: http://www.snv.org/public/cms/sites/default/files/explore/download/snv_gender_policy_2016.pdf

Gender Policy, Action Against Hunger. Available at: <https://www.actionagainsthunger.org/publication/2014/03/gender-policy-english>

Effective Date: August 16, 2019

Approval: Oludotun Babayemi, August 16, 2019

A handwritten signature in black ink, appearing to be 'Oludotun Babayemi', written in a cursive style.