

SOCIETY FOR RURAL HEALTH AND EDUCATION (SRHED) ORGANISATION

GENDER EQUALITY POLICY

JUNE, 2016

Organisation Emblem

RATIONALE

Society for Rural Health and Education (SRHED) Organisation works with women and men to build competitive leadership, sensitise on developmental themes and enhancing livelihood options towards economic sustainability that contribute to prosperity in target areas, reducing poverty and increasing resilience among beneficiaries and their communities. We recognize that maximizing the inclusive economic growth that is required to achieve widespread prosperity with the full and unencumbered participation of women and girls. Our commitment to programmatic excellence therefore necessitates that our work and our organisation engage, empower and benefit both women and men. We believe that this gender policy, by providing a clear and consistent message on our gender equality commitment, will maximize project effectiveness, strengthen our organization, enhance program resources, improve coordination with internal and external partners, and increase accountability.

GENDER POLICY

This gender policy defines SRHED organisation's explicit commitment to advancing gender equality through our work as we believe it will maximize operational and organizational effectiveness and improve our contribution to sustainable poverty alleviation. SRHED organisation commits to ensuring that:

- The contributions of both women and men are visible and valued;
- Both women and men are listened to and exercise influence; and
- Women and men have equal access to, and benefit from, information, assets, services and opportunities.

POLICY IMPLEMENTATION

We seek to achieve the policy's objectives through actions focused on both our programming and on our organisational practices and culture.

OUR PROGRAMMING

We intend to integrate gender into our programming in the following ways:

Gender analyses: Gender equality means recognizing that men and women often have different needs and priorities, face different constraints, have different aspirations, and contribute to

development in different ways. To enable the exploration and understanding of gender differences, we will systematically deploy and continuously improve tools to assess the needs of both males and females in our formative research and monitoring and evaluation. We will also strive to ensure that all staff understands the different roles, responsibilities and experiences of women and men in relation to the issues being addressed by the project. Gender technical advisors will undertake targeted analyses aimed at testing hypotheses, gaining deeper understanding of gender-based needs, opportunities and constraints, and improving our approach to gender integration.

Gender-sensitive design: Draw upon research, analysis and experiences to design projects that advance gender equality through our operations.

Gender-integrated implementation: Project implementation strives to achieve equitable economic and social benefits for women and men.

Sex-disaggregated data: Systematic collection and analysis of sex-disaggregated data to understand if and how issues affect females and males differently.

Learning: Systematic capturing and sharing of programmatic lessons learned in relation to intended and unintended impacts on the lives of women and men, including impact on gender equality.

Our Organisational Practices

SRHEDorganisation commits to the process of incorporating a gender perspective into our organizational policies, strategies, administrative functions and organisational culture. SRHED organisation is at its most effective at delivering gender-integrated programming when our own organisational policies and processes are gender-sensitive and support gender equality.

SRHEDorganisation recognizes that this is an on-going process that will require sustained commitment of will, time and resources. We further recognize that gender inequality is a relational issue, and as such, it can only be addressed by working with men as well as women. In practice this will require us to examine and (where necessary) revise the policies, formal and informal practices, and characteristics of our organization to ensure that they support gender equality. Our activities will include:

Gender-sensitive policies: Gender-sensitive language and gender equality principles incorporated into policies.

Committed leadership: Leaders regularly communicating and demonstrating their commitment to organizational gender equality, e.g. through the recognition of efforts to advance policy objectives.

Gender training: Gender capacity-building opportunities made available to staff, e.g. through trainings and e-learning platforms.

HR practices: Gender-sensitive and gender-equitable practices integrated into:

- Job recruitment and hiring;
- Performance evaluations; and
- Remuneration-related processes to ensure equal pay for equal work.

Female staff targets:

Our ambition is to achieve gender balance across all target areas and at all levels. SRHEDorganisation will continue to insist that advancement and hiring through merit is critical to our success. Women's ability to enter and advance at SRHEDwill not be because of their gender but because of their talent, insight and experience.

ACCOUNTABILITY

SRHEDorganisation commits to undertaking an organizational gender self-assessment to learn from our on-going gender integration work and to identify opportunities for improvement. Headquarter and filed level institutions will use these insights to identify actions to be taken and on-going mechanisms needed for monitoring progress commits to the process of incorporating a gender perspective into our organisational policies, strategies, administrative functions and organizational culture.

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The President, SRHED organisation

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