SUPPORT FOR SUSTAINABLE DEVELOPMENT

GENDER   POLICY
FINAL
2015 to 2019

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GENDER POLICY ENDORSEMENT

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THIS GENDER POLICY FOR SSD IS ENDORSED BY THE BOARD MEMBERS OF SSD TO GUIDE THE GENDER EQUALITY COMMITMENT OF THE ORGANIZATION AND ENSURE GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN BOTH AT ORGANIZATION AND PROGRAMMING LEVEL.

NAME OF BOARD MEMBERS   **SIGNATURE**

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1. Introduction

1.1 SSD-Gender Policy Overview

The women in Pastoral areas in Ethiopia are extremely disadvantaged in terms of social and economic development indicators. Their low status in the society is due to low literacy rates, life expectancy, and most importantly lack of access to economic resources. In farming and Pastoral areas in Ethiopia patriarchy finds expression in the perceived notions of female dependence and subordination. The practice of patriarchy creates in the minds of woman, whether mother, wife or daughter, a feeling of worthlessness, servitude and dependence within the family. The role of women is characterized by lack of freedom and limit individual development. The existing inequality is deemed to be the outcome of specific social institutions designed to restrain their power: namely, segregation and legal subordination in the family and social structure.

The biological or physical difference between man and woman is often interpreted in accordance with the patriarchal notion that men are superior to women. Patriarchal ideology influences and shapes the sexual division of labor where work is allocated on the basis of sex, within both the home and the workplace. The son is viewed as the sole supporter of his parents in their old age. A daughter on the other hand, merits an altogether different treatment. As a result of the prevailing negative attitude towards the female sex, it is common for mothers -to-be to suffer from the anxiety over the sex of the unborn child. The desire for sons is so intense that the birth of a daughter can have serious consequences on the marriage itself.

Although, in recent years some attempts were made to bring women into the mainstream of events in Ethiopia, they are yet to be incorporated in any significant numbers in the decision-making structures. In terms of ownership of land and assets, men at all levels of society are better off than women, a significant portion of the people living in absolute poverty being women. Households headed by women are among the poorest in the country. Despite some progress made in recent years, women in Ethiopia continue to suffer severe forms of discrimination.

In a culture that places greater value on boys than on girls, women experience discrimination and relative deprivation at every stage of their life cycle. They enjoy fewer rights and have access to fewer opportunities. Women consequently have lower literacy rates, lower incomes, fewer assets and less access to productive resources. The problem regarding gender relations and inequalities are also manifested among the educated section of the community and organizations working to improve the lives of the poor men and women. Recognizing this fundamental cause of poverty and inequality, SSD is fully committed to channeling energy, effort and resources into processes that create a society that values women, men, girls and boys equally. Principles of equity and social justice require us to work to ensure that everyone has equal opportunity for expressing and using their potential, irrespective of sex, age, race, color, class, caste, religion, ethnic background, sexual orientation, HIV status or disability.

1.2 Rationale for Gender policy in SSD

Compared to the men section, women generally have lower social and economic status in the local community and institutions. This means that women do not enjoy their full human rights and fundamental freedoms. Although women are actively involved in all aspects of the life of the society and although they are producers, the majority of them were barred from owning any means of production, valuable products and property and hence lacked the opportunity that comes with the owning of the necessary properties.

The discriminatory political, economic and social rules and regulations prevailed in the country in the past had barred them from enjoying the fruits of their physical as well as mental labor products. Gender inequality, therefore, remains a consistent and prevalent problem throughout all nations' societies. The low level of status of women and gender inequalities remain a consistent and relevant problem throughout all societies.

SSD considers women as the gateway of bringing any change within the family and community in Ethiopia and so has taken efforts to direct resources and services to them. SSD's focus on women is also based on the assumption that women are the main change agents both at the family and community level. SSD realized that women's mobility, decision-making power, access to resources are all controlled by men in their households and therefore redistribution of power through economic, social and political empowerment of women is essential to bring changes in the status of women.

Gender mainstreaming is the globally accepted strategy for promoting gender equality and ultimately poverty. As an organization committed to universal human rights, SSD has a responsibility to ensure its work respects and promote human rights. Women's rights are human rights, enshrined in widely accepted international treaties. Therefore the rationale for having a gender policy is to ensure that there will be equal participation and benefit sharing among women and men within the organization and program implementation.

2. **Guiding Principles followed in formulating SSD's Gender Policy**
- A focus on gender rather than women implies not looking at 'women' and women's issues in isolation but recognizing the different needs and interests of women and men in the context of power relations between them.
- A gender analysis of an organization examines the processes and interventions in and by the organization in terms of their effects on women, men and the relationships between women and men. It explicitly recognizes the unequal gender relations between men and women in society.
- Gender equality means equality between women and men at various levels: equal material welfare, equal access to resources and opportunities, a value system based on the belief in equality, equal participation in decision-making and equal control over resources and benefits.

3. **Common Gender Equality Standards at SSD**
   The following are common gender equality standards against which SSD's progress will be measured.

   3.1 Key organizational policies, guidelines and documents are prepared in a gender sensitive language and designed to adequately address gender equality gaps
   3.2 Programs and project proposals are prepared in gender responsive perspectives and explicitly state gender equality indicators and expected results
   3.3 Allocate sufficient funding for the implementation of gender related activities.

4. Gender Policy Goal or Purpose

4.1 Vision
Seeing equal participation and benefit sharing among women and men within the organization and program implementation

4.2 Goal:
Gender mainstreaming capacity established within SSD and its programs

4.3 Mission Statement
SSD is a non-profit, development organization working in the areas of food security, income and employment generation, water supply, human resource development and education support for the disadvantaged segment of the society especially for women, youth, and children. SSD's organizational mission is to address and compliment the initiatives of the poor and marginalized communities to become self-sufficient through integrated development programs. SSD's Gender policy mission is therefore to achieve the organization's goal and mission of poverty alleviation through equal participation and benefit sharing among women and men within the organization and program target groups.

4.4 Gender Policy Objectives:
- To ensure gender equality measures are mainstreamed and implemented at the organization and program levels and to ensure a Gender friendly environment within SSD
- To incorporate the concept of gender relations, roles and identities in design and implementation of programs and projects.
- Enhance knowledge and capacity of SSD's staffs on gender relations and on how to design activities incorporating gender perspectives
- Ensure and follow up the allocation of adequate funds and resource person for the implementation of gender related activities
- To ensure or facilitate the accountability mechanism of SSD in institutionalizing gender equality work…

4.5 Gender Policy Components

- Organizational Level
- Program Level
- Stakeholders Level

5. Gender Policy Commitments

SSD IS COMMITTED TO
- Mainstream gender in all its programs and organizational structures and create an enabling environment for gender equality to thrive in our internal organizational culture.
- Ensure that all SSD programs from inception, design, implementation, monitoring and evaluation use standard gender analysis frameworks and gender sensitive tools such as gender disaggregated data to achieve equal program benefit in access, control and decision making
- Ensure equal representation and composition of women and men in decision-making structures and staff, taking into account not only numbers but also the quality of representation
- Actively involve men and boys as allies in promoting gender equality at organization and program levels

- Engage and coordinate with partners, governments, donors, women associations and civil society organizations to promote and support effective, creative and impactful ways to promote gender equality
- Ensure that key organizational policies, manuals, systems, plans and practices including budgeting are sensitive to gender needs and gender equality
- Assign gender focal person at organization level and Gender core groups at all levels committed to lead and facilitate gender mainstreaming work at organization and program levels and ensure implementation of gender policy commitments
- Reinforce good practices of respect and equality between men and women in the workplace and enforce zero tolerance to gender based violence, sexual harassment, assault, rape, sexual favors, and abusive language and actions in the workplace
- Strive continuously to become a dynamic and learning organization that places gender equality and women's empowerment at the heart of our work.
- Ensure gender responsive allocation of resources and opportunities, at organization and program levels to realize our commitments**.**

6. Gender Policy Strategies

To realize the gender policy commitments discussed above, there have to be sound gender strategies. SSD believes to address the gender comments through the following major strategies

6.1 Institutional and staff capacity Building: - To build the knowledge and skill of the staff to strategically mainstream gender issues into projects and programs operations, the Gender core team will work with the management on capacity building trainings, awareness creation sessions and regular dialogue forums. Moreover, the preparation and revision of organizational policies, guidelines and documents will be part of the institutional capacity building strategies.

6.2 Budgeting and other Resource: - in line with the decision and commitment to make gender mainstreaming one of the priorities of SSD, allocation of adequate funds to support gender analysis and mainstreaming tasks will be the other important strategy. SSD will also assign/ recruit gender focal person at organizational level.

6.3 Promoting Accountability: - To ensure the accountability mechanism of SSD in institutionalizing gender equality work, the gender core team ensures that gender related responsibilities of staffs are clearly indicated in job descriptions. The management of SSD will issue overall guidance on implementation of tasks on this gender policy.

6.4 Building Partnerships: - Because of the valuable resources that other organizations have to offer and the potential synergies with similar activities, maintaining strategic alliance with key actors in the field of gender, such as women's organization, civil society and donors with gender expertise is another strategy. This strategy includes following up any gender related declarations which affect relations between men and women.

6.5 Monitoring and Evaluation: - Finally, in order to track progress and enhance learning and quality, an effective system of monitoring and evaluation that includes assessment of on-the-ground results will be developed. Progress in implementing the gender mainstreaming tasks will be documented and reported to the management and staff. The monitoring findings will also motivate the management and staff of SSD to renew their commitment to the gender strategies and approaches discussed in this policy document at the organization, program and stakeholder levels

7. Policy Time Framework

SSD has recently developed its strategic plan for the year 2014-2018. In line with the strategic plan document and country law, it is now in the process of revising other organizational policies and guidelines such as Human Resource, Financial and Property Management Manuals to serve for the same period. This Gender Policy is also expected to serve for five years (2015-2019).

8. Annex 1 Gender Policy Logical Framework for Action

Vision: Seeing equal participation and benefit sharing among women and men within the organization and program implementation

Goal: Gender mainstreaming capacity established within SSD and its programs	**Indicators:**	
	90% of staffs of SSD acquired knowledge on gender equality	
	Gender issues mainstreamed in 50% of SSD's programs by 2019	
	Functional gender policy put in place	
	Women representation increased by at least 40% in benefit sharing and decision making in programs and at institutional level	
Objective 1 : To ensure Gender equality measures are mainstreamed at organizational and program levels set up by 2018 within the organization and/or programs	**Indicators** Type and number of organizational policies and guidelines revised in a gender responsive manner	**Assumption:** strong willingness and commitment of the management
Objective 2: To incorporate the concept of gender relations, roles and identities in design and implementation of programs and projects	**Indicators** Number and type of existing and future project proposals and plans reviewed	**Assumption:** strong willingness and commitment of the management,
Objective 3: Enhance knowledge and capacity of SSD's staffs on gender relations and on how to design programs in incorporating gender perspectives	**Indicators** percent of staffs trained on gender: Number of partnership agreement made and level of working relation created with like-minded organizations	**Assumption:** easy and satisfactory access to knowledgeable expertise, references, material inputs and partners staffs and community leaders would hasten gender mainstreaming Local taboos do not influence the programs
Objective 4: Ensure and follow up the allocation of adequate funds and resource person for the implementation of gender related activities	**Indicators:** Amount of budget, time and materials earmarked on annual basis Presence of gender focal person and gender core	**Assumption:** supportive political and financial environment for gender mainstreaming at all levels

	team responsible for gender related activities	
Objective 5: To ensure the accountability mechanism of SSD in institutionalizing gender equality work	**Indicators:** Number of job descriptions and work plans with clear gender related responsibilities	**Assumption:** supportive political and policy environment for gender mainstreaming at all levels
Output 1: Gender policy document prepared Organizational policies and guidelines revised	**Activities** - organize workshops to promote implementation of gender policy of SSD to all the staffs and project target partners - facilitate document revision - undertake document review groups meetings	
Output 2: Existing and new project proposals, annual plans and other working documents revised	**Activities** - Facilitate document revision - Undertake document review groups meetings - Ensure active participation of the gender core group in project planning	
Output 3: Staffs trained and get up to date gender related information	**Activities** - organize trainings and dialogue sessions - support regular project gender core group force and staffs discussions at least on quarterly basis - organize biannual staffs discussion	
Strong working relations created with like-minded and gender focused organizations	- identify like-minded partners and agree on working area - participate in workshops and trainings on gender	

	related issues	
Output 4:	**Activities**	
Gender focal person assigned /recruited and gender core groups organized Budget and time allocated for the organization's work on gender	• Assign Gender focal person at organizational level • Organize gender core groups at head office and project levels. • Allocate budget, time and materials earmarked on annual basis	
Output 5:		
Job Descriptions of staff and management revised to incorporate clear gender related responsibilities	• facilitate revision of job descriptions	