



**COMMUNITY INITIATIVE SUPPORT SERVICES**

# **GENDER POLICY**

Approved By: **Robert Owino, (Director)**

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## **What is Gender?**

We understand gender as culturally and socially constructed difference between men and women that varies from place to place and time to time.

## **Framework for Gender policy**

Following our staff training held on 22<sup>nd</sup> and 23<sup>rd</sup> June 2020, it was realized that CISS should have a formally written Gender policy, approved and publicized so that it not only gives direction for the organization in practice, but also holds the organization accountable. It also comes from the understanding that, inequality between men and women is deep rooted and it is manifested in discrimination against women in different forms.

Also, the Constitution of Kenya contains important commitments to gender equality and women's empowerment and provides the National Values and Principles that bind all Kenyans in implementing public policies including those that relate to the marginalized groups. To effectively implement these constitutional provisions, it is necessary to formulate a comprehensive National Gender and Development Policy.

Thus, CISS is fully committed to channeling, energy, effort and resources into processes that create an organization that values women, men, girls and boys equally. Since, gender is a cross-cutting issue, the implementation of the Gender Policy will require the commitment, participation and contribution of every staff member. Hence, our commitment to integrating gender perspectives will need to be reflected in work plans and budgeting as well as programmes at all levels.

## **Objectives and Goals of the gender policy**

### **Objectives of the Gender Policy:**

- To explicitly state the organizational commitment towards gender related agenda
- To provide a framework for effectively integrating gender concerns into the organizational agenda and policy domain
- To create equal opportunities and a conducive environment for women and men at work place
- provide qualitative and quantitative information on the influence of gender on programmes
- Define performance indicators for effective tracking, monitoring, evaluation and reporting implementation of gender equality

## **Goals of the Gender Policy:**

The gender policy aims to ensure gender equality is central to CISS's:

- a) Organisational culture
- b) Programmes
- c) Finance and resource allocation

## **Organisational Culture**

This will be achieved by:

- i. Recruiting adequate women staff and ensuring the balance also at senior levels; with an objective of achieving a numerical gender balance in all posts at all levels
- ii. Ensuring equal opportunities among male and female staff for personal growth, in promotion benefits, training and working conditions
- iii. Providing a safe and secure workplace for women staff, free from sexual harassment with a Gender Complaints Committee to look into specific concerns.
- iv. Reviewing the organizational structure, functioning, problems in relation to gender imbalances among staff and the work environment time to time and taking definite steps to address the same

## **Programmes**

This will be achieved by:

- i. Strategic orientation to staff in the field based programs and advocacy initiatives towards increasing women's access, control and ownership over the natural resources.
- ii. Apply gender analysis at all stages of policy and programme work, including planning, implementation, impact assessment and development of measurable gender indicators.
- iii. Develop capacity of programme staff to carry out gender analysis.
- iv. Ensure programme staff take responsibility for promoting gender equality.
- v. Monitor and evaluate programmes for gender goals, and develop and employ good practice guidelines and indicators.
- vi. Ensure that women's and girls' voices are heard in mainstream development processes.
- vii. Undertake capacity building (e.g. resource allocation, training, information, networking) to strengthen women's organisations and groups, and organisations working towards gender equality.

- viii. Support groups who are aligned to our gender principles, and work to inform and influence those who are not.

## **Finance and resource allocation**

This will be achieved by;

- i. Commit a high level of support and resources to gender work and functions.
- ii. Include a gender dimension in all finance guidelines, instructions and policies.

Successful realization of this policy will require consistent and active participation by all staff. Responsibilities and actions will require collaboration and effective linkages across Departments and levels.

CISS management will take the necessary steps to ensure the policy is translated into action in both technical and management aspects of our programmes. They will monitor its consistent and effective application throughout the work for which they are responsible. They will be accountable to the Director for successful incorporation of gender considerations in their work.

## **GENDER GLOSSARY**

**Gender analysis** identifies, analyses and informs action to address inequalities that arise from the different roles of women and men, or the unequal power relationships between them, and the consequences of these inequalities on their lives, their health and well-being.

**Gender equality** is the absence of discrimination on the basis of a person's sex in opportunities, in the allocation of resources and benefits or in access to services. Gender equity refers to fairness and justice in the distribution of benefits and responsibilities between women and men. The concept recognises that women and men have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalance between the sexes.

**Gender mainstreaming** 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 women's as well as men's concerns and experiences an integral dimension in the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and social spheres, such that inequality between men and women is not perpetuated. The ultimate goal is to achieve gender equality.