

## **KULIKA UGANDA GENDER POLICY OCTOBER 2023**

### **1. POLICY STATEMENT**

To fulfil its mission and vision, Kulika Uganda is committed to advancing gender equality and inclusion within the organisation and in all its programmes. The organisation recognises that in our societies, biased stereotypes and social norms prevent women and men from exercising their free choice and from taking full and equal advantage of opportunities for individual development. The organisation is dedicated to enhancing gender equality and inclusion through the management of human resources and the organisational culture, and within the communities served through programmes and projects.

Kulika Uganda is committed to providing a secure and enabling work environment to our beneficiaries, employees and stakeholders, a place of work that is gender sensitive and recognizes the role of men and women as equal players, agents and leaders of change in their families, communities and society.

### **2. Why the Policy**

This Gender Policy embeds gender equality and inclusion, a cross cutting issue for Kulika Uganda. It promotes the realization of equal rights for all stakeholders. It provides a framework and roadmap for Kulika Uganda to operationalize these principles to deliver real and lasting results for all.

This policy is to support staff in their efforts to advance gender equality and inclusion. This policy is guided by the core values of the organisation and the UN Convention on the Elimination of All Forms of Discrimination against Women (1979). The following principles will form the basis of the organisation's efforts in the area of gender empowerment:

### **3. Definition of Key Principles/Concepts in Gender:**

#### **Gender: (UN Women).**

Social attributes and opportunities associated with being male and female and the relationships between women and men, girls and boys.

Gender norms are socially constructed and are learned through socialization processes. They are context / time specific and changeable/dynamic.

#### **Gender equality: (UN)**

Equality refers to equal rights, responsibilities and opportunities of women and men and girls and boys. Gender equality implies that the interest, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men.

#### **Gender Equity (UN):**

The process of being fair to both women and men, girls, and boys and importantly the equality of outcomes and results. Gender equity may involve the use of temporary special measures to compensate for historical or systemic bias or discrimination. It refers

to differential treatment that is fair and positively addresses a bias or disadvantage that is due and positively addresses a bias or disadvantage that is due to gender roles or norms or differences between the sexes.

**Gender Equality:** This is a situation where there's an absence of discrimination, with respect to rights, opportunities, and allocation of resources and services in society.

**Gender bias:** This is differential treatment given to people on the basis of their sex.

**Gender inclusion:** refers to policies, language, and other societal frameworks that respect and acknowledge all gender identities.

**Gender mainstreaming:** Gender Mainstreaming refers to the process of giving adequate attention to gender issues at all levels of interventions. It involves taking into consideration women's and men's specific interests, needs, opportunities, obligations and rights at all levels of analysis, policy development, planning, programme design and implementation, monitoring and evaluation.

#### **4. Objectives**

The objectives of this gender policy are:

- a) To entrench gender equality, inclusion and right to dignified livelihood.
- b) To foster engendered environment that will enable beneficiaries, employees and stakeholders to work productively.
- c) To include gender issues at both organizational and programmatic level, to promote the full involvement and empowerment of women alongside men.

#### **5. Policy Guidelines**

Kulika Uganda defines gender policy guidelines at two levels: Organizational and programmatic.

##### **1. Organizational Level**

- a) **Staff Policies:** All staff policies, rules and regulations shall be gender sensitive and will be reviewed periodically.
- b) **Recruitment:** Kulika seeks gender balance in staffing. Women candidates will be encouraged to apply for all vacancies including management and leadership positions both at the field and head office. There will be adequate representation of women in recruitment and interview panels.
- c) **Performance reviews:** Gender sensitivity will be one of the performance indicators for assessing employees.
- d) **Capacity building for gender sensitization:** We will organize workshops, training programs and discussions for promoting and enabling a gender sensitive work culture. Also, regular trainings will be conducted on awareness and confidence building of field staff, with special focus on women staff.

- e) **Harassment:** Our Anti Sexual Harassment policy is gender neutral and complies with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.

**2. Programmatic Level**

- a) Building skills and capacities on gender equality and inclusion perspectives to enable greater participation of all sections of community in our programs will be one of our objectives in all programs.
- b) All programs will promote equal participation of all stakeholders. To promote and assess inclusion of gender equality and inclusion in each project, managers will prepare and use a gender equality checklist.
- c) Establishing standards that provide sufficient support and resources to expand core gender-technical expertise, not only to provide institutional guidance.
- d) Continual organizational learning and growth through evaluations of our work on gender equality and inclusion, as well as investment in robust gender systems.
- e) A checklist will be provided as an annex and core elements to assess projects on gender sensitivity will be highlighted.

**6. Committee on Gender Sensitization**

Composition of a committee on gender sensitization to address gender issues and concerns is in accordance with committee provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.

**7. Applicability**

This policy applies to all regular, volunteer, contractual staff and stakeholders of Kulika Uganda. In case of a complaint because of an act by a third party, management will take the necessary preventive and reasonable action to support and assist the affected party.

**8. Reporting**

Management will report annually to the Board on implementation of this policy.

**9. Policy Review**

Management commits to review this policy at least once every year

Executive Director: :

Name.....Signed.....Date.....

Human Resource and Administration Officer:

Name.....Signed.....Date.....

Staff Member:

Name.....Signed.....Date.....