



Gender Policy

Ntengwe for Community Development

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Definition of Terms

Access and Control over resources: When considering the way in which resources are allocated between women and men, it is important to look at the difference between access to resources and control over resources. *Access to:* The opportunity to make use of resources. *Control over:* The power to decide how a resource is used and who has access to it. Women often have access to but no control over resources.

Benefits: Not simply income, material goods or food for consumption or sale, but also status, power, respect and recognition.

Empowerment: refers to the process of change that gives individuals greater freedom of choice and action. The outcome of the process is an enhanced ability of an individual or community to make strategic life choices in a context that was previously denied, enhance conscientisation, analytical skills and self-confidence.

Gender: The social meaning given to being either female or male in a given society. It may also be defined as the economic, social, political and cultural attributes and opportunities associated with being male or female. These meanings and definitions vary from one society to another, are time bound and changeable.

Gender Analysis: The systematic assessment of policy and practice on women and men and on the social and economic relationships between the two. The application of a gender perspective to the development issue which is being addressed requires: an analysis of the gender division of labour, the identification of the needs and priorities of women and men, the identification of existing opportunities and constraints to the achievement of development objectives, and the choice of an intervention strategy to address these.

Gender Awareness: Refers to recognition of the differences in the interests, needs and roles of women and men in society and how this results in differences in power, status

and privilege. Gender awareness also signifies the ability to identify problems arising from gender inequality and discrimination.

Gender Concern/ Issue: Arises where an instance of gender inequality is recognized as unjust. The fact that women have a higher rate of illiteracy than men is a gender concern and would need to be taken into account in a project that requires literacy skills

Gender Discrimination: Providing differential treatment to individuals on the grounds of their sex. This involves systemic and structural discrimination against women or men in the distribution of income, access to resources, and participation in decision making.

Gender Division of Labour: An overall societal pattern where women are allotted one set of gender roles and men allotted another. This division is not based on skills, but on the basis of sex.

Gender Equality: Requires equal enjoyment by women and men of socially valued goods, opportunities, resources and rewards. Achieving gender equality requires changes in the institutional practices and social relations through which disparities are reinforced and sustained.

Gender Equity: A just distribution of benefits and rewards between men and women.

Gender Gap: Is a disproportionate difference or disparity between the sexes. Conventional wisdom is that differences between boys and girls in mathematics and science are not a matter of biology; any observable differences are influences of the social environment.

Gender Relations: Social relationships between men and women. They are simultaneously relations of cooperation, connection, and mutual support, and of conflict, separation and competition, of difference and inequality. Gender relations are concerned with how power is distributed between sexes. They vary according to time and place, and between different groups of people.

Gender Roles: A social system of role classification, as opposed to a biological one. Gender roles are contrasted with sex roles, which cannot be interchanged between sexes.

Gender Sensitive Planning: Planning that takes into consideration the impact of policies and programs on women and men.

Gender Sensitivity: The ability to recognize gender needs and constraints and the ability to recognize men and women's different perceptions and interests arising from their different social positioning.

Gender Training: The provision of format learning experiences and skills in order to increase gender analysis and awareness skills which serve to recognize and address issues in the programming process.

Partner or stakeholder: used interchangeably in this policy to refer to funding partners, government departments, community right holders, consultants, volunteers, researchers who through contact with us may for a long or short time work in a gender sensitive manner.

Sex: Defines the biological attribute (male, female).

Women's Economic Empowerment: refers to the process which increases women's real power over economic decisions that influence their lives and priorities in society. This can be achieved through equal access to and control over critical economic resources and opportunities and the elimination of structural gender inequalities in the labour markets.

1. Introduction

About Ntengwe for Community Development

Ntengwe is a registered PVO (PVO 42/10) and has been registered with the government of Zimbabwe since 2002. It was established in 1999 in Binga district but has also expanded to Victoria Falls since 2008. Ntengwe for Community Development (Ntengwe) is a women-led, not for profit organization with over 20 years of experience responding to the needs of vulnerable communities and the environment.

Ntengwe works to provide a better tomorrow for the current and future generation by advancing the human rights to land, water, and food. Ntengwe carries this out with a particular emphasis on building the capacity of women, youth, and children. We are committed to promoting women's economic and social justice, youth and children's rights, through initiatives that enable rural communities to achieve sustainable livelihoods, cope and adapt to the adverse effects of disasters such as climate change induced droughts, and the changing of weather conditions.

Our Vision

Today's resilient communities for a better tomorrow

Our Mission

We encourage community-led development in support of economic, climate and social justice to end poverty

Institutional Objectives

Ntengwe for Community Development Institutional Objectives are

- To empower women and girls on gender equity and equality through access to material and enabling resources;
- To empower the chronically ill people and those infected and affected by HIV/AIDS by equipping them with skills to increase their coping capacities and lead normal lives;
- To support and empower disabled persons, especially women, youth and children with special needs to fully realize their potential by involving them in all spheres of life.

- To keep children safe within their own families. To work cooperatively with parents to make that happen and seek to help families by strengthening the ability of parents, guardians or custodians to provide good care for their children.

Background to the Gender Policy

This Gender Policy builds upon the work that the Zimbabwe National Gender Policy is oriented towards. In a post-independence Zimbabwe, the notions of social justice, equity, and respect for human rights on of importance on the Zimbabwean national agenda. Zimbabwe faces pervasive inequality, especially with regards to gender and race. In terms of gender, despite representing 52% of the nations total population, Zimbabwean women still lag behind men in in many realms, such as with political representation and decision-making power. The nature of this inequality has negative impacts on income distribution, political participation, power relations and access to, control over and ownership of economic and productive resources. In the light of this, the Zimbabwe National Gender Policy seeks to rebalance these inequities for a more prosperous society as a whole.

Zimbabwe as a member of the regional and international communities has signed, ratified, and acceded to several declarations, conventions and protocols aimed at creating an enabling environment for the attainment of equity and equality between women and men thus demonstrating our commitment. Furthermore, the National Gender Policy provides guidelines and institutional framework to engender all sectorial policies, programmes, projects and activities at all levels of society and the economy. In following this, Ntengwe for Community Development is therefore establishing this Gender Policy as a means of mainstreaming gender into its policies, plans, programmes, and activities.

Core Statement

Ntengwe recognises that gender relations and inequalities are fundamental contributors to poverty. Women and girls do not enjoy the same status, power or access to and control over resources as men and boys. No society can develop successfully without

providing equitable opportunities, resources, and life prospects for males and females so that they can shape their own lives and contribute to their families and communities. Ntengwe is fully committed to channelling energy, effort and resources into processes that create communities that value women, men, girls and boys equally. Ntengwe has increasingly worked with a gender perspective over the years. This experience has led us to acknowledge that women's empowerment and the recognition of women's rights as human rights are essential for sustainable development and can be empowering for everyone. It has also taught us that working with a gender perspective means involving and engaging men and boys in order to improve the status of women and girls. These lessons – along with the need for improved learning and monitoring around gender issues and clear accountability mechanisms – have guided the development of our gender policy. The following policy sections are not discrete segments and should be taken as a whole. The policy seeks to ensure greater consistency of gender principles, policies and practices across the organisation and to provide an accountability framework in relation to gender, against which all staff can be accountable and against which Ntengwe will audit itself.

2. Legal Framework

The UN Declaration of Human Rights

Article 2 provides for equal rights regardless of gender.

Article 2 states that:

Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.

Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs, whether it be independent, trust, non-self-governing or under any other limitation of sovereignty.

The Constitution of the Republic of Zimbabwe

Chapter 2 Subsection 17 provides specifically for the gender balance.

Subsection 17 states that:

1. The State must promote full gender balance in Zimbabwean society, and in particular—
 - a. the State must promote the full participation of women in all spheres of Zimbabwean society on the basis of equality with men;
 - b. the State must take all measures, including legislative measures, needed to ensure that—
 - i. both genders are equally represented in all institutions and agencies of government at every level; and
 - ii. women constitute at least half the membership of all Commissions and other elective and appointed governmental bodies established by or under this Constitution or any Act of Parliament;
 - c. the State and all institutions and agencies of government at every level must take practical measures to ensure that women have access to resources, including land, on the basis of equality with men.
2. The State must take positive measures to rectify gender discrimination and imbalances resulting from past practices and policies.

Chapter 3, Part 3, Subsection 80 provides specifically for the rights of women.

Subsection 80 states that:

1. Every woman has full and equal dignity of the person with men and this includes equal opportunities in political, economic and social activities.
2. Women have the same rights as men regarding the custody and guardianship of children, but an Act of Parliament may regulate how those rights are to be exercised
3. All laws, customs, traditions and cultural practices that infringe the rights of women conferred by this Constitution are void to the extent of the infringement.

3. Vision, Goal, Objectives and Guiding Principles Vision

Vision

The vision of this Policy is: **A gender just society in which men and women enjoy equity, contribute and benefit as equal partners in the development of their community.**

Goal

The goal of this Policy is: **To ensure gender equality and women's empowerment are central to Ntengwe's:**

- **Programmes and projects at all levels;**
- **Organisational culture and behaviours;**
- **Policy;**
- **Public image.**

Policy Objectives

To fulfil this goal in the 4 listed realms of the organisation the following objectives have been formulated:

- i. **Organisational Gender Provisions.** To ensure that the organisational provisions on gender justice are implemented and gender equality targets set in the national and international and regional protocols, to which Zimbabwe is part, are achieved.
- ii. **Gender and Economic Empowerment.** To promote equality and equity in access to economic opportunities for men and women.
- iii. **Gender, Politics and Decision Making.** To create a supportive environment for gender parity in decision-making.
- iv. **Gender and Health.** To promote gender sensitivity in health service delivery.
- v. **Gender, Education and Training.** To promote equal access to education and training for women and men.
- vi. **Gender Based Violence.** To reduce all forms of Gender Based Violence.

- vii. **Gender, Environment and Climate Change.** To increase representative gender responsiveness to the environment and natural resources management strategies and in climate change adaptation and disaster risk reduction initiatives.

Guiding Principles

The achievement of gender equality requires that:

1. **Gender equality and equity are central to Ntengwe's being and doing.** Gender equality as incorporated into all of Ntengwe's current and future initiatives and structure to ensure consistency and effectiveness of the policy.
2. **Every individual understands and demonstrates attitudes and behaviours that promote gender equality and equity.** Gender equality not merely gender equality part of Ntengwe as an organisation, but also with Ntengwe's interaction with the communities, stakeholders, and partners for holistic and permeated action.
3. **Adequate resources are allocated towards gender work.** Provisions will be made to accommodate for the incorporation of the Gender Policy into Ntengwe's current and future initiatives and structure to ensure this mission is sustained.
4. **All work is continuously monitored against gender indicators.** Indicators and methodologies (e.g. score cards) are useful in the monitoring process to ensure critical thinking and consistency in ensuring equality.
5. **It is recognised that achieving gender equality requires the recognition that every policy, program, and project affects women differently.** Constant and critical awareness of the continuous inequality experienced by women to guarantee all matters are attended to.
6. **Achieving gender equality does not mean that women become the same as men.** Gender equality does not mean equality of outcome, but rather, it means equality of opportunity for a just community.
7. **The empowerment of women and girls is recognised as fundamental to our mission.** Through empowerment women become aware of

unequal over relations, gain control over their lives, acquire a greater voice to overcome inequality in their home, workplace, and community.

8. **The equal participation of women as equal agents of change socially, economically and politically is promoted.** Equal participation goes beyond numbers. It involves women's equal right to articulate their needs and interests, as well as their vision of society, and to shape the decisions that affect their lives, whatever cultural context they live in. This could be made more effective by establishing partnerships with women's organisations and other working groups for gender equality.
9. **Gender equality can be achieved through partnership between men and women.** When choices for both women and men are enlarged, all society benefits. Gender equality is an issue that concerns both women and men, and achieving it will involve working with men to bring about changes in attitude.
10. **The cross-cutting nature of gender concerns is recognised.** Gender equality as everyone's responsibility and an area that warrants specialised attention and resources.

4. Specific Objectives and Strategies

The following pages lay out the specific objectives and strategies for programmes, organisational development, public image and finance and resource allocation.

Programmes

Objective

All programmes empower women and promote women's rights as human rights.

Strategies

Apply gender analysis at all stages of policy and programme work, including planning, implementation, impact assessment and development of measurable gender indicators.

- Develop the capacity of programme staff to carry out gender analysis.
- Develop gender-sensitive, participatory approaches and methods of work that are empowering to the participants.
- Ensure programme staff takes responsibility for promoting gender equality.
- Promote the creation of structures and opportunities for women's participation in decision-making at all levels.
- Ensure that women and girls' voices are heard in mainstream development processes.
- Undertake capacity building (e.g. resource allocation, training, information, networking) to strengthen women's organisations and groups, as well as organisations working towards gender equality.
- Promote, support and participate in the women's movement to advocate for implementation of the Sustainable Development Goal 5, the Zimbabwe National Gender Policy, and other national and international instruments for women's rights.
- Include a gender equality perspective in all campaign and influencing work.

- Support women and girls to secure their economic, social, political, civil and cultural rights.
- Promote women's and girls' independent access to and control over and, employment, services and institutions, including their ability to exercise rights over their own bodies and find protection against violence.
- Develop, promote and use creative ways of engaging men and boys (and not only women and girls) as agents of change in the pursuit of gender equality.
- Support and work with partners who are aligned to our gender principles.
- Monitor and evaluate programmes for gender goals, and develop and employ good practice guidelines and indicators.

Organisation Development

Objective

Gender equality and equity are central to Ntengwe's being and doing.

Strategies

- Ensure that specialised gender functions are in place and adequately resourced.
- Recognise knowledge related to gender concerns and gender-related analysis as an important area of capacity for staff and build capabilities throughout the organisation.
- Build a common understanding around gender through induction and training.
- Ensure that all training across the agency is gender-sensitive.
- Make all HR systems and policies gender-sensitive and responsive, and integrate gender indicators into staff objectives, accountabilities and performance management systems.

- Incorporate gender sensitivity in all terms of reference, including TORs for external consultants.
- Maintain awareness of the nature, structure and causes of gender imbalances in staff throughout the agency and set targets for recruitment, retention and promotion of staff accordingly, particularly women in senior positions.
- Develop strategies for reaching representative gender balance targets, including:
 - Affirmative action
 - Career development opportunities including development posts, training, and internal promotion
 - Family friendly and flexible working policies to allow staff to fulfil caring responsibilities (including job-sharing, maternity, paternity and parental leave, and policies on childcare provision and/or subsidies for staff)
 - Sexual harassment policies
 - Safe and secure transport and accommodation when travelling, particularly for women staff
 - Equal pay for work of equal value.
- Ensure that staff access to and use of information technology is gender equitable.

Public Image

Objective

The external presentation of Ntengwe should promote a balanced view of the issues surrounding gender equality and equity.

Strategies

- Gender analysis will be integral to the development of all marketing,
- Fundraising, sponsorship and campaigns work and gender concerns will be incorporated into activities wherever possible.

- Design fundraising proposals and appeals to fulfil Ntengwe’s strategic goals and objectives on gender equality and equity.
- Inform donors about Ntengwe’s gender goals and objectives and give positive examples of Ntengwe’s gender work.
- Gender-sensitive language and images will be used in all internal and external communications.
- Whenever possible, women’s and girls’ voices will be heard in the first person.
- Ensure that women and men are proportionately represented during press briefings and other public relations activities.

Finance and Resource Allocation

Objective

Adequate resources are allocated to gender work across the organisation.

Strategies

- Commit support and resources to gender work and functions.
- Include a gender dimension in all finance guidelines, instructions, and policies.
- Develop and refine tools and methods for assessing and reporting on gender-related investments at every level of the organisation.
- Maintain and update annually qualitative and quantitative information on gender related expenditure.

5. Implementation and Accountability

This section outlines the framework for the implementation of the gender policy. It provides guidelines on the responsibility of different parts of the organisation for the achievement of gender equality.

- The Director and the Managers will be accountable for the implementation of the Policy
- The Director and the Managers will demonstrate the will to implement the required attitudinal changes implied by the policy.
- The Director will report on the implementation process and the Best Practices annually to the Board of Trustees.
- The Managers are encouraged to include gender smart goals in their performance management.
- The Programmes Manager is responsible for Policy implementation details for individual programmes.
- The Programmes Manager will support the development of indicators and methodologies to monitor the gender policy (e.g. score cards).
- The Administration Manager is responsible for Policy Implementation details for the organisation.
- All staff will be expected to show a gender perspective in their work and contribute to a gender-sensitive work environment.
- Auditors will monitor and review the Policy implementation process.
- The organisational mechanisms and gender posts necessary for implementation of the gender policy will be put in place and resourced.