

# **SUPPORT TRUST FOR AFRICA DEVELOPMENT (STAD)**



## **GENDER POLICY AND GUIDELINES**

September 7, 2019

**DECLARATION**

This Policy has been approved and admitted with all the necessary modifications by STAD (Establishment of STAD) Constitution of

2013 as “**SUPPORTTRUST FORAFRICA DEVELOPMENT**” at ..... in  
Netherlands on this..... Day of  
..... 2019.

.....

**CHAIRPERSON**

**STAD**

**PREAMBLE**

**RECALLING** the commitments to gender equality through the United Nations Charter and the Universal Declaration of Human Rights of 1948,

**AWARE** that rights and freedom shall not be limited by a person’s gender and further that “all human beings are born free and equal in dignity and rights”;

**RECOGNISINGN** African Union’s commitment to gender equality, which is rooted in the AU’s African Charter of Human and People’s Rights, being reinforced by the Declaration on Promotion of Gender Equality as a major Goal of AU (2004), AU’s Protocol on the African Charter on Human and People’s Rights on the Rights of Women in Africa (2003), and The Solemn Declaration of Gender Equality in Africa (2004);

**COMPLYING** with the provisions on gender in the *Constitution of the Republic of Uganda* (1995 as amended) as provided in Article 30; Article 21 (2) & (3); Article 32 (1) & (2); and Article 33 (1) to (5) of the Constitution on one hand and the Uganda Gender Policy (2007) on another hand; and the provisions on Gender Policy in the *Constitution of the Republic of South Sudan* ( ... as amended) as provided for in Articles.....

**CONSCIOUS** of the growing involvement of matters of gender in all spheres of development at international, regional, national, and local levels;

**DESIROUS** to develop a Gender Policy for STAD in order to provide a framework for enhancing gender equality and equity in STAD’s activities.

We the members Board members and staff of STAD DO HEREBY declare and bind ourselves and our successors and adopt this Policy as “**SUPPORTTRUST FORAFRICA DEVELOPMENT GENDER POLICY**” in .....on this..... Day of.....2019.

.....

**Florence Andrew Aate**

Chairperson

SUPPOR TTRUST FOR AFRICA DEVELOPMENT

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## 1.0: DEFINITION OF TERMS

Affirmative action	Refers to a policy, programme, or measure that seeks to redress past discrimination through active measures to ensure equal opportunity and positive outcomes in all spheres of life.
Conscientisation	It is a process where women and/or men understand and analyze the gender inequalities that confront them. It is a basis for action to overcome and dismantle such inequalities. It is a level of empowerment that enables men and women to understand the nature of gender inequalities, and work towards overcoming them.
Empowerment	Is the process of generating and building capacities to exercise control over one's life through expanded choices? Empowerment is linked with inherent self-confidence, knowledge, skills, attitudes and voice. It is a function of the individual's initiative that is backed up by Organizational change
Gender	Gender is a socially and culturally constructed differences between men and women, boys and girls, which gives them unequal roles, values, opportunities, privileges, status, access to and control over resources. It further refers to typically masculine and feminine characteristics, abilities and expectations about how women and men should behave in society. These characteristics are time bound and changeable.
Gender Analysis	The process which examines the differences and disparities in the roles that women and men play, the power imbalances in their relations, their needs, constraints and opportunities and the impact of these differences in their lives. A gender analysis in STAD would examine how the differences between women and men determine differential access to benefits, opportunities and responsibilities in all STAD's functions.

Gender Awareness	The recognition of the differences in the interests, needs and roles of women and men in society and how they result in differences in power, status and privilege.
Gender-Based Violence	An act of hostility that results in, or is likely to lead to, cruelty resulting in physical, sexual or psychological harm or suffering to women, girls, boys and men on the basis of one's gender
Gender Blind	Ignoring or failing to address the gender dimension.
Gender Budgeting	A strategy that analyses the incidence and impact of budgets on men and women and girls and boys. Gender budgeting entails gender analyses of revenue and expenditure impacts so as to avoid or correct gender imbalances.
Gender Discrimination	Gender discrimination means giving different treatment to different persons attributed only or mainly to their respective descriptions by sex, race, color, ethnic origin, tribe, birth, creed or religion, or social or economic standing, political opinion or disability.
Gender Disparities	The differences in outcomes observed between different sexes.
Gender equality	Refers to equal valuing, by society, of both the similarities and differences between women and men, and the varying roles that women and men play.
Gender equity	Refers to the just distribution of benefits, rewards and opportunities in which relations between women, men, girls and boys are based on respect for differences.
Gender Gap	A difference in any aspect of the socio-economic status of women and men, arising from the different social roles ascribed by society for women and men.

Gender Inclusive	The practice of translating some phrases and words that in the original languages are gender specific, in a way that does not exclude the gender not mentioned, due mostly to context. E.g. using “he” or “guys” or “sons” to refer to a gender mixed group would not be gender-inclusive.
Gender Issues (concerns)	A gender issue/concern arises when there is a discrepancy, discrimination and injustice.
Gender mainstreaming	Refers to the process of identifying gender gaps and making the concerns and experiences of women and men integral to the design, implementation, monitoring, and evaluation of policies and programmes in all spheres of life to ensure equal benefit.
Gender Parity	A numerical concept referring to equal numbers of girls and women as well as boys and men relative to their respective numbers in a population.
Gender Planning	Developing and implementing specific measures and organizational arrangements for the promotion of gender equity and equality.
Gender Policy	An organization’s policy that integrates gender in the mainstream of its programme activities, where the policy also designates institutional arrangements, responsibilities, management functions and tools/guidelines for mainstreaming.
Gender Relations	Relationship between men and women in terms of access to resources and decision-making and the relative positions of men and women in the division of resources, responsibilities, benefits, rights, power and privileges.
Gender Responsive Policy	Incorporating basic principles for addressing the imbalances and inequalities that have resulted from socially and culturally constructed differences between men and women in a given society. It is in effect a blueprint or guideline for implementing action.

Gender Responsiveness	The consistent and systematic attention given to the differences between women and men in society with a view to addressing structural constraints to gender equality
Gender sensitive	Refers to acknowledging and taking into account the specific gender needs of both men and women at all levels of planning, implementation, monitoring, and evaluation.
Gender sensitivity	Is a mind-set where people recognize or are aware of gender-based discrimination which hinders enjoyment of human rights. It is an understanding and routine consideration of the social, cultural, and economic factors underlying discrimination based on sex.
Gender Statistics	This is statistics that identifies, produces and disseminates data that reflect the realities of the lives of women and men, and policy issues relating to gender.
Gender training	The provision of formal learning experiences and skills in order to increase gender analysis and awareness skills, which serve to recognize and address gender issues in the programming process.
Sex	The biological characteristics that make an individual male or female.
STAD	Support Trust for Africa Development

## **1.1. COMMENCEMENT**

This policy shall commence on the date of its approval by STAD.

## **1.2. THE PURPOSE OF GENDER POLICY**

The purpose of STAD Gender Policy shall be to promote gender equity, equality, and empowerment among staff and the local communities.

## **1.3. POLICY OBJECTIVES**

The objectives of this policy are to:

- 1.3.1 Increase knowledge and understanding of gender issues in all STAD's projects, programs and functions among its stakeholders.
- 1.3.2 Promote gender balance in recruitment, retention, Scholarships ,performance and administrative functions of STAD.
- 1.3.3 Engender STAD's Programs to mainstream gender its activities
- 1.3.4 Ensure gender equity, equality, and empowerment in leadership and management (governance) of the University.
- 1.3.5 Promote an organizational approach to gender mainstreaming in all STAD's activities.
- 1.3.6 Promote and adhere to the international and national laws and policies on gender budgeting.
- 1.3.7 Create gender-mainstreaming programs in STAD's projects
- 1.3.8 Support networks and partnerships with gender-based organizations for promoting gender equality, equity, advocacy, and capacity development of minority groups (by gender) in STAD's projects and programs.

## **1.4 POLICY STATEMENTS**

### **1.4.1 Awareness Creation**

STAD shall develop and support gender awareness creation programs for sensitizing both staff and the local communities in its areas of operation.

### **1.4.2 Gender mainstreaming Office**

There shall be a Gender Mainstreaming Office that shall be responsible for the custody of the policy and spearhead the development and implementation of gender awareness sensitization programs and provide gender Technical Advice.

### **1.4.3 Engendering Recruitment, retention, Scholarships and performance**

STAD shall engender its recruitment, scholarship, retention and performance to adopt, support, and implement programmes aimed at improving gender balance in the recruitment, scholarships, retention, and performance of staff and community members across all disciplines. This shall be achieved by implementing the international /national laws and policies on affirmative action on gender and promoting mentorship, sensitization and training programmes in areas where there is significant gender disparity.

### **1.4.4 Community Out-reach**

Community Outreach activities shall be supported to enhance performance and inspire gender-balanced participation in all programmes.

### **1.4.5 Engendering STAD's organizational programs**

All the programs and activity workplans developed and established STAD shall be required to mainstream gender issues in the implementation, trainings and evaluation processes. This may be achieved by ensuring that programs reflect positive role models, gender-balanced examples, engendered theorems and principles so as to appreciate the gender role in the communities.

### **1.4.6 Gender in Research and Innovation**

STAD shall implement an engendered research and innovation agenda amongst the local communities to inform next best practices for better outcomes of the organizational focus.

#### **1.4.7 Engendering Organizational Governance**

STAD shall develop and institute structures which will promote gender balance and equal participation of men and women in leadership and decision-making levels.

#### **1.4.8 Gender-sensitive Organizational Culture**

STAD shall promote a gender-responsive organizational culture in all its activities. The Gender Mainstreaming office shall spearhead the promotion of gender-responsiveness in all the activities to create gender-sensitive culture.

#### **1.4.9 Gender-sensitive Budgeting**

STAD shall adopt a gender-sensitive budgeting approach by adhering to the provisions in the *Uganda's Public Finance Management Act 2015; South Sudan Public Finance Management Act .....* and all the international/national laws and policies providing for gender-inclusive budgeting and develop specific guidelines for furthering the gender-sensitive budgeting.

#### **1.4.10 Gender Mainstreaming projects/programs**

All projects and programs initiated by STAD shall mainstream gender. This will be achieved through budget provision for recruitment and implementation of all projects and programs.

#### **1.4.11 Partnerships**

STAD shall promote and support collaborations with gender equality networks and partnerships for an enhanced gender equality advocacy within and outside the STAD's organization.

#### **1.4.12 Capacity Development of minorities (by gender) amongst staff of Muni university**

STAD shall develop capacity of Minorities (by gender) amongst her staff and the local communities in its areas of operation especially in areas where they remain marginalized.

#### **1.4.13 Authority and superiority of this Policy**

This Policy shall take precedence over all other policies, guidelines, procedures, instructions relating to gender equality and mainstreaming previously approved and/or issued by STAD. The Policy shall, however, not override any Act, Statutory Instrument, Instructions or guidelines issued by the Government of Uganda and South Sudan from time to time.

### **1.5.0 Interpretation**

The Director STAD with the technical help of the Board of Directors, STAD Lawyers and proposed Gender Mainstreaming office shall have the power to give interpretation or guidance on any matter, paragraph, clause or terminology in this policy that is deemed to be misleading, ambiguous or whose meaning is not clear or not clearly understandable to any person, group or section of users. In case of any contention or doubt of the Director 's interpretation, the final recourse for interpretation of any matter, paragraph, clause or terminology shall rest upon the Board of Directors. The Board of Directors shall from time to time when deemed necessary issue new gender related guidelines to fill lacuna or gaps in this policy.

### **1.5.1 Amendment**

This Policy shall be amended from time to time by STAD Board of Directors where there is sufficient cause and justification to do so by a member moving a motion and supported by more than half of members of Board of Directors. The person in charge of Gender mainstreaming Office will initiate the need to amend any clause in the policy.