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SOSHEDO FOUNDATION GENDER POLICY

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Introduction

Cognizance of the high level of marginalization and deprivation of women in their drive to achieve sustainable peace and development, the organization deem it necessary to highlight the following instruments that promote and protect the rights of women and children and the involvement of women in peace and development issues.

We have:

1. Geneva Conventions of 1949 and the additional protocols of 1977.
2. The Refugee Convention of 1951 and the protocols of 1967
3. The Convention on the Elimination of all forms of Discrimination against Women (CEDAW) of 1979 and the optional protocols of 1999.
4. The United Nations Convention on the Rights of the Child of 1989 and the two optional protocols of 25 May 2000.
5. The United National Security Council Resolution 1325 of 2000
6. The African Charter on Women's Rights

In light of the above, these conventions and charter guide/direct the fullest participation and cooperation of women in the development and democratic process.

Objective

The objective of this policy is to integrate gender perspectives in all actions of SOSHEDO - Foundation which will help to strengthen the impact and coverage of the organization's work. Gender is a cross-cutting issue, and the implementation of the Gender Policy will require the commitment, participation and contribution of

every staff member. Our commitment to integrating gender perspectives will need to be reflected in work plans.

Goal

The **goal** of this policy is to contribute to social justice for both women and men, policy and programmes which give due attention to gender consideration and promote equity and equality between women and men.

SOSHEDO Foundation will promote equity and equality between women and men, throughout its life span. Also, will examine the difference in the relationships between women and men and their roles, and how these differences impact on staff.

Background and Rationale

SOSHEDO - Foundation Constitution states that it recognizes the "dire need to harness individual initiatives" irrespective of sex or gender. It also appreciates the dynamics of gender and its profound importance to issues of Peace building which should not be overlooked.

Again, our society prescribes to women and men different roles in different social contexts. There are also differences in the opportunities and resources available to women and men, and in their ability to make decisions and exercise their human rights. Gender roles and unequal gender relations interact with other social and economic variables, resulting in different and sometimes inequitable patterns of exposures to health risk, and in differential access to and utilization of health information, care and services.

More so, responding to this reality and in line with its concern for equity SOSHEDO Foundation will, as a matter of policy integrates gender considerations in all facets of its work. It will be the organization's policy to ensure that all research, policies, programmes, projects, and initiatives are gender balanced. This will contribute to increasing the coverage, effectiveness, efficiency and ultimately the impact for women and men, while at the same time contributing to achievement of the broader goal of social justice.

SOSHEDO Foundation is also committed to advancing gender equality in its own workforce, as well as in considerations into management and programmes and achieving equality between women and men in staffing are complementary policies.

Specifically, SOSHEDO Foundation is committed to:

- Ensuring that the Executive Board of Director at all times must consist of both men and women as well as take into cognizance gender equality in all decision
- The management team in the secretariat comprises both men and women and is gender sensitive in all its administrations and decisions Ensuring that the constituency of the annual general meeting – AGM has representatives of both men and women from each of the regions, districts, chiefdoms and villages
- The process of employment is devoid of Gender discrimination except for specialized areas that require the services of a particular sex like Women's programs.
- Ensures equal pay for equal work value, qualification and experience regardless of the gender
- An engendered project design and implementation at all times
- Ensure gender sensitive towards allocation of opportunities and resources within the organization and at the secretariat.
- Create and promote a free and conducive environment for participation of men and women in all structures, meeting and activities of the organization.
- Ensure that all men and women are empowered so as to minimize unequal gender power relations in the secretariat.
- Ensure the participation of both men and women in leadership and decision-making at all levels.
- Increase public awareness and gender sensitivity in the organization.
- Defend and advance women workers rights.
 - In paid maternity leave
 - Flexible working time when the need arises
 - Provision of childcare
 - Breaks and facilities for breastfeeding mothers;
 - Health and safety for pregnant women

Gender Policy Endorsed by

Name: Okori Lawrence

A handwritten signature in blue ink, appearing to read 'Okori Lawrence', is placed over a light blue rectangular background.

Chairperson Executive Committee, SOSHEDO Foundation