

LIFE FOUNDATION

GENDER POLICY

LIFE FOUNDATION is committed to promote an environment that is just, equitable and of mutual respect and cooperation between women and men at all levels in the organization and in its service.

A. DEFINITION OF GENDER

Gender refers to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, as well as the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context / time-specific and changeable. Gender determines what is expected, allowed and valued in a woman or a man in a given context. In most societies there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities.

(Source - <http://www.un.org/womenwatch/osagi/conceptsanddefinitions.htm>)

B. BELIEFS

- I. In specific instances we stand to benefit by use of reason and law.
- II. We believe women and men are created in the image of God and are equally valued by God.
- III. We believe we should reflect this equality in our structures and involvement.

C. GOALS

LIFE FOUNDATION will constantly seek to:

1. Work for justice and dignity for all, especially for women and girls.
2. Encourage individuals, communities, organisations and churches to promote equal and mutual partnership of women and men in society, work, church and home.
3. Encourage women and men to work together to address issues of gender, challenge oppressive structures and advocate for change.
4. Promote and ensure usage of gender sensitive language in all our contexts.

D. ORGANISATIONAL COMMITMENTS

1. Work against discrimination in any form such as cultural, religious, physical, sexual, and psychological

2. Towards LIFE FOUNDATION Staff

LIFE FOUNDATION will:

- a. Ensure that there is gender balance in its governing body and in its organizational structures.
- b. Recruit gender sensitive staff and volunteers, for all positions/official delegations.
- c. Provide safe work environments for women and men.
- d. Create conducive working environments to enable both women and men employees to balance their lives both inside and outside of work environment.

LIFE FOUNDATION
GENDER POLICY

- e. Follow equal pay scale for both women and men employees for doing equal work and provide similar service conditions.
- f. Ensure that women employees are able to work in senior management positions by investing in their development.
- g. Review the policy at regular intervals with relevant reports to incorporate new issues.

3. Towards Partnerships

LIFE FOUNDATION will:

- a. Partner with any organizations which also advance the interests of women in all their activities.
- b. Sensitize through various capacity building programmes on issues of women and men and to analyze practices and counter abuses.

4. In Working with Communities

LIFE FOUNDATION will:

- a. Monitor existing programmes and policies, and take measures to make them more gender sensitive wherever necessary.
- b. Use democratic and participatory analysis, and address trends in gender and power relations in communities.
- c. Ensure that structures do not deny women their due status and rights either in social, economic, spiritual or political spheres.
- d. Address the rights of the girl child.
- e. Encourage women and men to participate equally in the decisions which affect their lives.
- f. Encourage greater participation of women in public and political life.

DECLARATION OF COMMITMENT

To be signed by all LIFE FOUNDATION staff (regular, contracted and project) and volunteers; A copy will be kept on file at the appropriate LIFE FOUNDATION office or personnel file.

I declare that:

- 1. I have **read** and **understood** ***LIFE FOUNDATION Gender Policy***.
- 2. I will **work within the procedure** as laid out in ***LIFE FOUNDATION Gender Policy***.
- 3. I have **not been accused or convicted** of any offence involving physical or sexual abuse.
- 4. I understand that if a complaint is brought against me regarding sexual harassment while being engaged in LIFE FOUNDATION activities, the allegation will be thoroughly investigated in cooperation with the appropriate authorities.

Name : _____ Signature : _____

Date : _____