



GENDER EQUALITY POLICY

SOCIETY FOR EQUAL HEALTH AND RIGHTS

<https://seqher.org/>
Igniting actions that drive change.

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“Only when we realize full gender equality and equity will this be a community of well-being,
One in which we experience an improved standard of living and an enhanced quality of life.

This will be a society marked by freedom, social justice, peace and security...”

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1.0 Preamble

SOCIETY FOR EQUAL HEALTH AND RIGHT (SEQHER) is aimed at promoting the health and legal care of vulnerable people through affordable access of legal, health and direct services. Addressing gender concerns in the organization therefore ensures a fair and safe working environment for all women and men staff members. Adopting this perspective also allows the organization to address any workplace gender inequalities on an ongoing basis.

Integrating a gender equality perspective in all projects and program work serves the twin goal of directly contributing to achieving gender equality in the organization and correcting inequalities. Ultimately, any progress the organization makes in achieving gender equality is a significant step towards creating the potential for women and men to play a positive role, on an equal basis.

2.0 Policy Statement

Gender equality in the workplace is a prerequisite for effective organizational performance and development, anchors professionalism and promotes results that contribute to positive societal change. Fundamentally, gender equality shall constitute a key value and objective of all the work of the organization. It is therefore the commitment of SEQHER to ensure:

- **Equality and Equity:** SEQHER is committed and uniquely positioned to take the lead in promoting equality between women and men, challenging and correcting inequality as part of the broader agenda for achieving SEQHER goal.
- **Gender mainstreaming:** Translating this responsibility into concrete action, through making sure that a gender equality perspective informs all organizational rules, procedures, systems, mechanisms, projects and programmers in the organization.
- **Equal representation and participation:** SEQHER is committed to ensure that there is equal representation and participation in all positions within the structures of SEQHER, in particular leadership and management.
- **Equal opportunity and benefit:** Demonstrating that sustainable human development cannot be achieved without the full involvement of women and men.

3.0 Scope of Application

The Workplace Gender Policy shall form part of the set of SEQHER policies applicable organizationally.

4.0 Alignment with other Organizational Policies

The organization has a number of policies aimed at strengthening its overall efficiency. This stand-alone gender policy is an important step in demonstrating commitment to making gender equality issues and concerns a priority. It will also be a catalyst for accelerating the integration of a gender perspective in all spheres of the organization, so that it becomes a routine part of the organization's work. The policy must be cross referenced and read with existing policies and should inform all other SEQHER organizational policies as regards the mainstreaming of gender.

5.0 Goal and Objectives

The **goal** of the Workplace Gender Policy is to support equity and equality between women and men through removing all forms of discrimination, and integrating their experiences, ideas, rights, and issues in all spheres of organizational development and practice. This shall be done through the following **objectives**:

- Taking concrete steps to ensure gender equality is integrated into all aspects of organizational practice, in order to unlock the potential of men and women internally and externally
- Setting out clear benchmarks and targets for achieving gender equality organizationally.

6.0 Guiding Principles

6.1 Programming

All SEQHER programmers must demonstrate gender responsiveness. This means all programmers should show evidence of systematic consideration of the differences between the conditions, situations and needs of women and men and the potential impact of the programmed

on their rights of access to opportunities and outcomes in a particular sector. This should be supported by clear and measurable indicators of progress. All existing programmers shall be reviewed for gender responsiveness within a defined time frame, and all new programmers are to adhere to this policy.

6.2 Staff Profile and recruitment

SEQHER aims to ensure gender parity and equality at all levels and in all areas of its operations through:

- Ensuring that all SEQHER vacant posts are thoroughly advertised and that women and men are encouraged to apply in all categories
- Requesting applicants to submit, where possible, equal numbers of applications from women and men; and if this is not done, to explain why.
- Where a woman and man are equally qualified for a post in a category in which there is a gender imbalance, the sex that is underrepresented will be given priority.
- Table gender disaggregated statistics on staff profile to encourage departments in which there are gender gaps in the staff profile to fill these.
- Gender balanced selection panels that follow the gender sensitive guidelines drawn up for interviews.

6.3 Sexual harassment and intimidation

- Employees and management team members of SEQHER are prohibited from engaging in activities that create an intimidating, hostile or humiliating work environment through unwanted sexual advances, requests for sexual favors, or other physical or verbal actions of a sexual nature. Employees who are found to engage in such behaviors may be subjected to termination of employment with SEQHER.
- Sex must not be used as coercion to guarantee continued employment, gain promotions or raises and or other work-related benefits.
- Complaints about sexual harassment should be made to the senior management, or directly to the Administrative Officer.
- Employees may not be subjected to retaliation or dismissal for filing a complaint of sexual harassment.

6.4 Awareness and attitudes

The organization shall integrate specific information and undertake activities in line with the internal information and communication strategy to ensure that all staff is kept informed of developments and trends, and also contribute to key gender issues, including the sensitive and controversial ones.

Regular sensitization shall be undertaken at all levels, including the building of gender analysis skills at a technical level. Working together, the Human Resources and Gender Units shall incorporate the gender policy and training in orientation of new staff.

7.0 Gender Management System

To sustain gender mainstreaming, the process shall be anchored by an effective Gender Management System (GMS) within the organization, which is made up of structures and other management tools aimed at supporting a coordinated gender mainstreaming response.

7.1 Structures

The responsibility for gender mainstreaming must be shared by all, and especially driven from the senior management level while ensuring that specific responsibility and expertise are vested in strategically positioned structures within the organization. The gender structures have a key role to play in developing gender analysis skills within the organization as well as creating a conducive environment for gender mainstreaming.

The following structure shall support gender mainstreaming efforts within the organization:

The system includes:

- Strategic leadership and direction at the highest level from the Executive Director.

- Management Team, with a standing agenda item on gender mainstreaming and women's empowerment work.

7.2 Monitoring and Evaluation (M&E)

The gender impact of results and delivery on the SEQHER work shall be measured through gender indicators as part of the monitoring and evaluation system. Indicators must be both qualitative and quantitative.

The organization shall keep regular, accurate and updated gender disaggregated statistics. It shall also be essential to record that is benefiting, from a gender perspective, from the programmatic work that SEQHER is undertaking. In line with the above the organization undertakes to take concrete steps to address current gaps and opportunities for change in the following ways:

- Gender sensitive indicators shall be an integral part of all key result areas at planning, project and programmed levels.
- Each Unit shall have the responsibility for routine reporting on progress on gender to all relevant structures

Gender equality should be a standing item on the agenda of management meetings.

Glossary of Terms

“Discrimination”	means any distinction, exclusion or restriction which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise, by any person, of human rights, and fundamental freedoms in the political, economic, social, cultural, civil or any other field
“Empowerment”	is the process of gaining access and developing one’s capacities with a view to participating actively in shaping one’s own life and that of one’s community in economic, social and political terms
“Gender”	means the roles, duties and responsibilities which are culturally or socially ascribed to women, men, girls and boys
“Gender disaggregated statistics”	is the collection and separation of data and statistical information by sex to enable comparative analysis.
“Gender equality”	means women and men enjoy the same status, and that they have equal conditions for realizing their full human rights and potential to contribute to national, political, economic, social and cultural development, and to benefit from the results. Gender equality is therefore the equal valuing by society of both the similarities and differences between women and men, and the varying roles that they play

“Gender equity”	means the just distribution of benefits, rewards and opportunities in which relations between women, men, girls and boys are based on respect for differences
“Gender mainstreaming”	means the process of identifying gender gaps and making women’s, men’s, girls’ and boys’ concerns and experiences integral to the design, implementation, monitoring and evaluation of policies and programmes in all spheres so that they benefit equally
“Gender management system”	is a network of structures, mechanisms and processes put in place within an existing organizational framework, to guide, plan, monitor and evaluate the process of mainstreaming gender into all areas of the organization’s work in order to achieve greater gender equality and equity within the context of sustainable development
“Gender sensitive”	means acknowledging and taking into account the specific gender needs of both men and women at all levels of planning, implementation, monitoring and evaluation “sex” means the biological differences between females and males
“Human development”	focuses on expanding the choices men and women have to lead lives that they value. It is thus about much more than economic growth, which is a means of enlarging people’s choices
“Human rights”	refer to the basic rights and freedoms to which all humans are entitled. Examples of these rights include civil and political rights, such as the right to life and liberty, freedom

of expression, and equality before the law; and social, cultural and economic rights, including the right to participate in culture, the right to food, the right to work, and the right to education.

“Sexual harassment”

Sexual harassment means any persistent and unwelcome conduct of a sexual nature, including unwelcome sexual advances, unwelcome physical contact of a sexual nature or unwelcome verbal or physical conduct of a sexual nature in the work place.

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