



HATOF Foundation GENDER EQUALITY POLICY

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1. PRURPOSE AND SCOPE OF POLICY

The HATOF Foundation's (hereinafter 'HATOF') Gender Equality policy (hereinafter 'GEAP') aims to provide the organization with a framework for guiding its efforts to achieve gender equality and equity in all its processes, operations and projects and assess results. The Policy anchors on gender equality as a development goal rather than on women as a focal group. The achievement of this goal requires HATOF to examine all of its policies, programmes and projects for their actual and potential impacts on women and men. The policy singles out gender as a priority cross-cutting issue that must permeate all organizational operations. The Vision inter-alia requires HATOF to ensure that all its staff implement this Policy to the latter.

2. GOAL

The goal of HATOF's GEAP is to advance concerted efforts towards mainstreaming gender equality considerations into the HATOF's operations and processes to improve the social, legal, civic, political, economic and cultural conditions of its clients, beneficiaries and stakeholders; particularly women and men, boys and girls in an appreciable manner and as required by National and International Frameworks. Progress toward reaching this goal will result from:

- reducing the gap between women and men in access to resources and services;
- ensuring that women and men can influence programme and policy decision-making and building institutional responsiveness and accountability; and
- ensuring that women and men can take up environmental activities to improve their individual and household well-being.

3. GUIDING PRINCIPLES

This Policy presents a four-pronged principle for achieving gender equality and women's empowerment employing concerted technical support and the key preconditions for the design, implementation and evaluation of projects. The guiding principles that underpin this Policy are:

1. Human Rights-based Approach
2. Stakeholder Engagement and Consultation
3. Disclosure of Information
4. Knowledge Management and Inclusivity

3.1 Human Rights-based Approach

The Gender Equality Policy is guided by leading global normative standards on human rights - the Universal Declaration of Human Rights,¹ the Covenants on Civil and Political Rights and on Economic, Social and Cultural Rights.² These standards consciously and systematically highlight the attention to human rights in all aspects of programme development. HATOF recognizes that all people by their shared humanity - women, men, boys and girls are inherently entitled to their fundamental human rights -civil, political, economic, social and cultural rights, free of any form of discrimination including gender, race, ethnic, nationality, religion or belief, age, social and indigenous origin, disability, and or sexual orientation.³ The Policy will ensure the integration of norms, standards and principles of the international human rights system into the policies, programmes and processes of project development and other organizational operations while advancing non-discrimination throughout the process.

3.2 Stakeholder Engagement and Consultation

The Gender Equality Policy affirms equal and equitable opportunity for women, and men including the marginalized and vulnerable⁴ groups, to be fully and effectively engaged in consultations and decision-making throughout the project cycle, taking into consideration the initial best practice options for multi-stakeholder engagement, and the principle of free, prior and informed consent in projects involving local communities in line with the environmental and social safeguards standards. HATOF project process necessitates a gender-responsive and culturally focused consultation⁵, with the full disclosure of relevant information.

¹ UN, 1948, Universal Declaration of Human Rights: available at <http://www.un.org/en/universal-declaration-humanrights/>.

² UN, 1966, Covenants on Civil and Political Rights and on Economic, Social and Cultural Rights: available at <http://www.ohchr.org/EN/ProfessionalInterest/Pages/CESCR.aspx>.

³ IFC Performance Standards and Environmental Sustainability, 2012 pg 18 available at: https://www.ifc.org/wps/wcm/connect/c8f524004a73daeca09afd998895a12/IFC_Performance_Standards.pdf?MOD=AJPERES

⁴ Decision B.19/10. Annex X, paragraph 2(f) "Disadvantaged or vulnerable" refers to those who maybe more likely to be adversely affected by the project impacts and/or more limited than others in their ability to take advantage of a project's benefits. Such an individual/group is also more likely to be excluded from/unable to participate fully in the mainstream consultation process and as such may require specific measures and/or assistance to do so.

3.3 Disclosure of Information

HATOF recognizes the importance of transparency, accountability and non-discriminatory access in all facets of its operations. This reaffirms the organization's continuous commitment to provide accurate, gender-related and timely information about its policy guidelines, standards, procedures and project/investment activities to its stakeholders, including marginalized individuals, communities and the public at large. HATOF will ensure accountability for its implementation using existing governance arrangements, as embodied its organizational policies and Operational Manual.

3.4 Knowledge Management and inclusivity

This Policy embraces knowledge systems curated by women across different societies, underscoring the value of coordinating diverse standards including traditional knowledge, practices, values and innovations of women and men for sustainable development. The concept of gender implicitly embodies a culture that entails cooperation and interdependence between women and men rather than separation. It is oriented towards equitable and sustainable development with women and men as equal partners in decision-making. The focus on women without taking into account their relations with men can undermine the objective of reducing disparities. HATOF will therefore promote and demonstrate equitable and inclusive decision-making at all levels, and throughout the project cycle, especially increasing the voice, participation, representation and leadership of women and girls, providing them with equal opportunity to participate in, contribute to and benefit from resources, services and governance, irrespective of their background, age, race, sexual orientation, gender identity, ethnicity or religion.

4. POLICY REQUIREMENTS

The requirements of HATOF's Gender Equality Policy are classified as follows:

- ❖ HATOF Responsibilities;
- ❖ Project-level requirements.

4.1 HATOF Responsibilities

- ❖ Dedicating financial, human and other resources as required to implement the Gender Equality Policy, HATOF will ensure that investment partners and other stakeholders who engage the organization are assessed following standard operations of HATOF and taking into account their commitment and capacity to meet the principles and requirements of the Gender Equality Policy;
- ❖ HATOF will ensure that the design and implementation of activities are informed by the results of the gender assessments;
- ❖ HATOF will require that annual performance reports of the organization to include progress made in implementing the Policy;
- ❖ HATOF will generate, document, publish and archive lessons learned and experience gained through its actions and project to promote learning from the best practice implementation of its partners.

4.2 Project-level requirements

Integrate analysis of context and socio-cultural factors underlying climate change-induced gender inequality and optimize the potential contributions of women and men of all ages to build both individual and collective resilience to climate change.

5. KEY PRIORITY AREAS

The implementation of the Gender Policy will focus on the following four priority areas.

- ❖ Governance
- ❖ Operational and Organisational procedures
- ❖ Infrastructure and Rural Development

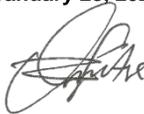
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- ❖ Reducing women's poverty

6. EFFECTIVENESS AND REVISION

This Gender Equality Policy will come into effect upon adoption by the Board. The Policy will apply to ongoing activities and operations to the extent reasonably possible and those that will be approved after the effective date of this Policy. This Policy will remain in effect until amended or superseded by the Board.

HATOF understands that the promotion of gender equality and women's empowerment at the institutional and project levels is a long-term undertaking and a sustained commitment, which includes tracking and reporting on progress annually. It also acknowledges that approaches to gender equality and women's empowerment evolve as such, the Policy will be reviewed and updated by the board's decision, as appropriate.

January 23, 2020



Chief Executive Officer

ANNEX A: GLOSSARY OF TERMS

TERM	DEFINITION
Gender	The socially constructed set of norms and behaviours, based on social, cultural, political and economic expectations and values, describing what it means to be a woman or a man. The term distinguishes the socially constructed from the biologically determined aspects of being female and male. Unlike the biology of sex, gender roles, behaviours and the relations between women and men are dynamic. They can change over time and vary widely within and across cultures, even if aspects of these roles originated in the biological differences between the sexes (Source: IUCN, IFAD).
Gender Mainstreaming	The process of assessing the implications for women and men of any planned action, including legislation, policies or programs. It is a way to make women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs so that women and men benefit equally and inequality is not perpetuated (Definition builds on ECOSOC agreed conclusions 1997/2)
Gender Equality	Equal rights, freedoms, conditions and opportunities for women and men to access and control socially valued goods and resources and enjoy the same status within a society. It does not mean that the goal is that women and men become the same, but rather that they have equal life chances. This applies not only to equality of opportunity but also to equality of impact and benefits arising from economic, social, cultural and political development (Source: IFAD).
Gender Equity	Fairness of treatment for women and men according to their respective needs. A gender equity goal often requires measures to rectify the imbalances between the sexes, in particular, to compensate for the historical and social disadvantages of women. Equity can be understood as the means, where equality is the end. Equity leads to equality (Source: IFAD, IUCN).
Gender gap	The disparity between people—women and men, and girls and boys—in their access to resources, education, health services or power (Source: IFAD).
Gender Indicators	Indicators used to measure changes in gender relations over time (e.g., the changes in the status or situation of women and men, such as levels of poverty or participation) as a result of a particular policy, Programme or activity (Source: IUCN).
Gender-responsive	To identify and understand gender gaps and biases, and then act on them, developing and implementing actions to overcome challenges and barriers, thereby improving gender equality. In comparison to gender sensitive (see below), gender responsive has come to mean more than "doing no harm"; it means "to do better" (Source: IUCN).
Gender-responsive approach	The proactive identification of gender gaps, discriminations and biases and then the coordinated development and implementation of actions to address and overcome them, by advancing women's and girls' empowerment via enhanced access to and control of, for example, resources and services, benefits, participation and decisionmaking. This approach helps ensure that IUCN policies, programs or projects do not exacerbate inequalities, but rather take meaningful steps to reduce disparities and empower women, girls and members of traditionally disadvantaged groups, as fundamental toward meeting IUCN's mission (Source: IUCN).
Gender-sensitive	Understanding and taking into consideration socio-cultural factors underlying sex-based discrimination. In application, gender sensitive has come to mean "do no harm" (Source: IUCN).
Gender needs	The needs that arise out of the relative positioning of women (and men) in relation to the Gender Division of labour. They are usually different for men and women (Source: UN, EUROPEA).
Gender Awareness	Ability to view society from the perspective of roles, interests, and needs of men and women and understand how these results in differences in power, status and privilege have affected women's needs in comparison to the needs of men (Source: UN, EIGE).
Gender concerns/issues	Gender issues include all aspects and concerns related to women's and men's lives and situations in society, to the way they interrelate, their differences in access to and use of resources, their activities, and how they react to changes, interventions and policies. arise 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. Other examples of gender-specific issues are female genital mutilation, violence against women, discrimination against men in family planning services, etc.
Gender Perspective	The view of problems, constraints, needs and interests and their relative impact on men's and women's opportunities, social roles and interactions (Source: FAO).
Gender Disaggregated data	The separate collection of data and the analysis of results on men and women (Source: UNESCO)
Gender Discrimination	Any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, based on equality of men and women, of human rights and fundamental freedoms

	in the political, economic, social, cultural, civil or any other field" [Source: United Nations, 1979. 'Convention on the Elimination of all forms of Discrimination Against Women,' Article 1]
Gender Analysis	A critical examination of how differences in gender roles, activities, needs, opportunities and rights/entitlements affect men, women, girls and boys in certain situations or contexts. Gender analysis examines the relationships between females and males and their access to and control of resources and the constraints they face relative to each other (Source: UNICEF).
Empowerment	Empowerment is the process of increasing the capacity of individuals or groups to make choices and to transform those choices into desired actions and outcomes. Central to this process are actions which both build individual and collective assets and improve the efficiency and fairness of the organizational and institutional context which govern the use of these assets. (Source: World Bank)