

“Providing Equal and Safe Living Environment for All Children and Women.”



GENDER POLICY

PROVIDING EQUAL AND SAFE LIVING ENVIRONMENT FOR ALL CHILDREN AND WOMEN

APPROVED BY: AFYAPLUS BOARD

DATE OF APPROVAL:

DATE OF NEXT REVIEW: 7th January, 2022

AFYA PLUS

1.1 Introduction

AfyaPlus Organization Initially established in June 2017 and registered as a Community Based Organization (CBO) operating in Iringa region. In June, 2020 it attained registration as an NGO under the NGOs Act 24/2002. Certificate No. ooNGO/R/1189. AfyaPlus Organization deals with Water sanitation and hygiene and empowerment of girls and young women.

Mission:

In the quest to contribute to its vision, AfyaPlus has a mission –“To cultivate behavior change and build a strong community through promotion of Water Sanitation and Hygiene services and empowerment of girls and young women through engaging relevant stakeholders.”

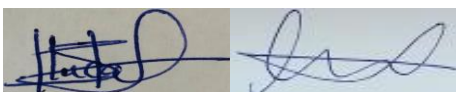
Vision:

AfyaPlus unequivocally envisions – “A responsible healthy Tanzanian community free from diseases caused by unsafe water, poor sanitation and hygiene services; and where girls and women are empowered”.

AfyaPlus (AfyaPlus) is working on ending Violence against Children (VAC) as it derived from the AfyaPlus Vision to have a society where child welfare is a priority. AfyaPlus aspired that it becomes the safe hands for children and that it (and all people that is associates with) do not becomes the perpetrators of VAC in any way.

VAC prevents children from acquiring the skills and education they need for their future, and perpetuates poverty that affects National economies through losses in competitiveness, productivity and potential income. It violates developments of human resources which is efficient and critical resources for national development leading to the achievement of the goals and objectives of the action Plan of Action to End Violence Against women and children (NPA-VAWC), National Strategy for Growth and Reduction of Poverty linked to the National Development Vision 2025 and the Sustainable Development Goals.

AfyaPlus believes that in achieving our vision and mission, gender equality is important, that boys and girls realize their full potential in society that respect peoples’ rights and dignity. Much violence against children have root in gender-based violence, exclusion and injustice. Moreover, Tanzania recognizes that gender inequality is a major obstacle to socio-economic and political development of its peoples. Many studies have shown that gender inequality is one of the underlying causes of low productivity as it does, among other things, hamper the participation of at least half of the country’s population. AfyaPlus believes that, it’s critical to directly address gender discrimination and promote gender



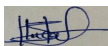
equality in order to ensure that no harm comes to children, and advance our vision for a society where the welfare of a child is a priority.

This Policy has been Reviewed and Recommended for Approval by:

AfyaPlus SECRETARY OF BOARD

Suzan Lucas Yumbe

SIGNATURE: _____



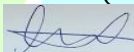
DATE: 7th January, 2022

This Policy has been reviewed and is approved by:

AfyaPlus CHAIRPERSON OF BOARD

Dr. Hussein Mohamed (PHD)

SIGNATURE: _____



DATE: 7th January, 2022

2.1 DEFINITION OF TERMS:

2.1.1 Gender

Gender is the state of being male or female in relation to the social and cultural roles that are considered appropriate for men and women.

OR

Gender refers to the culturally and socially determined characteristics, values, norms, roles, attitudes and beliefs attributed to women and men through constructed identity in a society.

2.1.2 Gender Equity

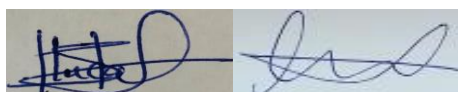
Gender Equity is fair opportunity in access to social services. Gender equity therefore means fair opportunity and access to social services for both women and men.

2.1.3 Gender Equality

Gender equality refers to equal and fair treatment of women and men members of a community in provision and access to goods and services required to meet their social needs. It includes fair treatment before the law, the undeniable right to life by each member of the community. Gender equality does not mean that women and men will become the same, but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female.

2.1.4 Gender Justice

The concept of gender justice underlines the role of duty bearers for the rights of girls and boys. Gender justice is the ending of inequalities between females and males, that result in women and girl's subordination to men and boys. It implies that girls and boys, men and women have equal access to and control over resources, the ability to make choices in their lives, as well as access to provisions to redress inequalities, as needed. A commitment to



gender justice means taking a position against gender discrimination, exclusion and gender-based violence. It focuses on the responsibility to hold duty bearers accountable to respect, protect and fulfil human rights, particularly of girls and women.

2.1.5 Gender Discrimination

Gender discrimination occurs when one sex is treated either better or worse than the other on the basis of sex.

2.1.6 Gender Stereotype

Gender stereotyping is a way of thinking that persists in people's attitudes and practices and is also often reflected in policies and laws of a country or community.

2.1.7 Gender Relationship

It refers to a process of planning for specific needs of both women and men at all levels, with the ultimate goal of achieving gender equality and equity. Gender relationship differs from one social setting to another and can change from time to time. Sex refers to the biological difference of women and men.

2.1.8 Gender Role

Gender role (also known as a sex role) is a social role encompassing a range of behaviors and attitudes that are generally considered acceptable, appropriate, or desirable for people based on their biological or perceived sex. Gender roles are usually centered on conceptions of masculinity and femininity although there are exceptions and variations. The specifics regarding these gendered expectations may vary substantially among cultures, while other characteristics may be common throughout a range of cultures. There is ongoing debate as to what extent gender roles and their variations are biological determined, and to what extent they are socially constructed.

2.1.9 Gender based Empowerment

Gender empowerment is the empowerment of people of any gender. While conventionally the aspect of it is mentioned for empowerment of women, the concept stresses the distinction between biological sex and gender as a role, also referring to other marginalized genders in a particular political or social context.

2.1.10 Gender Mainstreaming

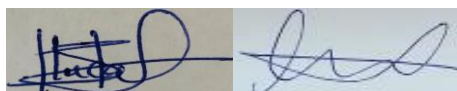
Gender mainstreaming involves the integration of gender concerns into Policies, programmes, projects, monitoring and evaluation processes with the Objective of reducing inequalities between women and men.

2.1.11 Gender Oppression

Gender oppression is a result of imbalance of power between women and men. Gender oppression occurs when one sex is treated in cruel, harsh manner or made to feel uncomfortable or unhappy in socio-economic and political life.

2.1.12 Gender Bias

Gender bias is a preference or prejudice toward one gender over the other. Bias can be conscious or unconscious, and may manifest in many ways, both



subtle and obvious. In many countries, eliminating gender bias is the basis of many laws, including those that govern workplaces, family courts, and even the voting booth. Gender bias can be subtle or overt, and may result in small or large consequences. For instance, the biased assumption that girl's school sports are less important than boy's school sports lead to an inequality in funding and access to facilities.

2.1.13 Gender Gap

Gender Gap is the differences between women and men, especially as reflected in social, political, intellectual, cultural, or economic attainments or attitudes.

2.1.14 Gender Division of Labour

Gender division of labour refers to the classification and allocation of tasks for women and men in managing domestic and community activities. Gender division of labour inflicts gender stereotyping.

2.1.15 Gender and Development

Gender and development refer to the effort of addressing issues concerning equal opportunities for both women and men. The main goal is to change or redress the inequalities between women and men for sustainable development.

2.1.16 Gender Blind

This is a conscious or unconscious way of doing or saying things without recognizing or considering differences in position, needs and feelings based on gender.

2.1.17 Gender based Violence

Gender violence refers to any act, omission or conduct by means of which physical, sexual, emotional or mental suffering is inflicted directly or indirectly, through threat, coercion, or any other means on any person with the purpose of intimidating, punishing, humiliating, maintaining sex stereotyped roles, undermining the security of a person, self-respect or diminishing physical or mental capacities.

2.2 AfyaPlus Gender Policy

AfyaPlus gender policy is *“providing equal and safe living environment for all children and women.”* AfyaPlus gender policy focuses on providing equal opportunity and safe living environment for women and men, girls and boys for sustainable development of the community.

2.3 The Objective of AfyaPlus Policy

The objective of AfyaPlus gender policy is to establish vision and to make commitments to guide the process of gender mainstreaming and girls and women empowerment to influence policies, laws, procedures, norms and practices which will celebrate the achievements of gender equality, gender justice, and non-discrimination and fundamental human rights.

2.4 AfyaPlus Policy Comply

AfyaPlus AfyaPlus Gender Policy comply with Constitution of Tanzania (1977), National Strategy for Gender Development (2000) Ministry of Community Development, Gender and Children, the 1979 UN Convention on the Elimination



of all forms of Discrimination Against Women (CEDAW), and UN Millennium Development Declaration (2000).

2.5 Policy Implementation

For implementation of Gender Policy within AfyaPlus , the following approach is used:

2.5.1 Internal Recruitment and Screening Processes

AfyaPlus internal recruitment processes include stringent screening measures to ensure that inappropriate people are not recruited. These include criminal record checks and other background checks on all successful candidates before they begin work. Additional screening measures are incorporated into the selection processes for positions that involve working with children. Safe recruitment and screening processes are essential to enable an organization to choose the most appropriate person for a position that involves contact with children.

2.5.2 Increasing Staff Awareness

AfyaPlus staffs receive regular training after each three months, and immediately for new staff on gender policy issues and on their obligations under this policy, including mandatory reporting of concerns or allegations of Violence Against Children (VAC) and Violence against Women (VAW). Training is compulsory for all staff and included in courses delivered at induction and before staff are deployed

2.5.3 Reviewing Gender Policy Regularly

This policy will be reviewed every three years, and lessons learnt will be incorporated into subsequent versions.

2.5.4 Ensuring Appropriate Use of Media and Communications Systems

AfyaPlus guidelines on appropriate use of its ICT devices and systems (like laptops, desktops, internet connections, tablets, mobile phone and the like) apply to Gender Policy. Using the organization’s ICT devices and systems to access contents that threatens child safety and perpetrates for Violence Against Women (VAW) is unacceptable, completely not tolerated at AfyaPlus Gender Policy.

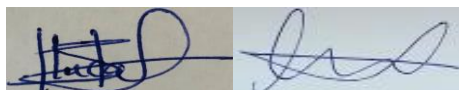
3.1 AfyaPlus’s Gender Policy Commitments

AfyaPlus’s commitments in promoting Gender Equality if divided in two aspects as follows below:

3.1.1 AfyaPlus Gender Policy Commitments on implementation of its Programs and Projects

In implementation of our Programs and Projects, AfyaPlus must:

- i. Build programmes and partnership that promote respect for diversity and sensitivity to cultural differences. AfyaPlus will not tolerate practices that result in gender-based discrimination, prejudice or inequality.
- ii. Promote the empowerment of children, and women in order to close gender gaps and ensure that all children have an equal opportunity to realize their rights.
- iii. Engage with men and boys in promoting gender justice by challenging gender stereotyping and other root causes of gender discrimination.
- iv. Ensure the equitable and meaningful participation of girls and boys in decision making processes that affect their lives.



- v. Analyze the risks that may arise in the pursuit of gender justice and will take steps to prevent any potential harm to girls and boys

3.1.2 AfyaPlus 's Gender Policy Commitments on Enabling Safe Environment for Gender Equality Within Organization

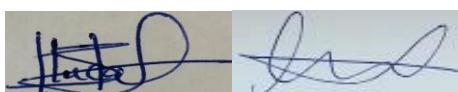
In enabling safe environment for gender equality within organization, every AfyaPlus representative must:

- i. Use respective language for everyone regardless of gender identity disabilities, neurodiversity, physical appearance, body size, ethnicity, nationality, race, age, religion, or another protected category. Treat everyone with respect.
- ii. Avoid all forms of violence and harassment in the workplace, including verbal, physical, sexual, or psychological abuse.
- iii. Avoid sexual harassment, including unwelcome sexual advances, unwanted hugs and touches, suggestive or lewd remarks, requests for sexual favors, and the display of indecent, derogatory, or pornographic pictures, posters, drawings, or videos.
- iv. Understand that, all workers, both men and women, are protected from retaliation for complaining about harassment.
- v. Treat everyone with respect. Participate while acknowledging that everyone deserves to be here and each of us has the right to enjoy our experience without fear of harassment, discrimination, or condescension, whether blatant or via micro-aggressions
- vi. Work together to maintain a harmonious working environment by behaving in a manner that is free of intimidation, hostility, offence and any form of harassment or abuse.
- vii. I must avoid any form of harassment and abuse include the concepts of mobbing, exclusion, marginalization, humiliation, screaming/yelling, use of profanity, and physical threats.
- viii. Not having sexual intercourse relationship in working place including AfyaPlus beneficiaries.

DECLARATION FOR REPRESENTATIVE

As a AfyaPlus Representative, I have read this AfyaPlus Commitments and agree to adhere to it within my work with and/or for AfyaPlus . I understand that this AfyaPlus Commitments is binding and that if I break it, AfyaPlus must take action – including the termination of any contract.

Name: _____ Signature: _____ Date: _____



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Two handwritten signatures in blue ink are placed side-by-side at the bottom left of the page. The first signature is more complex and stylized, while the second is simpler and more fluid.