



Center for Social Impact Studies
(CeSIS)



GENDER AND SOCIAL INCLUSION POLICY

Introduction:

Gender equality is an explicit internationally recognized human right and the Centre for Social Impact Studies (CeSIS) seeks to promote equal realization of dignity and eliminate injustice for all. The organization seeks to mainstream gender into all programming. Gender mainstreaming is the process of accessing the implications for men and women of any planned action including policies or program. This is ensure that women, men and all marginalized groups benefit equally in all angels. This policy is informed by relevant national and international frameworks which empowers gender and equal rights. For instance:

- Art 17 of the 1992 constitution guarantees gender equality and prohibits discrimination on the basis of gender.
- Art 27 guarantees women equal right to training and promotion, entitlement to paid maternity leave and provision of childcare facilities so that they can reach their full potential
- Art 24(1) guarantees equal pay for equal work.

All these and other laws help to avoid discrimination in our sectors of the economy.

Purpose:

The Purpose of this Gender Policy is to ensure that equality, equity and inclusion is embedded into our day to day activities. CeSIS, a research and advocacy non-governmental organization working to improve the lives of marginalized and vulnerable people in mining communities works with people from diverse community backgrounds with different needs and therefore must ensure everyone benefit equally without discrimination. This policy is designed in line with our objectives to foster the empowerment of all staffs and associates of CeSIS at all times irrespective of their gender, status, religion, disability or race.

Objectives

The objectives of the policy is to:

- Create an environment where staff, community members and other associates are treated fairly with dignity and respect
- Provide gender equality and inclusion training to members
- Mainstream gender and social inclusion in all our Programmes.
- Empower women, persons with disabilities and other vulnerable groups to advance equality and also promote human right

The organization aims to achieve its objectives by:

- Setting out our understanding of how marginalization and exclusion impacts our work
- Establishing guiding principles on gender and inclusion so that we can make decisions and take actions that are consistent with our commitment to gender and social inclusion.
- Develop our approach to incorporating gender and social inclusion considerations in all our works across all aspects of our organization

Understanding why gender and social inclusion matters

Gender equity means the state in which individuals have equal conditions or equal rights regardless of their sex and gender. To achieve gender equality, women and men should be provided with equal opportunities and equal treatment. When women and girls are discriminated against and excluded from accessing resources, services or productive activities, it does not only affect their development but it negatively affect a vulnerable community's capacity to increase its economic growth and development. Gender inequality therefore intensifies poverty. Women are multitalented as far as nation building is concern. They perform the role of a wife, partner, organizer, administrator, director, disciplinarian, mother, health officer and others so excluding women in some activities means hindering the nation's development. Women bear a disproportionate burden of poverty and face many barriers when there is gender imbalance.

In some communities and organizations, women are subject to social norms, childcare responsibilities, gender wage gaps and occupational segregation that dissuade women from participating in the labour force. In addressing gender inequality in our programs, CeSIS intends to help do away with negative stereotypes and attitude regarding the participation of women in

income-earning roles and challenge the power of gender imbalance and culture of discrimination that allows gender-based violence to continue

Disability:

A person with disability is someone with an episodic or long-term physical, mental, intellectual or sensory impairment which in interacting with various barriers may hinder their full and effective participation in society on an equal basis with others.

People with disability make up 15% of the world's population and are the largest and most disadvantaged minority in the world. People with disability and their families are more likely to be poor and to remain poor due to stigma, lack of accessibility, discrimination, barriers to education, health and employment opportunities and unpaid caring responsibilities.

The explicit inclusion of people with disabilities as equal and active participants in development process leads to broader benefits for families and communities and can help reduce poverty. Disability inclusive development is therefore critical to CeSIS achieving its goal of a world where no one is left out

Our Guiding Principles

- We believe everyone has the right to equality and inclusion. All members of CeSIS including staffs, community members and other associates have equal rights and opportunities to participate as beneficiaries and agent of social economic development regardless of their identity. By focusing on these rights in all aspects of our decision making ensures inclusion in our work
- Including the voices of marginalized. In our planning and decision making, we incorporate the perspective, experience, knowledge and interest of women and girls, people with disabilities and other relevant marginalized groups who are impacted by our work
- Treat everyone with respect and dignity
- Our policies and procedures are amended to fast track the transformation of the organization towards achieving global diversity.

Our Approach

- Ensure that correct policies are in place to prevent discrimination and any other form of harassment in our organization.
- Create awareness to advocate that harassment, discrimination or any form of any form of neglect is prohibited
- Conduct a gap analysis to ensure that there are no unfair treatment
- Performance management appraisal must be equitable to all staff irrespective of race, gender, ethnicity or religion
- Ensure policies on pregnancy, adoption and child care are in place, giving mothers appropriate leave within the legislative confines
- Ensure that every program organized by CeSIS have at least 40% females and also include other marginalized groups where necessary
- Implement diversity and awareness workshop for all employees and members of affected communities
- Consult with individuals across the targeted community, including women and girls, people with disability and/or their representatives and any organization that represent the interest of these groups to identify their needs and specific barriers to participation and how they may be affected. This will help to develop feasible strategies to overcome their marginalization and improve their opportunities and abilities for social and economic participation in their communities.

Conclusion

The Centre for Social Impact Studies is committed to fostering a culture of respect, accountability and inclusion where no one is left behind. This policy also affirms our commitment to creating an environment where all individuals have equal opportunities to participate, contribute and benefit from the work of CeSIS

