

**DEFENCE for  
CHILDREN**



Ghana

## **GENDER EQUALITY POLICY & STRATEGY**

**SEPTEMBER 2018**

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## ACRONYMS

CRC	Convention on the Rights of Children
DCI	Defense for Children International
INSTRAW	United Nations International Research and Training Institute for the Advancement of Women
MoE	Ministry of Education
MoH	Ministry of Health
NGO	Non-Governmental Organizations
PM	Programme Manager

## 1.0 INTRODUCTION

### 1.1 Background to DCI

DCI is an international human rights movement with national sections including the Ghana Section that work through a focus on the development, promotion and defense of the rights of children and adolescents and utilize the framework provided by the Convention on the Rights of the Child and its facultative protocols, and all human rights instruments. The DCI International Movement is diverse in its configuration and responds to different political, social, economic and cultural contexts that make it an organization filled with virtues, richness and significant challenges.

One of the core principles of children's rights is non-discrimination. DCI works to ensure this right for all children and gives special attention to the principle of gender equality, and gender mainstreaming in its programming. DCI-Ghana empowers girls and young women in the communities through its implemented projects, which inspires girls to be leaders and reach their full potential.

### 1.2 The context/Situation Analysis

As a global movement for children's rights, the Defense for Children International (DCI) has promoted and protected the rights of children at global, regional, national and local levels for the past 30 years. The Ghana section of this movement has operated in Ghana for almost two decades.

DCI in Ghana has in many ways promoted gender equality in its operations and programmes. In August 2014 they developed a gender policy which they are currently implementing. At its governance level, out of the 34 people who constitute the general assembly, 15 were women and 19 were men. A review of the organisation's staff constitution revealed that men were twice the number of women. This situation has improved considerably. As at September 2018 10 of the GA are females with 14 being Males. There are 4 female staff compared to 3 male staff. DCI has no written equal opportunity policy, but they always encourage women to apply, when there are vacancies. They are implementing a sexual harassment policy, which is incorporated into their gender policy. Encouraging gender sensitive behaviour, in terms of language used, jokes and comments made is a key part of DCI's organizational culture.

DCI has made efforts to mainstream gender equality into its operations and also undertakes gender targeted initiatives. In fact, out of its four key programme focus areas (Juvenile Justice, Child Protection with specific and Child labour and Child Trafficking), two are gender targeted programmes (programmes on girls and young women and Sexual Gender Based Violence and other forms of child abuse). DCI always makes conscious effort to segregate all their data according to males and females and has

recently assigned a designated staff to be responsible for gender. Some of the management and staff have undergone gender equality training to equip them to mainstream gender into the work they do.

### **1.3 Rationale for DCI's Gender Equality Policy and Strategy**

The government of Ghana has signed on to convention on the elimination of all forms of discrimination against women as well as other global gender policies and treaties. The government of Ghana has also signed onto the Convention on the Rights of Children (CRC) thereby agreeing to the principle that girls and boys have the same rights. However, gender inequality is prevalent in the country and has permeated practically every sphere of society to the point where some tend to accept it as the norm.

The origin of child's rights violations is gender-based discrimination, gender stereotyping and an unequal distribution of power between women and men, girls and boys. These injustices affect the lives of girls, boys, women and men from infancy to adulthood. They contribute to high death rates and to low educational achievement among children. They are one of the reasons why children are not sufficiently protected from injury and harm. They affect the abilities of families to earn a decent living. Additionally, they are one of the barriers that prevent children and young people from participating in family and community decisions.

As a child's rights organization, DCI intends to abide by and work with all the laws of the land. We believe that promoting gender equality is fundamental to ensuring child protection and the realization of children's rights. The purpose of this policy and strategy is to establish minimum standards that serve as guidance to DCI-Ghana as an organization to ensure equality, equitable distribution of resources, and peaceful and respectful coexistence of everyone at all levels. It will help us improve our capacity as an organisation to promote and contribute towards an equality of opportunity for women/girls and men/boys. This will hopefully lead to the reduction of existing gender disparities within our organisational systems and structures; programmes and projects.

## **2.0 THE DCI GENDER POLICY**

This gender policy and strategy document sets out DCI's commitment towards gender equality and mainstreaming as well as how we intend to put into practice the values and beliefs in promoting and ensuring gender equality in our organizational systems, structures and programmes. It aims at building on existing measures and good practice and to take a positive and proactive approach to promoting gender equality.

## 2.1 Our Vision for Gender Equality

Ghana where the rights of all children, both boys and girls, are fully known and respected by all.

## 2.2 Our Mission for Gender Equality

DCI Ghana operates to defend the rights of the child (both the boy and girl) by advocating for and disseminating policies that protect the rights of all children (boys and girls), building the capacities of child protection institutions and structures at national, district and community levels as well as empowering all children, irrespective of their gender, for their self-protection and overall development

## 2.3 Our Gender Policy Goals and Objectives

**Goals 1: Child protection system in Ghana is adequately strengthened and able to prevent and respond to abuse of all children, both boys and girls.**

### Objectives

- To influence policy formulation and implementation by the government including the district assemblies of Ghana aimed at filling child protection gaps
- To build the capacity of government institutions and community-based structures that are concerned with the protection of children in accordance with the child protection policies
- To strengthen coordination and referral mechanisms at district levels
- To mobilise communities and support them address underlying issues that influence vulnerability of all children (both boys and girls) at the local level

**Goal 2: To promote the rights of girls and young women with the view of enhancing gender equity and equality**

### Objective

- To empower girls and young women with knowledge, skills and other resources required for their protection and overall development
- To facilitate girls and young women's involvement in decision making processes and governance at the local level
- To influence boys and young men's support towards the promotion and defense of the rights of girls and young women

**Goal 3: To enhance access to justice, rehabilitation and reintegration of children in conflict with the law and child victims of violence and economic exploitation**

## Objectives

- To generate public interest and collective response to child abuse particularly focusing on sexual abuse, neglect, child labour and child trafficking
- To provide social support and legal defense for children in conflict with the law and child victims of violence and economic exploitation
- To ensure rehabilitation and reintegration of children in conflict with the law and child victims of abuse and/or economic exploitation

## 2.4 Our Guiding Principles

The guiding principles of this policy are based on the DCI's commitments to achieve gender equality as an integral part of our institutional mechanisms, policies, programmes, projects and all our processes. The principles include:

1. Issues that relate to all children (boys and girls) are sensitive and must be treated with all seriousness and confidentiality.
2. The welfare and protection of all children (both boys and girls) should be of great concern to all.
3. Everything should be done in the best interest of the child irrespective of his/her gender
4. No child should be discriminated against because of gender; all children must be treated equally, irrespective of their gender.
5. All children, boys and girls, have a right to participation in decision making
6. A child's right to survival and development is not dependent on his/her gender
7. Never make assumptions that issues or problems are neutral from a gender-equality perspective.
8. Clear political will and allocation of adequate resources for mainstreaming, including additional financial and human resources if necessary, are important for translation of the concept of gender mainstreaming into practice.
9. Gender mainstreaming requires that efforts be made to broaden women's/girls equitable participation at all levels of decision-making.
10. Gender mainstreaming does not replace the need for targeted, women/girls-specific policies and programmes.

## 3.0 OUR UNDERSTANDING OF KEY TERMS

### 3.1 Gender & Sex

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 women 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. Gender is part of the broader socio-cultural context. Other important criteria for socio-cultural analysis include class, race, poverty level, ethnic group and age.

([http://www.fao-ilo.org/fileadmin/user\\_upload/fao\\_ilo/pdf/FAQs/Definitions\\_2\\_.pdf](http://www.fao-ilo.org/fileadmin/user_upload/fao_ilo/pdf/FAQs/Definitions_2_.pdf))

**Sex** refers to the biological characteristics which define humans as female or male. These characteristics are universal, permanent and naturally determined.

### 3.2 Gender Equality

Gender equality entails the concept that all human beings, both men and women, are free to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles, or prejudices. Gender equality means that the different behaviors, aspirations and needs of women and men are considered, valued and favored equally. It does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they are born male or female (INSTRAW): <http://www.un-instraw.org>)

#### **Equality between women and men**

This refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. 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. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centered development. (<http://www.un.org/womenwatch/osagi/conceptsanddefinitions.htm>)

### 3.3 Gender Equity

Gender equity means fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities. In the development context, a gender equity goal often requires built-in measures to compensate for the historical and social disadvantages of women. (Developed by the

United Nations International Research and Training Institute for the Advancement of Women (INSTRAW): <http://www.un-instraw.org>)

### 3.4 Gender Based Violence

UN Declaration on the Elimination of Violence against Women offered the first official definition of the term “Gender-based Violence”: “Any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivations of liberty, whether occurring in public or in private life.” Gender-based violence has become an umbrella term for any harm that is perpetrated against a person’s will, and that results from power inequalities that are based on gender roles. ([http://www.hhri.org/thematic/gender\\_based\\_violence.html](http://www.hhri.org/thematic/gender_based_violence.html))

### 3.5 Gender and Development

In the general field of development studies, the need to focus attention on issues of gender has become increasingly clear in recent decades. There are three reasons for this. First, poverty itself is not ‘gender blind.’ The situations of boys/men and girls/women in the poorest countries are often different, so that by most measures development outcomes are consistently worse for women/girls than for men/boys.

Secondly, interventions to promote development do not necessarily serve girls/women and boys/men equally. Projects which seem to have nothing to do with gender may benefit men more than women because of the way economies are structured— for example, because of greater visibility of men’s work in the easily measured economy. Finally, there is strong evidence that some kinds of projects focusing on women and girls bring enhanced benefits for families and society as a whole. A 2012 World Bank report articulates a now widely accepted view that gender equality, as well as being intrinsically important, contributes to a range of ‘key development outcomes’ more broadly

### 3.6 Gender and Child Rights

Children by international treaties and national laws are to enjoy all human rights. **Children's rights** are therefore the **human rights** of children with particular attention to the rights to special protection and care; association with both biological parents; human identity; the basic needs for food; universal state-paid basic education; the rights to care and nurturing; health care; criminal laws appropriate for the age and development of the child and being physically, mentally and emotionally free from abuse.

From the definition of gender equality and child rights, gender quality promotes general human rights, including the rights of all children irrespective of their sex (both boys and girls). Gender equality enables more attention to be paid to the more vulnerable child (boy or girl)

### **3.7 Gender Mainstreaming**

Gender mainstreaming is the process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in any area and at all levels. It is a strategy for making girls/women's as well as boys/men's concerns and experiences an integral dimension in the design, implementation, monitoring and evaluation of policies and programs in all political, economic and social spheres, such that inequality between men and women is not perpetuated

Mainstreaming is not about adding a "woman's component" or even a "gender equality component" into an existing activity. It goes beyond increasing women's participation; it means bringing the experience, knowledge, and interests of girls/women and boys/men to bear on any agenda on the table. It may entail identifying the need for changes in that agenda. It may require changes in goals, strategies, and actions so that both women/girls and men/boys can influence, participate in, and benefit from development processes. The goal of mainstreaming gender equality is thus the transformation of unequal social and institutional structures into equal and just structures for both men/boys and women/girls.

### **3.8 Gender and Social Inclusion**

Involves having all types of people (irrespective of their sex, race, social status, ethnicity etc.) represented, consulted and active in the development process as their right. It is the concept of bringing exclusion issues including gender and disability, geographical location, race and others into mainstream society. It includes the removal of barriers and enhancing incentives to increase the access of marginalised and minority groups to development opportunities.

Social inclusion is the process of bringing socially excluded groups into mainstream development activities so that they have better and eventually equal access to resources and opportunities. The process of bringing about inclusion of socially excluded groups could be realized through affirmative action, Holistic development can only take place when everybody is brought on board the developmental agenda, which by right they should be.

### 3.9 Exceptions of Our Gender Policy and Strategy

In interpreting or implementing this policy, the following would be given consideration:

- The policy does not prohibit special programs aimed at addressing specific vulnerabilities of girls only.
- It does not necessarily mean that every project of DCI-Ghana must cover equal proportion of girls and boys. It does not limit DCI-Ghana in working on issues that affect mostly boys or girls. For example juvenile justice projects usually directly benefit more boys than girls according to past experiences
- It does not mean identical treatment of men and women but rather treatments that are accorded same values and appreciations
- It does not mean that women should be forced to do everything that men do. Example riding of motor bikes but rather against refusal of a woman a job because she cannot ride a motor bike
- It does not prohibit making efforts in ensuring that a certain attractive position is specially kept for women candidates irrespective of the fact that certain male candidates would be more qualified or competent at the time of recruitment. Less competent or inexperienced women can be trained to be able to do the job.

## 4.0 SEXUAL HARASSMENT

DCI wants you to have a work environment free of sexual harassment by management personnel, by your coworkers and by others with whom you must interact in the course of your work as a DCI employee. Sexual harassment is specifically prohibited as unlawful and as a violation of DCI's policy. DCI is responsible for preventing sexual harassment in the workplace, for taking immediate corrective action to stop sexual harassment in the workplace and for promptly investigating any allegation of work-related sexual harassment

### 4.1 What is sexual harassment?

Sexual harassment is a form of unfair discrimination and is prohibited on the grounds of sex or gender. It is defined as any unwanted physical, verbal or visual sexual advances, requests for sexual favors, and other sexually oriented conduct which is offensive or objectionable to the recipient, Sexual harassment also includes any employee conduct unreasonably interfering with another's work performance by creating an intimidating, hostile, or offensive working environment.

## 4.2 Sexual Harassment Behaviours

Sexual harassment consists of a variety of unwelcome conduct by employees directed to other employees including, but not limited to:

- Epithets,
- Derogatory or suggestive comments
- Slurs or gestures
- Offensive posters, cartoons, pictures, or drawings
- Subtle pressure for sexual activity
- Inappropriate touching,
- Fondling
- Inappropriate language
- Demands for sexual favors
- Groping/grabbing of private parts
- Brushing against someone's body
- Kissing
- Strip search by or in the presence of another
- Sexual assault
- Innuendos
- Suggestions
- Hints
- Comments with sexual overtones
- Sex-related jokes or insults
- Graphic comments about a person's body made in their presence or to them
- Inappropriate inquiries about the person's sex life
- Whistling of a sexual nature
- Sending by electronic means or otherwise of sexually explicit text

### **What is Not Sexual Harassment?**

Sexual harassment does not refer to occasional compliments of a socially acceptable nature. It refers to behavior that is not welcome, that is personally offensive, that debilitates morale, and that, therefore, interferes with work effectiveness.

## 4.3 Responding to Unwelcome Conduct

The victim of sexual harassment may indicate that the sexual conduct is unwelcome in a number of ways, including:

- Explicitly expressing his/her dislike for the perpetrator's conduct
- Putting up a non-verbal conduct such as walking away or not responding to the perpetrator

- Where the complainant has difficulty indicating to the perpetrator that the conduct is unwelcome, such complainant may seek the assistance and intervention of another person.
- Victims of sexual harassment are also encouraged to report such unwelcome conducts at all times, particularly when after indicating their dislike, the perpetrator continues to put up such unwelcome behaviours.

#### **4.4 Reporting Sexual Harassment**

The incident of sexual harassment must be reported as soon as is reasonably possible, without undue delay taking into consideration the power dynamics between the harasser and the victim, and the trauma that is involved in sexual harassment cases.

If you feel that you have been the recipient of sexually harassing behaviour, report it immediately to the Human Resource Manager or to any other supervisor. If your supervisor is the source of the harassing conduct, report the behavior to the Programme Manager (PM). If the PM is the source of the harassing conduct, report to the president of the executive council. It is preferable to make a complaint in writing, but you can accompany or follow up your written complaint with a verbal complaint.

All allegations of sexual harassment will be quickly investigated. To the extent possible, your confidentiality and that of any witnesses and the alleged harasser will be protected against unnecessary disclosure. When the investigation is completed, you will be informed of the outcome of that investigation.

Depending on the complexity of the investigation, you should be contacted within two weeks about the status of your complaint and whether action is being taken.

#### **4.5 Discipline**

Any employee found to have harassed another employee or applicant for employment will be subject to appropriate disciplinary procedure action, including reprimands, suspension or termination of employment.

A person committing sexual harassment may also be held legally liable for his or her actions under applicable law.

#### **4.6 Victimization Prohibited**

Victimization occurs where a person is maltreated or intimidated for failing to submit to sexual advances. DCI will permit no employment-based retaliation against anyone who brings a complaint of sexual harassment or who speaks as a witness in the investigation of a complaint of sexual harassment.

## 4.7 Harassment by Non-Employees

DCI will endeavour to protect employees, to the extent possible, from reported harassment by non-employees such as from beneficiaries, partners, vendors and other parties who have workplace contact with our employees.

# 5.0 THE FRAMEWORK FOR DCI'S GENDER POLICY

## 5.1 Create an Enabling Environment

### ***Commitment statement***

DCI shall create an enabling environment where all employees and volunteers are committed to achieving gender equality and the empowerment of women and girls by adopting a systemised approach to the implementation of the gender policy and strategy.

### ***Strategies***

- ❖ Invest in gender equality and mainstreaming capacity building programmes for all staff and volunteers
- ❖ Develop and implement regional and district programmes to eliminate discriminatory attitudes and practices that discourage girls and boys from participating in activities/issues bordering on their welfare.
- ❖ Develop and implement regional and district programmes to enable both girls and boys learn about/access their rights and live up to their responsibilities.

## 5.2 Establish Gender responsive institutional structures

### ***Commitment statement***

DCI Ghana shall set up effective institutional structures and mechanisms for implementing and monitoring the gender policy and allocate adequate financial and human resources to facilitate its implementation.

### ***Strategies***

- ❖ We shall review our human resource policies to ensure gender equity in all hiring so that no applicant or employee receives less favourable treatment on the grounds of gender
- ❖ We shall develop a check list for the development of new projects and budgets that ensures the inclusion of gender considerations

## 5.3 Ensure effective Gender policy monitoring and evaluation

### ***Statement of commitment***

DCI will ensure that the gender policy is effectively monitored, as part of its implementation, and evaluated every two years.

### **Strategies**

- ❖ DCI shall develop a gender monitoring and evaluation plan to enable us effectively monitor and evaluate our gender policy.
- ❖ We will develop tools for effective monitoring and evaluation of all programmes and initiatives emanating from this policy in order to facilitate timely reporting, decisions and direction on progress of implementation
- ❖ DCI Ghana will include indicators for gender monitoring in our monitoring and evaluation framework
- ❖ We shall endeavor to evaluate the implementation of this policy every other year.

## **5.4 Allocation of Adequate Resources to the Promotion of Gender Equality**

### **Statement of commitment**

DCI shall ensure that sufficient financial resources are allocated for mainstreaming gender and for the implementation of gender targeted initiatives.

### **Strategy**

As much as practicable, we shall allocate at least 5% of all programme and project budgets to the implementation of gender targeted initiatives.

## **5.5 Mainstreaming Gender into DCI Ghana**

### **Statement of commitment**

DCI Ghana shall ensure that gender equality is incorporated into all our systems and structures. Gender equality shall also be made integral part of all projects and programmes designed and implemented by DCI Ghana. We shall utilise gender mainstreaming as an approach to share the responsibility for ensuring gender equality among all stakeholders.

### **Strategies**

- ❖ DCI Ghana shall develop and implement a gender action plan as a means to operationalize this policy and promote the mainstreaming of gender in our overall planning systems
- ❖ We will develop understanding and expertise of staff and volunteers on gender equality so that they can be taken forward as part of relevant responsibilities. We will use capacity building as an essential element in our Gender Mainstreaming Strategy, to increase the capacity of management and staff to effectively integrate gender issues into their work.
- ❖ Regular and periodic training on gender awareness and mainstreaming would be conducted for all staff of the organization. DCI-Ghana would partner with



organizations or individuals who have the expertise and experience in conducting such training.

## **6.0 GENDER POLICY ACTIONS**

To operationalize this gender policy, the senior management of DCI-Ghana should demonstrate serious commitment towards gender mainstreaming. This requires the investment of resources and time towards addressing gender issues. The first step shall be to be committed to the implementation of this policy within their means. To this end, DCI Ghana will undertake the following actions:

### **6.1 Ensure that the DCI Ghana's policies, procedures and structures support programmes that address gender inequalities.**

- All DCI Ghana executive council members, staff (senior management, management and staff) and volunteers shall accept and commit to this gender policy and strategy.
- DCI would endeavor to do gender analysis of existing policies including statutes and projects. This should include analyzing the differential perspectives, roles, needs and interests of women and men in the project areas, country, region or office, including practical needs and strategic interests of women and men. The findings can be used to shape up the design of these policies and projects of the organization
- We will revise all existing organisational policy documents, particularly the Human Resource, finance and office manual and others and incorporated gender perspectives into them.
- Gender considerations should be included in all programme proposals and budgets we develop.
- DCI Ghana will strive to achieve gender parity.
- We will take into account gender equality as a central measure of success in future evaluations.

### **6.2 Establish and Strengthen Partnerships that Effectively Support the Implementation of our Gender Equality Policy and Strategy**

- As part of the wider development of a partnership strategy for the DCI Ghana, attention will be given to building a network specifically focused on activities that address gender inequality. Quite a number of actors are currently engaged in work of this nature, including International NGOs and Local NGOs in the country.
- As Partnerships are crucial to ensuring action, we shall seek partnership with not only NGOs but with Government ministries responsible for our areas of

operation. We shall establish and strengthen partnerships with ministries of Gender, Children and Social Protection; Ministry of Education (MoE) and Ministry of Health (MoH).

- For an ambitious partnership agenda to succeed, it will need strong collaboration and commitment from management and staff of DCI Ghana. Collaboration on this issue will also require strong involvement and direction from the Executive Committee and the General Assembly.

### **6.3 Develop a Robust Communications and Advocacy Strategy**

- In fulfillment of our mission, DCI Ghana will develop a communication and advocacy strategy to guide our advocacy processes. This will enable us to improve upon our advocacy efforts. Gender considerations will be incorporated into the strategy and all our advocacy actions.
- Where possible, we will incorporate our commitment to promote gender equality into general messaging about the DCI Ghana. These will convey our commitment to gender equality as a key component of “who we are.” To this end, the internal guidelines on branding will be an important tool in ensuring internal consistency of messages on this issue and as reference material for staff and members who communicate externally.

### **6.4 Provide Leadership, Internally and Externally, by Supporting, Advancing and Giving Voice to the Gender Equality Strategy**

- DCI Ghana will develop a gender skills bank, comprising of a database of our staff, staff of our partners as well as local consultants with expertise in gender equality. This will enable us to easily access people with specific skills in gender equality to provide specialist input.
- Organizational Culture – Gender equality will be part of the organisation’s values and culture and become a key component of the working environment of the DCI Ghana. Gender equality will be integrated into all aspects of staff management and culture. The leadership will set an example and “live the values”, as this will be an important factor in the implementation of new policies on gender equality.

### **6.5 Twelve Commitments of DCI-Ghana to Gender Equality**

1. Confront & challenge gender discrimination.
2. Advocate and promote gender equality as a human and child right.
3. Oppose all forms of gender-based violence.
4. Will not tolerate practices that result in gender-based discrimination.

5. Implement long-term strategies of social change to address the causes of gender-based exclusion and discrimination.
6. Ensure that gender analysis and promotion of gender equality are included in all programs.
7. Promote the empowerment of girls and women to ensure that all children have equal opportunity to realize their rights.
8. Work with men and boys in tackling gender discrimination and promoting gender equality.
9. Promote the equitable and meaningful participation of girls and boys in the decision-making process that affect their lives.
10. Create an enabling environment for gender equality to thrive in our internal organizational culture.
11. Analyze the risks that may arise in the pursuit of gender justice and take steps to prevent any potential harm to girls and boys.
12. Mobilize human and financial resources to meet its commitments to gender equality.

## **6.6 How DCI-Ghana will live up to Its Commitments**

- DCI-Ghana will have workplace policies that assure equal opportunities for male and female staff.
- The organization's program development will include an analysis of the child rights situation regarding gender equality.
- DCI-Ghana will work in partnership with organizations that are committed to gender equality and child rights.
- DCI-Ghana will support girls and boys, women and men to advocate for gender equality and will ensure that the issue of gender equality is included in the monitoring reports for the Convention of the Rights of the Child.
- All media and communication messages and publications will reflect DCI-Ghana's commitment to gender equality.

## **7.0 STRATEGIES FOR MAINSTREAMING GENDER INTO DCI**

In addition to the specific strategies outlined under the framework of DCI's gender policy, the following strategies will be used to mainstream gender equality into DCI Ghana.

### **7.1 Gender and Child Rights Based Approach in Programming**

DCI-Ghana would endeavor to incorporate a gender and child rights-based approach during programs, policy development, and implementation. In developing policies, projects and programs, it is important to ask, "How will this policy, program, or project contribute to gender mainstreaming?" Finding an answer to a question like this can ensure that all policies and projects are gender sensitive.

### **7.2 Awareness Raising**

Regular discussions on gender would be a culture in the organization. Gender discussions would happen at all levels of meetings of the organization. This includes board and staff meetings of DCI-Ghana. Discussion on the implementation of the Gender policy would always be included in the agenda of the meetings. In this way regular and updated action points will be recommended and followed up at all times. It is important to collect and produce gender education materials including books, brochures, posters, journals etc. and make them available to staff at DCI-Ghana offices. All DCI-Ghana offices would have gender posters at all times.

### **7.3 Gender Focal Person**

If possible, DCI-Ghana would identify some staff of the organization who has the time, knowledge, and passion for gender equity. Such a staff member would be very useful to coordinate the implementation of the gender policy, develop programs that promote the rights of women and girls at the organization and community levels, continuously carry out gender impact assessments, coordinate gender training, as well as the overall process of gender mainstreaming.

### **7.4 Seek Views of both Girls and Boys on all Topics**

In being proactive to advance gender equality, DCI-Ghana will

- Encourage girls, women, boys and men to speak out on issues relevant to gender discrimination.
- Write reports on issues that affect women in an appropriate manner using correct and acceptable language.
- Seek voices of women, children, and the underprivileged as material sources for programs by making special effort to reach rural areas of the country.
- Endeavor to highlight the plight of the vulnerable in society and treat all people with dignity and respect.
- Use language that is acceptable to the public. Avoid using language that will

encourage stigma, discrimination, stereotyping and apportioning blame in articles.

- Encourage staff to attend training workshops and meetings in order to advance their understanding and reporting on gender issues.
- In line with the agenda to being proactive to advance the development of women's issues, make an effort to level the playing field for all staff by recognizing abilities of women and promoting them on merit.

### **7.5 Ensure Gender Equality in Programs**

DCI-Ghana will seek to ensure gender balance and sensitivity, and challenge gender stereotypes in its programming through:

- Regular review of the programs to ensure that these include activities that challenge gender stereotypes.
- Commitment of sufficient resources to developing gender sensitive programs.
- Work with civil society on innovative ways to raise public discussion and debate on sensitive issues such as abortion, sex work, sex education in schools, etc.
- Taking of gender factors into account in the scheduling of programs.  
Give greater prominence to, and promote actions that are gender balanced, challenge gender stereotypes, help to promote debate, dialogue and a better understanding of gender issues.

## **8.0 GENDER POLICY IMPLEMENTATION PLAN**

A senior management and a cross section of staff will review and finalise the draft plan developed at the gender equality workshop. This will be approved by the Programme Manager and implemented accordingly. The implementation of the strategy will be everybody's responsibility in DCI Ghana.

## **9.0 MONITORING AND EVALUATION PLAN**

The DCI Ghana will establish a rigorous monitoring and evaluation framework for the implementation of the gender strategy. Management shall be responsible for developing a Monitoring and Evaluation framework with a time bound plan which staff and volunteers shall use for reporting on implementation of the Policy

*Approved by the Executive Council of Defence for Children International, Ghana on 30th September 2018*