GENDER POLICY

“ENSURING EQUITABLE AND SAFE LIVES FOR WOMEN AND CHILDREN”

Approved by: THEIR HOPE FOUNDATION

DATE OF APPROVAL: 24th may 2025

DATE OF REVIEW: 24th may 202

Content

[1.0 INTRODUCTION 2](#_Toc202030234)

[2.0 DEFINITION OF TERMS 3](#_Toc202030235)

[Gender 3](#_Toc202030236)

[Gender Equality 3](#_Toc202030237)

[Gender Equity 3](#_Toc202030238)

[Gender Bias: 4](#_Toc202030239)

[Gender gap: 4](#_Toc202030240)

[Gender Based Violence: 4](#_Toc202030241)

[Gender Based Empowerment: 4](#_Toc202030242)

[Gender blind: 4](#_Toc202030243)

[Gender Role: 4](#_Toc202030244)

[Gender and development: 4](#_Toc202030245)

[Gender Justice: 4](#_Toc202030246)

[3.0 THEIR HOPE GENDER POLICY 5](#_Toc202030247)

[3.1 Their Hope Gender Policy comply: 5](#_Toc202030248)

[4.0 POLICY IMPLEMETATION 5](#_Toc202030249)

[5.0 T.H.F Gender Policy Commitments 6](#_Toc202030250)

[5.1 Their Hope’s Gender Policy Commitments on Ensuring Safe lives for women and Children within organization 7](#_Toc202030251)

[5.2 DECLARATION FOR PRESENTATIVE 7](#_Toc202030252)

# 1.0 INTRODUCTION

Their Hope Foundation (T.H.F) is a legally registered non-profit organization under the Non-Governmental Organization Act, 2002 with Registration No. ooNGO/R/8246, committed to empower Children, youth and Women through Quality Education, WASH services, Sexual and Reproductive Health and rights, Climate Action and Economic opportunities.

* **Mission**: To empower Children, Youths and Women from vulnerable communities through Quality Education, WASH services, Sexual Reproductive and Sexual Rights (SRHR) Climate Action and Economic opportunities, thus achieving Equitable and poverty free, self-reliant lives and community resilience
* **Vision:** Envisions a sustainable planet where Social, economic and Environmental inclusion to Children, Youths and women becomes a reality for attaining self-reliant, poverty free lives for better future.

Their Hope Foundation (T.H.F) is committed to protect rights of Women and Children to have a community where their safety is a forefront matter to be considered.

Gender based violence denies Children from acquiring the knowledge and skills necessary for their future and perpetuates poverty thus affecting National economies through losses and competitive productivity and potential income.

Their Hope Foundation (T.H.F) believes that adhering to Gender Equality is crucial that Boys and girls recognize their full potential in the community and respecting people rights and dignity. Most of violations against children and women have root in Gender Based Violence, exclusion and injustice. On the other side, Tanzania recognizes gender inequality is a major obstle to socio economic and political development. T.H.F believes that it’s crucial to directly address gender discrimination and enhance Gender equality so that protection of Children and women against any harm can be highly assured while fulfilling the organization’s vision.

This policy has been Reviewed and Recommended for Approval by;

Their Hope Foundation HEAD OF PROGRAMs

Leah Makarius Sambala

SIGNATURE……………………………… DATE:24th may 2025

This policy has been reviewed and approved by;

Their Hope Foundation EXECUTIVE DIRECTOR

Rosemary Mwambara Manyori

SIGNATURE………………………………… DATE:24th may 2025

## 2.0 DEFINITION OF TERMS

### Gender

Is the state of being a male or female in relation to the social, cultural roles that are considered appropriate for men and women in the community.

OR

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

### Gender Equality

Refers to equal and fair treatment of women and men as members of 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 thar 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 of female.

### Gender Equity

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

Gender Discrimination:

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

* Gender stereotype

It’s a way of thinking that persists in peoples attitudes and practices and also reflected in policies and laws of country or community.

### Gender Bias:

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

### Gender gap:

Refers to differences between women and men especially as reflected in social, political, intellectual, cultural or economic attainments or attitudes.

### Gender Based Violence:

This refers to any act, omission or conduct by means of which physical, sexual, emotional or mentals sufferring is inflicted directly or indirectly through threats, 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.

### Gender Based Empowerment:

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

### Gender blind:

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

### Gender Role:

Refers to the social role encompassing a range of behaviors and attitudes that are generally considered acceptable and appropriate or desirable for people based on their biologicl or perceived sex.

### Gender and development:

Gender and development refers to the efforts of addressing issues concerning equal opportunities for both women and men. The main goal is to change or address inequality between women and men for sustainable development.

### Gender Justice:

Gender Justice underlines the role of duty bearers for the rights of boys and girls. Gender justice is ending of gender inequalities between male and female, resulting to women and girls’s subordination to Men and boys. It implies that Boys and men, women and girls have equal access to control over resources, the ability to make choices in their lives as well as access to provision and redress inequalities as needed. A commitment to gender justice means taking a position against gender discrimination, exclusion and gender based violence. It focuses on responsibility to hold duty bearers accountable to respect, protect and fulfill human rights particularly of women and and girls.

# **3.0 THEIR HOPE GENDER POLICY**

Their Hope Gender Policy is **“Ensuring Equitable and Safe lives for women and Children**”. This emphasizes equal provision of resources, services and Safe environment for women and men.

, Girls and Boys to achieve equitable, safe life and sustainable community development.

The Objective of Their Hope Foundation Gender Policy:

The objective of Their Hope Foundation Gender Policy is to enhance and guide the process of Gender mainstreaming and empowerment of women and girls, influencing policies, procedures, laws, practices and norms for the attainment of Gender equality, gender justice and potential rights of women and girls in the community.

## 3.1 Their Hope Gender Policy comply:

T.H.F Gender Policy comply with the constitution of Tanzania (1977), National Strategy for Gender Development(2000) Ministry of community Development, Gender and Children, The 1979 UN Convection on the Elimination of all forms of Discrimination Against Women(CEDAW), and UN Millenium Development Declaration(2000).

# **4.0 POLICY IMPLEMETATION**

The Gender policy at T.H.F will be implemented through the following approach;

* Enhancing Staffs awareness;

Their Hope Staffs receive trainings 4 times a year, and for ne staffs and volunteers on Gender policy issues and their responsibilities under the policy, including mandatory reporting of concerns or allegations of violence against children and violence against women.

* Frequently reviewing of the Gender Policy ;

This policy will be reviewed after every three years and lesson learnt will be included in subsequent versions.

* Internal Screen and Recruitment Stage;

Their Hope Internal recruitment process involves a clear screening measures to ensure that only qualified people are recruited. These include criminal records checks and other background checking on successful candidates before they start working. Safe recruitment and screening process are crucial for obtaining appropriate people for a vacancy or position involving contact with Children and women.

* Assuring the use of appropriate Media and communication methodologies or systems;

T.H.F rules on appropriate use of its ICTS devices and systems (i.e. internet connections, desktops, tablets, mobile phones, laptops etc.) adhere to Gender Policy. Actions will be seriously taken upon any allegations on inappropriate use of ICT devices and systems to search and have access to harmful contents that involve threats and perpetrates Child violence and women.

# **5.0 T.H.F Gender Policy Commitments**

T.H.F focuses in its commitment of enhancing Gender Equality as divided in to aspects;

* Gender Policy commitment on implementation of programs and Projects:

1. Engage with Men and Boys in promoting Gender justice by challenging gender stereotyping and other root causes of Gender discrimination.
2. Emphasizing the promotion of Women and girls empowerment in order to close gender gaps and ensure all children have equal chances to realize their rights.
3. Ensure the equitable and meaningful participation of Girls and boys in decision-making processes

on the matters affecting their lives

1. Assessing risks arising in the pursuit of gender justice, taking steps to ban any harm to girls and boys.
2. Fostering partnerships and programs that enhance respect for diversity and sensitivity to cultural differences without hesitating actions and punishments upon any allegations involving inequalities, prejudices or gender based discrimination.

### 5.1 Their Hope’s Gender Policy Commitments on Ensuring Safe lives for women and Children within organization

1. Working together to sustain peaceful working environment by maintaining good conducts and manners that is free of intimidation, offence or any form of Abuse and harassments.
2. Avoid any forms of violence and harassments at workplace including psychological, physical or sexual abuse.
3. Understand that, all workers, both men and women, are protected from reliation for complaining about harassment.
4. Sexual intercourse relationship at a workplace including the beneficiaries is strictly prohibited.
5. Use appropriate language for everyone regardless of their gender identity, physical appearance, body sizes, disabilities, ethnicity, race, age, religion, nationality among others.
6. Avoid sexual harassment including unwanted hugs, touches, requests for sexual favors, unwelcome sexual advances, display of incidents, pornographic pictures posters, videos or drawings.

### 5.2 DECLARATION FOR PRESENTATIVE

|  |
| --- |
| **DECLARATION FOR REPRESENTATIVE**  I…………………………………………………, I have read T.H.F’s GENDER POLICY commitment and agree to adhere to it within my work with and /or for Their Hope Foundation and if I violate any of the commitments in this policy serious action must be taken including termination of the contract.  Signature……………………………….. Date:…………………………………………… |