

**Ethiopian Orthodox Church Development and Inter- Church Aid
Commission (EOC-DICAC)**



Gender policy

**Addis Ababa
November, 2020**



Table of content

Abbreviation -----	3
Policy overview-----	4
Introduction-----	4
Rationale-----	5
Methodology-----	7
Policy environment-----	7
Policy statement-----	9
Guiding principles-----	10
Policy measures/commitment-----	10
Scope of policy application-----	16
Duties and responsibilities-----	16
Definition of key terms and concepts-----	17
Policy monitoring and review-----	18
References-----	19



Abbreviation

AIDS– Acquired Immunodeficiency syndrome

BPA – BeijingPlatform for Action

CEDAW – Conventionon Elimination of All Forms of Discrimination against Women

CPRW – Conventionon the Political Rights of Women

EOC-DICAC –EthiopianOrthodox Church Development and Inter-Church Aid Commission

HIV – HumanImmunodeficiency Virus

NAP-GE–NationalAction Plan for Gender Equality



1. Policy overview

This policy document assesses opportunities and challenges in promoting gender equality at Ethiopian Orthodox Church Development and Inter-Church Aid Commission (EOC-DICAC) and provides strategies for addressing the challenges. It has been developed in conformity with various national policies and EOC-DICAC Strategic Plan. It will contribute its share to promote gender justice by mainstreaming gender in all aspects of the organization's activities. It also urges individual members to strengthen their own actions to ensure the human rights of women, girls, boys and men are equally promoted and protected. This Gender Policy defines EOC-DICAC's explicit commitments to support gender equality. It will give a fillip to that effort by ensuring a proper gender sensitive working culture at the organization level.

2. Introduction

Gender inequality is deep-rooted in social, economic, cultural and political structures and thus closely intertwined with every development challenge ranging from the elimination of poverty to the promotion of peace and democracy. In other words, countries will not be able to combat poverty, and ensure sustained development without a deliberate attempt to overcome gender inequality. In recent years, incorporating gender equity and equality in every development work is becoming a fundamental prerequisite in most countries.

Ethiopia is explicitly committed to promote gender equality. The 1993 National Policy on Ethiopia Women, the 2006 National Action Plan for Gender Equality (NAP-GE), the 1995 FDRE Constitution, the Revised Family Law (FDRE, 2000), and the Revised Criminal Code (FDRE, 2004) are among the major national policies and legal frameworks which guarantee women's equality and the protection of women's human rights in various spheres of life. In addition, Ethiopia as a member of the international community has signed a number of international conventions promoting and protecting the rights of women. It has ratified the Convention on the Political Rights of Women (CPRW) and the Convention on Elimination of All Forms of Discrimination against Women (CEDAW). Ethiopia has also adopted the principles of the 1995 Beijing Platform for Action (BPA) and has endorsed and engaged with the Millennium Development Goals of 2000. Despite these opportunities, there are still challenges constraining women and girls' equal participation in the social, economic and political spheres of the country. This is also reflected in various organizations of the country.

EOC-DICAC was established as a development wing of the Ethiopian Orthodox Church with the objective of enhancing the development efforts of the country by a legal notice in 1972. In accordance with the Civil Society Organizations proclamation No. 1113/2019 EOC-DICAC has



been re-registered as local organization with certificate number 1560. It has been playing a pivotal role in undertaking various development activities as part of the effort to eradicate poverty.

The organization has been engaged in various development programs and brought about a significant impact on the lives of communities living in various parts of the country. Rural water supply, sanitation and hygiene, access road construction, small scale irrigation development, education, rural development, food security, prevention and control of HIV/AIDS and creating climate change resilient community through various capacity building interventions. Furthermore, the organization has been implemented emergency relief, rehabilitation, supporting refugees and returnees and enhancing humanitarian and social accountability partnership.

Even if the commission has been involved in different development activities, significant challenges have been encountered in addressing gender equality during the implementation of these works. More specifically, a huge gap has been observed between men's and women's participation in planning, implementation and evaluation of all its undertakings. The leadership is still highly male-dominated, although some progress has been made in female's participation as desk officer. However, women have not been involved in medium and high level management and decision-making positions.

Various reasons can be mentioned as barriers to females' low participation in leadership. The limited number of qualified women staff in the organization and lack of enabling environment for women empowerment in the leadership roles are some of the factors. Moreover, absence of a gender policy and subsequent strategies to enhance the number of woman staff in the organization is one of the fundamental contributing factors for the gender imbalance. There is no mechanism that encourages women to take leadership positions; hence, they tend to stick to their personal and professional roles.

Even if we have many examples of our work that have strengthened the position of women at the community level, we still have a huge gap to fill in addressing gender issues in every area. A collaborative and strategic effort is necessary to address the above gender gaps for the advancement of women. Thus, EOC-DICAC develops this gender policy to integrate a gender perspective and women's human rights in every project, program and leadership of the organization based on the global and regional instruments as well as domestic laws and policies.

3. Rationale

Gender mainstreaming is a fundamental tool that enables women to contribute for socio-economic development. It is now a well established fact that gender equality is central to



sustainable development where every member of society is treated with respect and dignity, affording them equal opportunity to realize their full potential. Due to long dating cultural, economic and political reasons, the roles and rights of women in the country have been undermined. As a result, development efforts in the country have now started to take series of measures of correcting past injustices and wrong way of doing things. It has been attested that enhancing gender equality especially in the efforts to eradicate poverty will help to ensure rapid achievement of the society's development.

In the external environment that EOC-DICAC operates, there are a variety of international norms and standards that guide EOC-DICAC to fully embrace gender equality and the empowerment of women in all areas of work. International humanitarian, human rights, and refugee law share a common goal in aiming to prevent and relieve suffering, and to protect and promote the rights and freedoms of women, girls, boys and men. As such, they complement and reinforce each other, thus providing a comprehensive framework to ensure equal rights of women, girls, boys and men. These situations demand a collaborative effort of all concerned bodies of the organization to design a clear strategic intervention to ensure gender equality.

EOC-DICAC recognizes that unbalanced gender relations and inequalities are fundamental causes of poverty. Women and girls do not enjoy the same status, power or access to and control over resources as men and boys. This situation is unacceptable. Principles of equity and social justice require us to work to ensure that everyone has equal opportunity for expressing and using their potential, irrespective of sex, age, race, color, class, religion, ethnic background, sexual orientation, HIV status or disability. EOC-DICAC is fully committed to channeling energy, effort and resources into processes that create a society that values women, men, girls and boys equally.

Even though, the number of female staffs who join the organization is increasing from time to time, ensuring gender equality and empowerment of female staff has still been a great challenge; women have not taken a leadership role in the management staff. Besides, there is a greater need of capacitating and empowering of female staffs. There is also a demand for creating a gender responsive environment in the organization. The exiting situation at the organization has necessitated framing this Gender Policy. It has been designed based on the following specific rationales.

3.1.Human Rights

The attainment of equity and gender equality is regarded as absolutely essential from a human rights perspective. EOC-DICAC takes into account the rights of all its members, irrespective of



gender. Accordingly, the EOC-DICAC gender policy will confirm and institutionalize the rights, responsibilities and duties of all the members of EOC-DICAC. It is also worth mentioning that the country has accepted the universal law and declarations focusing on the rights of women and the ratification of these in its constitution.

3.2. Prerequisite for Sustainable Development

It is now a well-established fact that gender equality is central to sustainable development where every member of society is treated with respect and dignity, affording them equal opportunity to realize their full potential. The country has almost equal male to female proportion. Developing a gender policy is an empowering force to support sustainable development and therefore, EOC DICAC, as one of development partner in the country, has a crucial role to play in contributing to the broader societal goal of gender equality. This can be achieved by the organization investing in eliminating all the social and structural impediments that stand in the way of women's full participation in all development efforts.

3.3. Standard for Organization Advancement

Gender equality has become one of the most important areas by which the quality and effectiveness of an organization is judged. This Gender Policy provides an institutional framework within which actions on gender can be taken at all levels. It further provides a framework that enables the organization, partners and all its stakeholders to undertake initiatives that are mutually beneficial and lead to the promotion of gender justice and equity.

4. Methodology

This policy document was prepared using primary and secondary sources of information. The response of gender audit questionnaires is used as a primary data which is filled by most staffs of the organization from the supportive to management level. Relevant documents related to gender within and outside the organization were examined to yield important information. The organization's visions and goals and other relevant policies of the organization were reviewed to examine their gender responsiveness. Strategic plan of the organization was also among the most important sources for the policy. Besides, the findings of the organizational capacity assessment conducted in 2018 to give a true picture of its current structure, operations, management and other areas of improvement were also used as input. Finally, National and international policies and guidelines pertinent to gender were also analyzed to gather relevant data to prepare the policy.



5. Policy Environment

Ethiopia has formulated policies and ratified major international conventions and treaties that promote gender equality. In this section, the international, regional and national policy environment will be reviewed.

5.1. International and Regional Policy Environments

Some of the major regional and international instruments that Ethiopia has ratified include: The Convention for the Elimination of Discrimination Against Women (CEDAW), the Beijing Platform for Action (BPA), the Millennium Development Goals (MDGs) and the Protocol to the African Charter on Human and People's Rights on the rights of Women in Africa (Maputo Protocol).

CEDAW deals with human rights of women and commits states to incorporate the principle of equality of men and women in their legal systems. It consolidated gender related laws scattered in various UN instruments. It emphasized all States Parties shall take all appropriate measures to eliminate discrimination against women in order to ensure to them equal rights with men on a basis of equality of men and women". CEDAW was the basis for the formulation of the National Policy on Ethiopian Women.

The Beijing Platform for Action (BPA) showed a renewed commitment to the goal of equality, development and peace for all women in the 1995 World Conference on Women. It identified 12 critical areas that must be addressed to ensure equality. These critical areas are poverty, education and training, health, violence, armed conflict, the economy, decision making, institutional mechanisms for the advancement of women, human rights, mass media, the environment and the girl child.

The Millennium Development Goals (2000-2015) is a global consensus in poverty reduction and the improvement of human well-being and is expected to enhance the commitment of nations to fight poverty. The goals had been commonly accepted as a framework for measuring development progress by 2015. MDGs specifically address gender equality and women's empowerment focusing on eliminating gender disparity at all levels of development works. The MDGs support the implementation of women's policy and action plan by promoting gender equality.

The Protocol to the African Charter on Human and People's Rights on the rights of Women in Africa (Maputo Protocol) calls on all State Parties to eliminate any discrimination



against women and to ensure the protection of the rights of women as stipulated in international declarations and conventions. According to the Protocol, state parties shall take measures to eliminate all forms of discrimination against women and guarantee equal opportunity and access in the sphere of development activities, education and training.

5.2. National Policy Instruments

With the announcement of the National Policy of Women in 1993 and the promulgation of the new Constitution in 1995, the Ethiopian Government declared its commitment to the equitable socio-economic development of women. The National Policy on Ethiopian Women aims to institutionalize the political, economic and social rights of women by creating appropriate structures in government offices and institutions so that public policies and interventions become gender responsive in order to ensure equitable development for all Ethiopians. The FDRE Constitution in Article 35 provides that women are entitled to equal rights with men. This Article 35 (3) states that

In recognition of the history of inequality and discrimination suffered by women in Ethiopia, women are entitled to remodel and take affirmative measures. The purpose of such measures shall be to enable women to compete and participate on the basis of equality with men in political, economic and social life, and to gain access to opportunities and positions in public and private institutions.

The Ethiopian Growth and Transformation Plan (2010/11-2014/15) ensure gender and youth equitable benefits by scaling up its efforts to implement the Women's and Youth Policies. One of the implementation strategies of the GTP (2010) is to increase women's participation in all development works.

In general, despite various policy reforms, gender inequalities in governmental and nongovernmental organizations persist due to hidden structures that restrict the access and participation of marginalized groups, including girls and women.

6. Policy Statement

EOC-DICAC is also committed to advancing gender equality in its own workforce, as well as among temporary advisers and consultants. Improving diversity management and enhancing the mainstreaming of gender are among the strategic objectives of EOC-DICAC. The HR manual recruitment policy tends to empower women and there were a lot of efforts to put in place gender at least at division level in DICAC. The organization is committed to attain gender equality



among all its community members. To this end, the gender policy will reinforce major interventions to be undertaken by EOC DICAC at head and coordination offices.

6.1. Policy Vision

EOC-DICAC aspires to be an organization where gender equality is realized and women's/girls' empowerment is attained.

6.2. Policy Mission

EOC-DICAC is committed to establish organizational culture that ensures gender equality.

6.3. Objectives

The overall objective of this policy is to address gender imbalances and promote gender equality in all programs at head and coordination offices in order to secure or guarantee gender responsive environment.

The specific policy objectives are to:

- Support the empowerment of women and girls as a key strategy toward ending poverty, human suffering and gender inequality.
- Promote equal opportunities for male and female staffs and create a gender sensitive working environment at the workplace.
- Act as an effective deterrent against gender discrimination and harassment both in workplace and in program intervention areas.
- Promote the creation of structures and opportunities for women's participation in decision-making at all levels.
- Institutionalize gender mainstreaming in all the organization's activities and Ensure friendly environment for women/girls.
- Create a transparent and consistent message on EOC-DICAC's commitment to gender equality with the government locally and facilitate working relationship at international level with other organizations.
- Support women and girls to secure their economic, social, political, civil and cultural rights.
- Make all HR systems and policies gender-sensitive and responsive, and integrate gender indicators into staff objectives, accountabilities and performance management systems.



7. Guiding Principles

In line with the National Constitution (1995) and the National Women's Policy (1993), which address gender equality and equity, affirmative action, women's empowerment, gender as a cross-cutting issue in all sectors and levels; this policy will be carried out under the following guiding principles:

- Women/girls and men/boys in the organization are not a homogenous group as a result of diverse socio-economic and cultural background.
- Gender equality is to mean different behavior, aspirations and needs of women and men are considered, valued and favored equally.
- Gender issues are analyzed and addressed as appropriate in organizational policies and procedures.
- Transformation in individual consciousness about gender equality and women's rights as well as organizational culture and governance are a prerequisite for gender equality and women's empowerment.
- Sustainable development and organizational transformation is possible only if based on equal partnership and mutual respect between women and men.

8. Policy Measures/ Commitment

EOC-DICAC is committed to make this Gender Policy an integral part of all organizational policies programs and projects and would involve building a culture that understands and respects gender related concerns.

The basic elements of EOC-DICAC's gender policy will be:

1. To promote equity and equality between men and women.
2. To create a gender sensitive and conducive working environment.
3. To eliminate harassment and discrimination on the basis of gender, and
4. To ensure fairness and equity as a right for all in the outcomes of development, through processes of social transformation.

To achieve this, EOC-DICAC aims to take the following commitment or steps:

8.1. Staff Recruitment, Training, Scholarship and Promotion

EOC-DICAC shall put in place gender-responsive staff recruitment, training, scholarship and promotion to improve staff composition/ representation.



Strategies:

- Ensure that the organization has gender-responsive staff recruitment, training, scholarship, promotion and recognition guidelines and procedures for female staff members.
- Reviewing the existing organizational structure, functioning, problems in relation to gender imbalances among staff and the work environment and taking steps to address them so as to improve staff composition.
- Giving top priority to recruiting and retaining adequate women staff at all levels to ensure gender balance in staffing pattern.
- Including women staff as recruitment committee.
- Ensuring representation and participation of men and women in the Executive Board, Senior Management Team, and various functional committees of the organization.
- Ensuring equal opportunities among staff, irrespective of gender, in working conditions, for personal reputation, in promotion benefits, and training.
- Ensure the organization has feasible or workable action plans (with regard to staff recruitments and development, promotion, participation in leadership etc.).
- The gender unit shall be promoted and capacitated to division level.

8.2. Capacity Building of Staff on Gender Issues

EOC-DICAC shall provide capacity building training for staffs on gender analysis and how to mainstream gender in every development programs.

Strategies

- Facilitating staff capacity building processes and trainings to enhance perspectives and conceptual clarity on gender issues
- Ensuring that all trainings (internal and external) facilitated by the organization are gender sensitive.
- Conducting gender trainings for both men and women; and ensuring participation of women in all the field level meetings and trainings.

8.3. Building a Gender Sensitive Workplace



EOC-DICAC shall build a gender sensitive workplace to promote gender equality, which is intrinsically linked to sustainable development and is vital to the realization of human rights for all.

Strategies

- Providing a safe and secure workplace for women staff, free from sexual harassment/discrimination with a Gender Complaints Committee in existence to deter and prevent harassment through dissemination of information/rules and also for investigating into cases of sexual harassment/discrimination when they are reported and ensuring justice.
- Extending work related concessions and relaxations for women staff depending upon the situations and requirements; e.g. providing secure transport facilities when they work late hours; ensuring security measures along with minimum basic facilities for women staff while traveling in the field, flexible working hours for women staff and provisions for working from home under special circumstances.
- Overall, appropriate work conditions should be provided in respect of work, leisure, health and hygiene to further ensure that there is no hostile environment towards women at workplaces and no woman employee should have reasonable grounds to believe that she is disadvantaged in connection with her employment.
- Ensure evaluations and reviews do no harm, are participatory and assess progress towards gender equality outcomes. Ensure that the staff document best practices and challenges, and create mechanisms for cross-learning within communities, within EOC-DICAC and with partners.
- Capacitate the gender unit/focal person to at least division level.

8.4. Leadership and Participation in Decision-making

EOC-DICAC shall enhance the participation of women in leadership and decision-making by addressing the gender imbalance within the organization.

Strategies:

- Design and implement sensitization programs to challenge the label that associate management and leadership roles with masculine domain.
- Ensure women's participation in decision-making by assigning women representatives in the offices in the organization.
- Ensure the organization's criteria for all leadership positions are gender sensitive.



- Encourage women to play their role in leadership positions at all levels, and enhance their managerial and leadership skills.

8.5. Making Provisions for Maternity/Paternity Leave Benefits

- A woman employee after confirmation shall be entitled to four months of Maternity Leave on full pay.
- In case of miscarriage / abortion, confirmed women staff on rolls can avail one week of Maternity Leave with full pay.
- Male employees, confirmed in service, when their spouses have children, shall be entitled for seven days of leave either before or after childbirth.

8.6. Ensuring Secure Environment

8.6.1. Secure Environment

EOC-DICAC shall create enabling environment for women/girls in order to ensure security and provision of gender responsive service delivery.

Strategies:

- Ensure that the organization environment is safe and secured for all.
- Ensure equal accessibility of resources to both women and men.
- Create awareness among women/girls of their rights to seek justice.
- Establish discussion opportunity to create awareness among the organization community on issues pertaining to prevention of gender based violence.
- Promote men's involvement in preventing gender-based violence.
- Take all measures to prevent and respond to all forms of sexual harassment and violence, and sexual exploitation and abuse of children and vulnerable adults, promote staff awareness and training, and effective systems for reporting and monitoring.
- Ensure that the safeguarding policy of the organization is strictly implemented.

8.6.2. Gender Responsive Organizational Documents

EOC-DICAC shall ensure gender equality in all its organizational documents, such as policies, strategic plans, projects, and communications at all levels.

Strategies:



- All departments shall have gender-responsive action plans and reports of their activities.
- Ensure that all projects and programs are gender responsive.
- Make sure that all communications and directives are gender sensitive.
- Making all HR systems and policies gender-sensitive and responsive, and integrating gender indicators into staff performance appraisal systems.
- Recruit and retain staff with a commitment to gender equality and ensure all annual operating plans, job descriptions and performance plans reflect EOC-DICAC's commitment to gender equality.
- Incorporating and explicitly mentioning gender sensitivity as an essential element in the tasks/job profiles in all terms of reference, including TORs for external consultants.
- Ensuring that the conceptual clarity and sensitivity on gender issues will be one of the important selection criteria in recruitment processes and capacity building efforts of staff.

8.7. Resource Mobilization and Gender Budgeting

EOC-DICAC shall support resource mobilization and gender budgeting processes to ensure adequate budget allocations for gender mainstreaming.

Strategies:

- Incorporate gender analysis as a mandatory operational and/or design feature.
- Develop and implement a resource mobilization strategy for financing the implementation of the Gender Policy.
- Design guidelines and implement a gender budgeting training program for all relevant staff involved in the organization's planning and budgeting processes.
- Allocate the organization's budget for gender mainstreaming in line with partnersgender Budgeting.
- Include a gender dimension in all finance guidelines, instructions and policies.
- Mobilize resources for women/girls' empowerment programs and initiatives.

8.8. Networking and Partnership

The organization shall promote and support networks and partnerships that advocate gender equality within and outside the organization.

Strategies:



- Encourage networking and improve accessibility to information to promote women participation and efficiency in all areas.
- Establish network for women staff in the organization at national and international levels.
- Encourage and support the participation of the organization's staff in national, regional and international conferences that enhance knowledge sharing on gender issues.
- Develop and implement collaborative programs with all partners to share learning experiences and empower women staff at head and coordination offices.
- Promote women staffs' networks.

8.9. Ensuring Women Participation/Empowerment in Intervention Areas.

EOC-DICAC shall increase the number of women participating in intervention area through empowering women members of the communities

- Strategic orientation to staff in the field based programs and advocacy initiatives towards increasing women's access, control and ownership over the natural resources, processes and organizations.
- In case benefits accrue to women in various plans and policies of the Government, care should be taken by the staff to ensure that these benefits actually pass on to the eligible women and are not usurped by other male members of the family or outsiders who seek to benefit from such plans and policies by utilizing the women.
- Efforts should be made to integrate gender concerns into the scaling up of and mainstreaming developmental programs.
- Empowering women members of communities by informing them about their rights, the laws of the land, and ensuring capacity building through trainings to inculcate leadership qualities in them so as to be assertive in governance issues and thus ensure gender balance in community/village representation in the governance mechanism.
- Furthering deliberate and intense efforts to promote participation of women and their collectives in various aspects of Natural Resource Management (NRM), livelihood opportunities and ensuring women's representation/leadership in community based organizations created to enhance community rights over resources, ensure sustainable use of resources, and provide livelihood/ income earning opportunities for its members.
- Ensuring equal wages for equal work for both men and women and also ensuring gender friendly facilities in their workplace, like provision for women supervisors, separate rest



areas and toilets, so that women members may participate and perform in work areas without feeling disadvantaged or insecure in any manner.

- Making special efforts to constantly identify vulnerable women/women headed families and provide them the necessary support and guidance to voice their needs and assert their rights over and access to resources, responses and services.
- Building awareness and sensitivity within the men in the target communities and mobilizing their support towards gender balance in all walks of life.
- Incorporate data disaggregated by sex, age, and other relevant diversity factors to inform actions across the program/project cycle.
- Engage men and boys in support of gender equality and women's empowerment when in line with programming and/or organizational objectives.

8.10. Staff Welfare

EOC DICAC shall plan and provide for the welfare of its entire staff to achieve optimal productivity.

Strategies:



- Ensure that all newly designed buildings and facilities take into consideration special needs of females and male.
- Invest in childcare facilities on the organization for the benefit of parenting.

9. Scope of policy application

This policy describes specific commitments, implementation mechanisms and common standards for EOC-DICAC to ensure gender equality is fully incorporated in its work. It calls EOC-DICAC to work in a collaborative way towards the goal of gender equality in all aspects of our work, as well as urges staffs to strengthen their own actions to ensure the human rights of women, girls, boys and men are equally promoted and protected.

This policy is mandatory for all EOC-DICAC staffs, volunteers, partners, board members, consultants, target groups and other service providers working in head office and coordination offices are required to be fully aware and adhere to this policy and are responsible for its successful implementation.

10. Duties and Responsibilities

Rules and regulation shall be enacted for the implementation of the Gender Policy. The organization community, all individuals in the organization, and all those associated with the organization have a responsibility to adhere to the Policy and apply it in their day-to-day activities and in all communications with, or on behalf of the organization. The overall responsibilities in relation to this Policy are as follows:

10.1. All EOC-DICAC Employees and Related Personnel

It is the responsibility of all EOC-DICAC employees and related personnel to uphold the core Principles and commitments of this policy. All staffs have a role to play in promoting gender equality, and in creating and maintaining an environment where there is zero tolerance to harassment and discrimination

10.2. The Gender Focal Person

The gender focal person should follow-up the proper implementation of EOC-DICAC gender policy within its domain.

10.3. Human Resource Management



Humanresource management is responsible to ensure that all EOC-DICAC employees and related personnel understand and comply with this policy. Human Resource Manageris also responsible for robust recruitment, induction and training as per Commitments 7.6.2 above.

10.4. Managers

Managers (Department Heads) at all levels are responsible for ensuring employees, volunteers, consultants, and partner organizations are aware of the policy and are supported to implement and work in accordance with it, as well as creating a management culture that encourages a focus on gender equality. They are responsible for performance management to ensure the implementation of the policy.

10.5. EOC-DICAC Archbishop and the commissioner

The commissioner and the Worship are responsible for ensuring that the Policy is effectively implemented and that all members of the organization are aware of their responsibilities and accountabilities; and ensuring that appropriate action is taken against the organization community members who breach the Policy.

10.6. EOC-DICAC Board members

The Organization Boardis responsible for ensuring that the organization fulfils its legal and fiscal responsibilities for promoting gender equality by eliminating gender based discrimination. In order to fulfill this responsibility, the Board shall receive annual progress report on the monitoring and implementation of the Policy to enable its members to ensure that the Policy is under implementation.

11. Definition of key terms and concepts

Gender- can be defined as the socially constructed attributes, opportunities and relationships associated with being male and female, which vary from culture to culture and change over time.

Gender equality - refers to the equal enjoyment by women, girls, boys and men of rights, opportunities, resources and rewards. Equality does not mean that women and men are the same but that their enjoyment of rights, opportunities and life chances are not governed or limited by whether they were born female or male.

Gender equity – refers to justice in the distribution of resources, benefits and responsibilities between women and men, boys and girls. The concept recognizes that power relations between girls and boys, men and women are unequal, and that such inequalities should be addressed.



Gender mainstreaming - is a globally recognized strategy for achieving gender equality. The Economic and Social Council of the United Nations defined gender mainstreaming as the process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in all areas and at all levels.

Gender disaggregated data - refers to the collection and separation of statistics and data by sex in order to see the different figures for males and females and make comparisons between them.

Gender focal person- is responsible to assess the current gender mainstreaming process in the organization. The focal person also provides inputs to review the activities of EOC-DICAC from gender perspective.

Gender-based violence - is an umbrella term for any harmful act that is perpetrated against a person's will and that is based on gender differences between females and males. The nature and extent of specific types of GBV vary across cultures, countries and regions.

Women's Empowerment - involves awareness-raising, building of self confidence, expansion of choices, increased access to and control over resources and actions to transform the structures and institutions which reinforce and perpetuate gender discrimination and inequality.

12. Policy monitoring and review

This policy will be fully reviewed every five years by the senior management team and board member. All EOC-DICAC staffs, volunteers, board members and consultants are requested to read and sign that they have understood the policy. Whenever the policy is revised, staffs are requested to re-sign. EOC-DICAC receives advice from its legal advisor on its way of formulation, enforcement and revision of the gender policy and other policies and procedures linked to it.



References

1. Africa Union. 2003. Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa. Maputo.
2. Federal Democratic Republic of Ethiopia (FDRE).1995. The Constitution of the Federal Republic of Ethiopia. Addis Ababa.
3. Growth and Transformation Plan (2010/11-2014/15). Addis Ababa. Ministry of Finance and Economic Development (MOFED).
4. UN. 1979. UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), United Nations.
5. UN. 1995. Beijing Declaration and Platform for Action. Beijing: United Nations.
6. UNDP. 2000. Millennium Development Goal. United Nations Development Program

