



# Small Scale Livestock and Livelihoods Program Gender Equality Policy



## **I. Background**

1. SSLLP is an equal opportunity organization accepting the diversity within our employee profile, beneficiaries, and partners. We believe that everyone should be treated equally, regardless of their religion, beliefs, age, gender, race, disability or sexual orientation.

2. SSLLP is committed to the promotion of equal opportunities through the way we manage the organisation and provide services to the communities we serve. In order to express this commitment, we develop, promote and maintain policies conducive to the principles of fairness and equality in the workplace.

3. The Constitution for the Small Scale Livestock and Livelihoods Program (SSLLP) vests SSLLP with a clear mandate to enhance a gender-sensitive approach in its processes and operations. The Constitution recognizes the importance of gender considerations in implementation of programs and projects of SSLLP.

4. The Gender Policy of the SSLLP (hereinafter “Gender Policy”) expresses the commitment of SSLLP to promote gender equality within the Institution, across its implementation criteria, and as an integrated measure of the social dividends of the overall portfolio.

5. The Gender Policy and Gender Action Plan of the SSLLP (hereinafter “Gender Action Plan”) were prepared by taking into consideration the policies and best practices of international organizations, including the Global Climate Fund Gender Policy, Global Environment Facility Policy on Gender Equality and the Global Environment Facility Gender Equality Action Plan.

## **II. Rationale**

6. In the context of sustainable development, SSLLP will consistently mainstream gender issues in its implementation arrangements and frameworks for its projects.



7. The Gender Policy recognizes that gender relations, roles and responsibilities exercise important influences on women's and men's access to and control over decisions, assets and resources, information, and knowledge.

8. This Gender Policy also recognizes that the impacts of climate change can exacerbate existing gender inequalities.

9. The Gender Policy further acknowledges that agricultural, WASH, climate change and microfinance initiatives are more sustainable, equitable and more likely to achieve their objectives when gender equality and women's empowerment considerations are integrated into the design and implementation of projects.

10. Further, this Gender Policy recognizes that women and vulnerable communities are also part of the solution in agriculture, WASH, climate change and microfinance and should, therefore, be effectively engaged in discussions and decisions that affect them.

11. The Gender Policy is closely aligned with the United Nations Sustainable Development Goals (SDGs), which make explicit commitments to gender equality, both as a stand-alone goal on gender equality and women's empowerment (SDG5) and as a theme cutting across all the SDGs.

12. The Gender Policy will be consistent with and linked to the existing relevant frameworks, policies and standards of SSSLP as well as relevant policies that SSSLP may develop in the future.

### **III. Objectives**

13. This Gender Policy reinforces the responsiveness of SSSLP to the, culturally diverse context of gender equality to better address and account for the links between gender equality and SSSLP's Key Priority Areas. The Gender Policy commits SSSLP to:

- (a) Enhance gender equality within its governing structure and day-to-day operations; and



(b) Promote the goals of gender equality and women’s empowerment through its decisions on the allocation of funds, operations and overall impact as outlined in the Gender Action Plan.

**14.** This Gender Policy spells out the principles for achieving gender equality and women’s empowerment through an action plan and supporting technical guidance, the operational requirements for stakeholder involvement in the design, implementation and evaluation of projects.

**15.** This Gender Policy moves beyond a narrow understanding of gender to consider, respect and value the contribution of both women and men.

**16.** The Gender Policy has three main objectives:

(a) To support interventions and innovations through a comprehensive gender approach, applied both within the institution and by its network of partners and delivery partners for activities under the SSLPP Strategic plan for the years 2021 to 2025;

(b) To promote KPAs investments that:

(i) Advance gender equality through its strategic goals actions and activities; and

(ii) Minimize social, gender-related and climate-related risks in all strategic goals actions and activities and climate change actions; and

(c) To contribute to reducing the gender gap in SSLPP’s KPAs -exacerbated agricultural, social, economic and environmental vulnerabilities and exclusions through SSLPP investments that mainstream gender equality issues.

#### **IV. Scope of application**

**17.** SSLPP will apply its Gender Policy throughout its activities, including all funded activities undertaken by SSLPP and its partners both in the public and private sector. The Gender Policy’s objectives apply across four interconnected levels:



(a) **At the SSLPP institutional level:** to adopt, implement and document the SSLPP approach to addressing gender issues in its day-to-day governance, operations and procedures, and its performance measurement frameworks as reflected in the Gender Action Plan while committing the necessary resources, financial and human, to make this approach robust and effective;

(b) **At the project/portfolio level:** to address and reduce gender inequality, deepen stakeholder engagement and deliver better accountability to both men and women to generate sustainable livelihood opportunities, health and well-being, and resilience against climate-induced shocks and risks;

(c) **At the national level:** to support and sustain an enabling environment among SSLPP stakeholders – and its partners – that builds on existing policy commitments, environmental and social standards, and redress mechanisms to achieve gender equality.

(d) **At the sector level:** to contribute to high-quality, more comprehensive, systematic and participatory sex-disaggregated data collection, qualitative and quantifiable gender analysis and action plans, and a knowledge base that supports gender-related learning outcomes.

**18.** In this way, SSLPP will support an institutional culture and enabling environment that integrates gender equality, vertically and horizontally, across diverse stakeholders and KPAs -relevant policy processes and frameworks through the course of the project life cycle and agriculture, WASH, climate and microfinance investments.

## **V. Guiding principles**

**19.** The following principles guide efforts to promote Gender Equality and the Empowerment of Women in SSLPP's governance and operations:

(a) Efforts to Mainstream Gender and promote Gender Equality and the Empowerment of Women are pursued in accordance with the decisions on gender



under the networks that the SSSLP is part of, and in recognition of related international and national commitments to gender equality and human rights.

(b) All Activities address and do not exacerbate existing gender-based inequalities.

(c) Stakeholder Engagement and analysis are conducted in an inclusive and gender-responsive manner, so that the rights of women and men and the different knowledge, needs, roles and interests of women and men are recognized and addressed.

(d) Activities are conducted, designed and implemented in an inclusive manner so that women's participation and voice are, regardless of their background, age, race, ethnicity or religion, reflected in decision-making, and that consultations with women's organizations, including Indigenous women and local women's groups, are supported at all scales.

(e) A Gender-Responsive Approach is applied throughout the identification, design, implementation, monitoring and evaluation of all Activities.

(f) Opportunities to address Gender Gaps and support the Empowerment of Women are seized in order to help achieve global environmental benefits.

(g) SSSLP recognizes the importance of transparency, non-discriminatory access and accountability in all aspects of its operations. Through its Information Disclosure Policy, SSSLP endeavours to provide accurate, gender-related and timely information to its stakeholders and the public at large, about its policy guidelines, standards, procedures and project operations.

## **VI. Policy Requirements**

**20.** The Policy introduces mandatory requirements in two areas:

(A) Project and program cycle;



(B) Monitoring, learning and capacity development.

### **A. Project and Program Cycle**

**21.** In Program Framework Documents and Project concept note and project proposals to be submitted, SSLPP provide indicative information on Gender considerations relevant to the proposed activity, and any measures to address these, including the process to collect sex-disaggregated data and information on Gender.

**22.** At or prior to program/ project implementation, SSLPP to provide:

(a) Gender Analysis or equivalent socio-economic assessment that identifies and describes any gender differences, gender differentiated impacts and risks, and opportunities to address Gender Gaps and promote the Empowerment of Women that may be relevant to the proposed activity;

(b) Any corresponding gender-responsive measures to address differences, identified impacts and risks, and opportunities through a gender action plan or equivalent;

(c) If gender-responsive measures have been identified, the results framework or logical framework include actions, Gender-Sensitive Indicators and sex-disaggregated targets.

### **B. Monitoring, learning and capacity development**

**23.** The Institution tracks and reports to donors and partners, and, as required, to the Networks which SSLPP belongs to on portfolio-level progress, sex-disaggregated data, gender information and results.

**24.** The Institution develops and disseminates guidelines and action plans, within six months following the adoption of this Policy, in consultation with relevant stakeholders and expert organizations, to support the effective and coherent implementation of this Policy.

**25.** The Institution generate and share knowledge on good practice, methodologies and lessons learned on promoting Gender Equality and the Empowerment of Women



related to SSLLP's areas of work, with a view to inform programming in furtherance of this Policy.

**26.** The Institution leverage national, regional and global outreach events and activities to raise awareness and support capacity development on gender mainstreaming related to the SSLLP's areas of work.

**27.** The Institution mainstreams gender in other activities, such as national and regional outreach activities executed by the Secretariat, and in the development of SSLLP policies, guidelines, strategies and communication and knowledge products.

**28.** The implementation of the Gender Policy and Gender Action Plan will focus on the following areas:

## **VII. Policy Implementation**

**29.** In order to translate this policy into action we will;

- i. Communicate the policy to employees, job applicants, volunteers and relevant others.
- ii. Incorporate specific and appropriate duties in respect of implementing the gender equality policy into job descriptions and work objectives of all staff.
- iii. Ensure that those who are involved in assessing candidates for recruitment or promotion will be trained in non-discriminatory selection techniques.
- iv. Incorporate equal opportunity notices into general communications practices.
- v. Ensure that adequate resources are made available to fulfil the objectives of the policy.
- vi. Consult, engage with, and learn from our stakeholders in the development and delivery of a gender equality action plan and on our work more broadly.
- vii. Monitor and collect evidence on the impact of our policies, practices, procedures and workplace cultures on gender equality issues.





- viii. Implement tailored positive actions to respond to the evidence we collect.
- ix. Train our staff and volunteers, including board members and consultants working with SSLPP for more than a month to carry out this policy and embed gender equality principles into all relevant training including induction.
- x. Communicate this policy to all our stakeholders so that they are aware of our commitment to treat them fairly and their obligation to operate in line with this policy.
- xi. Regularly monitor and review the success of this policy in promoting gender equality and evaluate the relevance and effectiveness of our action plan.

**30.** The Executive Director, or anyone he delegates to, has specific responsibility for the effective implementation of this policy. Each head of department also has responsibilities and we expect all our employees to abide by the policy and help create the equality environment which is its objective.

## **VIII. Effectiveness and revision**

**31.** This Gender Policy and Gender Action Plan will come into effect upon adoption by the Board. The policy will apply to ongoing activities to the extent reasonably possible and those that will be approved after the effective date of this policy. This Gender Policy will remain in effect until amended or superseded by the Board.

**32.** The Institution understands that the promotion of gender equality and the empowerment of women at the institutional and project levels is a long-term undertaking and a sustained commitment, which includes tracking and reporting on progress annually. It also acknowledges that approaches to gender equality and women's empowerment evolve over time. The Gender Policy will be reviewed and updated by a decision of the Board, as appropriate.