



Meeting Point International

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MEETING POINT INTERNATIONAL (MPI) Gender Policy

Why a Gender Policy?

The conclusions of the UN Summit on the achievement of the Millennium Development Goals (MDGs) in September 2010 confirmed that gender equality and the empowerment of women are at the heart of the MDGs and are pre-conditions for overcoming poverty, hunger, and disease.

Poverty, excessive workloads, weak political and legal representation, limiting social and cultural traditions, poor health and the disproportionate impact of health crises stemming from too frequent and often unwanted pregnancies and more recently threats like HIV-AIDS, illiteracy, inadequate education and training opportunities are among the key constraints that let make harder women and girls from realizing their full potential as person and meaningfully contributing to development in their communities. The above realities reflect the inequalities between women and men in access and control over resources as well as decision-making opportunities. More specifically:

- Gender differences between women and men often result in discrimination mostly affecting women through class, race, ethnicity, disabilities and sexual orientations.
- Gender differences may require differential strategies and resource allocations.
- Given equal opportunities, women and men together and separately can be active agents of change in the community and in their families, adding greater social force to transform their countries and communities for the better.

While principles of gender equality represent only one set of concerns promoted by MPI, the need for continuous monitoring in this area is clear. MPI strategy approach during the last years dedicated always more efforts to put in place policies, systems and procedures that include gender equality guidelines. These guidelines enable MPI management to develop detailed gender strategies and actions.

Objectives of Gender Policy

MPI's gender policy aims to translate the MPI vision of offering a friendship where persons are looked at and embraced for their infinite value and they are not reduced to their sickness or limitations, into action and to serve as a standard that will hold its leadership and staff accountable to appropriate gender outcomes. Further, the policy seeks to strengthen gender sensitivity and guide the organization toward an enabling environment within MPI for men and women, boys and girls as well as among our various partner organizations, and the communities in which we work. The following are specific objectives:

1. To provide a framework and serve as reference document that will guide and hold managers and staff accountable to the gender equality commitment of the organization
2. To ensure the integration of gender equality and equity dimensions in all programs and projects and to accord equal benefits to men and women, boys and girls.
3. To illustrate good gender practice models for partners and other who utilize our services

Our Commitment to Gender Equality

MPI policies and strategies are built around equality and fairness. These principles commit us to treat all human beings (women, girls, men, boys and other disadvantaged groups or individuals) equally, enabling them to be aware of their value and dignity, rights and potentials.

Through this policy, MPI commits to:

1. Promote gender equality as a universally accepted human right and adhere to various international instruments and UN charters which include are but not limited to: Universal Declaration of Human Rights, Convention on Elimination of Discrimination Against Women (CEDAW) and Declaration on the Elimination of Violence Against Women (DEVAW).
2. Address structural (cultural or traditional) injustices that create barriers to the realization of women's and girls' rights and equality, which include gender based violence and other forms of exploitation
3. Ensure equal representation and contribution of men and women in all MPI management structures (leadership teams, staff, and trustees), policy and decision processes.
4. Foster the integration of gender equality and equity in all programs and projects and ensure equal benefits to men/women and boys/girls.



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5. Develop strategies that empower women and girls as key partners in ending poverty, promoting peace and justice
6. Create programs that will actively engage the whole community, including men and boys, as allies in promoting gender equality.
7. Work with our partners (community members, donors, governments, civil society organization) to promote and support gender equality
8. Hold MPI's management and staff accountable to gender equality standards
9. Ascertain that all MPI programs from inception, design, implementation, monitoring and evaluation use standard gender analysis frameworks to achieve equal program benefit in access, control and decision making
10. Mainstream gender in all its programs and organizational structures

Through the above principles, MPI's explicitly commits itself and its resources to support gender equality as an important pillar of its vision and comply with various international instruments.

Policy Implementation

MPI will implement, monitor and evaluate this policy on a periodic base. Managers and staff will adhere to and report on the following.

Communications

1. Challenge language that normalizes discrimination and stereotypes.
2. Promote women and men as active agents for change and avoid using negative stereotyped images that discriminate against either men or women or boys and girls
3. Refrain from using images (photos, drawings, pictures) that lower the dignity of women or men

Organizational Policy and practice

1. We will ensure coherence between and among all our human resources policies – disability, diversity, gender, equal opportunities, health and safety, and grievance.
2. Our human resources policies will adhere to gender equality norms, with our leadership ensuring and reporting on equitable representation and balanced diversity in all functions of the organization board, staff and management
3. The management and senior staff will demonstrate and report on gender commitment through recruitment, selection, and promotion processes at the General Assembly, Board of Directors and staff levels.
4. Ensure that men and women staff has equal access to organizational resources for development and personal growth.
5. Human Resource manuals and other policies will refer to the gender equality commitment and will be part of staff orientation and performance appraisal.

At Workplace

Set up work places that are safe for women and men employees, that is free from sexual harassment, and put in place mechanisms to address any form of harassment and violence.

1. Wherever possible, establish flexible working hours and allow working from home for parents caring for babies
2. Provide security for men and women at the work place - in the office or the field.
3. Ensure all new staff undergo orientation on the gender policy and expected behavior at the work place.



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Program

1. Collect gender disaggregated data for all programs and project and use the information for planning, design, implementation, monitoring and reporting on equal benefits analysis by men and women including decision making
2. Promote equal representation of men and women in all MPI and partner programs and more importantly in the decision making, access to and control of resources
3. Include gender equality standards to assess partners for selecting programs and projects partnership
4. Mainstream gender in all aspects of programs/projects planning, design, implementation, monitoring and evaluation
5. Promote trainings on Gender for MPI staff personnel

Monitoring, Reporting and Accountability

We will ensure that all staff understand the gender policy and have appropriate tools to implement it in their sphere of work. This will be an integral part of staff orientation. More specifically;

1. All staff will be responsible for reflecting MPI's values on gender equality in their attitudes and actions.
3. All projects, programs, country and regional reports will include gender disaggregated data and information as standard monitoring and reporting procedures.
4. MPI will proactively extend support to its partners in developing their own gender policies, strategies, and programs.
5. Implementation of the gender policy will be monitored annually.
6. The Executive Director and Senior staff will be responsible for ensuring implementation of the policy across the organization.
7. The policy will be reviewed every five years to ensure that it is relevant to and reflects MPI's efforts and actions.

APPROVED REV. FEBRUARY/2020

This policy is valid for 3 years from February 2020

*The Executive Director
Rose Busingye*



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