



Consortium of Self-help group Approach Promoters (CoSAP)

Gender Policy

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1. POLICY OVERVIEW

The Consortium of Self help group Approach Promoters (CoSAP) developed this policy to show its commitment for the advancement of women's right and gender equality in all activities of the organization. The policy is intended to serve as a guiding document in the assessment of opportunities and challenges with regards to promoting gender equality in all actions of CoSAP. This policy is developed in conformity to and reinforcing other policies of CoSAP, and the national and international policy and legal frameworks in the areas of gender. The policy will have great role in supporting the pursuance of the vision of CoSAP with regards to advancing gender equality to eventually see vibrant women's institutions in Ethiopia.

2. INTRODUCTION

The Federal Democratic Republic of Ethiopia (FDRE) has showed commitments to promote gender equality enshrined provisions in the legal and policy frameworks. 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 promoting gender equality.

The consortium of Self help group Approach Promoters (CoSAP) is a network of organizations that implement the women's Self Help Group (SHG) approach in various parts of Ethiopia. CoSAP was established in 2011 and re-registered in accordance with Civil Society Organizations proclamation no. 1113/2019 with registration number 1590. The Vision of CoSAP is to see vibrant peoples` institutions in Ethiopia. The mission of CoSAP is to work towards enhanced capacity of its member organizations to create vibrant women's institutions in Ethiopia through capacity building, resource mobilization, partnership, networking, research and documentation.

Currently CoSAP has thirty two legally registered member organizations that support women to be organized into SHGs in Afar, Amhara, Benshangul Gumuz, Oromia, Somali,

Southern Nations Nationalities and People's Region, Addis Ababa and Dire Dawa city administrations.

The governance structure of CoSAP has three levels. The General Assembly (GA) is the highest decision making body of CoSAP. The Board of Directors is elected from the GA and entrusted with the mandates of providing strategic directions to the secretariat. The secretariat being led by the Executive Director is responsible for the day to day operations and management of the office of CoSAP.

CoSAP has developed this gender policy so as to demonstrate its commitments to gender equality and the empowerment of women through providing framework in its operations and governance system.

3. RATIONALE

CoSAP is a membership organization that constitutes thirty two organizations. CoSAP plays over all leading role in design, planning, implementations, monitoring and evaluation of SHG projects implemented by member organizations. Gender is key element in the promotion SHGs. Especially in SHG project areas at grassroots level where gender issues are highly intertwined in the social fabrics, establishing strong systems that support addressing gender is critically important. The establishment of vibrant SHG institutions where there is sustainable environment with equal rights and opportunities to all requires strong gender focus. Furthermore, the issue of gender is relevant for CoSAP in its day to day operations as well as governance structures. It is a well-established fact that gender equality is central to sustainable development where every member of the society is treated with respect and dignity, creating equal opportunity for all men and women, girls and boys.

4. GOAL AND OBJECTIVES OF THE GENDER POLICY

Goal

The goal of this policy is to demonstrate CoSAP's commitments that guide action towards gender equality.

With emphasis supporting functional and vibrant Self Help Groups (SHGs) which plays significant role in the communities' resilience and well-being. The actions towards gender equality combined with establishing vibrant and functional self-help groups is sought through creating a learning environment and documentation of best practices that provides evidences for policies and programs which give due attention to gender considerations and promote equity and equality between women and men. In this regard, CoSAP will analyze and address gender issues in planning, implementation, monitoring and evaluation of its projects.

Specific objectives

- Increase integration of the health issues in all of the projects
- Develop systems, approaches and tools for ensuring gender equality
- Broaden gender integration into the SHG approach promotion
- Support CoSAP member organizations to develop and implement gender policy
- Establish mechanism of gender integration in the operations of and programing of CoSAP office

5. POLICY STATEMENT

CoSAP is desirous to promote the SHG approach in a diverse socio-cultural set up. Hence CoSAP is committed to demonstrate holistic system that ensure equal participation of women, men, boys, girls, youth, people with disability and other community sections among its member organizations and SHG institutions.

VISION OF THE POLICY

CoSAP aspires to be a model network organization that immensely contributes to the realization of gender equality through programmatic and organizational operations that impart into its member organizations.

POLICY MISSION

CoSAP has a mission of transforming organizational behavior that demonstrates gender equality and women's empowerment through program planning, implementation, monitoring and evaluation among member organizations.

6. POLICY IMPLEMENTATION

COSAP will seek to achieve the policy's objectives through actions both at programming and organizational operation level.

IMPLEMENTATION OF GENDER POLICY AT PROGRAM LEVEL

CoSAP will ensure the integration of gender at program level through the following processes and methodologies.

Conducting gender analysis: gender analysis will be one important tool in programming which will be employed to support designing interventions that recognizes the different needs and roles of men and women. It will be helpful to explore and understand gender difference of different contexts thereby design appropriate interventions that fits to addresses the constraints, challenges, aspirations and different ways of contribution of women and men. CoSAP will establish rigorous monitoring and evaluation tools which can be continuously improved to make gender assessment with a view of understanding men and women roles, responsibilities and experiences. The gender analysis will be done by gender expert or focal person and the findings will be utilized in designing interventions and implementation.

Participation: all programs must identify gendered barriers to participation, decision-making, and control of resources and identify measures to address these. Emphasis will

be given to follow appropriate processes and methodologies that will help involve women, men and individuals facing gendered discrimination in the programming.

Developing gender sensitive projects: based on evidences on practices and the respective local contexts, CoSAP will develop projects that advance gender equality and the empowerment of women.

Implementation of projects: gender issues will be given due attention during implementation of projects in a manner that gives equal opportunity to the different sections of the community.

Integrating indigenous practices and with new approaches for supporting gender equality: Ethiopia has a number of indigenous practices such as customary institutions and social associations that would have paramount importance in influencing the efforts of promoting gender equality. In this regard, CoSAP will utilize the indigenous practices that will support to forge social norms towards supporting gender equality.

Monitoring and evaluation: rigorous monitoring and evaluation tools will be employed to ensure that the interventions are properly implemented in manner that gender needs are properly addressed.

Documenting lessons: innovative actions, lessons and best practices will be properly documented and utilized to support evidence based gender advocacy and for future planning processes.

At organizational level

CoSAP commits to build on rigorous processes, methodologies and tools in incorporating a gender perspective into our organizational policies, strategies, administrative functions and organizational culture. CoSAP has recognized that addressing gender equality requires consistent commitment, time and resources including assigning qualified experts. We have clear understanding within our organization that gender inequality is relational issue which can be addressed by working with both men and women. Towards this end, there is need to assess on our knowledge and skills, policy frameworks and implementation modalities to make the necessary revisions. In addition, we found

important to look into the formal and informal practices of our organization and ensure that there is an enabling environment that supports efforts towards gender equality.

The following activities will be done in CoSAP as an organization

Developing gender sensitive approaches: CoSAP will incorporate gender sensitive languages in communication documents and practices and ensure that gender equality principles are well addressed in all materials produced by CoSAP.

Leadership: the leaders in CoSAP will demonstrate high level of commitment towards gender equality. The commitment includes promotion of gender equality agenda, equal treatment of employees from both gender, recognition of significant efforts made towards gender equality.

Capacity building: the staff will be provided with various capacity building supports such as trainings, coaching, experience sharing, mentoring, participation in different national and international platforms, and on the job-training on gender topics.

Human Right Resource Practices: CoSAP will ensure gender sensitive and gender equitable practices in recruitment, evaluations, enhance women participation in leadership position and in remunerations that ensure equal pay for equal work.

7. POLICY MONITORING AND REVIEW

Monitoring

The management team is responsible for the overall monitoring of the Gender Policy implementation across their supervision in close collaboration with the gender focal person.

Review

The Gender Policy is subject to review as necessary. CoSAP management is responsible for leading the practice of policy review/audit. The lessons learnt that would be highlighted

in the practice review will support the review of this policy. The board has final say to decide for revision of the policy based on the reports it received from the office of CoSAP.

8. CONSEQUENCES OF VIOLATION OF THIS POLICY

Any breach of this policy will be investigated and failure to comply with the responsibilities shall lead to disciplinary action according to the disciplinary procedure in human resource manual. In addition and where relevant appropriate legal or other frameworks as per the laws of the Federal Democratic Republic of Ethiopia shall be applicable.