ATPS GENDER POLICY

African Technology Policy Studies Network (ATPS)

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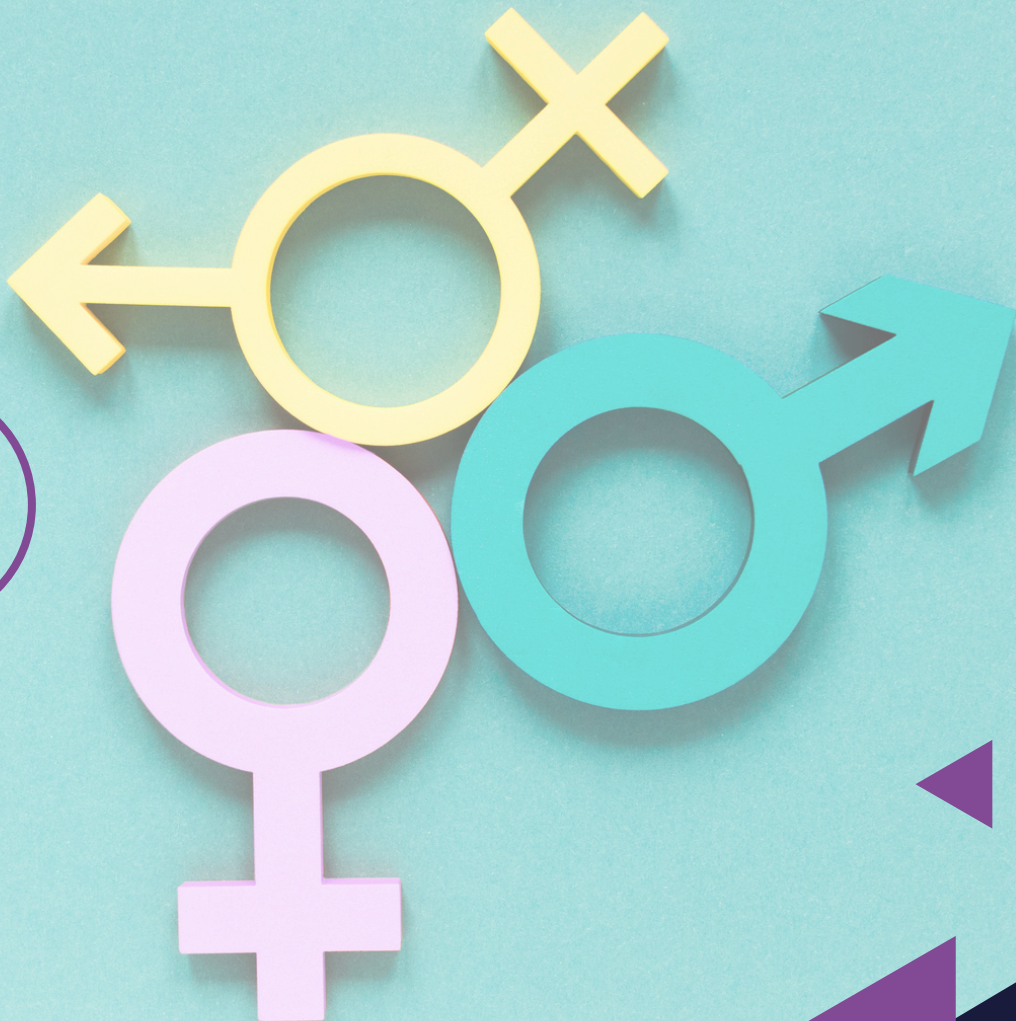
ATPS GENDER POLICY 2015

African Technology Policy Studies Network (ATPS)

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1. Introduction/Rationale

The African Technology Policy Studies Network (ATPS) works with men, women and youth to deliver on its vision and mission. It is committed to providing an enabling and safe work environment to all of its employees and a place of work that is gender sensitive as it seeks to improve the quality of science, technology and innovation (STI) systems research and policy making in Africa. This Policy is in line with the International Labour Organization Code of practice on workplace violence in services sectors (2003) that outlines key areas of policy concern. The code of practice is based on Articles 1 and 2 of the UN General Assembly Declaration on the Elimination of Violence against Women (1993). Further, this Gender Policy is in line with the 1998 Declaration on Fundamental Rights and Principles at Work and the 2000 Declaration on Social Justice for Fair Globalization. These declarations are emphatic that gender equality and non-discrimination are fundamental to rights at work, social protection and social dialogue. As an organization that is cognizant of the role of men, women, youth, and girls in sustainable development, ATPS strives to give equal employment opportunities to men and women in its own workforce and by applying gender equality and equity principles across its research, training and capacity development programs.

2. Definition of key Gender terms
ATPS agrees and abides by the following gender concepts:

Gender is used to describe those characteristics of men and women which are socially constructed, while sex refers to those which are biologically determined. It refers to the roles, privileges, resources, responsibilities that society gives assigns a person because they are born male or female.

Gender equality concerns women and men, and it involves working with men and boys, women and girls to bring about changes in attitudes, behaviours, roles and responsibilities at home, in the workplace, and in the community. Genuine equality means more than parity in numbers or laws on the books; it means expanding freedoms and improving overall quality of life so that equality is achieved without sacrificing gains for males or females. Whereas **Gender Inequality** is the ways in which males and females are treated differently in relation to opportunities and responsibilities in the society.

[1]***Women empowerment*** means developing the society by creating such a social system where they can take decisions freely for their individual development and the evolution of society in general.

Gender integration involves identifying, and then addressing, gender inequalities during strategy and project design, implementation, and monitoring and evaluation. Since the roles and power relations between men and women affect how an activity is implemented, it is essential that project managers address these issues on an ongoing basis.

Gender Mainstreaming is the process of assessing the implications for men and women of any planned action, including legislation, policies or programs, in any area and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension in the design, implementation, monitoring and evaluation of policies and programs in all political, economic and social spheres so that inequality is not perpetuated.

Gender Equity means fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities. In the development context, a gender equity goal often requires built-in measures to compensate for the historical and social disadvantages of women.

Gender Gap is the difference in the scores between men and women on attitudes, interests, behaviour, knowledge and perspectives on particular issues.

[2]***Gender-Based Violence (GBV)*** is defined as violence that is directed against a person on the basis of their gender or sex, including acts that inflict physical, mental or sexual harm or suffering, threats of such acts, coercion and other deprivations of liberty. It includes physical, sexual and psychological violence perpetrated or condoned within the family, the general community or by

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[1] Farzana, Hasin & Hasan, A & Musa, H. (2018). Women Empowerment Model: Strategies To Overcome Challenges. Journal of Fundamental and Applied Sciences. 10. 1068-1083. 10.4314/jfas.v10i1s.78.

[2] Sexual and Gender-based Violence against Refugees, Returnees and Internally Displaced Persons: UNHCR Guidelines for Prevention and Response, UNHCR, 2003. www.refworld.org

the State and its institutions. Such violence can take many different forms: Sexual, Physical, Emotional and psychological violence.

Affirmative Action is the process by which institutions identify and take positive steps to enhance opportunities in education, training, and employment of people who are underrepresented. It is often time bound, ending when the perceived imbalance has been addressed.

Harassment is threatening to commit an action against another person, stalking and cyber-stalking. Sexual harassment includes, but is not limited to words, persistent requests for sexual favours or dates, gestures, touching, unwanted sexual overtures, engaging in indecent exposure, coerced sexual intercourse and rape.

Gender Stereotype is a rigid and over-simplified definition of a group of people in which all members of that group are labelled with similar characteristics. Stereotypes produce behaviour patterns that conform to expectations in a society and are used as standards for evaluating categories of people based on their gender.

3. Goal and Objectives of the Policy

The goal of this policy is to promote equality and equity in the ATPS at the institutional and programmatic levels and aid in improving the quality of science, technology and innovation (STI) systems research and policy making in Africa. The policy seeks to achieve the following objectives:

a) To increase coverage, effectiveness and efficiency of interventions;

b) To promote equity and equality between women and men, girls and boys, and youth, and ensure that interventions do not promote inequitable gender roles relations;

c) Ensure that gender equity is integrated into institutional strategic planning, and that policy development, operational practices and procedures are all informed by equality of opportunity;

d) To provide a clear vision on gender equality in all program/project works.

e) To outline strategies and approaches to achieve gender sensitivity in programming;

f) To promote economic and educational empowerment to enable women and men to have equal opportunity to participate in and benefit from profitable economic activities and educational opportunities;

g) To enable women and men to have equal voice and influence in shaping our work and policies as an organization and to initiate specific programmes and activities as implementers;

h) Ensure that the dignity and integrity of both women and men is equally respected and valued, regardless of status or occupation;

i) Prevent discrimination and violence at work and in work-related activities;

j) Ensure that all staff are aware of their rights and responsibilities regarding gender based violence and discrimination in the workplace;

k) Reinforce effective personnel management and appropriate workplace behaviour by entrenching high ethical standards and respect for others.

4. ATPS Gender Principles

❖ *Principle 1*: Promote gender balance in staffing and representation; Ensure that men and women are adequately represented during recruitment and placing at the ATPS

❖ *Principle 2*: Promote gender equality through gender mainstreaming and rights-based tools at the program level, for contextual analysis, needs assessments, planning, implementation and evaluation

❖ *Principle 3*: Promote gender equality in the delivery of ATPS projects and programs; Ensure that Men and women are involved in the planning and execution of projects and programs without bias.

❖ *Principle 4*: Adhering to ATPS Code of Conduct on sexual exploitation, abuse of power and corruption; Ensure that any sexual complaint is adequately addressed as per the ATPS laid down procedures and appropriate disciplinary action taken.

These principles highlights ATPS's commitment in advancing Gender equity in all our programs to maximize organizational and operational effectiveness. ATPS therefore commits to ensuring that:

➢ There is no bias in the access to resources to both men and women

➢ The inputs of both men and women are visible and valued.

- The contributions of both men and women play a key role in the running of the organization
- Create an environment that fosters participation of men and women in safety and free from harassment.
- Both men and women are listened to and their concerns addressed.
- Provide adequate, appropriate and gender responsive facilities and amenities for all staff.
- Provide an enabling environment for collaboration and publication in gender focused research.
- Encourage and enhance the participation of males and females in conducting and publishing research in gender based issues.
- Provide maternity and paternity leave, recognizing the equal value and importance of both men and women in parenting children.
- Foster new partnerships in gender focused research, and strengthen existing linkages.

5. Scope of Application

ATPS will apply this policy at two levels:

a. Institutional/Corporate Level

i) **Staff Policies**: All staff policies, rules and regulations shall incorporate gender sensitive language, gender equality principles and will be reviewed periodically and on a need be basis.

ii) **Recruitment:** ATPS seeks gender balance in staffing. As highlighted in the ATPS HR manual on recruitment, Section 7.1 "*ATPS's recruitment policy is to employ the most appropriate candidate available to ensure that its clients receive quality service irrespective of race, color, marital status, tribe, religion, **gender** or nationality*". This is in line with the Sustainable Development goal 5, that seeks Achieve gender equality and empower all women and girls. ATPS will continue applying these principles in its recruitment process

iii) **Performance reviews:** Gender sensitivity will be one of the performance indicators for assessing employees.

iv) [3]**Capacity building for Gender sensitization**: Where necessary, ATPS will organize workshops, training programs and discussions for promoting and enabling a gender

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[3] Capacity and skills development methods should go beyond formal gender training. Evaluations have found that while one-off courses can have positive effects, they should be combined with other methods of

sensitive work culture. This is in addition to regular trainings either physically or virtually, mentoring, self-assessments etc.

v) **Harassment**: Under the ATPS Human Resource Manual, Section 11.3, sexual harassment falls under the major offenses category and anyone found liable will be reprimanded, dismissed or even prosecuted in a court of law. ATPS will continue upholding this perspective on this subject area.

b. Programmatic Level

i) All programs will promote equal participation of all stakeholders. To promote and assess inclusion of gender equality in each project, project managers will develop a gender inclusivity checklist to ensure that both men and women are well represented in project planning and implementation.

ii) ATPS will ensure that all project partners adhere to its gender policy guidelines to ensure adequate representation of both men and women in projects planning and execution.

6. Applicability

This policy applies to all regular and contractual staff of the ATPS. In case of a complaint by any staff, management will take the necessary preventive and reasonable action to support and assist the affected party.

7. Monitoring and Evaluation of the Policy

ATPS is committed to have a monitoring and evaluation process that would follow up on the Gender Policy and its implementation within the Organization and in all of our activities and programs being implemented.

Gender capacity development. Source: UN Women, Guidance Note Gender Mainstreaming in Development Programming, 2014.

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The African Technology Policy Studies Network (ATPS) is a transdisciplinary network of researchers, policymakers, private sector actors and the civil society promoting the generation, dissemination, use and mastery of Science, Technology and Innovations (STI) for African development, environmental sustainability and global inclusion. In collaboration with like-minded institutions, ATPS provides platforms for regionaland international researchand knowledge sharingin order to build Africa's capabilities in STI policy research, policymaking and implementation for sustainable development.