

# GENDER EQUALITY POLICY

## Contents

Introduction: .....	2
Policy Statement.....	2
Purpose and Principles.....	3
Definitions.....	3
Two-Fold Approach to Gender Equity.....	3
Plan of Implementation.....	3
Operational Goals:.....	3
Organizational Goals: .....	4

## **Introduction:**

MANT'S vision is solidarity in action, and MANT stands for equal rights for all, irrespective of sex, ethnicity, religion, sexual orientation, disability, and social status. MANT's principles establish that we will promote human rights, equality, and a just distribution of power and resources between all individuals, including women and men. Given the increasing concentration of power and resources in the hands of a few, MANT considers that strong popular participation and organisation are crucial to changing power relations. Women's influence and organisation must increase to participate on equal terms with men, while men's participation in gender equality efforts needs to increase in order to realise these goals. NPA establishes partnerships with organisations that share our values, including gender equality goals.

This policy underscores MANT's unwavering commitment to striving for a world where gender equality is the norm, making every individual, including our employees, partners, and stakeholders, feel valued and integral to our mission, a world free from discrimination based on gender and where every human being can fulfil their potential unhindered by discriminating laws and economic and social structures. The policy sets out MANT's commitments and principles for our gender equality work. The policy applies to MANT's work, including all programmes, our policy, advocacy, and communication work, and not least within MANT.

MANT firmly believes that gender equality needs to be at the core of our work for democratic societies with a just distribution of resources and action against widespread inequality. We recognize that women and men are still treated differently and given different tasks, responsibilities, opportunities, and privileges in most societies. More often than not, men are given systematically superior positions compared to women.

Most societies practice, to different extents, discrimination against women economically, politically, sexually, and culturally. Discrimination harms individuals, communities, and countries. It hampers development and economic growth. Gender equality is a fundamental feature of a better world for everyone.

MANT recognizes that women, men, girls, and boys experience, influence, and are affected in different ways. Equally, poverty, no education, lack of healthcare, and no access to media and platforms to share their voices and choices affect women differently from men, and women have other barriers than men to gaining influence and participation in democratization processes. Women generally have less economic resources than men. MANT will take these differences into account in our work.

MANT will strive to ensure that all persons can fully access and enjoy their rights without discrimination on the basis of their gender identity, including women on an equal basis as men, enjoy the rights, opportunities, and actual possibilities to participate on their own terms in all fields of society: socially, economically, politically, and culturally.

## **Policy Statement**

MANT is dedicated to fostering gender equity both within our organization and throughout our programs. We acknowledge that societal norms and biases often hinder equal opportunities and choices for individuals, regardless of gender. Our commitment is to promote gender equity by managing human resources and organizational culture thoughtfully, and by influencing the communities we serve through our initiatives.

## Purpose and Principles

This policy aims to empower our staff to champion gender equity effectively. Guided by our core values and the principles of the UN Convention on the Elimination of All Forms of Discrimination against Women (1979), our efforts are based on two fundamental beliefs:

- All individuals possess inherent dignity and rights due to their shared humanity, necessitating our commitment to ensuring equal rights and opportunities.
- Recognizing the unique identity, aspirations, and abilities of each person is crucial. We strive to understand and address the specific conditions affecting individuals' abilities to achieve equality, creating opportunities for everyone to flourish.

## Definitions

- **Gender:** The socially constructed roles, behaviors, activities, and attributes that a given society considers appropriate for men and women.
- **Gender Equality:** The state in which access to rights, responsibilities, and opportunities are unaffected by gender.
- **Gender Equity:** The fair treatment of women and men, according to their respective needs, which may involve equality of treatment or different treatment but considered equivalent in terms of rights, benefits, and opportunities.
- **Gender Mainstreaming:** The strategy of integrating the perspectives of both genders into all levels of policy-making, program implementation, and organizational practice to ensure equality.

## Two-Fold Approach to Gender Equity

MANT's Gender Policy encompasses both operational and organizational strategies:

### Operational:

- Systematic incorporation of gender analysis into the design, implementation, and evaluation of our programs and projects.
- Ensuring gender-balanced participation and addressing long-term gender interests in all activities.
- Continual monitoring and assessment of the impact of our initiatives on different genders.

### Organizational:

- Promoting a gender-sensitive working environment by maintaining equitable staffing levels, making employment decisions free from gender bias, adjusting policies to support work-life balance, and fostering a culture of respect and diversity.

## Plan of Implementation

Recognizing the diverse pace and methods of achieving gender equity across our operations, we are committed to measurable progress towards equal rights and opportunities for all. Our approach includes:

### Operational Goals:

- Integrating gender perspectives into project cycles from design to evaluation.
- Addressing gender roles, stereotypes, and access to resources in our programs.
- Developing tools and skills for gender analysis to support participants beyond immediate needs, challenging limiting social roles.

- Enhancing accessibility to technology, training, and information for both genders.
- Increasing staff awareness and support for gender issues through training and partnerships.
- Expanding our commitment through research, documentation, and knowledge sharing.

#### **Organizational Goals:**

- Analyzing staffing patterns to identify and address gender imbalances, setting specific goals for improvement.
- Offering equal career development opportunities, including mentoring and coaching for both genders.
- Reviewing and developing policies and systems to ensure a gender-sensitive and family-friendly work environment.
- Integrating gender awareness and equity into core competencies and performance management.