



GENDER POLICY

JDF

JIREH DOO FOUNDATION

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1.1 Background

Jireh Doo Foundation was established in 2003, it was also registered with the Corporate Affairs Commission on 5th August 2008. Jireh Doo Foundation was founded in 2003 and became operational in the same year, JDF's uniqueness lies in her interventions for poor and excluded communities including services to single women and their children, orphans, and vulnerable children with special considerations for those orphaned by HIV, Persons Living with HIV, displaced persons due to man-made or natural disaster/conflicts, Youth as well as advocating for favourable policies for these target group. Over the years JDF has worked in close partnership with Inter-church organization for development corporation /Christian aid Nigeria, Nigeria Humanitarian Fund, Norwegian Church aid in a partnership that has witnessed growth and equality. JDF plays a pivotal role amongst NGOs and civil society organizational space as an organization who supports and mentors' other organizations through incubation and growth. We make particular effort to nurture partnerships with public institutions, non-governmental organizations, and agencies towards improving the lives of women, children, young people, and other marginalized populations through participation, service delivery, fundraising, capacity building and networking amongst others in the achievement of sustainable development.

The foundation has programmatic presence in six states of Nigeria:

- a) **Benue State:** 14 local Governments Areas
- b) **Nasarawa State:** 4 local Government Area
- c) **Gombe:** 6 local government areas
- d) **Borno:** 6 Local Government Areas
- e) **Kwara:** 16 Local Government Areas
- f) **Yobe:** 2 Local government areas

This coverage continues to expand as in line with organizational strategic plan

1.2 Vision

Envisions a society where the poor and vulnerable have access to social justice and sustainable livelihood.

1.3 Mission

JDF is committed to enhancing social justice of the underserved for a healthier society through creating access to sustainable livelihoods, basic health information, inclusive governance, gender equity and improved response to emergencies.

1.4 Cores Values

JDF upholds the following values

- Respect for human rights and social inclusion
- Integrity
- Teamwork
- Innovation
- Accountability
- Effective and efficient Service Delivery

1.5. Scope and Purpose of the Gender Policy

Integrating gender perspectives in health action is sound public health and will help to strengthen the impact and coverage of our work. Gender is a cross-cutting issue and the implementation of the Gender Policy will require the commitment, participation and contribution of every staff member.

Our commitment to integrating gender perspectives will need to be reflected in Work plans and budgeting as well as in technical cooperation activities with other organizations. All unit heads will be expected to develop plans of action for integrating gender perspectives into their work. These action plans will be used to monitor progress.

This Gender policy reaffirms the organization's commitment to gender and establishes a uniform system and process to help individuals, departments or units meet their gender responsibilities.

The gender Policy of Jireh Doo Foundation is designed to acquaint staff with information about gender issues to ensure its operation in the organization and beyond, so far as is reasonably practicable, the policy will ensure all employees and any other persons who may be directly affected by the activities of the organization.

The organization is headed by the National coordinator and programme Manager, who are persons with a wide range of experience in related human endeavours as well as gender related issues to help provide clarifications to member staff in times of complexities. For administrative convenience and ease of operations you can refer to the human resource manager.

1.6. Change in Policy

This policy is Jireh Doo Foundation policy in ensuring the gender principles of all employer and persons who may be directly affected by the activities of the organization. Jireh Doo Foundation hence reserves the right to interpret, change, suspend, cancel, or dispute with or without notice all or any part of this policy, and benefits at any time. Jireh Doo Foundation shall notify all employees of any change in policy. Changes will be effective on a date to be determined by the National Coordinator and approved by members of the Board of Trustees.

1.7. Application

This policy shall apply to all employee and users of Jireh Doo Foundation premises unless precluded by the terms of individually negotiated conditions of service, which shall nevertheless be consistent with these policy principles. Employees are responsible for reading understanding and complying with the provisions of this policy.

1.8. Definition of key terms

Gender: Gender is used to describe those characteristics of women and men, which are socially constructed,

Sex: Sex refers to those which are biologically determined, People are born female or male but learn to be girls and boys who grow into women and men. This learned behaviour makes up gender identity and determines gender roles.

Gender analysis: Identifies analyses and informs action to address inequalities that arise from the different roles of women and men, or the unequal power relationships between them and the consequences of these inequalities on their lives, their health and well-being.

The way power is distributed in most societies means that women have less access to and control over resources to protect their health and are less likely to be involved in decision making. Gender analysis in health often highlights how inequalities disadvantage women's health, the constraints women face to attain health and ways to address and overcome these. Gender analysis also reveals health risks and problems which men face as a result of the social construction of their roles.

Gender equality: is the absence of discrimination on the basis of a person's sex in opportunities, in the allocation of resources and benefits or in access to services.

Gender equity: refers to fairness and justice in the distribution of benefits and responsibilities between women and men. The concept recognizes that women and men have different needs and

power and that these differences should be identified and addressed in a manner that rectifies the imbalance between the sexes.

Gender mainstreaming: Gender mainstreaming is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, 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 programmes in all political, economic and social spheres, such that inequality between men and women is not perpetuated.

"Mainstreaming gender is both a technical and a political process which requires shifts in organizational cultures and ways of thinking, as well as in the goals, structures and resource allocations. Mainstreaming requires changes at different levels within organizations, in agenda setting, policy making, planning, implementation and evaluation.

1.9. Goals and objectives of this policy

The goal of the gender policy to Jireh Doo Foundation and beyond is to contribute to better health for both women and men, through health research, policies and programmes which give due attention to gender considerations and promote equity and equality between women and men. Jireh Doo Foundation will analyse and address gender issues in planning, implementation, monitoring and evaluation of policies, programmes, projects and research. In attempt to achieve all of these the organization sorts to achieve the following objectives;

- promote equity and equality between women and men, throughout the life course, and ensure that interventions do not promote inequitable gender roles relations;
- Provides qualitative and quantitative information on the influence of gender on health and health care;

- Support organisations and CBOs on how to undertake gender-responsive planning, implementation and evaluation of policies, programmes.
- Promote gender equality as an explicit internationally recognized human right.
- Address systemic and structural practices that create barriers to the realization of women's rights and gender equality; including prevention and response to gender-based violence and sexual exploitation and abuse.
- Support the empowerment of women and girls as a key strategy toward ending poverty, conflict, human suffering and gender inequality.
- Actively involve men and boys as allies in promoting gender equality.
- Analyse and implement strategies to manage potential risks and harms to women, men, boys and men.
- Engage and coordinate with partners, governments, funders and civil society organizations to promote and support effective, creative and impactful ways to promote gender equality
- Monitor, evaluate and institutionalize organizational learning regarding specific gender equality results.

- The management of Jireh Doo Foundation will actively hold themselves and others accountable to gender equality standards.

Jireh Doo Foundation will ensure that key organizational policies, systems and practices are included but not limited to budgeting, human resource recruitment, training and management, and decision-making support women's rights and gender equality.

This policy on the whole will address the causes of gender inequality and inequity and place the organization and the community she is committed for providing services at the center of this process of change. Also redress the imbalance that causes from existing gender inequalities which hinder the advancement of gender equality and equity. Importantly, the policy will also promote the collection of and gender analysis of sex disaggregated data so it can be used in the planning, implementation, monitoring and evaluation of development plans and programs.

TERMS OF COMMITTEEMENT

As a staff, vendor, consultant, partner working for or with Jireh Doo Foundation (directly or indirectly), I commit myself to work with these terms and ensure that my decisions and conduct do not in anyway breach the above lay down way of working and I will report any form of breach witnessed.

Name (Staff, vendor, consultant, partner):

Code (Staff, vendor, consultant, partner):

Job role:

Year:

Date: