



GENDER
MAINSTREAMING
POLICY

2019

Gender mainstreaming policy FF - SPAK

Forward

Gender Mainstreaming is a globally accepted strategy to eliminate gender discrimination; it is in line with Kenyan National Gender and Development Policy 200. The policy is a requirement by the Kenyan constitution 2010 that every organization, association whether public or private must develop a policy in line with the existing legislative requirements.

The policy will act as a guide to address issues of understanding gender and gender mainstreaming at FF-SPAK.

FF – SPAK as an umbrella organization has developed this policy in order to guide the organization in achieving gender equity and encouraging participation and benefit to all genders. The policy also helps FF-SPAK comply with the constitution and other relevant legislation of Kenya.

This policy shall apply to all board members, staff, affiliates and its members. Importantly, FF – SPAK shall observe the 30% rule of either gender in recruitment, representation of members, delegates and staff in all its activities. The organization shall work towards clear commitments that guide the process of gender mainstreaming and women empowerment to influence policies, procedures and practices which will accelerate the achievement of gender equality within the organization.

The policy meets all the requirements as enshrined in the Kenyan constitution. Each and every member, delegate is required to comply with this policy.

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Chairperson- FF-SPAK

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Acronyms

FF-SPAK- farm forestry small Holders producer's association of Kenya

FGM-Female Genital Mutilation

GBV-Gender Based Violence

ILO-International Labor Organization

MDGS- Millennium Development Goals

SDGEA- Solemn Declaration in Gender Equality in Africa

1.0 Introduction.

Background and Rationale

FF- SPAK is an umbrella organization working with grassroots association in Kenya to promote farm forestry. The organization aspires to be “An outstanding farm forestry umbrella organization providing quality services to smallholder producer organizations in Kenya”. This will be achieved through strengthening the capacity of member organizations to enable them provide services to members which in turn will improve their livelihoods. The organization works towards gender mainstreaming in all its operation and activities which will be guided by this policy.

The purpose of this policy therefore is to establish a clear vision and make commitments to guide the process of gender mainstreaming and women empowerment to influence policies, procedures and practices which will accelerate the achievement of gender equality. In this context, the organization has developed this policy to help in closing the equality gap between men and women in general and particularly addressing gender inequalities which have resulted in women’s disempowerments and poverty, in order to have a better understanding of the contribution of women in development.

It is evidence that women substantially contribute to economic, social and political development as well as environmental management though they have not benefited from economic growth and development, they have continued to be largely outside the decision making sphere and barely enjoy full human rights. Women still face discrimination, exclusion and marginalization and seldom share the benefits of production. Weak representation of women in diverse positions is a major concern and challenge that demands prompt attention. This policy will provide the necessary affirmative action or strategies that could overcome these disparities and accelerate mainstreaming gender issues in the organization.

Gender Context

Traditionally, forestry across the world has been a male dominated field due to the nature of work and given the traditional definition of gender roles in communities. However, it is also noteworthy that women and the youth provide the bulk of the labor in farms including family farms in Kenya as it is across Africa. It is important for women, men and the youth to work together, join organizations, contribute to and benefit from their work including production, leadership and decision making, marketing and others. This policy aims creating the possibility of this being achieved.

Gender mainstreaming is promoted, guided and legalized by a number of international and national instruments.

The Universal Declaration of Human Rights (UDHR) of 1948 consists of 30 articles affirming an individual's rights which have been elaborated in subsequent international treaties, economic transfers, regional human rights instruments, national constitutions, and other laws. It was the first step in the process of formulating the International Bill of Human Rights. The Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) is an international

treaty adopted in 1979 by the United Nations General Assembly It is essentially described as an international bill of rights for women.

The Kenya constitution 2010 recognizes dignity, economic, social and cultural rights including the right to education, housing and right to health including reproductive health care. Again, the global principles of governance include human dignity, equity, social justice, inclusiveness, equality, human right, non-discrimination and protection of marginalized groups among others. Chapter 4 of the Kenya constitution is the Bill of Right-every person is equal before the law and has the right to equal protection and benefit of law. Despite the fact that women represent 51% of the Kenya population their representation in post primary education, wage employment, enterprise ownership and decision making process is limited, they are also adversely affected by such factors as tradition and social cultural practices, poverty and domestic violence among other challenges. Women and men have the right to equal treatment, including the right to equal opportunities in political, economic, cultural and social sphere.

Other instruments include; the Beijing Declaration and Platform of Action; The 2030 Agenda for Sustainable Development (particularly Sustainable Development Goal 5 on achieving gender equality and empowering all women and girls), the Maputo protocol, Agenda 2063, NDC's and Climate change act 2016.

2.0 The Policy framework

Policy goal

The overall goal of this policy is to achieve an empowered organization with gender equality leading to equitable and sustainable development of its members.

Policy objectives

1. To incorporate gender equality in all its operations including, service provision, budgeting, programming, membership and employment.
2. To integrate gender equality and women empowerment within FF-SPAK at all levels from National to grassroots

Guiding principles

This policy and the commitments undertaken are guided by among others the universally accepted Human Rights Based Approach, the sustainable development goal number 5 on gender equality and the Constitution of Kenya which is the supreme law of the land.

Other guiding principles include gender equality and equity, transparency and accountability, women empowerment, men engagement and Networking and collaboration.

Policy Priority areas

This policy will largely focus on;

- i. At organizational level- the systems, structures, strategies, leadership and staffing at FF-SPAK and its affiliates.
- ii. At Membership/farmers level- all membership categories
- iii. At programme/project level- Farm forestry and associated value chains

Specifically, focus areas will include

- ✓ Employment & Members Recruitment-Use of balanced recruitment, selection and retention practices Provision of equitable working conditions (leave, hours of work, pay, facilities and other benefits).
- ✓ Equal opportunities for training at local, regional and international levels.
- ✓ Provision of fair opportunities for promotion.
- ✓ Equitable distribution of work responsibilities at all levels- Balanced work/life arrangements for differing personal/family situations.
- ✓ Equal opportunities for the participation of women and men in FF - SPAK activities and programmes.
- ✓ Inclusion of women and men in decision-making on all issues.
- ✓ Provision of equitable services to all members:
- ✓ Access to, and interpretation and use of, information and services.
- ✓ Effective participation in public education and awareness activities.
- ✓ Effective consideration of diverse user needs.

3.0. Policy commitment and strategies

The organization makes the following commitments and will pursue them using the corresponding strategies.

Policy commitments	Strategies
<p>We commit to integrate gender within FF-SPAK strategies, objectives, policies, systems and culture</p>	<p>Review our policies, strategic plan, vision and mission to ensure they are gender sensitive Ensure balanced & equal gender opportunities in employment, training and remuneration More awareness/training on gender equality to leaders and staff. Support affiliate associations to develop and implement gender sensitive policies Put in place systems and policies to ensure accountability and transparency from top-level management in ensuring gender equality Support gender responsive budgeting for organizational activities</p>
<p>We Commit to Foster the integration of gender equality and equity in all programs and projects and ensure equal benefits to men, women and young people.</p>	<p>Align policies, by laws, projects or activities to reflect the needs and aspirations of members Consideration of the specific needs of women and men when designing projects, and providing timely and effective services. Equal involvement of women and men in organizational activities and in designing services for users. Attention to gender equality when selecting participants for user forums e.g. trainings, meetings, workshops etc. Ensure Inclusion of gender equality in project monitoring, reporting and all communications and publications e.g. gender sensitive indicators Promote initiatives that reduce women work load so that they can participate in productive work.</p>
<p>We commit to equitable representation of men, women and young people in all leadership and management structures and decision making processes</p>	<p>Support amendment of by laws of FF-SPAK and affiliates to incorporate 2/3 gender rule Support mentorship and confidence building for women and youth to take up leadership positions Support membership recruitment drives targeting women and youth into membership Sensitize and create awareness to affiliates and their members to support women and youth into leadership through gender dialogue forums, peer mentorship and use of male champions</p>
<p>We Commit to join other likeminded organizations to advocate for gender sensitive laws/frameworks in the sector</p>	<p>Advocate for increased access, control, ownership of land and property rights and other economic resources by women and youth Lobby for gender sensitive policies/laws at national, county and other levels e.g. farm forestry policy, economic empowerment policies Lobby for the implementation of the 2/3 gender rule at national, county and grassroots levels.</p>

<p>We are committed to address socio-cultural injustices that create barriers in realization of women and youth rights such as gender based violence, harmful practices and other forms of exploitation</p>	<p>Create awareness and sensitizing communities to change their perceptions, attitudes towards negative socio-cultural practices. Work with men allies, cultural and religious leaders to help in the process of bringing change in addressing perceptions, attitudes towards negative socio-cultural practices. Lobby for enforcement of laws against harmful practices e.g. early marriage, wife inheritance, Female genital mutilation</p>
<p>We are committed to support women and youth economic empowerment within FF-SPAK affiliates</p>	<p>Support income generating for women and youth through enterprise analysis Support financial inclusion initiatives for men, women and youth through e.g. VSLA, access to insurance Link women and youth to friendly financial service providers e.g. banks, SACCOs, women fund, youth fund. Supporting entrepreneurial and business skills through business incubation services.</p>
<p>We are committed to enhancing resilience towards environment and climate change for members (Women and youth) with a gender perspective</p>	<p>Conducting analysis on how environment and climate change is impacting men and women Sensitization and Creating awareness on climate change adaptation Building capacity of members in climate change adaptation Support strategies to counter climate change</p>

4.0 Implementation

The Board members and Executive officer have the ultimate responsibility for the implementation of this Policy at their respective levels. All individual members and service providers should carry out their activities in the spirit of the gender mainstreaming approach as described in this Policy.

5.0 Monitoring and evaluation

Periodic gender audits will be done and yearly action plans on gender mainstreaming will be developed for use in monitoring progress and reviewing action.

Further, monitoring and evaluation will be guided by;

- Collection and analysis of data on gender issues
- Assessments of the impact of the implementation of the Policy.
- Accountability and continuous improvements in the elements of the framework.

The implementation of this Policy will be reviewed on a continuous basis by an appropriate mechanism and as recommended management.

6.0 Conclusion

This policy is a guide for FF-SPAK to put in place measures to achieve gender equality and equitable development among its members and associated communities. It is a commitment by all levels of the organization to promote inclusiveness and institutionalize equality. It borrows from the many treaties, statutes and good practices across the world in trying to create better living and working conditions for men, women and youth in the communities that FF-SPAK operates in.

7.0 Annexes