



VISION INITIATIVE FOR TRANSFORMATION (VITRA)

"Restoring Hopes & Transforming Communities"

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VITRA-POLICY ON GENDER EQUALITY

INTRODUCTION

This Gender Equality Policy provides VITRA with a mandate and framework for realizing its commitment to mainstreaming gender equality into its structures, programs, partnerships and operations. It is intended to strengthen and guide the collective effort of all VITRA EMPLOYEES to ensure that women, men, girls and boys benefit equally from their work and that gender-based inequalities are not perpetuated.

VITRA will take a leading role in efforts to promote and realize gender equality. Gender equality is widely recognized to have broad and positive implications for promoting economic growth and sustainable development, and peaceful coexistence. A wealth of evidence suggests that increasing female access to education and women's access to employment and decision-making opportunities as well as other political, financial and natural resources, contribute to alleviating poverty and hunger, and improving maternal and child health, and peaceful coexistence.

SCOPE

This Policy applies to all VITRA members, employees, volunteers, consultants and service providers.

POLICY AIMS

To ensure that VITRA's structures, programs and operations support gender equality and women's empowerment for sustainable development. The Gender Equality Policy aims to:

- Explicitly outline VITRA's commitment to gender equality.
- Provide a clear mandate for effectively mainstreaming gender into VITRA's structures, programs and operations at all levels.
- Provide VITRA with corporate legitimacy to coordinate and support gender mainstreaming efforts and facilitate gender accountability across the organization.
- Promote a gender-sensitive organizational culture, including capacity building and awareness-raising.

STAFFING

Each Project will set its policy to promote parity between women and men in the organization's staff at all levels. Career development opportunities will be considered accordingly, and action will be taken to create an enabling working environment with respect for work-life balance, for staff in all categories.

Specific measures will be introduced to prevent and, when appropriate, address incidents of sexual harassment in the workplace.

Gender Equality is best promoted through integrated approaches. VITRA will work to ensure that a commitment to gender equality is internalized throughout the organization and reflected in technical programs and operational activities. Gender equality will be addressed as a specific cross cutting issue in VITRA's Strategic Plan.

In planning, designing and implementing projects and programs, VITRA will adopt strategies targeted at empowering women alongside interventions that seek to transform gender relations and ensure equitable participation and benefit by women and men. An explicit focus on gender equality outputs and outcomes will be built into all project and program monitoring and reporting processes. Where relevant, performance data will be disaggregated by sex.

VITRA's communications strategy will make gender equality a visible part of the organization's external identity and self-portrayal.

STRUCTURE

- VITRA will assess all projects on the basis of their commitment to gender equality and encourage knowledge-generation, dissemination and learning about best practices in gender mainstreaming.
- Existing mechanisms for programming, implementation, monitoring and evaluation will be reviewed in order to more effectively integrate gender equality;
- Results-based management systems and processes will facilitate the extraction of gender-disaggregated results data and their use to inform strategic planning and decision-making;
- Gender mainstreaming tools and guidelines will be developed and implemented to promote gender equality through project design and implementation;
- Gender sensitization, analysis and mainstreaming training will be provided to all VITRA staff to develop their awareness of gender issues and build their capacity for integrating gender equality into their work;
- An accountability framework for gender equality will be put in place, specifically through the implementation of gender audits.

ACTIONPLAN

As part of the Action Plan on gender equality there will be operational tools for the implementation of the Gender Equality Policy. The target would be between 30-40% of the total staffing to be female.

ACCOUNTABILITY

The implementation of this Gender Equality Policy requires the unfailing commitment, participation and contribution of each VITRA staff member. Overall responsibility for ensuring the implementation of the Gender Equality Policy lies with the Executive Director.

The VITRA Board will be kept fully informed of progress made in the implementation of this Policy, which will be periodically updated to take into account any emerging circumstances. The Board of Directors will play a key role in actively supporting and valuing the Policy and providing leadership for gender equality

