

GENDER EQUALITY POLICIES

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GLOSSARY

Beijing Declaration and Platform of Action: In 1995, the Beijing Declaration and Platform for Action was adopted by the Fourth World Conference on Women, subsequently endorsed by the UN General Assembly in 1996. 189 countries committed themselves with the Beijing Declaration and Platform of Action, which constitutes a global framework for realizing gender equality and the empowerment of women and girls.

CEDAW: The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) was adopted in 1979 by the UN General Assembly, it is often described as the international bill of rights for women. The Convention defines discrimination against women as "...any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, or human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field"¹.

Equality: ethical-political principle according to which all people have equal human and social dignity and the same rights. CUAMM considers all populations equally free, worthy and characterized by cultural identity that must be protected, with mutual respect. Therefore, CUAMM promotes and supports discussion, exchange and friendship between populations, social groups and organizations present in the territories, according to the principle of horizontal and vertical subsidiarity².

Gender: refers to the socially constructed characteristics of women and men -such as norms, roles and relationships of and between groups of women and men. It varies from society to society and can be changed. While most people are born male or female, they are taught appropriate norms and behaviours- including how they should interact with other of the same or opposite sex within households, communities and work places. Gender norms, roles and relations influence people's susceptibility to different health conditions and diseases and affect their enjoyment of good mental, physical

health and wellbeing. They also have a bearing on people's access to and uptake of health services and on the health outcomes they experience throughout the life course³.

Gender Equality: it refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Gender equality implies that the interests, priorities and needs of both men and women are taken into consideration, recognizing the diversity of the different groups of women and men. It is very important to know that gender equality is not a women's issue, but it should concern and fully engage both men and women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centred development⁴.

Gender Mainstreaming: mainstreaming a gender perspective in all types of activities is a globally accepted strategy for promoting gender equality. Mainstreaming involves ensuring that gender perspectives and attention to the goal of gender equality are central to all activities -policy development, research, advocacy, legislation, resource allocation, planning, implementation and monitoring of programs and projects⁵.

Human Rights: human rights are the rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status⁶

Non-Discrimination: in relationships with the parties with which they are required to operate, operators shall avoid all discrimination based on sex, health conditions, age, nationality, political and religious orientation⁷

Policy: a set of ideas or a plan of what to do in particular situations that has been agreed to officially by a group of people, business organization, non-governmental organization, government or a political party⁸.

Sexual and Gender Based Violence (SGBV): it refers to any act that is perpetrated against a person's will and is based on gender norms and unequal power relationships. It encompasses threats of violence and coercion. It can be physical, emotional, psychological, or sexual in nature, and can

1 UN Women (2009), "Convention on the Elimination of All Forms of Discrimination Against Women". Available in: <http://www.un.org/womenwatch/daw/cedaw/>

2 Doctors with Africa CUAMM (2014). "Code of Ethics".

3 World Health Organization (WHO) (2018). "Gender, equity and human rights". Available in: <http://www.who.int/gender-equity-rights/understanding/gender-definition/en/>

4 UN Women (2001). "Concepts and Definitions". Available in: <http://www.un.org/womenwatch/osagi/conceptsanddefinitions.htm>

5 UN Women Watch (2001). "Gender Mainstreaming: strategy for promoting gender equality". Available in: <http://www.un.org/womenwatch/osagi/pdf/factsheet1.pdf>

6 United Nations (1948). "Universal Declaration of Human Rights". Available in: <http://www.un.org/en/sections/issues-depth/human-rights/>

7 Doctors with Africa CUAMM (2014). "Code of Ethics".

8 Cambridge Dictionary (2018)

take form of a denial or resources or access to services. It inflicts harm on women, men, boys and girls⁹.

Sustainable Development Goals (SDGs): they are the blueprint to achieve a better and more sustainable future for all. They address the global challenges we face, including those related to poverty, inequality, climate, environmental degradation, prosperity, and peace and justice. All Goals are interconnected¹⁰.

MISSION AND VALUES

Doctors with Africa CUAMM's organizational mission stems from the Evangelical expression "*euntes, curate infirmos*" - "go and care for the sick" - (Mt. 10, 6-8) used by the founder Francesco Canova (1950) in the statutes from 1971, 1984, and 2003. Working with a long-term development perspective.

THE MISSION

- To improve the health status of African People.
- Promote a positive attitude and solidarity towards Africa

CORE VALUES

The essential values informing the mission and undertakings of CUAMM are:

- "With Africa": the organization works exclusively with African populations, engaging local human resources at all levels. The idea of being "with Africa" emphasizes the ideas of sharing, deep participation, exchange, and joint effort, highlighting more than just problems and needs and

Women's empowerment: it is a critical aspect for achieving gender equality. It includes increasing a woman's sense of self-worth, her decision-making power, her access to opportunities and resources, her power and control over her own life -inside and outside the home-, and her ability to effect change¹¹.

expressing the values of Africa with a view to long-term development.

- Christian inspiration and a relationship with the Church, as we explicitly draw from Christian values and the Gospel.
- The value of experience: Doctors with Africa CUAMM draws on almost seventy years of working to support developing countries.
- Specific, exclusive expertise in medicine and health.
- Discretion: the essential idea is that the focus of attention and interventions are those in need, not the aid staff.

Doctors with Africa CUAMM is for everyone who believes in values like dialogue, cooperation, volunteerism, exchange between cultures, friendship between the peoples, the defence of human rights, respect for life, willingness of self-sacrifice, the choice to help the poorer, the spirit of service, and those who support the organization's action criteria.

9 UNHCR (2018). "Sexual and Gender Based Violence". Available in: <http://www.unhcr.org/sexual-and-gender-based-violence.html>

10 United Nations (2018). "Sustainable Development Goals". Available in: <https://www.un.org/sustainabledevelopment/sustainable-development-goals/>

11 UN Population Information Network (POPIN) (1990). "Guidelines on Women's Empowerment". Available in: <http://www.un.org/popin/unfpa/taskforce/guide/iatfwemp.gdl.html>

CUAMM FOR GENDER EQUALITY

While progress was made on gender equality following the Beijing Platform of Action and under the Millennium Development Goals (MDGs), women and girls still face disadvantages in different spheres, being health one of these areas where inequality is still prominent. Poverty, excessive workloads, weak political and legal representation, limiting social and cultural traditions, poor health and the impact of health crises stemming from too frequent and often unwanted pregnancies and threats such as HIV- AIDS, illiteracy, inadequate education and difficult access to health care are among the key constraints that prohibit women and girls from being fully realized and find their meaning contribution to development in their communities. These realities reflect the existing inequalities between women and men in the access and control over resources as well as decision-making opportunities.

In recognition of this challenges and the importance of addressing gender-based inequalities, the Sustainable Development Goals (SDGs) feature gender equality prominently, both as an individual goal (Goal 5), and cross-cutting all other 16 Goals of the SDGs 2030.

In partnership with the Government in place, as well as with the different international and non-governmental organizations in the respective countries, Doctors with Africa CUAMM joins the sustainable goal of gender equality and empowerment of women through health care in both development and humanitarian responses.

In accordance with the Italian National Code of Equal Opportunities between Women and Men (D.L 198/2006), with the Sphere Standards, and with the Code of Ethics of the Organization, Doctors with Africa CUAMM works to ensure that those who hold positions of responsibility inside the Organization will be aware of the importance of the implementation of a gender perspective in both their professional and private lives as their behaviour should be in accordance with the principles, policies and objectives pursued by Doctors with Africa-CUAMM.

The participation of both women and men is essential to achieve gender equality and women empowerment in the communities in order to improve the status of the most vulnerable and discriminated by gender, which the majority of the times are women and girls but it doesn't mean that it is always the case, but also to ensure that everyone has equal rights to health regardless their age, sex, race, colour, class, caste, religion, ethnic background, HIV status or disability. From the very beginning, Doctors with Africa CUAMM has

recognised and valorised the role of women, whose contribution is essential for achieving its objectives on guaranteeing the right to health. CUAMM is aware that unequal rights and gender relations are one of the main causes of poverty. Whilst it is true that there are some occasions where men are more disadvantaged in comparison with women, generally it is women and girls who suffer gender inequalities, they have fewer opportunities, lower status and less power and influence than men and boys. Everywhere there are significant ways in which men's and women's responsibilities, opportunities and influence are unequal, although the nature and extent of inequality varies from society to society¹².

Gender equality doesn't necessarily mean or imply that there's a need of equal numbers of men and women or boys and girls in all activities, neither the same number of women and men in the staff composition of the organization, as well as it doesn't necessarily mean treating men and women or boys and girls in the exact same way.

Gender equality means recognizing that men and women often have different needs and priorities, each of them face different types of challenges, have different aspirations and each of them contribute in a diverse way to the development of their community. It is the aspiration to work towards a society in which neither women nor men suffer from poverty, and in which women and men are able to live equally fulfilling lives.

CUAMM works in order to avoid obstacles of various kinds that are hampering equal protection of the individual's right to health acknowledging that, because of differing status of women and men or boys and girls, equality between them can rarely be achieved by providing services and protection in the exact same ways, which is why the Organization provides tailored programmes and activities to provide genuinely equal outcomes.

CUAMM is committed to practicing and promoting non-discrimination of all kinds both within the Organization and in external relationships, basing the work on the principle of equality, both in formal and substantive terms.

In addition, gender equality actions for care and support for children are implemented by CUAMM through the improvement of support to women and children in the family with quality maternal care and community through gender equality in the community health systems where CUAMM operates.

While the principle of gender equality represents only one of the concerns promoted by CUAMM, it is clear that there is a need of continuous monitoring in this area. It has been since the very beginning that CUAMM has committed to reach and provide health care to all human beings, with no discrimination. This policy will be the instrument to guide the Organization's actions towards a more focused gender-based attitude.

¹² DFID (2002). "Gender Manual".

GENDER POLICIES

CUAMM's gender policies aims to translate CUAMM's vision of equity and non-discrimination into action and to serve as a standard that will hold its leadership and staff accountable to appropriate gender outcomes. Additionally, these policies will seek to strengthen gender sensitivity and guide the Organization towards an enabling environment within CUAMM for men, women, boys and girls as well as among our partner organizations and the communities with which we work. Finally, the policies will be used by CUAMM and partners to monitor and evaluate the progress towards the achievements of these intentions.

The following are the specific objectives of the gender policies:

- To provide a clear vision of what CUAMM as an organization aims to achieve in gender equality within the context of the organization's programs and policies, but also within the partners and the communities the organizations works with.
- To influence the institutional culture within CUAMM so that all employees are gender aware and they put it into practice in every aspect of their work.
- To develop a common understanding throughout CUAMM of what gender equality means and how to relate it with the organization's priority areas of work.
- To reflect gender equality at each stage of all the programs and projects cycles and to accord equal benefits to men and women, boys and girls.
- Understand that gender equality has a cross-cutting nature and that it is everyone's responsibility to implement it in every area of work and personal life.

OUR COMMITMENT

CUAMM actions, policies and strategies are built around the principles of equality, transparency and non-discrimination. These principles reflect the organization's aim to treat all human beings -women, men, girls, boys and other disadvantaged groups or individuals- equally, enabling them to realize their full rights, opportunities and access to health. Through the gender policies CUAMM commits to:

- Promote gender equality as a universally accepted human right adhered to several international instruments and UN charters which include but are not exclusive to: Universal Declaration of Human Rights, Beijing Platform of Action, Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), International Covenant on Social, Economic, and Cultural Rights, the Declaration on the Elimination of Violence Against Women (DEVAW).
- To concentrate to the five core priorities identified at the World Humanitarian Summit (WHS 2015):
 - a) Empower women and girls as change agents and leaders, including by increasing support for local

- women's groups to participate meaningfully in humanitarian action;
 - b) Ensure universal access to sexual and reproductive health services, for women and girls, as well as men and boys;
 - c) Implement a coordinated global approach to prevent and respond to GBV;
 - d) Ensure that humanitarian programming is gender-responsive;
 - e) Fully comply with humanitarian principles on women's empowerment and women's rights.
- Address structural (cultural or traditional) challenges that create barriers to the realization of women's and girls' rights as well as for other individuals being gender discriminated, including gender-based violence and other forms of sexual exploitation.
 - Ensure equal representation and contribution of men and women in all CUAMM management structures (leadership teams, staff), policy and decision-making processes.
 - Foster the integration of gender equality and equity in all programs and projects and ensure equal benefits to men and women, boys and girls.
 - Develop strategies that empower women and girls as key partners in improving health care in their communities, ending poverty and malnutrition, and promoting justice.
 - Create programs that will actively engage the whole community, including men and boys, as allies in promoting gender equality.
 - Work with our partners (community members, donors, governments, other non-governmental organizations and international bodies) to promote and support gender equality.
 - Staff induction processes held in gender activities periodically to ensure accountability to gender equality standards.
 - Use standard gender analysis frameworks and gender sensitive tools such as sex disaggregated data and gender indicators to achieve equal program benefit in access, control and decision-making in the program and project cycles.
 - Mainstream gender in all programs and organizational structures.
 - Strive continuously to become a dynamic and learning organization that places gender equality and women empowerment at the heart of CUAMM's being and doing.
- CUAMM commits through all the above principles to support gender equality as an important pillar of its mission and comply with various international instruments.

POLICY IMPLEMENTATION

CUAMM will implement, monitor and evaluate this policy on a periodic base. Each region and country where CUAMM operate is expected to develop context specific and realistic implementation plans that reflect aiming of this policy. In addition, each regional and country leader will adhere to and report on the following:

A. Communications/ Public Image

- Challenge a language that normalizes discrimination and stereotypes;
- Promote women and men as active agents for change and avoid using negative stereotyped images and behaviours that discriminate women, men, boys or girls;
- The external presentation of CUAMM will promote a balanced view of the issues surrounding gender equality and equity;
- Reflect balanced views of men and women, boys and girls in our publications and other printed materials.

B. Organizational Policy and Practice

- Ensuring that gender equality is at the centre of CUAMM's being and doing;
- Human resources policies will adhere to gender equality norms, with CUAMM's leadership ensuring and reporting on equitable representation and balanced diversity in all functions of the organization board, staff and management;
- Each country and regional team will ensure that appropriate gender competences are built into job descriptions across all program units;
- The Management Team and senior staff will demonstrate and report on gender commitment through recruitment, selection, and promotion processes at all levels;
- Ensure that men and women staff have equal access to organizational resources for development and personal growth;

- The Human Resource Manual and other policies will explain in detail the gender equality commitment of the organization and it will be taken as part of staff orientation and performance appraisal.

C. Workplace

- Set up work places that are safe for women employees, that is free from sexual harassment, as well as put in place mechanisms to address any form of harassment and violence;
- Set up a working environment spaces where men and women can cover their needs (for example, at every working place, there should be two separated bathrooms, one for men and one for women);
- Provide security for men and women at the work place, either at the office or in the field;
- Ensure all new staff undergo orientation on the gender policy and expected behaviour at the workplace;

D. Program and Projects

- Collect sex disaggregated data for all programs and projects and use the information for planning, designing, implementation, monitoring and reporting on equal benefits analysis by men and women including decision making;
- Ensure equal representation of men and women in all CUAMM and partner programs, more importantly in the decision making, access to and control of resources;
- Build capacity of program and partners staff to address issues of gender inequality;
- Mainstream gender in all aspects of programs and projects planning, design, implementation, monitoring and evaluation;
- Establish that all CUAMM trainings (internal and external) are gender-sensitive in content, materials and illustrations used.

MONITORING, REPORTING AND ACCOUNTABILITY

This section outlines the framework of the implementation of the gender policy. CUAMM will ensure that all staff understands the gender policy and have appropriate tools to implement it in the sphere of work. These policies will be an integral part of staff orientation. There will be a section in the Human Resource Manual that will detail the procedures of staff who may have complaints or concerns possibly arising from lack of compliance with gender equality standards. More specifically:

- All staff members will be responsible for reflecting CUAMM's values on gender equality in their attitudes and actions;
- Gender sensitivity and contribution to this policy by all responsible staff will be an integral part of annual staff

performance appraisal, in which gender sensitivity and contribution is included;

- All projects, programs, country and regional reports will include gender disaggregated data and information as standard monitoring and reporting procedures;
- Implementation of the gender policy will be monitored annually alongside the five years' strategy of CUAMM;
- The Director, the Country Representatives and the senior managers will be responsible for ensuring implementation of the policy across the organization;
- The policy will be reviewed every two years to ensure that it is relevant to and reflects CUAMM's efforts and actions.