



**CENTRE FOR ENVIRONMENT JUSTICE**

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## **GENDER EQUALITY POLICY**

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## **1. Introduction**

**Centre for Environment Justice (CEJ)** is a registered youth led non-governmental organization. The mandate: **CEJ** believes that a safe environment is a basic fundamental human right and that individual children, youths, women, men and the general population have the right to access quality and accurate information on Climate Change, Accountability and Governance in Extractive Industries, Waste Management, Conservation of wildlife and natural environment, women rights and Renewable energy. This will enable them adapt and mitigate; and respond to disasters effectively in affected areas at community, districts and national level.

### **1.1. Centre for Environment Justice (CEJ) Key areas of work**

CEJ's program and activities revolves around information dissemination, campaigns, advocating for policy development and implementation, research, capacity building, lobby and advocacy, community engagement and participation; and community mobilization and awareness.

### **1.2. Policy Statement**

Gender equality is high on the agenda of the CEJ believes that gender equality is inextricably linked to the primary goal of our work to advance women's participation in sport and recreation. Men and women must have equal rights and opportunities in all areas of the economy and society if real sustainable economic and social development is to be achieved. Furthermore, gender discrimination is a violation of fundamental human rights.

CEJ recognises that not all its activities will lead to a maximum impact on gender equality. However, the inclusion of gender equality as a cross-cutting issue of its internal and external delivery mechanisms acknowledges the fact that to be effective our mission operationalization should include gender equality considerations.

### **1.3. Scope**

The purpose of this document is to provide guidance as to how the activities carried out by CEJ shall contribute to furthering gender equality. Furthermore, this document, as with the other cross-cutting policy documents and checklists, is intended to give CEJ and its stakeholders a better understanding of the cross-cutting issues. Together, these documents indicate how gender equality considerations, and the considerations of the other cross-cutting issues, will be evaluated by CEJ in its evaluation of its effectiveness or impact of its mandate.

This gender equality policy is intended to be complementary to the strategies of other actors with similar objectives, in particular the National Gender Policy, Policies of the Networks we are a part of and the stakeholders we engage with. The policy has been developed based on the Zambian legal framework and the national gender policy as well as the CEJ institutional framework.

## **2. Gender equality - definition**

In respect of our work, we understand the term 'gender equality' to mean "that all human beings are free to develop their personal abilities and make choices without the limitations set by strict gender roles; that the different behaviour, aspirations and needs of women and men are equally considered, valued and favoured".

CEJ believes that implementing gender equality fully requires equal representation and participation of both men and women in the economy, decision-making, as well as in social, cultural and civil life. Only in this way will men and women reach their full potential in society. It implies a fair distribution of resources between men and women, the redistribution of power and caring responsibilities, and freedom from gender-based violence.

Closely linked to the concept of gender equality, is that of gender mainstreaming. Gender equality cannot be achieved by dealing with the issues of one gender seen in isolation from those of the other, nor from those of society as a whole. Hence, gender mainstreaming is used in order to ensure that gender issues are dealt with at all levels and at all stages. It involves all general policies and measures, so that they may specifically bring about equality by actively and openly taking into account, at the planning stage, their effects on the respective situations of women and men in implementation, monitoring and evaluation.

### **3. Key dimensions of Gender equality**

Considerable progress has been made regarding advancing the efforts towards gender equality in Zambia, however formal rights do not necessarily reflect actual rights/rights in practice. This consideration - combined with persistent underrepresentation of women in politics and economic leadership, as well as violence against and trafficking in women - shows that despite the legal framework, structural inequalities persist. This is evident in the sector of sport in which we operate.

Although the dimensions of gender equality often contain overlapping elements and may be divided in different ways, for the purposes of CEJ's work they have been broadly grouped into the following categories.

- A. Economic and social rights
- B. Human rights
- C. Prevention of violence
- D. Participation and decision-making

The overlapping characteristics of the categories listed naturally results in the outcomes not being linked to a specific category of gender equality, but rather those activities in one area are likely to have outcomes in one or more of the others.

#### **3.1. *Economic and social rights***

The essence of the economic rights element of this dimension of gender equality is that women and men must have the opportunity to participate equally in economic development. It entails the full integration of women into the economy and is therefore very closely linked to social rights. The economic dimension of gender equality is also found to some extent in both of the other two categories of gender equality listed below. Failure to protect social rights relates directly to the feminisation of poverty, which emerges as a result of dated models that do not take into account the family role. This can be due to career breaks, part time work, lack of education and training, etc.

By its very nature, there is a wide range of activities relating to economic and social rights in gender equality. Initiatives that may contribute to the inclusion of gender equality issues into the economic dimension include:

- eliminating gender gaps in the engagement in sport based labour
- equal pay for equal work
- access to education: including skills and vocational training, and technical training

- provision of flexible environment for participation and work in sport cognisant of social roles such as domestic roles

Further, initiatives that promote gender equality in social rights may include such initiatives that take into account parental leave, maternity protection, working time, part-time and fixed-term contracts, and particularly those that impact women's daily life such as public transport, public health, etc. Due to the nature of economic and social rights in gender equality, the initiatives in these areas are closely linked.

### **3.2. Human rights**

As affirmed at the UN Conference on Human Rights in Vienna in 1992, and re-affirmed at the UN World Conference on Women in Beijing in 1995, women's rights are human rights; they are not a special category of rights. Hence this dimension of gender equality relates to the issue of the full enjoyment of human rights and fundamental freedoms. This element focuses predominantly on women who are subject to multiple types of discrimination. CEJ's focus here is to promote sport as a right and to highlight its interconnectedness to other fundamental rights such as health, education, association and freedom.

### **3.3. Prevention of violence**

This dimension includes issues relating to women who face gender-based violence, domestic violence/violence in intimate relationships, and sexual exploitation. CEJ's focus is not prevention of Gender Based Violence that occurs in the spot context.

However, this dimension relates not only to the prevention of gender-based violence, but also to support those that have been the victim of such violence. Furthermore, issues relating to reproductive rights and sexual health also fall under this category. Initiatives include those activities that seek to reduce discrimination, promote women's rights as human rights and prevent GBV.

### **3.4. Participation and decision-making**

This dimension includes representation and participation in decision-making both at a political and an economic level. The political level encompasses the equal participation and representation of women in the societal systems and local decision making processes, including elections. Decision-making at an economic level relates to the step from education and training into working life, including recruitment and career development aspects. There is a general under-representation of women in all areas of decision-making, which represents a fundamental democratic deficit.

Our initiatives in communities will include, among other activities, promotion of the involvement of women in leadership and decision making structure and processes. Training and mentoring as well as advocacy for structural review and policies for an environment conducive for positive engagement and progression in leadership.

## **4. Gender Equality In Our projects**

A key aspect of the success of any gender equality policy is to translate it into action. When developing the gender equality element of projects, a number of elements should be considered in order to give an indication of its potential impact on gender equality issues. In particular, the proposals we develop should address how the project takes the following issues into account.

#### **4.1. General methodology**

- how does the project take into account gender specific needs and address gender specific conditions?
- how does the project take past experiences and/or current gender equality activities in the country into account?
- how does the project address the gender equality issues and targets relevant to the project?
- how does the project provide qualitative information on gender issues where necessary?

#### **4.2. Economic and social rights**

- how does the project encourage lifelong learning and access by women to sport and physical activity?
- how does the project enhance the income earning opportunities of women ?
- how does the project strengthen social rights and/or contribute to participation in civil life by women?
- how does the project reduce the social exclusion of women?

#### **4.3. Human rights**

- how does the project contribute to strengthening sport organisations and public institutions working to improve the opportunities and rights of women, including NGOs?

#### **4.4. Prevention of violence**

- how does the project support awareness-raising actions and campaigns empowering women in sport?

#### **4.5. Participation and decision-making**

- how does the project contribute to participation by women in decision making In the sport sector?
- how does the project involve male and female stakeholders in the consultative process?
- how does the project promote women's participation within the project, for example as project staff, members of steering committees?

### **5. Implementing the gender equality policy**

The implementation of the gender equality policy has to address the entire project cycle:

1. when projects ideas are developed by staff, chapters and members
2. when seeking grants and funds from donors
3. when the project is implemented and monitored
4. when the projects are assessed and evaluated

### **6. Monitoring**

Monitoring throughout the project and ex-post evaluation are necessary elements for assessing the actual impact of a project, and are key elements in securing the Inclusion of gender equality in projects. To facilitate monitoring, data must be sex disaggregated, reporting requirements must include gender equality

considerations, and ex-post evaluations must not only measure impact, but also provide lessons learned and suggest possible future improvements relevant to gender equality targets.