



INTEGRATION FOR PEACE AND HOPE RESTORATION (UG)

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GENDER POLICY

Introduction:

Integration for Peace and Hope Restoration Uganda (IPIPHR-Uganda-Uganda)-IPHR-Uganda is a National None Governmental Organization-NNGO registered with Ministry of Justice in 2010 registration No.659. It's also registered with Relief and Rehabilitation Commission (RRC) registration number 138. Integration for Peace and Hope Restoration Uganda (IPIPHR-Uganda-Uganda) (IPHR-Uganda) is committed to mobilizing the communities to determine their own development and self-determination. It seeks to secure their rights to dignified lives. This is be done through, capacity building, research and proactive measures of dialogue, lobbying and advocacy, documentation, information management, livelihoods diversification and use of appropriate technologies.

The core values constitute Integration for Peace and Hope Restoration Uganda (IPIPHR-Uganda-Uganda) operational principles, relationship with society-the children, women, the staff, and the partners, other NGOs and the government at local, state and GOSS. Integration for Peace and Hope Restoration Uganda (IPIPHR-Uganda-Uganda)'s attitude 'is shaped by these operational principles and incorporates the confidence to act in and on the world in a way that Integration for Peace and Hope Restoration Uganda (IPIPHR-Uganda-Uganda) believes can be effective and have an impact, and an acceptance of responsibility for the social and physical conditions 'out there'. Integration for Peace and Hope Restoration Uganda (IPIPHR-Uganda-Uganda) subscribes and is committed to the following core values.

Integration for Peace and Hope Restoration Uganda (IPIPHR-Uganda-Uganda) has the vision of a self-reliant, poverty-free and socially just society with the capacity of solving its challenges and meeting its day-to-day needs, and gender equality is a major component of this vision

Gender Policy Commitments

Through this policy, the Integration for Peace and Hope Restoration Uganda (IPIPHR-Uganda-Uganda) to promote equal realization of dignity and human rights for girls, women, boys and men, and supporting communities to be self-reliant, poverty-free. Specifically, this policy is intended to improve the explicit incorporation of gender in programmatic and organizational practices. Integration for Peace and Hope Restoration Uganda (IPIPHR-Uganda-Uganda) to:

- 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, boys and local authorities as champions in promoting gender equality.
- Analyse and implement strategies to manage potential risks and harms to women, girls, 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.
- Actively hold ourselves and others accountable to gender equality standards.
- Ensure that key organizational policies, systems and practices including but not limited to budgeting, human resource recruitment, training and management, and decision-making support women's rights and gender equality.
- Ensuring adequate funding to realize our commitments.
- Apply these commitments within Integration for Peace and Hope Restoration Uganda (IPIPHR-Uganda-Uganda) and across all programme areas using integrated planning approaches and recognized gender sensitive tools and techniques such as gender analysis frameworks, collection of age/sex disaggregated data, and results-focused design and evaluation.

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The Integration for Peace and Hope Restoration Uganda (IPIPHR-Uganda-Uganda) will devote all efforts and resources to promoting this policy. This Gender Policy defines Integration for Peace and Hope Restoration Uganda (IPIPHR-Uganda-Uganda) explicit commitments to support gender equality and the principles expressed in all international agreements. This policy statement therefore strives to make our collective programming efforts more effective, builds on commitments made in the existing policy statements and reflects subsequent developments in gender equality policies of development organizations working to promote communities to be self-reliant, poverty free and socially just, with the capacity of solving its challenges and meeting its day-to-day needs.

Policy Implementation Guidance:

The policy is accompanied by proposed implementation arrangements, common standards and supporting definitions. More operational guidance and enforcement will be developed by Integration for Peace and Hope Restoration Uganda (IPIPHR-Uganda-Uganda) members supported by the board of directors in its implementation.

To ensure the policy is effectively applied and achieves expected results, every Integration for Peace and Hope Restoration Uganda (IPIPHR-Uganda-Uganda) staffs and board member needs to read, understand and internalize this policy and seek feedback on its implementation.

The board of Directors will work collaboratively with senior management and gender focal points to undertake a review of this common gender policy. This will take place every five years. Integration for Peace and Hope Restoration Uganda (IPIPHR-Uganda-Uganda) member representatives in the GBV Sub cluster and protection cluster or any gender working group with the state and national ministries will report annually on their progress in regard to their respective implementation plans. An annual summary report will be submitted by the Integration for Peace and Hope Restoration Uganda (IPIPHR-Uganda-Uganda) to the board.

Mechanisms for Policy Implementation

Integration for Peace and Hope Restoration Uganda (IPIPHR-Uganda-Uganda) will implement, monitor and evaluate this policy. Each Integration for Peace and Hope Restoration Uganda (IPIPHR-Uganda-Uganda) member is encouraged to devise a context-specific and realistic implementation plan or process, with appropriate investment of resources, monitoring and evaluation mechanisms.

Common Standards in Support of Gender Equality

Integration for Peace and Hope Restoration Uganda (IPIPHR-Uganda-Uganda) members are required to meet these standards in order to end poverty and support the dignity of all people. Integration for Peace and Hope Restoration Uganda (IPIPHR-Uganda-Uganda) members will ensure that the following standards are applied, monitored, adhered to and reported on:

1. Key organizational policy, planning and programmes will:

2.

- Incorporate gender and power analysis as a mandatory operational and/or design feature.
- Be based on data disaggregated by sex, age and other relevant diversity factors such as ethnicity, religion, clan, etc. • Explicitly state gender equality results and ii) include relevant and feasible gender sensitive indicators for every stage of planning, implementation, monitoring and evaluation.
- Ensure sufficient funding to meet gender requirements.

3. Formulate staff work plans and budgets accordingly.

- Human Resources policies and practices will adequately address gender equality. Integration for Peace and Hope Restoration Uganda (IPIPHR-Uganda-Uganda) members will track and report annually on gender balance in staffing and governance structures and implement specific strategies to balance male/ female representation.
- IPHR Uganda executive and senior management staff report regularly to beneficiaries, donors and the public on progress on gender equality in Integration for Peace and Hope Restoration Uganda (IPIPHR-Uganda-Uganda) work through appropriate reporting channels.
- Integration for Peace and Hope Restoration Uganda (IPIPHR-Uganda-Uganda) member must assess and enhance accordingly the organizational capacity for the implementation of the policy.

POLICY APPROVAL STATEMENT

The **BoD** in exercise of its Constitutional Mandate of approving the organization policies and represented by the **Executive BOD** Members whose signatures are as below, have adopted these reviewed Gender **Policies and Procedures Manual** as the official policy in the conduct of the affairs of **IPHR-Uganda**.

By Order of the BoD of IPHR-Uganda

Position:

Executive Director: Namaganda Hadijah



Board chairperson: Katongole Sulaiman

