



**TOCH**  
South Sudan

The Organization for Children's Harmony

# WOMEN EMPOWERMENT AND GENDER POLICY

# 2018

Developed by:

SYNERGY SQUARE  
CONSULTANCY LIMITED  
P.O.BOX 24612, KAMPALA  
UGANDA

MAY 2018

## Table of Contents

LIST OF ACRONYMS	i
DEFINITION OF KEY TERMS	ii
FOREWORD FROM THE EXECUTIVE DIRECTOR	iv
1. TOCH BACKGROUND	1
Vision of TOCH	1
TOCH Mission	1
Core Values	1
2. OBJECTIVES FOR THE WOMEN EMPOWERMENT AND GENDER POLICY	2
3. TOCH WOMEN EMPOWERMENT AND GENDER POLICY STATEMENT	3
5. Reference Documents for the policy and legal framework	6
6. POLICY IMPLEMENTATION STRATEGIES	8
9. MONITORING AND EVALUATION	11
10. TOCH GENDER POLICY REVIEW	11

## LIST OF ACRONYMS

CEDAW	Convention on Elimination of Discrimination Against Women
CSO	Civil Society Organizations
GBV	Gender Based Violence
GEWE	Gender equality and Women Emancipation
GRB	Gender Responsive Budget
INGO	International Non-Government Organization
MDG	Millennium Development goal
NGP	National Gender Policy
SDG	Sustainable Development Goals
SMT	Senior Management Team
SSRRC	South Sudan Relief and Rehabilitation Commission
TOCH	The Organization for Children's Harmony
UN	United Nations
WDG	Women Discussant Groups
WEGP	Women Empowerment Gender Policy
WPN	Women Peace Networks

## DEFINITION OF KEY TERMS

**Affirmative Action:** A practical policy that is made to increase the diversity of organizations/institutions through human resources initiatives.

**Affirmative Action:** An effort, policy or legislation adopted in favor of those who tend to suffer from a form of discrimination in terms of race, color, religion, gender, sexual orientation or national origin in order to benefit an under-represented group of people.

**Discrimination:** This is when a person is treated less favorably than another in a comparable situation on grounds of inherent traits, such as sex or race.

**Gender Awareness:** Refers to the recognition of the differences in the interests, needs and roles of women and men in society and how this results in differences in power, status and privilege.

**Gender Issues:** Situations that arise when there is inequity or differentiated treatment of an individual or a group of people purely on the basis of social expectations and attributes.

**Gender Sensitivity:** Being aware of the differences between women's and men's needs, roles, responsibilities and constraints.

**Gender equality:** Equal rights, responsibilities and opportunities for both women and men taking into consideration the interests, needs and priorities of both men and women in any intervention.

**Gender mainstreaming:** A process of identifying and taking into full account the needs and interests of women and men in policies, programs, strategies, administrative and financial activities

**Gender:** The socially constructed roles, behavior, activities and attributes that a particular society considers appropriate for men and women, boys and girls over a given time that may give rise to gender inequalities.

**Gender-based violence:** Violence that results into physical, sexual, psychological harm or suffering to a man or woman, including threats of such acts, coercion or arbitrary deprivation of liberty whether occurring in public or private life normally on the basis of sex or socially constructed roles. Adopted from UNDP South Sudan GED, 2009-2012.

**Gender-sensitive:** The ability of an individual or agency/institution to take into account the social relations of women and men as well as the differences in their needs in any undertaking or decision.

**Patriarchy:** System of male domination and female subordination in economy, society and culture. Male domination of ownership and control, at all levels of society, which maintains and operates the system of gender discrimination.



## FOREWORD FROM THE EXECUTIVE DIRECTOR

The development of women empowerment and gender policy has gone through a rigorous process of consulting the different stakeholders, as well as reviewing the different policy documents in place that have been developed over time for purpose of empowering South Sudan community to advocate for empowerment of women in society. The aim is to increase their capacity to contribute to their own livelihood and also increase their resilience.

By developing this policy, we as TOCH commit to promote gender equality and empowerment of women because we believe and accept that there is a gap that needs to be covered for the communities we serve to attain progressive and sustainable development in society. We shall therefore through our programming take into account the ideas from the different policies that have been developed over time to ensure equity and equality as we continue to work with both men and women in the communities we serve.

*MARKO MADUT*

*Executive Director, TOCH*

## 1. TOCH BACKGROUND

TOCH is legally registered with Ministry of Justice with the registration number **(1115)** and with South Sudan Relief and Rehabilitation Commission (SSRRC) with the registration number **(1,086-2017/2018)**. All the certificates are renewed annually as required by government regulations, in compliance with government policy.

TOCH is deeply rooted into the foundation of fairness for all, promoting peace in societies to make them better places for all, restoring happiness in areas torn apart by conflicts and wars where the biggest number of victims are women and children who are always vulnerable to assaults of all nature which TOCH is committed to work against up to an end.

### Vision of TOCH

“Envisioning just, prosperous and peaceful Communities

### TOCH Mission

Empowering grass-root communities to protect mitigate and resolve conflicts in a peaceful and sustainable manner.

### Core Values

- i. We Care for Children and advocate for their Rights
- ii. We uphold the practice of Transparency and Accountability
- iii. We support Gender Equity and value girls and women in our programming
- iv. We Promote Non-Violence approach to issues
- v. We are Responsive

## 2. OBJECTIVES FOR THE WOMEN EMPOWERMENT AND GENDER POLICY

2.1 To ensure that gender concerns are mainstreamed at different levels and that both men and women participate as equal partners in the development process of their communities and equally benefit from the economic benefits of their efforts.

2.2 To provide direction for development of effective programs on awareness creation on the causes and consequences of Gender Based Violence (GBV) and other human rights violation, and mechanisms geared to reduce and manage GBV cases.

2.3 To conserve positive and mitigate negative aspects of South Sudanese culture in order to promote equality of women and men, girls and boys and to sustain social stability and peaceful co-existence in the communities where TOCH implements the different projects and programs.

2.4 To set guidelines and ensure the production of harmonized appropriate messages for public awareness creation and promotion of understanding of the link between gender equality and development through the different projects and programs that TOCH is implementing in the different areas.

2.5 To guide in the allocation in the different projects and programs that are being implemented and developed.

Through the above objectives, TOCH through the women empowerment and Gender policy envisions a process of motivating and promoting women's participation in all sectors, to build stronger economies and ensuring that a common South Sudanese woman can attain her full potential in all spheres of life.

### 3. TOCH WOMEN EMPOWERMENT AND GENDER POLICY STATEMENT

At TOCH we commit to uphold the rights of women through building capacity of the women leadership in all the communities where we work through strategic partnerships at National, State, County, Payam and Boma levels through Gender Responsive Programming (GRP) and Gender Responsive Budgeting (GRB).

The above policy is based on the fact that achieving gender equality requires changes in the institutional practices and social relations through which disparities are reinforced and sustained therefore for TOCH to achieve this it commits to the following:

3.1 TOCH as a member of the CSO fraternity in South Sudan, we commit to contribute to advocacy and implementation of the National Gender Policy (NGP)

3.2 Empower women and girls through gender specific interventions through all TOCH programs and projects

3.3 Contribute towards eradication of Gender Based Violence (GBV)

3.4 Build capacity of women and girls to access sustainable livelihoods and build their resilience to stand through the turbulence of civil war and evolving male dominated society.

3.5 Have Gender Equality as a cross cutting theme in all TOCH programs and projects

3.6 Establish networks with stakeholders to ensure women needs are taken care of throughout all TOCH community interventions and meaningful participation of women in the peace building processes in their communities. The networks shall include; Women networks, private sector foundations, Government relevant Offices such as Ministry of Social Development and Gender at state level.

3.7 Integrate gender related training as part of the TOCH induction to the new staff, interns and volunteers.

#### 4. SITUATION ANALYSIS OF GENDER ISSUES IN SOUTH SUDAN

Just like many of the developing Countries, South Sudan is still struggling with issues of gender and women equality, this is worsened by the fact that the World's youngest nation has been struggling with effects of a civil war that started in December 2013 as a result of power struggles between the political leaders who led the country to its independence.

There is still a struggle to harmonize women emancipation, human rights and cultural practices in the male dominated patriarchy society. This is worsened by the oppressive customary law which blocks women from accessing the formal systems of justice and ownership of property such as land, animals and other household properties.

The above issues have resulted into massive women abuses to the extent that they don't have as many opportunities as their male counterparts when it comes to education and later on employment opportunities. In the communities, South Sudanese women suffer from Sexual Gender Based Violence (SGBV) which include domestic violence, psychological and emotional abuse, rape, sexual assault, exchange of children especially the girl child as compensation for the crimes committed by their male relatives.

It is important to recognize that a lot that has been done to address these issues by the government of South Sudan together with a number of stakeholders including INGOs, CSO and members of the private sector to reduce power imbalances and inequalities. For example, the affirmative action was introduced by the government of South Sudan as a special consideration in order to benefit an under-represented group of people in different areas e.g. employment, education, political participation, provision of health services among others. This was introduced to set minimum threshold for women participation in different sectors of the society as enshrined in the Transitional Constitution of South Sudan (TCRSS) 2011 amended in 2015 that there is 25% women representation in public life in South Sudan.

The country's transitional Constitution guided by a vision of equality as an inalienable right for all women, men and children, and gender equality as a human right. Article 16 of the Transitional Constitution states:

- *Women shall be accorded full and equal dignity of the person with men.*
- *Women shall have the right to equal pay for equal work and other related benefits with men.*
- *Women shall have the right to participate equally with men in public life.*

In addition to the constitution, a number of policies have been developed as detailed below in the reference document section. However South Sudanese women still suffer atrocities committed against them due to the male dominated cultural practices.

Therefore since it has been proved as a fact that Gender inequality impedes efforts towards the attainment of sustainable development at all levels, TOCH is part of the actors of development at community level which eventually translates into national developments. We commit to deliberately take actions that shall reduce gender inequality in the communities we serve so that they can realize a participative and sustainable development.

## 5. Reference Documents for the policy and legal framework

There are a number of policy documents that have been developed over time by the different stakeholders for purposes of reducing the effects of the ongoing civil strife that has majorly affected the lives of women and children in South Sudan. These documents include;

- i. *South Sudan National Women Strategy (SSNWS)*
- ii. *UN Convention on Elimination of Discrimination against Women*
- iii. *UNDP Gender Equality and Women Empowerment Strategy for South Sudan 2016-2017*
- iv. *Republic of South Sudan National Gender Policy 2012*
- v. *The Country's Transitional Constitution guided by the vision of equality as an inalienable right for all women and Gender Equality as a woman's right.*

These documents form the legal framework that guides the implementation of the women empowerment and Gender interventions in the country. Therefore, TOCH shall implement its Women Empowerment and Gender policy in reflection to the above documents and any other documents that may be developed as we go along.

## 6. BASIS AND PRINCIPLES OF THE WOMEN EMPOWERMENT GENDER POLICY (WEGP)

TOCH shall ensure that its operations as an organization take into account issues of Gender and women related issues for purposes of ensuring equity and equality. For the organization to achieve this, the following principles shall be applied as guiding principles;

**6.1 Respect:** All TOCH Staff, volunteers, Internship students and partners are to ensure that women rights are to be respected throughout the operations. Any staff found guilty of disrespecting a female counterpart on the basis of gender shall be taken to the Senior Management Team (SMT) for consideration.

**6.2 Language:** Use of body or verbal language with an intention to insult a woman or any person on the basis of gender, race, religion or background is prohibited therefore a person who may be found guilty of the same by the disciplinary committee of the Organization may be disciplined as deemed fit by the SMT.

**6.3 Women security:** TOCH shall ensure a safe and secure working environment for all its staff, volunteers and other stakeholders that are engaged in any business with the organization at all time, special emphasis shall be given to women. Male staff and volunteers are not expected to make any sexual advances towards their female counter parts or make sex demands as a condition for offering a service to females whether staff or beneficiary.

**6.4 Equal opportunity:** TOCH shall offer its services in a transparent manner without segregating any one on the basis of gender, religion, background or sex orientation, anyone found suspected of the above shall be subjected to investigation and if found guilty, a penalty shall be given by the SMT and if he/she is a member of the same, the issue shall be forwarded to the Board of Trustees for disciplinary measures.

### **6.5 Policy Expected outputs**

As a result of implementing the WEGP at TOCH we expect to have the following;  
Mechanism for Gender and Women Empowerment: We expect this policy to create an environment at TOCH with a clear mechanism of mainstreaming gender issues in all interventions by TOCH on addition to presence of clear empowerment strategy for both women staff and beneficiaries across the divide.

**6.6 Sustainable Livelihood:** Identifying the existing gaps among the women beneficiaries with a purpose of equipping them with skills for self-sustenance. This strategy shall empower the women in the different aspects including; economic, social, cultural and political dimensions. This shall be accessible to everyone without prejudice to one's gender, ethnicity, religion or background in all communities where TOCH implements its projects and programs.

## **6.7 Gender Based Violence:**

A community seen with a desire to deal with issues of GBV through protection of the women as the most vulnerable group that is normally a victim of GBV and dealing with harmonization of customary laws and traditional beliefs with modern laws that eliminate the current practices that undermine gender equality.

## **6.8 Gender and Governance**

An environment that creates conditions which promotes good governance and whose individuals including women feel protected from the ills of gender discrimination. A society that appreciates service delivery in a transparent, accountable and participative manner with respect for human rights and the rule of law as a source of peace and sustainable development.

# **7. POLICY IMPLEMENTATION STRATEGIES**

This shall be done by TOCH Staff at different levels,  
At National level TOCH shall participate in national forums that are geared towards women empowerment and addressing gender related issues as long as they are directly related to increasing women participation in the issues that affect their own and their communities' development and promotion of human rights.

## **7.1 Community Based Consultative Meetings**

At Community level, TOCH shall organize community consultative meetings to ensure they get meaningful contributions from the women stakeholders in the planned interventions so that the community identified gaps are addressed through the different interventions that are spear headed by TOCH as an organization.

## **7.2 Women Empowerment approach**

Apart from strategies targeted to attaining gender equity and equality at Organizational level, this policy shall focus on key strategies for women empowerment with the objective of addressing specific women problems and to further bridge the existing

gender gap between women and men, boys and girls. This shall be in the areas of economic, social, political and decision-making at community level in all the communities where TOCH implements its development and emergency programs.

Therefore TOCH shall as much as possible address the persistent cultural barriers and gender gaps that have been a hindrance to women empowerment and gender interventions. This shall be done through the Women Peace Networks (WPNs) and Women Discussant Groups (WDGs) which articulate women demands and concerns and involve them in finding solutions to many of the problems both at National and community level.

### **7.3 Considering women during recruitment**

TOCH as an organization commits to follow its recruitment policy as favorable as possible to both parties, men and women. No women shall be segregated against as long as they have the required qualifications for any opening within the Organization. We shall follow the gender sensitive recruitment procedures as clearly laid out in the Organizational Human Resource policy.

### **7.4 Trainings of staff on human rights, women and Gender related issues**

At recruitment, TOCH shall consider human rights, women and gender related issues as part of the package that shall be given to all new staff, volunteers or students on Internship during the orientation sessions. TOCH commits to ensure availability of gender issues, related literature both at TOCH head Office and field offices and encourage all staff and volunteers to use it as much as possible for purposes of capacity building.

## 8. IMPLEMENTATION APPROACH

**8.1 Strategic Partnerships:** TOCH shall form strategic partnerships with the Government Ministries responsible for Gender mainstreaming for guidance as it goes about planning and implementing the different development projects and programs. On addition to the above formal partnerships shall be formed with both, local and international NGOs, Faith Based Organizations (FBOs), private sector, media, security Agencies, the Judiciary among others.

**8.2 Mainstreaming elements of the Policy in TOCH Work:** Through all TOCH projects and programs, elements of Gender mainstreaming shall be taken into consideration so that the policy is taken as a cross cutting issue in all TOCH work in all communities where different projects and programs are being implemented.

**8.3 Media:** To create awareness on the Role of Gender Equality, TOCH through its projects and programs shall engage the media in public awareness campaigns through radio and TV programs, to achieve this TOCH plans to specifically engage donors that are interested in this area to lobby for funding to carry out these activities.

**8.4 Advocacy:** TOCH shall engage into advocacy activities at national and community levels. At community level, TOCH shall mobilize the community leaders and sensitize them about the key issues of Gender and women empowerment, through these sensitizations, the communities shall be empowered to approach the different duty bearers as they demand for service delivery in the areas of Gender.

At National level, TOCH shall advocate for translation and dissemination of the relevant laws and policies that affect the lives of women for purposes of raising awareness at national level.

**8.5 Gender Budgeting:** At National level as much as possible TOCH shall advocate for women empowerment and gender responsive budgeting through a Gender Responsive Budget (GRB) and the allocation of adequate resources and public expenditure in the different government sectors since this is one of the critical areas to address if a nation is to achieve elimination of Gender biased interventions.

At Organizational level, TOCH shall work with GRB right from the conceptualization of its projects and programs.

## 9. MONITORING AND EVALUATION

The SMT at TOCH shall have a person responsible for Gender related issues. In all meetings of TOCH this particular person should be in position to give a brief on the achievements and challenges as far as mainstreaming of Gender issues is concerned. Besides the above, on a quarterly basis, as the SMT does its routine monitoring of the different projects and programs in the different states, special tools shall be developed to strategically get data and information on how the different projects are doing as far as mainstreaming of Gender issues are concerned.

It's at the community level that TOCH management shall pick advocacy issues to be carried at national level.

## 10. TOCH GENDER POLICY REVIEW

The Policy will be reviewed on an annual basis and the SMT shall initiate the review process, subject to availability of funds, TOCH shall hire a consultant to specifically look at the Gender mainstreaming issues in all its projects and programs.

In cases where TOCH has an opportunity to do an end of project or program evaluation TOCH SMT shall ensure that Gender issues are part of the Terms of Reference (TOR) and all Evaluation reports should have a special section on Gender issues specifically GBV and creation of opportunities for the women in the areas where the project has been implemented.



WOMEN EMPOWERMENT  
AND GENDER POLICY

---

Plot No. 167, Munuki Block A2,  
Bilpham Road, P.O.Box 351, Juba-South Sudan  
Tel: +211923226545/+211955855582  
Email: [info@toch-ss.org](mailto:info@toch-ss.org)  
Website: [www.toch-ss.org](http://www.toch-ss.org)

Developed by: SYNERGY SQUARE CONSULTANCY,  
E-mail : [info@synergysquareug.org](mailto:info@synergysquareug.org).