



THE ALLIANCE OF WOMEN ADVOCATING FOR CHANGE

THE FUTURE WE WANT

**GENDER EQUALITY AND WOMEN EMPOWERMENT
POLICY**

OCT 2024

AWAC GENDER EQUALITY AND WOMEN EMPOWERMENT POLICY

On behalf of The Alliance of Women advocating de Change (AWAC) Board Members (BM), we hereby certify that this **Gender Equality and Women Empowerment Policy** has been duly passed and adopted as part of the Corporate Governance Policies of AWAC.

Signed and sealed this 16th Day of June 2024



IMMACULATE B. OWOMUGISHA
BOARD CHAIRPERSON
AWAC BOARD OF DIRECTOR



KYOMYA MACKLEAN
EXECUTIVE DIRECTOR & SECRETARY TO THE BOARD

DATE: 16th June 2024

PLACE: At AWAC Office

APPROVAL

Preface /Forward

The vision of the Alliance of Women Advocating for Change (AWAC) is "a society with community -centered policies and programs that guarantee and protect the rights of all (men and women) and empower the marginalized communities to increase their choices in order for them to realize their full potential". Among our core values is "Equity and Gender Parity" and "respect for human rights" of women and men, girls and boys.

Therefore, putting in place and guarding jealousy a gender policy for the AWAC is an absolute must. But it is not enough. There has to be consistency with the translation of this policy into concrete programs actions and practices if we are to move towards the realization of our vision.

This gender policy has clear actions required to effectively implement it at all levels of AWAC structure. By articulating this policy, defining the actions required and in clear and sometimes quantifiable targets, the AWAC is committing itself to practice what it preaches and preach what it practices.

Therefore, I call upon all AWAC grassroots members to adopt this gender policy and make it legally binding to all AWAC organs and guidelines for the members in their organization so that gender equality not only becomes our core value, but also a culture premieres distinguishing characteristic.

Signed and sealed this 16th Day of June 2024



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ABBREVIATIONS

AWAC	Alliance of Women of Women Advocating for Change
FBO	Faith Based Organization
SDG	Sustainable Development Goals
SADD	Sex and age disaggregated data
HIV	Human Immunodeficiency Virus
AIDs	Acquired Immunodeficiency Syndrome
STDs	Sexually Transmitted Diseases
NGO	Non-Government Organization
GM	The Grassroot Members
CAHIV Plus	Community Actors for HIV Plus
AGM	Annual General Meeting

Introduction

About the Alliance of Women Advocating for Change (AWAC) is a sex worker feminist umbrella network of grassroots sex worker led organizations and collectives in Uganda. Established in 2015 to promote the voices and work of sex workers with multiple and intersecting vulnerabilities based and operating both rural and peri-urban settings in Uganda. AWAC is also registered with the NGO Board under Reg. No. **INDR140811523NB** and has a permit of operation across the country as an NGO under File No. **MIA/NB/2018/10/1523**.

Since her inception, AWAC has reached over 32,000 FSWs with services. AWAC prides in herself & continues impacting the sex worker with multiple and intersecting vulnerabilities through Sustaining sex workers social protection and human rights through challenging stigma, discrimination and multiple facets of criminalization of all forms; ending Violence Against SWs (EVASW) including Gender Based Violence (GBV); Providing integrated quality SRHR/HIV/GBV/Mental Health & Psychosocial well-being services; Strengthening the capacity of SWs in feminist leadership & grassroots movement building; Acceleration of sustainable development goals (SDGs) including mitigating climate change; conducting research/documentation; addressing Economic Justice deprivation and Environmental & shrinking civic space in 57 districts of Uganda. In addition, AWAC also has great passion and commitment in all self care interventions for comprehensive SRHR including SMA, self testing for Cervical cancer, contraception among others.

AWAC's core target are Female Sex Workers (FSWs) with multiple and intersecting vulnerabilities especially: FSWs with disabilities; FSWs in & out of the Settlements; Migrant FSWs; LBQ sex workers, FSWs using and injecting drugs; Aging FSWs; FSWs living with HIV& AIDs; FSWs in hard-to-reach settings –such as (Islands, landing sites, plantation and quarries areas); Young Women engaging in sex work; children of sex workers and Adolescents surviving in sex work settings in Uganda. For more: www.awacuganda.org; [About AWAC's previous work and publications: https://us21.campaign-archive.com/home/?u=67f38fc78b04ffb136efdf6ba&id=ed42641c03](https://us21.campaign-archive.com/home/?u=67f38fc78b04ffb136efdf6ba&id=ed42641c03).

Our mission is to build a resilient Female Sex Workers' (FSW) movement that advocates for equitable and sustainable Universal Healthcare, and Promotion of Human Rights and Social Economic Justice in Uganda; and AWAC's vision: Female Sex Workers free from Human Rights abuse and living healthy and productive Lives in Uganda

AWAC is an organization that employs both male and female Staff and gender is singled out as a priority cross-cutting issue which must permeate all AWAC operations. AWAC is required to mainstream gender and promote measures that will lead to the empowerment of women within the organization. There is need to accelerate the realization of gender equality, fairness between men and women, non-discrimination, and fundamental rights at AWAC.

AWAC aims to create solutions in two intervention areas- Membership strengthening and influencing development policies and practice. 3 complementary program components of; Membership Strengthening, Civic Space and Governance Monitoring and Policy Advocacy and engagement. This we do through 3

complementary program components of; Membership Strengthening, Civic Space and Governance Monitoring and Policy Advocacy and engagement.

2.0 Background

In the recent past, the world has witnessed a steady increase in the global awareness of the plight of women in the developing countries and the need for social, economic, political and gender equity as well as access to fundamental human rights. AWAC with her grassroots members believe in Gender Equality and non-discrimination against any sex. AWAC acknowledges Convention on the Elimination of All forms of Discrimination Against Women. Uganda launched Vision 2040 in 2013, and is currently implementing the second National Development Plan (NDP II, 2015-2020) that is due to end this year and the third NDP 111 has been developed as the overarching national planning framework. The NDP II recognized the importance of gender mainstreaming for fostering inclusive growth and development. The Sustainable Development Goals also stress the need for achieving SDG 5 on Gender equality by 2030 if the world is to acquire sustainable development. All SDGs are anchored on leaving no one behind which offers stronger emphasis and focus on gender equality and parity.

Gender has been institutionalized and its part of the overall development programming and implementation. The Government of Uganda has put in place a number of policies, legal and institutional frameworks that support gender equality. In 2017, a Gender Policy was revised as a framework to guide all levels of planning, resource allocation and implementation of development programmes. The policy gives a clear mandate to the Ministry of Gender, Labour and social development and other line ministries to streamline gender in all sectors. AWAC is first time putting in a place a guiding framework that will facilitate gender mainstreaming within the institution but also among the partners that it works with.

Therefore, the ultimate objective of this policy, therefore, is to evolve a society that is both informed and conscious of gender and development issues and concerns. Indeed, sustainable development calls for maximum and equal participation of both men and women in economic, political and social cultural development.

3.0 Rationale

AWAC is committed to practicing and promoting non-discrimination of all kinds, whether on the basis of sex, age, religion, race, ethnicity, economic status, caste, citizenship, sexual identity, ability/disability and urban/rural locality. We are dedicated to working with partners at all levels to help end the intersecting discriminations and to redress the ways in which women and men in some situations, experience discrimination on the grounds of their sex, in addition to other forms of discrimination that they may experience.

We ground our work with our partners in both the national policy and international conventions. Gender equality is both a human right under the Uganda constitution and many subsequent national documents precondition for the success of development cooperation frameworks for both women and men.

We also recognize that gender equality in equal enjoyment of rights and mutually respectful relationships in both staff and partners provides an essential context in which we all learn the gender-equal attitudes and behaviors that will sustain human development and development goals such as the SDGs over time. AWAC works for women's rights not only as an inherent good for societies as a whole, and in recognition of women as agents of human development, but specifically because the empowerment of women facilitates the very environment in which gender-equal results can best be achieved in communities.

The increasing recognition of the leadership role of women in all spheres of development and their participation in decision making are reflected at all levels of AWAC. It is against this background that AWAC seeks to develop a Gender Policy to address gender inequalities and streamline gender in all their operations. The policy will offer opportunities for gender parity, and equality empowerment of women, AWAC staff and all her grassroots members to guarantee staff and partners protection against violence, discrimination as well as ensure their participation in the social, political and economic activities.

AWAC is committed to attain Gender Equality through its programs on:

- Economic and social rights
- Human rights
- Prevention of violence
- Participation and decision-making

4.0 Purpose and objectives of the Gender Policy

To contribute to the Global and National commitments on Gender equality, women empowerment and parity by providing a frame work for institutionalizing gender in the AWAC commitments to guide the process of gender mainstreaming and women empowerment to influence policies, procedures and practices which will accelerate the achievement of gender equality, gender justice and non-discrimination at AWAC.

4.1 Specific objectives of AWAC Gender Policy

The policy objectives are: -

- To support the development and implementation of institutional policies and practices that address specific needs and concerns of men and women.
- To provide a framework for strengthening the capacity of the relevant members of the AWAC in gender mainstreaming approach to development.
- To promote gender equity in decision making and effective participation in managerial and programming levels of the AWAC activities.

5.0 Strategies

- Develop capacity of program staff to carry out gender analysis and ensure that staff take responsibility for promoting gender equality.
- Develop gender-sensitive approaches and methods of work which are empowering.
- Monitor and evaluate programs for gender goals, develop and employ good practice guidelines and indicators.

- Promote the creation of structures and opportunities for women's participation in decision-making at all levels.
- Ensure that women's and girls' voices are heard in mainstream development processes.
- Undertake capacity building (e.g. resource allocation, training, information, networking) to strengthen women's organizations and groups, and organizations working towards gender equality.
- Promote, support and participate in the women's movement to advocate for implementation of the Beijing Platform for Action and other national and international instruments for women's rights.
- Include a gender equality perspective in all campaign and influencing work.
- Support women and girls to secure their economic, social, political, civil and cultural rights.
- Promote women's and girls' independent access to and control over land, employment, services and institutions, including their ability to exercise rights over their own bodies and find protection against violence.
- Develop, promote and use creative ways of engaging men and boys (and not only women and girls) as agents of change in the pursuit of gender equality.
- Support partners who are aligned to our gender principles, and work to inform and influence those who are not, with the option of breaking the alignment in cases where positive change fails to occur.
- Strengthen the capacity of all AWAC Members in gender analysis of government policies, programmes and plans, budgets as well as their lobbying and advocacy skills for gender equality.
- Engage women and gender related NGOs, technocrats and individual gender experts in policy processes including initiatives undertaken by the Forum through the creation of a working group or thematic group on gender. The working group should be facilitated to act as, "a Gender Think Tank for the AWAC".
- Develop and implement an Action Plan for the Gender Policy.
- Review the Strategic Plan and all policies of the AWAC and improve their responsiveness to gender issues and concerns and to the goal and objectives of this gender policy.
- Identify gender concerns and address them in all institutional legal instruments, policies and programs.
- Carry out regular gender audits of all AWAC legal instruments, policies, programs, systems and practices to provide information on the existing gaps and undertake actions for redress.
- Generate and use gender-disaggregated data to inform the decision-making processes of the AWAC and its stakeholders in policy formulation, planning, advocacy and implementation.
- Develop and adopt gender responsive monitoring and evaluation indicators at the institutional and programming levels.

6.0 The policy is underpinned by the following Human Rights' Principles;

- Equality and non-discrimination;
- Universality;
- Indivisibility, interdependence and interrelatedness of rights;
- Participation and inclusion. It is not enough to programme for women; one

- has to programme with women.

7.0 Main Policy Target levels

This policy statement on gender equality is for use by

- The General Assembly;
- The AWAC Annual General Assembly (AGM) The AWAC Executive Committee and its sub-committee;
- The code of conduct committee;
- Thematic Groups and Program committees;
- AWAC Grassroot Members;
- The Secretariat.

8.0 Guiding principles

The guiding principle of the AWAC is informed by her vision and mission, which are; "A society with people - centered policies and programs that guarantee and protect the rights of all and empower the marginalized communities to increase their choices, in order for them to realize their full potential".

Know them - Understand socio-economic and cultural contexts, gender norms and perceptions; understand the needs and aspirations of women, men, boys and girls (generational thinking); understand the opportunities, and know where the levers for solutions lie.

Design with them - Develop appropriate, contextualized solutions and projects, to ensure all interventions are gender aware and could transform gender relations. **Mainstream gender** considerations into all activities, budget accordingly, and ensure the implementing team is gender sensitive.

Level the field - Use social and behavior change communication and evidence-based advocacy at household, community, and public policy levels to influence gender norms, perceptions, and policies that perpetuate exclusion.

Be accountable to them - Implement a clear roadmap for change, account for results on sector, gender and generational outcomes, monitor progress and after effects.

9.0 Implementation of the gender policy

The AWAC board, AWAC executive committees and team leads will be accountable for the implementation of the policy.

- The executive director will report on the implementation process annually to the Board members.
- The AWAC executive committee and heads of department will demonstrate the political will to implement the required attitudinal changes implied by the policy.
- All staff will be expected to show a gender perspective in their work.
- The national gender working group will monitor and review the implementation process. They will develop indicators and methodologies to monitor the gender policy (e.g. score cards and Community Actors for HIV Plus (CAHIV) Data).

- The organizational mechanisms and gender posts necessary for implementation of the gender policy will be put in place and resourced.

10.0 Organizational commitment

- The organizational commitment must be demonstrated by putting in place the gender policy that will translate into practice at all levels.
- All policies and procedures will be revised and aligned to the gender policy.
- To achieve and maintain gender parity in staffing. AWAC will offer flexible terms, conditions and other benefits to encourage women to join and build their career with the AWAC Membership.
- The human resource department as well as individual programs will analyze the gender ratios of their staff prior to recruitment and take appropriate steps to achieve gender balance.
- Interview panels will be formed with equal representation of men and women. Interviews will include gender related questions to assess candidates, knowledge, ideas and attitude, regarding gender issues.
- Trainings, exposures, and other opportunities will be provided to female staff in order to enhance their competency and improve their ability to assume senior positions.

11.0 Awareness and capacity development

- All staff will be equipped through training with appropriate skills necessary for gender integration in their respective work and programs.
- Dialogue on gender issues will be facilitated among staff through workshops and seminars in order to encourage a positive attitude towards women's empowerment.
- Awareness will be created on the effects of HIV/AIDs and other STDs on women and men's role in their transmission.

12.0 Organizational culture

- Programs and departments will implement the sexual harassment policy, take adequate measures to ensure staff awareness of the policy and address any misconduct reported by staff or partner.
- Open discussion on gender-based discrimination and violence against women will be encouraged in order to create a gender friendly working environment.
- Special needs of female and male staff such as maternity and paternity leave, flexibility during pregnancy, postpartum and lactation period, issues related to travel, work hours will be considered.
- Provision of maternity leave to women who have suffered a miscarriage will be considered.
- Evidence of gender bias at both individual and institutional levels will be challenged.
- Awareness will be created on the objectives of the maternity and paternity leave. Staff will be encouraged and supported to take the leave.

13.0 Organizational development

- To ensure effective implementation of the gender policy, AWAC will conduct internal audits of programs, departments and in order to identify gaps and take corrective action.
- AWAC will conduct annual surveys to monitor attitude change among staff and take appropriate actions based on findings.

- An operation plan will be developed to ensure proper implementation of the gender policy in which monitoring indicators will be established

14.0 Sexual Harassment

Sexual harassment is discriminatory and a gross violation of human rights. To ensure the success of the gender-responsive efforts of the AWAC, this Policy encourages the development, implementation and periodic review of the Sexual Harassment Policies. Such documents shall include:

- a) The creation and designation of duties of a Sexual Harassment AWAC Executive Committee as part of the Gender Committee to be in charge of sexual harassment issues and complaints;
- b) The provision of periodic capacity-building training for all members of the Gender Committee and Human Resource Department, especially those belonging to the Sexual Harassment National Executive Committee;
- c) The implementation the stipulated preventive measures, including the dissemination of the policy and public staff awareness activities;
- d) The promotion and implementation of practices to create a conducive environment for women and men to report incidences of sexual harassment;
- e) The provision of effective protection of and support to the affected person, as well as witnesses and investigators;
- f) The implementation of a Complaint Procedure established in accordance to the law that is accessible to all workers in a comprehensive manner

15.0 Specific Actions

15.1 The AWAC Executive Committee

has the responsibility of translating the gender policy into practices to her grassroots members

Key actions will include;

- Ensuring gender balance at the Forum Secretariat, particularly in Management positions without compromising quality.
- Calling for regular progress reports of the Forum's initiatives in the promotion of gender equality and empowerment of women.
- Reporting on the progress made by the AWAC on the promotion of gender equality and empowerment of women in Uganda.
- Carrying out gender audits on reports submitted by the secretariat on the activities of the Forum and making appropriate recommendations to the General Assembly
- Reviewing the AWAC Human Resource Policy and procedures manual to ensure gender sensitivity which will result in gender sensitive supervision of the affairs of the Forum including appointment of the senior staff of the secretariat, defining their duties and determining their remuneration.
- Implementing affirmative action in favor of the marginalized groups where need arises.
- Putting in place a thematic working group on gender to promote a better articulation of gender issues in policies, programs and in the institutional framework of the Forum.

- Scrutinizing budget proposals for their gender sensitivity before submitting them to the General Assembly for approval.
- Ensuring gender issues are adequately addressed (with clear program activities that are to be implemented with funds earmarked) in the program proposals submitted for funding.
- Ensuring that rules of procedure including meetings and voting takes into consideration women and men's concerns in terms of time and other resources available to them vis-a-vis other competing gender related demands.

15.2 Thematic Groups and Sectorial/Programme Committees

Key actions include;

- Ensure that thematic groups address gender concerns within their sectoral/ program areas
- Integrating the gender policy measures in sectoral programs to ensure the policy is implemented and that the implementation is coordinated, monitored and evaluated.

15.3 AWAC Grassroot Members

Key actions include;

- Ensuring policies and mechanisms are in place and implemented to promote female sex workers with multiple and intersecting vulnerabilities in all their leadership spaces
- Mainstreaming gender into all AWAC programming and activities.
- Ensuring that the AWAC interventions encourage and support changes in attitudes, structures and mechanisms in order to eliminate gender biases.
- Giving attention to affirmative action to redress gender inequalities.
- Enhancing the capacity of AWAC staff and her grassroot members to implement the gender policy.
- Ensuring the generation, collection, analysis and use of sex and gender disaggregated data.

15.4 The Code of Conduct Committee

The Committee which is responsible for maintaining intra and internal self- discipline and self-regulation and arbitration in a situation of internal conflict has a big role to play in operationalizing the gender policy.

- To ensuring conformity with the gender policy
- Recognizing that AWAC as NGO and her grassroot members that have contributed to the attainment of gender equality and recommending them as models.

15.5 The Secretariat

The secretariat is responsible for the day-to-day affairs of AWAC as such will play a critical role in the implementation and operationalization of the Gender Policy

Key actions include;

- Developing an action plan for the implementation of the gender policy.

- Developing and implementing a capacity building program for the staff in gender analysis of policies and program, planning, budgeting, monitoring and evaluation so as to ensure efficient and effective implementation of the gender policy.
- Developing tools/guidelines for gender mainstreaming in the AWAC's program activities.
- Incorporating gender as a key result area into the job descriptions and specifications of all key and strategic positions of secretariat staff.
- Creating a gender friendly working environment which takes into account the physiological, social/cultural functions/roles and needs of all AWAC female and male employees.
- Providing equal opportunities during staff recruitment and professional development and in case of gross disadvantage and ensuring affirmative action in favor of female sex workers with multiple and intersecting vulnerabilities and other marginalized groups
- Mobilizing resources for the implementation of gender policy. Mobilizing and generating AWAC member groups/organizations' active engagement in policy processes (formulation and implementation of policies) to ensure their increased gender responsiveness.
- Generating and promoting the use of gender-disaggregated data by all organs of the AWAC in policy formulation, planning, advocacy, lobbying and program implementation.
- Developing and adopting gender responsive indicators for the legal instruments, policies and program of the Forum.
- Review and recommend AWAC Policies and program to make them more gender responsive
- Carrying out gender impact assessments for every program developed.
- Providing an annual report on the gender mainstreaming processes, steps and actions undertaken as well as outputs and achievements made.
- Promoting attention to gender issues in policy analysis, advocacy and lobbying activities of the forum.
- Ensuring that all the forums' institutional strengthening strategies and activities take into consideration gender concerns.

16.0 Key Requirements for the Implementation of the Gender Policy

- Developing and implementing an Action Plan for the implementation of the Gender Policy.
- Designate a Program Officer or Advisor in charge of Gender to spearhead gender mainstreaming in the AWAC and the program activities.
- Strengthening a thematic group on gender to act as a think tank on gender issues.
- Developing tools and guidelines on gender mainstreaming for planning and budgeting purposes that can be adopted by the different AWAC organs.
- Developing and undertaking a capacity building program on gender for the AWAC and her grassroots members.
- Creating a budget line for gender programs and related activities.
- Developing a gender sensitive monitoring and evaluation framework.

17.0 Financing for Gender equity in the organization

- Mobilize and avail funds for the implementation of the gender policy and ensure accountability and transparency in the use of these resources

- Mainstream gender in all the program areas with resources allocated for their implementation.
- Acquiring additional resources for the implementation of the Gender Policy and related programs including focusing their use on cost effective priority areas for the achievement of gender equality.
- Plan for gender responsive program activities and allocate/ increase progressively her financing to the implementation of the policy and related program activities. This will require prioritizing gender
- Support individual AWAC grassroots members working on gender issues to access funding and ensure close networking through publications and meetings.
- Promote accountability and transparency on gender programs.

18.0 Monitoring and Evaluation.

The implementation of this gender policy requires effective monitoring and evaluation with timely appropriate feedback mechanisms. Broadly two major tasks to be undertaken in relation to monitoring the implementation of the gender policy are;

- Developing gender specific monitoring indicators for all programs and activities undertaken by the AWAC
- Reviewing /updating the Gender Policy every 5 years or when need arises

Expected outputs

Activity	Output
Review of the gender policy by senior management	Endorsement of the gender policy Board of directors approves the gender policy
Gender audit of the organization performance	Actions from audit implemented
All policies and procedures revised in accordance with the gender policy	Align all procedures and policies to the gender policy Gender issues included in staff Job descriptions, activities and evaluated continuously.
Work environment is improved for both women and men at AWAC	Sexual harassment is dealt with in a swift, fair and effective manner to reduce its occurrence.
Develop capacity of staff in using gender analysis frameworks	Assigning relevant staff to ensure the implementation of the gender policy at program level as well.
Devise mechanisms for female sex workers to participate in decision making at all levels and spheres	Place female sex workers in the different committees
Cost the gender policy and avail resources for its implementation	Implement the gender policy at all levels.

19.0 Glossary

Gender refers to the social differences between females and males throughout the life cycle that are learned, and though deeply rooted in every culture, are changeable over time, and have wide variations both within and between cultures. “Gender,” along with class and race, determines the roles, power and resources for females and males in any culture. Historically, attention to gender relations has been driven by the need to address women’s needs and circumstances as they are typically more disadvantaged than men. Increasingly, however, the humanitarian community is recognizing the need to know more about what men and boys face in crisis situations.

Gender equality refers to the equal enjoyment of rights, opportunities, resources and rewards by women, girls, boys and men. Equality does not mean that women, girls, boys and men are the same but that their enjoyment of rights, opportunities and life chances are not governed or limited by whether they were born female or male.

Gender equity is the process of being fair to women, girls, boys and men. To ensure fairness, strategies and measures must often be available to compensate for women’s and girls’ historical and social disadvantages that prevent them from otherwise operating on the same playing field with men and boys.

Gender mainstreaming was defined by the Economic and Social Council of the United Nations as the process of assessing the implications for women, girls, boys and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated.

Gender analysis examines the relationships between females and males. It examines their roles, their access to and control of resources and the constraints they face relative to each other. A gender analysis should be integrated in any needs assessments, sector assessments or situational analysis, and should form the basis of design and development of interventions and strategies.

Sex and age disaggregated data (SADD) is data that is broken down according to a person’s sex and age or age group. SADD can be collected using both quantitative and qualitative methods.

Gender-based violence (GBV) is an umbrella term for any harmful act that is perpetrated against a person’s will and that is based on socially ascribed (gender) differences between females and males. The nature and extent of specific types of GBV vary across cultures, countries and regions. Examples include Gender Sexual Violence (GBV),; domestic violence; trafficking of minor into sex work; forced/early marriage; harmful

traditional practices such as female genital mutilation; honor killings; and widow inheritance. IASC Gender Handbook (2007).

Women's and girls' empowerment involves awareness-raising, building of self-confidence, expansion of choices, increased access to and control over resources and actions to transform the structures and institutions which reinforce and perpetuate gender discrimination and inequality.

Gender sensitive vs. gender transformative: The gender transformative approach is defined as program approaches or activities that actively seek to build equitable social norms and structures in addition to individual gender-equitable behavior. Gender-transformative is different from a gender-sensitive approach through which programs or activities respond to the different needs and constraints of individuals based on their gender. These activities significantly improve women's, girls', boys' or men's access to protection, treatment, or care. But by themselves they do little to change the larger contextual issues that lie at the root of gender inequities. While it is essential for programming to be gender-sensitive, this is not sufficient to fundamentally alter the balance of power in gender relations and to reach gender equity.

Indivisibility, interdependence and interrelatedness of rights. The spectrum of international human rights covers civil, cultural, economic, political and social rights. All of these rights, including those especially addressed to women, are intertwined and as such, cannot be subjected to selectivity. Both women and men have the right to access information and participate in decision-making processes that affect their lives, wellbeing and enjoyment of human rights.

Sexual Harassment A director implicit request to an employee for sexual intercourse, sexual contact or any other form of sexual activity that contains; an implied or express promise of preferential treatment in employment; an implied or express threat of detrimental treatment in employment; an implied or express threat about the present or future employment status of the employee; Use of language whether written or spoken of a sexual nature such as unwelcome verbal advances, sexually-oriented comments, request for sexual favors, jokes of a sexual nature, offensive flirtation or obscene expressions of sexual interest that are addressed directly to the person; Use of visual material of a sexual nature such as display of sexually suggestive pictures, objects or written materials or sexually suggestive gestures; and showing physical behavior of a sexual nature such as unwanted and unwelcome touching, patting, pinching or any other unsolicited physical contact; which directly or indirectly subjects the employee to behavior that is unwelcome or offensive to that employee and that, either by its nature or through repetition, has a detrimental effect on that employee's employment, job performance, or job satisfaction.

Universality

All people everywhere, women and men, are entitled to all human rights because of its immutable character.