TRACE

# **TRACE Gender Equality Policy**

**TRACE’s areas of concern**

TRACE is a catalyst for progressive change in the relationship between government and citizens; we support initiatives that strengthen Zimbabwe’s political space to be inclusive and accountable, and which empower citizens to realise justice, rights and democracy. We do this through funding CSOs to undertake projects in the areas of media; elections; human rights; access to justice; service delivery, and the use of public resources. In addition we act, on request, as facilitator, convener and capacity builder to our partners - supporting them to connect, collaborate and share learning.

**Gender inequality**

Gender inequality and discrimination against women and girls – including harassment, abuse and violence - are still widespread globally. They are pervasive in personal relations, at home, in religion, the work-place and in politics. Most women and girls are not able to make choices about their own bodies and their own lives: most do not have full opportunities, power, control or access to resources, and so their own education, health and advancement are compromised. Their participation in political processes is constrained by their domestic duties as well as ideas about appropriate female behaviour. Mismanagement, deindustrialisation and negative development in Zimbabwe have led to increased poverty and inadequate services which impact men and women differently. Institutions including the media, elections bodies, the judiciary and local government do not fully serve women’s priorities or integrate women’s contributions. At times they ignore or perpetuate inequality, discrimination, violence and abuse of women and girls. Decisions around resources including funding for civil society have tended to favour issues which reflect men’s concerns, with less benefit to women and girls. Because of these multiple discriminations and inequalities TRACE will take action to understand, acknowledge and address imbalances.

**TRACE Gender Equality Policy**

This policy governs the TRACE programme in its work to advance citizen participation in democracy and good governance. It is intended to ensure that the programmatic strategy, approach, activities and results advance our commitment to gender equality and women’s empowerment. The policy is applied in addition to the Code of Conduct of our contractor DAI. TRACE is accountable to donors and stakeholders including grantees and will provide regular updates to them on the implementation of our gender equality policy.

**TRACE’s gender equality principles**

1. TRACE believes that only by addressing gender inequality can we also reach the programmatic goals of good governance and citizen empowerment.
2. TRACE is committed to affirmative action to compensate for the inequalities and the lower status women and girls suffer because of discrimination. This includes within the daily work of our project and in our work with partners.
3. TRACE will integrate gender analysis into our plans and organisational learning including into: the Theory of Change; the Political Economy Analysis; Monitoring and Evaluation processes. We will support our partners to do the same.
4. TRACE favours organisations which actively challenge gender inequalities, and projects which address the gender dynamics which limit women’s full involvement in and representation by elections, media, governance, legal systems and service provision.
5. TRACE encourages partners to implement gender sensitive policies, procedures and processes such as on affirmative action, diversity, prevention of sexual harassment and sexual exploitation, gender mainstreaming and gender budgeting, collection and analysis of gender disaggregated data, and measurement of gender equality results.
6. TRACE welcomes innovative approaches to women’s empowerment, and the addressing of positive masculinities.
7. TRACE acknowledges and builds on the expertise of our partners including the Zimbabwean women’s rights movement.
8. TRACE is a woman-friendly working space. We have zero-tolerance to unethical behaviours which harass, degrade or exploit women including among our teams and partners.

**TRACE’s gender equality commitments**

TRACE will set and monitor targets for -

(a) Organisational gender mainstreaming

(b) Inclusion of women’s rights’ groups and activist networks

(c) Percentage of TRACE funding which benefits women and girls

(d) Strengthening partners’ delivery on gender equality objectives

(e) Support to partners to engage with national gender equality experts and women’s rights’ activists

(f) Accountability on women’s rights, gender equality and women’s empowerment

(g) Resourcing the implementation of the Gender Equality Policy.