

MOTHER OF HOPE CAMEROON

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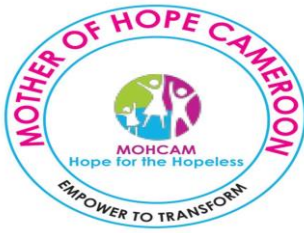
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GENDER POLICY

PREPARED BY

MOHCAM EXECUTIVE TEAM

January 2024



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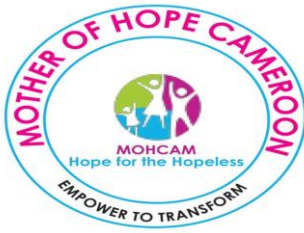
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Abbreviations

UN	United Nations
NGO	Non-Governmental Organization
CBO	Community Based Organization
CEDAW of all Forms of Discrimination against Women	UN Convention on the Elimination
CRC	UN Convention on the Rights of the Child
CSW Women	UN Commission on the Status of



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Executive Summary

Gender equality is a powerful engine for the fulfillment of child rights. Gender equality is central to achieving our vision for change: a world in which all children, both girls and boys, realize their full potential in societies that respect people's rights and dignity. In stark contrast, gender inequality creates barriers to child rights in all countries. To succeed in our vision, Mother of Hope must tackle these every day gender-based barriers to rights, as well as their root causes. Workplaces often reproduce the context of inequality in which they operate, and so building a gender-aware organization also requires internal structures, systems, and practices that promote gender equality. Mohcam adopted its Policy on Gender Equality as a roadmap for the organization to tackle these challenges. The Policy establishes 12 commitments to gender equality and sets out standards for all areas of the organization. Mohcam also developed its Strategy on

Gender Equality: 2022-2027 which outlines how it will take action in five areas, Programmers, Partnerships, Advocacy and Campaigns, and Communications and Marketing. The Strategy commits the organization to an annual review of our achievements and challenges in implementing the Policy. Across Mohcam the process resulted in a baseline for tracking progress across the outcomes and indicators set forth by the Strategy

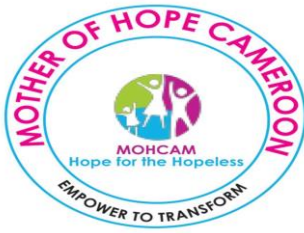
Our Implementation:

The BOD will guide to define and monitor performance objectives on gender equality relevant to different levels of staff. A competency tool to measure staff knowledge, attitudes, and behaviors on gender equality has been developed and disseminated. Supporting women's leadership is an integral part of building gender equality in the workplace,

The BOD will investigate strategic opportunities to promote women in leadership positions and identify new approaches to achieve a more balanced ratio complaint mechanism, and support system to respond to sexual harassment and/or gender discrimination. Our office shall report grievance, bullying, or whistle blowing policies address these issues, often in compliance with national legislation. Developing skills, knowledge, and attitudes is a key step in holding Mohcam's staff accountable for meeting the standards set forth in our Policy on Gender Equality. Mohcam's staff are beginning to internalize learning on gender equality. Mohcam's now needs to move from awareness to application.

Area: Programs

Promoting gender equality is fast becoming an integral part of program of work across the organization. Mohcam's Policy on Gender Equality is becoming an important tool throughout the organization. Most of our staff are familiar with the Policy. Significant progress has been made in



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developing tools for staff to rate existing programs according to gender equality criteria, and to design new programs that are either gender-aware or gender transformative.

Gender Equality Program Criteria

In order to reach all girls and boys equally, Mohcam's programs need to recognize and tackle the root causes of gender-based child rights violations. In the coming years, we must increase efforts to support staff with internalizing and applying our gender equality program tools, and to make gender and child rights analysis an integral part of program design, implementation and monitoring and evaluation.

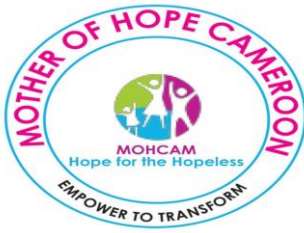
Area: Partnerships

Mother of Hope Cameroon's Policy on Gender Equality establishes a two-track strategy for work with our partners: to expand our collaboration with partners that are dedicated to gender equality and to influence change in partners who do not yet share our commitment to gender equality. This implies that partnership guidelines in all communities of our influence must enable an assessment of where our partners stand about gender equality. We must expand our partnerships with organizations that have expertise in gender equality work. We are still, in many cases, at the beginning stages of our work on gender, and we need strong partners who can help build our internal capacity, challenge us to think in new and counter-intuitive ways, and inspire us to action. At the same time, we need to think strategically and creatively about supporting our existing partners, to grow in their capacity on gender equality. However, this needs to go beyond training sessions, or handing our partners a copy of Mother of Hope Policy on Gender Equality. We need to put in place strategic and meaningful approaches to building our partners' capacity for gender equality, and we must carefully monitor this influence.

Way Forward:

We will continue to bring communities together around the Mother of Hope Cameroon strategy as an inspiring vision on gender equality. We will continue to monitor our performance on gender equality, driving learning and improvement.

This initial review process has constituted a comprehensive baseline that will be utilized for future analyses. In the coming years our approach will feature an investigation on selected issues that can illuminate critical areas that hold potential as a 'step-change' for Mohcam's work on gender equality. We will focus on where the most profound traction is taking place.



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Introduction

Mohcam's Policy and Strategy on Gender Equality

Mohcam Policy sets out gender equality as a core objective of her work as an organization dedicated to child rights and human rights as a whole. The Policy on Gender Equality provides a clear vision, consistent message, and a coordinated approach to promote gender equality at all levels. The strategy establishes a set of minimum standards in order to drive change in gender equality. The strategy holds Mother of Hope Staff accountable for meeting these standards at all levels of the organization. Performance on these standards will be measured every year. The Strategy also guides how to implement the Gender Equality Policy. To monitor the implementation of the Policy on Gender Equality, Mohcam has developed standards in five areas:

1. Staff
2. Programs
3. Partnerships
4. Advocacy and Campaigns
5. Communications and Marketing

Addressing Sexual Harassment and Gender Discrimination

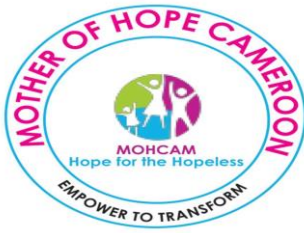
An important component of gender equality in the workplace is the creation and dissemination of a sexual harassment prohibition policy and reporting procedure. Research has shown however that training is the critical link between sexual harassment policies and perceived positive outcomes. Even the best workplace policy, absent a commitment to training, is unlikely to have the desired outcomes.

Mechanism to Address Sexual Harassment or Gender Discrimination

How comfortable are Mohcam staff to report incidents of sexual harassment or discrimination?

How is Mohcam currently addressing sexual harassment and discrimination?

A key challenge is that staff do not know where a sexual harassment/discrimination mechanism exists or even how to access it. Staff are not always comfortable to report harassment in the workplace.



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Building Staff Capacities on Gender

Mohcam will regularly assess and develop the skills, knowledge, and attitudes of staff and partners to implement the 12 commitments of the Policy on Gender Equality and training plans will reflect the capacity needs for gender mainstreaming. Training on Mohcam Policy on Gender Equality is to be integrated as a mandatory component in the induction of all new staff.

Governing Structures

Promoting women's leadership in public decision-making and governance at all levels is a means to empower women worldwide. Many offices felt that gender issues are not necessarily tabled for discussion within governance structures. Some highlighted that the level of participation by women is influenced by the dynamics of who else is at the table. It is important to outline clear actions for women's greater participation and to broaden the possibilities for women's involvement in governance, which may require changes in attitude.

Gender Advisors and Focal Points

The ultimate aim is that gender mainstreaming should form part of the responsibility for all staff; however, effective gender mainstreaming requires dedicated staff to act as catalysts.

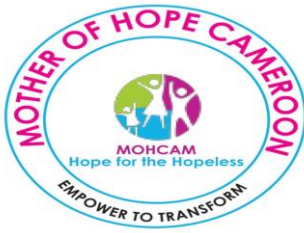
What are the challenges and how can Mohcam increase women's meaningful participation?

In some cases, there is gender balance in governance structures, but positions on boards often adhere to traditional gender roles: males as directors or treasurers, and secretaries.

Understanding Mother of Policy on Gender Equality

Gender must be integrated throughout the entire Planning, Accountability and Learning System (PALS) cycle, as decisions at each stage of PALS can reinforce or challenge existing gender inequalities and barriers to rights.

- Across Mother of Hope, most programs staff are familiar with Mohcam's Policy on Gender Equality, but need a deeper understanding of how it applies to their work.



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What are the challenges?

What is needed to ensure a stronger understanding and application of the Policy?

Mohcam articulated the need for further training with respect to integrating gender equality into all aspects of program design. Planting Equality is the main vehicle to train staff on Mohcam's Gender Equality commitments, and promote relevant application to daily program work. However, time is needed for staff to fully internalize and then apply this learning. Training is not a panacea to build understanding and skills on gender equality in programs. The Gender Strategy Review Process reveals that Mother of Hope consistently demands practical and simple tools to facilitate a deeper understanding of how gender can be applied. Periodic opportunities for deeper reflection and learning are critical to ensure training is fully embedded in practice

Gender and Child Rights Analysis

Integrating gender in child rights situation analysis is not optional for Mother of Hope, and for program strategies and design to be gender-aware, we must begin from a participatory situation analysis that collects gender-aware data.

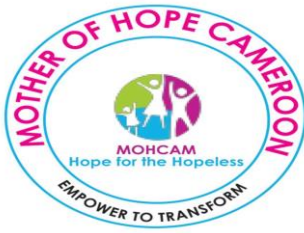
What challenges are being faced with Gender Analysis?

While some programs, and staff are aware of the Gender and Child Rights Analysis Tool, it has not yet been socialized broadly at this point. Some staff have 'just begun to learn about gender analyses. The application of gender analysis is not systematic, and evidence shows that further understanding is needed to apply gender analysis to uncover the deeper causes of inequality or injustices. Gender-unaware and neutral programs are unacceptable to Mother of Hope Cameroon to our vision. They contradict the Plan's Policy on Gender Equality and our vision of gender equality as a core objective of an organization dedicated to children's rights.

Gender Equality Program Criteria

The Gender Equality Program Criteria establishes clear program criteria to determine how far our programs have integrated gender equality.

- Gender-transformative: Programs that improve both practical and strategic gender issues. There is an explicit intention to transform unequal gender relations.
- Gender-aware: Programs that address practical gender issues (daily conditions). They do not tackle the root causes of gender inequality.



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- Gender-neutral: Programs that recognize gender issues in the analysis but not in the response.
- Gender-unaware: Programs that do not recognize gender issues.

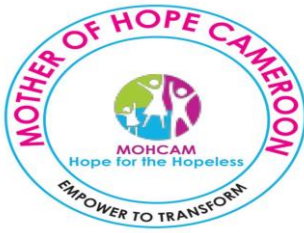
What Does this Mean for Mother of Hope Cameroon?

Mohcam on Gender Equality is becoming an important tool throughout the organization. Most staff in the organization are versed with the Policy. Significant progress has been made in developing tools for staff to rate existing programs according to gender equality criteria, and to design new programs that are either gender-aware or gender transformative. Still, staff feels that they need a deeper understanding of how Mother of Hope's Policy on Gender Equality applies to their work. Most programs for the staff are not yet familiar with Gender Equality. Mohcam must dedicate the time and attention needed to internalize her Gender Equality Program Criteria and to critically assess programs against them. This year we will disseminate a simple tool to promote shared understanding and consistent application of Mohcam's Gender Equality Program criteria. This means that we may see a lower percentage of gender-aware or transformative programs at first, but this is acceptable and provides a place for Mohcam to grow. Further, we will develop program guidance on how to operationalize gender equality impact areas, and through our standards.

To reach all girls and boys equally, Mother of Hope's programs need to recognize and tackle the root causes of gender-based child rights violations. Gender and child rights analysis is not optional. We must equip staff with the knowledge and skills to apply gender analysis across Mohcam's work, uncovering and addressing the deeper causes of inequality or exclusion. We must move beyond 'awareness' to 'application', so that gender analysis becomes part of the commitment to children's rights.

Influencing Partners' Gender Equality Work

Mohcam will assess its engagement in partnerships, coalitions, and alliances based on shared commitments to gender equality, and will use its voice in networks and alliances to influence change in groups that do not yet share this commitment. This section explores how Mohcam's work on gender equality has influenced the awareness, attitudes, and actions of partners whose primary focus is not gender equality.



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What does this influence look like?

Mohcam have seen influence in partners whose primary focus is not gender equality, and have supported these organizations to develop programs that promote gender equality. These shifts have been gradual, but indicate some good progress in influencing our partners on gender equality.

Working with Organizations that Promote Gender Equality

Plan will work in collaboration with a range of partners at all levels as an effective strategy to promote gender equality and child rights. This section explores Mohcam partnerships with organizations that are significantly involved in promoting gender equality, and what their impact has been on Mohcam's own work, Monitoring and responding to the government agenda on other issues of concern to Mohcam, including maternal and child health.

- End child marriage.
- End gender-based violence in and around schools.
- Enable girls and boys to participate in decision-making and inspire action in education. The majority of Mother of Hope Cameroon is advocating for girls' secondary school completion and gender-based violence in and around schools.

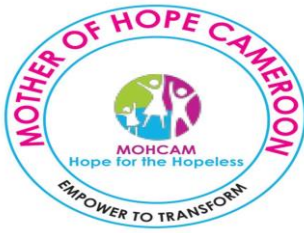
Communications and Marketing

Opportunities for Action

- Support communications and marketing staff to understand Mohcam's Policy on Gender Equality, as only ten percent of Offices reported that all communications and marketing staff know how to apply Mohcam's commitments to gender equality to their work.
- Work with marketing and communications partners of Mohcam to increase their understanding on the knowledge on Gender Equality and its commitments to gender-sensitive communications and public engagement.
- Strategically use new technologies to share Mother of Hope Cameroon's position on gender equality.

Understanding of Plan's Policy on Gender Equality

The media can play a vital role in raising awareness and generating action related to the promotion of gender equality. All of Mother of Hope's communications and campaign strategies should convey our commitment to gender equality and should challenge gender stereotypes



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•Across Mohcam, the majority of communications, marketing and fundraising staff do not fully understand the Policy and Strategy, or how these documents apply to their work. All marketing, fundraising, campaigns, global education and media messages will communicate and reflect Mother of Hope commitment to gender equality. Marketing, communications, and fundraising staff must understand Mohcam position on gender equality and how this translates to our communications work.

How can staff knowledge of gender equality be increased?

To increase staff understanding of the Policy, we have held dedicated Planting Equality training sessions with marketing and communications staff. Training on Gender Equality in Communications was ranked as one of the top sessions at the Communications Network Meeting this year.

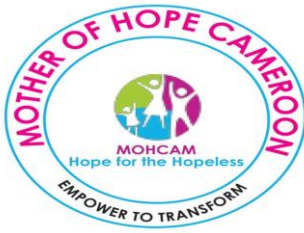
Utilizing New Technologies

Social media plays an increasingly important role in our daily lives and can be a powerful tool to advocate for the elimination of violence against women and to promote gender equality.

•In Mohcam, less than 20 percent of the organization has created a social media strategy that is focused on raising awareness of gender equality and/or girls’

What does this mean for Mohcam?

Mohcam has pledged to reflect its commitment to gender equality in all media and marketing messages, ensuring that our communications employ gender-sensitive and inclusive language, and avoid gender stereotypes. However, Mother of Hope Cameroon reported that most communications, marketing, and fundraising staff are not fully aware of the Policy and Strategy, and require a deeper understanding of how they can apply it to their work. In the next year, Mohcam will equip marketing and communications staff with the skills needed to integrate and apply gender equality considerations in their work. Social media continues to grow as a powerful communications tool throughout Mohcam, one with tremendous potential for raising awareness of gender equality and girls’ empowerment.



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Conclusion

This policy demonstrates that Mother of Hope Cameroon (MOHCAM) has achieved significant progress toward fulfilling the commitments and standards set out in our Policy on Gender Equality. Mohcam has made a strong and healthy start in its work on gender equality across all five areas of standards and Strategy on Gender Equality. There has been great progress and many accomplishments. There are strong pockets of performance that are advancing her contributions to gender equality and successfully raising awareness about her commitments. Nevertheless, we are still at the beginning stages of much of this work. There are overarching gaps in the implementation of our commitments on gender equality. We will continue to bring staff and organization together around Mohcam's strategy as an inspiring vision of gender equality. We will continue to monitor our performance on gender equality, driving learning and improvement. However, this initial review process has constituted a comprehensive baseline that will be utilized for future analyses. Therefore, in the coming years, our approach will feature a focused investigation on select issues that can illuminate critical areas that hold potential as a 'step-change' for Mother of Hope's work on gender equality. We will focus on where the most profound traction is taking place.

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