



LANFORCE ENERGY GENDER POLICY

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INTRODUCTION

To fulfil its mission and vision, Lanforce Energy is committed to advance gender equity within the company and in all its programmes.

The company recognises that in our communities, biased stereo types and social norms prevent women and men from exercising their free choice and from taking full and equal advantage of opportunities for individual development, contribution and reward. Lanforce Energy is dedicated to enhancing gender equity within the company through the management of Human Resources and organisational culture, and within the communities served through programs and projects.

PURPOSE AND PRINCIPLES

The purpose of this policy is to support staff in their effort to advance gender equity. This policy is guided by the core values of the company in relation to gender equity, in particular the UN Convention on the Elimination of All Forms of Discrimination against Women (1979).

The following principles will form the basis of the company's efforts in the area of gender empowerment:

- ✓ All people, by virtue of their shared humanity, carry inherently equal dignity and rights. Lanforce Energy therefore always strives to affirm and uphold equal rights and opportunities of women and men.
- ✓ Each person, by virtue of his/her particular character and context has a unique identity and combination of aspirations and abilities. Therefore, Lanforce Energy strives to understand how the particular conditions or social group shapes his/her ability to achieve equal fulfilment, and to create tailored opportunities for each to thrive.

DEFINITIONS

‘Gender’ refers to the social attributes and opportunities associated with being male and female and the relationships among and between women, men, girls and boys. These attributes, opportunities and relationships are socially constructed and are learned through socialisation processes. They are context and time specific and challengeable. Gender determines what is expected, allowed and valued in a woman or a man in a given context. In most societies, there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources as well as design making opportunities. Gender is part of broader social cultural context. Other important criteria for socio-cultural analysis include class, race, poverty level, ethnic group and age.

‘Gender equality’ refers to equal rights, responsibilities and opportunities of women, men, girls and boys. Equality does not mean women and men will become the same but that right, responsibilities and opportunities of women and men will not depend on whether they are born male or female. Gender equality implies that the interest, needs and priorities of both women and men are taken into consideration in recognition of the diversity of different populations of women and men. Gender equality is not a “women’s issue” but should concern and fully engage men as well as women. Equality between men and women are seen both as human rights issue and as a key condition for, and indicator of, sustainable people-centred development.

‘Gender equity’ means fairness of treatment of women and men, according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities. In the development of context, a gender equity goal often requires built in measures to compensate for the historical and social disadvantages of women.

‘Gender mainstreaming’ is the process of assessing the implications for women and men of any planned action including legislation, policies, or programmes, in any area and at all levels. It is a strategy for making the concerns and strategies of women and men an integral part of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and

societal spheres, so that women and men can benefit equally, and inequality is not perpetuated. The ultimate goal of gender mainstreaming is to achieve gender equality.

LANFORCE COMMITMENTS

Lanforce Energy

- Contributes to the SDG's and especially to SDG 5 on gender equality and achieve empowerment of all women and girls.
- Incorporates gender and power analysis in the preparation and in the design of her programs and projects.
- Engages in partnerships with organizations that strengthen the gender perspective and stimulate partners to work in partnerships with gender transformative organisations.
- Includes gender in the entire project cycle and includes indicators (gender sensitive) for all stages: programming, implementing, monitoring and evaluating.
- Accounts for the contribution the organization makes to gender equality and will make the results (gender disaggregated data) available (Open Data Policy).
- Networks and Lobbies at national, regional and global level for regulations, rules, and implementation that lead to greater gender equality.
- Addresses gender in human resources policies and practices, communication & public relation mechanisms and tools, program materials and all forms of documents and documentaries.
- Trains and sensitizes staff to be gender sensitive and promotes the commitment of the organization in this regard.
- Will share the gender policy actively with partner organisations during as part of the contracting and ask partners to share gender policies with Lanforce Energy.
- Will regularly report to program participants, Investors, Suppliers, donors and the public on progress on gender equality in the work of Lanforce Energy.
- Ensures external marketing, fundraising, advocacy, and communications respect and uphold our commitment to gender quality including being respectful, using inclusive and

positive language and images and avoiding stereotypes with particular attention to those based on gender.

- Senior management and human resource will ensure that all Lanforce Energy employees understand and comply with this policy.

LANFORCE ENERGY'S APPROACH TO GENDER EQUALTY

The company's Gender Policy follows a two-fold approach, operational and organisational.

Operational – Mainstreaming gender across all offices/departments, programs and projects.

Organisational – Creating and maintaining a gender sensitive work environment.

OPERATIONAL: Gender mainstreaming across all offices, programs and projects to ensure that:

- A. Lanforce Energy shall systematically use gender analysis to design and implement department and office strategies, programs and projects that maximise impact on gender equity.
- B. When designing programs and project activities, Lanforce shall target appropriate participants and strive to maintain balance of gender roles and responsibilities with a commitment to simultaneously advancing long-term strategic gender interests.
- C. Lanforce Energy shall monitor and evaluate all programs and projects that measure the relevant impact on men, women, boys and girls.

ORGANISATIONAL: Creating and maintaining a gender sensitive environment to ensure that:

- a) An equitable balance exists at all levels of the company
- b) All employment decisions related to recruitment, transfers, compensation and promotion are made without gender discrimination.

- c) Lanforce Energy's benefits policy is equitable and responsive to the need to balance work, family, civic life and the different gender roles of staff (e.g., responsibilities of pregnancy, child rearing and family care)
- d) An environment where non-discriminatory working relationships and respect for diversity in work and management styles is encouraged.

PLAN IMPLEMENTATION

Lanforce Energy recognises that progress in gender equity is made at different rates and by different means across its offices, programs and projects. While we must respect the flexibility of this process, the company holds all staff accountable for achieving measurable progress towards conditions in which women and men enjoy equal rights and opportunities. To achieve this goal, Lanforce Energy shall endeavour to implement this policy following both operational and organisational tracks.

Implementation of operational goals

Lanforce Energy shall incorporate gender equity into all operations through the application of gender awareness and analysis to the project circle, including design, implementation, monitoring and evaluation by:

1. Incorporating gender questions and perspectives into project design documents, guidelines, monitoring and evaluation tools.
2. Analysing the roles, responsibilities, cultural constraints, stereotype and relationships between men and women programs.
3. Examining the structures beyond the community that affect women and men's access to and control of resources, and power of decision making, and how the structures might be influenced by the program.

4. Developing the gender analysis tools and skills necessary to support project participants not only in order to meet immediate practical needs, but also to explore and advance strategic interests that may challenge socially defined roles which limit development potential
5. Ensuring that technology, training and information are appropriate and accessible to both women and men
6. Increasing the level of staff awareness through training on gender issues, gender sensitivity and analysis
7. Building gender awareness, a criterion in partnership strategies and by supporting partners in developing and applying gender equity
8. Continuing to expand the organisations knowledge about and commitment to gender issues through research, documentation and sharing of lessons learned.

Implementation of organisational goals

The organisation shall implement activities that foster a work environment that support and reward the full contribution and productivity of both women and men. The activities include, but are not limited to;

- 1 Conducting gender analysis to identify and address barriers to equal representation in staffing patterns imbalances and modifying personnel and benefits policies if necessary
- 2 Ensuring that career development opportunities are afforded to both women and men this may include such activities as formal mentoring and coaching
- 3 Ensuring the sufficient effort is made, where appropriate, that candidates of both genders are given equal consideration for available positions;
- 4 Developing and /or reviewing existing policies, procedures and systems to ensure that they support a gender sensitive and family friendly work environment
- 5 Developing core competencies that address core values and gender awareness and equity. These competencies should be integrated into performance management systems and all management development models.