

## **Nkong Hill Top Gender Policy**

### **Background**

Throughout history men, women and youths, as boys and girls, have been assigned different roles in society. These roles tend, most of the time, to lead to discrimination especially against women and girls in access to power, resources and freedom of choice.

Since its creation in 1996, Nkong Hill Top Association for Development (NADEV) has found this situation to be prevalent in its work both within the organization and in the larger society. NADEV has also realized that the disparity in the ability of both sexes to leverage power and resources certainly undermines the efforts various communities are making towards integral development, that which makes of the human being the target of all progress.

In recognition of the gender gaps inside NADEV itself and determined to bridge them so as to fully realize its vision, mission and specifically its gender goal, NADEV has therefore adopted the following gender policy to be integrated at the two levels: Institutional and Programme / Project level.

### **I Gender At Institutional Level.**

NADEV shall endeavour to bridge existing and potential gender gaps within the organization by striving to achieve equal representation and participation of men and women within all structures of NADEV (General Assembly, Board of Directors, Staff, standing and ad hoc committees).

## **I.ii. *Employment***

A fairly balanced staff shall be maintained at all moments. Top and subordinate positions within the ranks of the staff shall alternate between men and women. Preference shall be given to female candidates for employment in a situation where the existing number of male and female staff is nearly equal.

## **I. iii *Capacity Building***

Men and women shall have equal access to capacity building opportunities. Selection of staff/members to attend training workshops, seminars and conferences shall be systematically designed to ensure that both men and women benefit equally from capacity building opportunities. However, where, all things being equal, and a choice having to - be made between a man and a woman, the woman shall be given preference.

## **I.iv. *Access to Organizational resources***

Men and women shall have equal access and control over the resources of the organization that are necessary to enable them efficiently and effectively perform their duties.

## **I. v *Motivation***

Men and women shall all benefit from various forms of motivation within the organization commensurate to their work and meriting factor.

## ***B) Gender at Programme/Project Level***

Gender-sensitive base-line surveys shall constitute the bases of good programme project planning at all levels (village, urban community or project area).

### ***1.i Empowerment/Participation in initiatives***

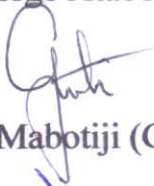
NADEV shall be committed to develop positive actions to promote the full participation of women in existing and future programmes/ projects in order to ensure that decisions taken, positions occupied and benefits of programmes or projects apply to all equally or according to need. Special emphasis will be laid on enabling women to have more access and control over resources. Target communities shall be encouraged to integrate women genuinely in decision-making structures.

Done this day the 21<sup>st</sup> December 2011

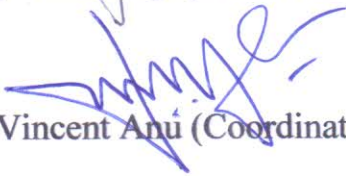
Signed:



Nkemka George Atabong (Chairperson)



Nti Gospel Mabatiji (Gender & Community Action Officer)



Folefac Vincent Anu (Coordinator)

