



Lizu Community Network

GENDER EQUALITY AND SOCIAL INCLUSION (GESI) POLICY (2025 Edition)

1. Purpose and Scope

This Gender Equality and Social Inclusion (GESI) Policy provides a framework for promoting equity, inclusion, and dignity across all operations of Lizu Community Network.

It ensures that gender, disability, age, and other social differences are recognized, respected, and integrated into programming, staffing, and partnerships.

It applies to all Lizu staff, board members, volunteers, partners, and contractors and aligns with:

- The **Zambian Gender Equity and Equality Act No. 22 of 2015**
- The **Constitution of Zambia (Amendment) Act No. 2 of 2016**
- The **Persons with Disabilities Act No. 6 of 2012**
- The **Anti-Gender-Based Violence Act No. 1 of 2011**
- **UN SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities)**, and donor frameworks.

2. Objectives

- Promote gender equity, inclusion, and non-discrimination in all programs and employment.
- Mainstream GESI into project design, budgeting, and reporting.
- Empower marginalized groups to participate meaningfully in governance and digital inclusion.
- Ensure equal access to opportunities, resources, and decision-making.
- Strengthen institutional accountability for gender equality.

3. Guiding Principles

- **Equity:** Provide fair treatment and opportunities to all.
- **Participation:** Include marginalized voices in decision-making.
- **Empowerment:** Strengthen capacity and leadership of women, youth, and vulnerable persons.
- **Accountability:** Leadership is responsible for promoting equality and inclusion.
- **Zero Discrimination:** No one shall be treated unfairly based on gender, age, disability, or other status.

4. Legal and Policy Compliance

Lizu commits to adhering to:

- Zambia's **Gender Equity and Equality Act (2015)**
- The **Employment Code Act (2019)** prohibiting discrimination.
- The **Disability Act (2012)** ensuring accessibility.

- **CEDAW, Beijing Declaration, and African Charter on Human and People's Rights.**
- Donor frameworks such as FCDO's Gender Equality Strategy and UNDP's Gender Seal Standards.

5. Institutional Responsibilities

Role	Responsibility
Board of Directors	Approve GESI policy and review annual reports.
Executive Director	Ensure implementation and resource allocation.
GESI Focal Point	Coordinate integration of gender and inclusion in all programs.
Department Heads	Mainstream GESI into budgets, HR, and activities.
All Staff and Partners	Uphold principles of equality, respect, and inclusion.

6. Gender Mainstreaming in Programming

- Conduct **Gender Analysis** at design stage.
- Integrate gender-sensitive indicators into M&E frameworks.
- Ensure 50% representation of women and youth in community engagements.
- Use inclusive language and imagery in communication materials.

7. Inclusive Employment Practices

- Ensure gender balance in recruitment and leadership roles.
- Provide reasonable accommodation for persons with disabilities.
- Enforce zero tolerance for sexual harassment, guided by the SHEAR Policy.

8. Capacity Building

- Conduct annual GESI training for staff and partners.
- Partner with gender organizations and networks for learning.
- Encourage mentoring of young women and persons with disabilities into leadership roles.

9. Monitoring, Reporting, and Accountability

- Develop GESI indicators for all projects.
- Quarterly GESI performance reports submitted to management.
- Annual gender audit conducted by the GESI Focal Point.

10. Resource Allocation

- A minimum of **10% of project budgets** should address GESI-specific activities.
- Gender budgeting must be documented in financial reports.

11. Risk Management

- Identify gender-related risks (e.g., exclusion, backlash, tokenism).
- Include mitigation measures in project proposals and evaluations.

12. Review and Learning

- Biennial review of this policy to ensure relevance.
- Annual reflection meetings on inclusion and impact.

Request for GESI Screening Checklist via: info@lizu.org