



# SAT Statement of Commitment:

## Gender Equality

The impact and dynamics of gender issues and gender inequalities are critical to an understanding of HIV and AIDS in southern Africa and SAT's approach. In our work with partners and other stakeholders, as well as in-house through our policies and procedures and daily working arrangements, we are committed to promoting greater awareness about gender, reduction of gender inequality and achieving appropriate gender balance in roles and responsibilities. In our experience, it has been demonstrated that promoting greater gender awareness empowers men and women to tackle social challenges that face them.

Steps taken by SAT to tackle gender inequalities and issues include:

### **External relationships with partners:**

- SAT positively encourages partners to mainstream gender in their work, and assists partners to gain the relevant skills and understanding to do so
- In line with the SADC Protocol on Gender and Development, SAT endeavours to build its partners' capacity to lobby for and support the implementation of Articles 13, 20, 24, and 27 which address the following: (i) equal participation of women and men in decision-making, (ii) provision of comprehensive health care services and enforcement of laws against gender-based violence, (iii) training of service providers and (iv) adoption and implementation of gender sensitive HIV and AIDS policies and programmes to address prevention, treatment, care and support in accordance with the Maseru Declaration on HIV and AIDS and including recognition of work carried out by care givers and the promotion of male involvement in HIV and AIDS.
- At regional, national and local levels, SAT partners with organisations that directly tackle gender inequalities
- SAT assessments of organisational capacity and community competence employ a 'gender lens', i.e. are designed to include gender-relevant components, in effect achieving a routine process of gender auditing
- SAT publications and SWW activities give a high profile to gender issues, by targeting practical and strategic or policy issues which address gender inequalities.

### **Internal policy and practice:**

- SAT aims to attain a balanced representation of women and men on its Board of Trustees, national Country Advisory Committees and other governance and consultative fora
- SAT positively encourages applications from women in all job advertisements and recruitment processes, while consideration is given to equitable representation of women and men
- SAT is taking steps to help the entire staff group better understand the breadth and impact of gender issues, including social norms and values,

forces that promote women's marginalisation, social expectations on men, the vulnerability of girls, and sexuality issues (including lesbians, gays, bisexuals and transsexuals issues)

- SAT aims to promote a high level of understanding and flexibility in relation to parental roles, and their impact on individual staff members and teams within SAT, regardless of sex
- SAT aims to mainstream gender in all its programmes and processes.
- SAT will take action as appropriate against any form of sexual violence and / or harassment among its staff members and partners.