

GALVmed Gender Policy



Protecting Livestock – Improving Human Lives

1 Goal of the policy

GALVmed recognises that gender¹ is a cross cutting issue that affects the attainment of GALVmed's vision of 'Protecting Livestock Improving Human Lives'. The goal of GALVmed's Gender Policy is to:

- a) maximise GALVmed's impact on the livelihoods of male and female resource-poor livestock keepers in developing countries
- b) ensure mainstreaming² gender into GALVmed's work.

2 Rationale for the policy

2.1 Gender discrimination is a well-known cause of poverty; it is well recognised that any intervention directed at poverty reduction must take gender seriously. GALVmed is committed to poverty reduction through engagement with marginalised male and female farmers, herders, and livestock keepers in developing countries. GALVmed's commitment to poverty reduction through promoting adoption³ of livestock health products is enhanced through deliberate empowerment of women and other marginalised groups.

2.2 Gender equality⁴ is smart economics⁵ as it enhances economic efficiency and productivity, and leads to better health and education outcomes for families, particularly children.⁶

2.3 Gender equality is a value in its own right, as well as a means to achieve the goal of healthier animals, improved livelihoods, and greater sustainability.

2.4 Because of its unique model and partnership approach throughout the livestock value chain, GALVmed has the potential to promote responsive and transformative gender relationships that amplify the positive impacts of livestock vaccines, medicines and diagnostics on the livelihoods of resource-poor male and female livestock keepers.

2.5 Improved technologies and interventions impact men and women differently due to a variety of factors including differences in access to and control of resources, information, status, etc. Activities must consider these differential impacts to ensure proposed interventions have the intended positive impact.

1 Gender refers to the socially constructed roles, behavioural norms and responsibilities for men and women, boys and girls.

2 Mainstreaming gender is incorporating gender awareness and sensitivity within and throughout an organisation, its approach and initiatives. This includes within programming, partnerships, and the institutional culture. Gender mainstreaming aims to ensure that an organisation is able to recognise gender, and address it, wherever it may sit within the landscape of its mandate.

3 Adoption is achieved through deliberate interventions aimed at making products available, accessible and increasing demand including awareness of the products.

4 Gender equality refers to the absence of discrimination on the basis of one's sex in terms of resources, benefits, services, decision-making power and ability to participate in the public sphere. Gender equality denotes equivalence in life outcomes and opportunities for women and men, recognising their different needs and challenges faced. In gender aware and gender transformative projects, initiatives to empower girls and women are often necessary to achieve gender equality in order to address unequal opportunities and access to resources.

5 World Bank (2007) Gender Action Plan

6 Bill and Melinda Gates Foundation (2012)

3 Scope of the policy

- 3.1 Gender equality shall be pursued both internally within GALVmed and externally through GALVmed's dealing with partners and stakeholders.
- 3.2 This policy shall apply to GALVmed's activities as appropriate and as detailed in the following sections.

4 Institutional and Organisational Issues

All GALVmed strategic documents and overarching statements shall be interpreted to reflect GALVmed's commitment to gender equality. These include GALVmed's Vision and Mission, Business Plan, the Global Access Charter, the M&E framework and other guiding documents.

4.1 Promote gender balance at leadership levels

Gender balance and diversity in all decision-making bodies enhances serious engagement with the gender and social context of livestock health in developing countries.

Decision-making bodies include the Board of Trustees, Board Committees, and senior management. GALVmed shall pursue strategies to achieve a good gender balance in leadership.⁷ In the pursuit of quality of skills in leadership positions, a conscious effort shall be made to consider diversity.

4.2 Promote gender balance at all other levels of the organisation

GALVmed shall continue to promote gender balance at all levels of the organisation and will examine any reasons for imbalance to ensure no discrimination or other causes for imbalance are present. Low staff turnover is an indicator that the workplace is safe and dignified. Recruitment and staff retention strategies, including recruitment committees, shall recognise and reflect the need for maintaining gender balance.

4.3 Human resources and gender related policies

The human resources department has a core role in building capacity of staff to promote gender equality and dignity in the workplace. Policies function best when they are developed with input from staff, including non-HQ based staff. GALVmed shall:

- a Develop clear policies to prohibit sexual harassment and abuse of power, with a safe and supportive procedure for investigating complaints. Provide training to all staff so there is clear and universal understanding of definitions, acceptable behavior, consequences of infractions and course for redress.
- b Provide family-friendly work policies, such as flexible work schedules, remote dial-in, or childcare arrangements where appropriate. Family leave policies are for both men and women to ensure they have the time to care for emergencies for children or other dependents. Use of such policies by staff shall not result in negative consequences or loss of promotion opportunities.

⁷ These for example could include: Re-examine qualifications to increase the pool of qualified women; in cases of equal qualifications, preferences can be given to the women candidates when women are under-represented; Advertise among professional women's networks such as Women Organising for Change in Agriculture and Natural Resource Management (WOCAN) which is an international network which can publicise opportunities for professional women; Assist with spouse/partner employment if relocation is required; Examine pay scales to ensure equal pay for equally qualified men and women; Targets and quotas can be useful if gender ratios remain unbalanced after other methods have been tried.

4.3 Human resources and gender related policies (continued)

- c** Consider provision of mentoring to junior female staff where appropriate to increase their potential for upward mobility. Recognise that in male dominated fields such as the livestock sector, it is more difficult for women to develop the “social capital” and informal contacts that build successful careers; proactive mentoring can be essential.⁸
- d** Provide opportunities for increasing skills, responsibility, and upward mobility among support staff.

4.4 Development of staff capacity in gender

All staff shall be offered training, incentives, and rewards⁹ to promote gender equality within their areas of work as appropriate. This may include updating job descriptions and performance objectives. Development of staff capacity in gender will take into consideration:

- a** Induction and in service training topics will include gender, ethnic and cultural diversity awareness to ensure a comfortable and dignified work environment for all employees.
- b** Staff working with end users and target beneficiaries may require extra capacity in gender and social analysis.
- c** Staff may need support and shall be encouraged to develop collaborations with organisations and partners implementing gender responsive and transformative activities.
- d** Commitment to gender mainstreaming shall translate into adequate resources to support development of staff capacity in gender and other areas as outlined in this policy.

5 Integration of gender into projects & activities

This Policy recognises that integration of gender may be more essential in some projects than in others. GALVmed shall, however, take deliberate steps to integrate gender into key aspects of projects and activities. This shall be done through the project cycle including during the problem analysis, platform and disease selection and other stages of the value chain as appropriate.

5.1 Platform selection and Disease Matrix

Impact on gender relations and women’s empowerment shall be one criterion for platform selection in observing the Disease Matrix principles. Species such as pigs, small ruminants and chickens shall be considered in platform selection for their potential impact on women and other marginalised groups.

5.2 Platform selection and Disease Matrix

Where appropriate, and particularly in cases where women and marginalised groups are the end users or target beneficiaries of GALVmed supported products, the Target Product Profile (TPP) shall reflect concerns with human as well as animal health and shall consider public health information attributes such as safety of administration and withdrawal time before consumption of animal products.

In addition to the TPP, GALVmed shall develop a Socio-Culture Profile that shall look at non-technical aspects that need to be taken into account in the development of products. This shall include gender, opportunities for improving gender relations and other gender related contextual matters.

⁸ Scidev (2012) How Mentoring Can Help Women Scientists

⁹ Rewards may not necessarily be monetary

5.3 Research, product development and manufacturing activities

Recent studies have shown that research quality increases when women are better represented on the staff of research institutions, including 'at the top' where strategic decisions are made.¹⁰ The under-representation of women in research institutions, especially at senior levels, remains quite evident.

5.3.1 Although GALVmed cannot change the internal HR policies of research, product development, or manufacturing partners, it can lead by example, and share experience on benefits of gender and diversity in the research workplace.

5.3.2 GALVmed's unique role of facilitator will establish and support ongoing linkages between upstream partners and end users, to ensure focus on products and processes that benefit women and other marginalised groups.

5.4 Marketing and commercialisation activities

Partners need to understand the needs, preferences, livestock health seeking behavior and decision-making context for poor male and female target beneficiaries, end users, sales agents, distributors, and other actors in a particular product's value chain. Marketing and commercialisation activities, especially bundled with training, resources or information delivery to various actors, particularly those closest to target beneficiaries and end users, shall target women as well as men.

5.5 Field implementation projects

Gender shall be integrated throughout the planning, implementation, monitoring and evaluation of projects. GALVmed's projects are implemented through partners. To ensure that GALVmed's gender policy is applied in field projects, GALVmed shall endeavor to:

5.5.1 Develop or adopt a tool to assess Implementing Partners' capacity for promoting gender and social equality.

5.5.2 Where implementing partners do not have capacity to implement gender inclusive activities, GALVmed may consider supporting partners' training or pairing partners where possible and as appropriate.

5.5.3 Develop processes to identify male and female stakeholders, and consult them as appropriate during project design. Gender is not the only cause of poverty and social exclusion, so class, caste, ethnicity, location and other relevant factors that may influence project development, implementation, and impact shall be examined.

5.5.4 Proposals for field implementation projects shall include "promoting gender equality" as part of the objectives in the Terms of Reference.

5.5.5 Develop or adopt and use an implementation project approval process that includes a gender checklist.

¹⁰ The European Commission (2008) notes that 'equality is part of quality in science' in Getting More Women to the Top in Research. The term "leaking pipeline" has been coined specifically to represent this reality of women dropping out of science instead of moving up the career ladder, due to institutional cultures that favour men. CGIAR (2008) Successful Women, Successful Science.

5.5 Field implementation projects (continued)

- 5.5.6** Maximise lessons learned about gender through a robust Monitoring and Evaluation (M&E) system:
- a** Develop meaningful gender indicators and where appropriate, monitor empowerment and dis-empowerment among male and female livestock keepers and evaluate gender transformation at household level.
 - b** Adequately resource for appropriate data collection methods that meaningfully capture relevant gender data.
 - c** Strengthen M&E's capacity for gender analysis.
 - d** Gender and social impacts take time to manifest. GALVmed shall design and plan to conduct thematic impact assessment after an adequate time period has lapsed.
 - e** Field implementation projects shall be monitored and evaluated for gender and social impacts whether conducted through government agencies, civil society, NGOs, private sector partners or a combination of these.

6 Communication and Advocacy

- 6.1** All policies including the Gender Policy need robust internal communication measures to ensure they are known, accessible, and enforced. This shall include discussions on policies during the induction process. All gender-related internal policies shall be included in the staff handbook and shall be available on paper and electronically. All staff, including non-HQ based staff, shall have access to all gender-related policies.
- 6.2** GALVmed shall demonstrate an appreciation of gender equality in all communication media, so that target audiences understand that gender includes both men and women, and also women's unique challenges and contributions. Effort shall be made to highlight GALVmed's work from a gender perspective representing all geographies.
- 6.3** Where possible and appropriate to its mission and projects, GALVmed shall establish the constraints faced by women and other marginalised groups in policy processes and shall promote their participation as appropriate.
- 6.4** The Gender Policy is a useful public document for branding GALVmed as progressive, people-oriented, and pro-poor, and can enhance public relations. Where appropriate, the Policy shall be used to supplement GALVmed's PR messages.
- 6.5** A Gender Policy in alignment with policies of partners can strengthen impact and mutual learning, or be a model to others beginning their own exploration of gender. GALVmed may network with pro-poor and pro-women livestock organisations to share impact data, best practices, and lessons learned with each other, and with policy makers. This "community of practice" may include donor agencies, international organisations, private sector, and NGOs.

7 Strategy and Implementation Plan

Following adoption of this Policy, GALVmed shall finalise a strategy and implementation plan that shall define specific objectives and activities, immediate, medium, and long-term priorities, responsible parties and a monitoring plan. This may include reviewing other existing policies to ensure consistency.