



HOPE SPRING FOR ALL NATIONS (HSFAN)

Programs: - Financial Support in Emergencies, - Education in Emergencies, WASH & Environmental

Protection, - Health in Emergencies, - Livelihood and Agriculture, - Training and Youth Empowerment

Location: PO.BOX 540, BUEA. SOUTHWEST REGION CAMEROON

Registration Number :893G.37C84/VOLI/SAAJP/A3

Web-Address: www.hsfan.org

Gender Equality Policy for Hope Spring for All Nations

1. Policy Statement

Hope Spring for All Nations (HSFAN) recognizes that gender equality is a fundamental human right and essential for achieving sustainable development. We are committed to promoting gender equality in all areas of our work and creating an inclusive and empowering environment where everyone, regardless of gender, can participate equally in decision-making, access resources, and contribute to the development of their communities. We strive to ensure that gender equality is a guiding principle and an integral part of our programs, projects, and operations.

2. Objective

The overarching goal of this policy is to create a transformative environment where all individuals, irrespective of gender, can thrive and make meaningful contributions. Specific objectives include:

- Providing equal access to education, health, economic opportunities, and leadership positions.
- Removing barriers that hinder gender equality and ensuring inclusivity in all HSFAN initiatives.
- Promoting equal participation in governance, policymaking, and leadership roles.
- Ensuring that gender-sensitive approaches are embedded in all project design, implementation, and evaluation stages.

3. Scope

This policy applies to all HSFAN staff, partners, contractors, beneficiaries, and stakeholders in the organization's global programs and projects. It governs all operations, from strategic planning and program delivery to advocacy, training, and community engagement.



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4. Principles

HSFAN's gender equality approach is founded on the following key principles:

- **Non-Discrimination and Equality:** Every individual has the right to equal access to opportunities and resources, free from any form of discrimination, be it on the grounds of gender, sexual orientation, gender identity, or gender expression.
- **Empowerment:** We are committed to empowering all individuals, with a focus on enabling women, girls, and other marginalized genders, to lead and influence decisions that affect their lives.
- **Intersectionality:** Recognizing that gender inequality intersects with other forms of discrimination (e.g., age, disability, ethnicity, and socio-economic status), HSFAN adopts an intersectional approach that ensures inclusivity across all groups, including those that face multiple layers of marginalization.
- **Cultural Sensitivity:** HSFAN's programs will always respect local cultural contexts while promoting gender equality. We aim to work in ways that are culturally relevant while challenging harmful gender norms and practices.
- **Accountability:** HSFAN is committed to upholding accountability for the implementation and success of this policy, both internally and externally, to ensure transparency, inclusivity, and responsibility in its efforts toward gender equality.

5. Gender Equality in Leadership and Decision-Making

HSFAN is committed to:

- Actively increasing the representation of women, gender minorities, and marginalized genders in leadership roles and decision-making processes.
- Fostering leadership programs specifically targeting women, youth, and underrepresented genders to prepare them for leadership positions.
- Encouraging gender parity in senior positions, governance structures, and advisory boards to enhance diverse perspectives in organizational decision-making.
- Setting clear goals for gender diversity and inclusion within organizational structures and projects.

6. Gender-Sensitive Program Design

HSFAN will:

- Incorporate gender analysis in all stages of program development—needs assessment, design, implementation, monitoring, and evaluation.



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- Ensure that programs are tailored to the specific needs of men, women, boys, girls, and people of all gender identities, addressing existing inequalities and contributing to reducing gender disparities.
- Integrate gender-transformative actions in programs that challenge and change harmful gender norms, stereotypes, and practices.

7. Capacity Building and Empowerment

HSFAN will:

- Provide ongoing capacity-building initiatives to enhance the gender awareness and skills of all staff, partners, and beneficiaries.
- Offer mentorship and networking opportunities to help women and marginalized genders enhance their leadership skills.
- Foster a culture of gender equality through organizational training, awareness-raising campaigns, and education at every level.

8. Monitoring, Evaluation, and Accountability

HSFAN will:

- Regularly track and report on gender-related outcomes across all programs and projects, including gender-disaggregated data on participation, impact, and outcomes.
- Ensure that gender equality indicators are integrated into all initiatives' monitoring and evaluation framework to assess progress.
- Implement regular audits to assess the organizational culture, identify gender inequalities, and assess compliance with gender-related policies.
- Promote transparent reporting mechanisms where beneficiaries and stakeholders can raise concerns or provide feedback on gender-related issues.

9. Reporting Mechanisms

HSFAN will provide accessible, confidential, and safe reporting mechanisms for gender-based violence, harassment, and discrimination. This includes:

- A confidential helpline or hotline to report gender-based violence or abuse, ensuring anonymity and safety for the person making the report.
- A policy of zero tolerance for retaliation against individuals who report incidents of gender-based violence, harassment, or discrimination.
- A process for responding promptly and effectively to all reported incidents, ensuring that the complainant's rights are protected.



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10. Implementation and Review

HSFAN's senior leadership team will oversee the implementation of this policy, ensuring that it is integrated into all aspects of the organization's operations. The policy will be reviewed annually to:

- Ensure it remains aligned with evolving gender equality standards, policies, and best practices.
- Assess the effectiveness of its implementation and adapt it based on lessons learned, new challenges, and emerging gender-related issues.
- Engage all stakeholders, including beneficiaries, staff, and partners, in feedback processes to improve the policy's impact continuously.

11. Gender Equality in Human Resources and Employment Practices

HSFAN is committed to fostering a gender-balanced workforce that reflects the diversity of the communities we serve. Specific actions to ensure gender equality in human resources include:

- **Equal Pay for Equal Work:** We will ensure that all employees are paid equitably for similar roles and responsibilities, regardless of gender.
- **Fair Recruitment Practices:** All recruitment, hiring, and promotion practices will be non-discriminatory and aim to achieve gender balance at all levels. Job descriptions, advertisements, and interviews will be designed to encourage applications from individuals of all genders.
- **Family-Friendly Policies:** HSFAN will implement policies that promote work-life balance, including parental leave, flexible work hours, and support for caregivers, to ensure that all employees, regardless of gender, can balance work and family responsibilities.
- **Anti-Discrimination Policies:** We will create a safe and supportive working environment by implementing robust anti-discrimination measures that protect employees from gender-based discrimination, harassment, or violence in the workplace.

12. Gender-sensitive budgeting and Resource Allocation

HSFAN will ensure that financial resources are allocated in a way that supports gender equality objectives. This includes:

- **Gender-Responsive Budgeting:** We will ensure that our budgeting processes include gender analysis to allocate resources where they are most needed to address gender disparities.



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- **Ensuring Accessibility of Resources:** Ensure that funding and resources are equally accessible to all genders, particularly those facing structural barriers to access (e.g., women, girls, persons with disabilities, and marginalized groups).
- **Gender-Equitable Access to Grants and Opportunities:** All grants, funding opportunities, and external resources made available through HSFAN will be structured to ensure equitable access for all genders.

13. Gender Equality in Partnerships and Collaborations

HSFAN will foster strategic partnerships that advance gender equality by:

- **Building Gender-Equitable Partnerships:** We will collaborate with organizations, local governments, and agencies that share our commitment to gender equality and have policies to promote gender balance and inclusivity.
- **Promoting Gender Accountability in Partnerships:** All external partners must adhere to gender equality standards per HSFAN's policy. This includes monitoring partners' gender policies, programming, and reporting mechanisms.
- **Inclusive Community Engagement:** We will ensure that gender considerations are integrated into all community outreach and partnership-building efforts, giving marginalized genders a platform to voice their needs and perspectives.

14. Gender Equality in Advocacy and Public Policy

HSFAN is committed to advocating gender equality locally, nationally, and internationally. Actions in this area include:

- **Advocacy for Policy Change:** HSFAN will actively participate in advocating for legal and policy changes that promote gender equality, including lobbying for the elimination of discriminatory laws, practices, and policies.
- **Public Awareness Campaigns:** We will use our platform to raise awareness of gender issues, including the importance of gender equality in achieving broader social and economic goals.
- **Engagement in Gender Equality Dialogues:** HSFAN will engage in national and international dialogues, conferences, and platforms to shape the conversation around gender equality, leveraging its work to influence broader policy and development frameworks.

15. Gender Equality in Education and Capacity Building

HSFAN will prioritize gender equality within educational initiatives by:



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- **Equal Access to Education:** All education programs facilitated by HSFAN will ensure that both boys and girls, as well as people of all gender identities, have equal access to educational opportunities, including formal, informal, and non-formal learning.
- **Vocational and Skills Development:** We will offer training programs and vocational skills that are accessible to individuals of all genders and aim to break down gendered barriers in traditionally gender-segregated industries.
- **Leadership and Empowerment Programs for Girls and Women:** HSFAN will provide leadership training, mentorship, and empowerment programs targeting young women, girls, and marginalized genders, helping them access economic opportunities and leadership roles in their communities.

16. Gender-Sensitive Health and Wellbeing

HSFAN recognizes that gender impacts health and well-being and is committed to addressing gender-specific health needs:

- **Access to Reproductive Health Services:** HSFAN will ensure that its health-related programs address reproductive health and rights, including family planning, maternal health, and sexual health education, with a particular focus on women and girls.
- **Mental Health and Wellbeing:** Programs will consider the mental health and psychosocial well-being of all genders, acknowledging the impact of gender-based violence, discrimination, and social norms on mental health.
- **Addressing Gender-Based Violence:** In addition to advocating for gender equality, HSFAN will also work toward the prevention and elimination of gender-based violence (GBV), integrating GBV prevention and response strategies into all health and community outreach programs.

17. Gender-Sensitive Disaster Response and Climate Action

HSFAN will ensure that gender equality is integrated into disaster response and climate change initiatives:

- **Gender-Inclusive Disaster Management:** HSFAN's emergency response and disaster management strategies will include gender-sensitive approaches, addressing the unique needs and vulnerabilities of men, women, girls, boys, and people of diverse gender identities.
- **Climate Change Adaptation:** We will promote gender-sensitive climate change adaptation strategies, ensuring that women and marginalized genders are included in climate action decision-making processes and that their needs are met in climate resilience programs.



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18. Gender Equality in Technology and Innovation

HSFAN is committed to addressing the gender digital divide by:

- **Promoting Digital Literacy for Women and Girls:** HSFAN will work to bridge the gender gap in technology and innovation by providing digital literacy programs specifically aimed at women, girls, and marginalized groups.
- **Supporting Women in Technology:** We will encourage women's participation in tech and innovation fields through mentorship, training, and access to resources that help foster technological innovation and entrepreneurship.
- **Gender-Responsive Technology Solutions:** All technological solutions developed or supported by HSFAN will be gender-responsive and ensure equal access and benefit for people of all genders.

19. Conclusion

Hope Spring for All Nations is committed to creating a world where gender equality is not merely a goal but a lived reality for all people. We understand that sustainable development can only be achieved when gender equality is at the heart of our work, and we are determined to continue working toward a society where every individual has equal rights, opportunities, and dignity, irrespective of gender. This policy is a foundation for embedding gender equality into HSFAN's mission and organizational culture.



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