

# **FIPAG's GENDER POLICY**

## **DECLARATION**

*The Water Supply Assets and Investment Fund, abbreviated to FIPAG, is well aware that gender equality is a matter of human rights and should be articulated in the workplace. Therefore, FIPAG undertakes to integrate gender justice, whether in managing its human capital, and in its programs and work plans, as a contribution that, from the management of the urban water supply, takes on an incentive for the promotion of gender equality in Mozambican society.*

# CHAPTER I

## INTRODUCTION

FIPAG, established by Decree No. 73/98 of the Council of Ministers of December 23, argues in its organizational vision excellence in providing a sustainable service of urban water supply, thus driving the development of the country.

This commitment translates, firstly, the recognition of the social dynamics of the management of this precious resource for the life of the population that links different roles of men and women in the Mozambican society for a sustained and productive maintenance of water sources. On the other, it assumes that a fair participation of men and women in the different roles, duties and responsibilities incumbent upon FIPAG, returns to the society the witness of full compliance with the provisions of the Constitution of the Republic of Mozambique.

Indeed, the Constitution of the Republic of Mozambique Article 36 – adds that “*man and woman are equal before the law in all areas of political, economic, social and cultural life*”, which gives an unequivocal support to the commitment and engagement of FIPAG in promoting gender equality within it and in the programs it offers to the community.

The organizational approach above discerned and sustained has in this Gender Policy instruments of its operability that privilege the adoption of a positioning that promotes and values the participation of man and woman in equal terms in the institutional framework of FIPAG in its hierarchical levels, functional bodies, including in its corporate bodies.

The range and sensitivity on gender herein undertaken and expressed **promote mainstreaming of gender analysis to assess gender justice not only in its policy of human resource management and organizational culture**, but also in the dimension and content of the workplace, demystifying the functional segregation and differentiation of treatment founded on the traditional conception of gender roles and sexual division of labour, that stratify professional profiles from the stereotypical view of markedly masculine work - industry and mechanics versus markedly female work - administrative support functions.

Gender as an analytical category has been, at present in the countries that are thought to be Constitutional States, constituting a matter of paramount importance, recommended and dealt with in international conventions, as is the case, and among others, the Convention for the Elimination of All Forms of Discrimination against Women (CEDEAW), the Beijing Action Protocol (1995), which recommends the mainstreaming of gender justice in all areas of human activity as well as the SADC Protocol.

Those documents and international commitments have influenced the position of the country's governance structures in these matters, which resulted in the adoption of policies and strategies in line, such as the Gender Policy and its Implementation Strategy for the Government of Mozambique and the Gender Strategy in the Civil Service, both approved by the Council of Ministers on 14 March 2006 and 31 March 2009 respectively.

## CHAPTER II

### LEGAL AND ADMINISTRATIVE FRAMEWORK

#### 2.1. Legal and Administrative Framework

The legal framework of FIPAG's Gender Policy is made of the following instruments:

- a) Labour Law (No. 23/2007 of 1 August);
- b) General Staff Regulation and State agents;
- c) FIPAG's Organic Statute - Decree No. 48/12 of 28 December;
- d) Gender Policy and its Implementation Strategy for the Government of Mozambique approved by the Council of Ministers on 14 March 2006; and
- e) Gender Strategy in the Civil Service, approved by the Council of Ministers on 31 March 2009.

#### 2.2. Vision

An organization that undertakes excellence in promoting gender balance and that fosters professional and harmonious social relations between male and female employees, as well as a corporate management culture that, far from gender stereotypes, values the quality of human capital from recruitment, through selection, promotion to progression in the FIPAG's functional and technical careers.

#### 2.3. Objectives of the strategy

1. to ensure that the principles and values which the organization values are guided by the scrupulous observance and respect for human rights, promoting gender justice in all aspects of labour relations that bind FIPAG; and

2. Provide FIPAG with a referential and specific instrument bringing together commands for the realization of gender justice in the company and complement, with the necessary objectivity and materiality, the provisions in the existing legislation and international conventions signed by Mozambique relating to gender equality promotion in society and, in particular, in the country.

## **CHAPTER III**

### **SCOPE AND PRINCIPLES OF THE POLICY**

#### **3.1. Scope**

This Gender Policy applies to all FIPAG employees, also covering those engaged in duties on secondment.

#### **3.2. Principles**

##### **3.2.1. Gender mainstreaming principle or gender mainstreaming**

Being the primary pillar of the materialization of gender analysis and of a planning focused on promoting equality and gender justice, the gender mainstreaming principle architects the assurance philosophy that the company will be guided by responding fairly to the different needs of women and men within it.

##### **3.2.2. Principle of Equality**

The policy is founded on equal rights, opportunities and benefits between men and women in all the political, social, economic and cultural life, regardless of colour, race, ethnic origin or geographical place of birth, religion, education, socio-economic status, occupation, party affiliation and political belief.

##### **3.2.3. Principle of non-Discrimination**

Reiterates fair treatment, non-evaluative and free from stereotypical influence, or preference based on sexual, ethnic, racial differences or otherwise.

### **3.2.4. Principle of Gender Equity**

Founded in the exercise of justice, this principle is based on the defence of the equilibria necessary to enable the organization to govern itself taking into account the fairness of access and non-evaluative participation of men and women in the ideological and material heritage of the organization. Where need arises, the organization may resort to the philosophy of *affirmative action or positive discrimination* in order to materialize gender equity within it.

### **3.2.5. Principle of Dignity at Work**

Imbued with the notion of the right of choice at work that an individual has, it adds the treatment given to the human person, regardless of their biological nature, supporting the creation of safe and healthy conditions and environments in the workplace to ensure the development of labour potential of worker and their full professional recognition, while, on the other hand, it offers a reward and fair and proportionate stimuli to the function or post.

## CHAPTER IV

### IMPLEMENTATION OF THE POLICY

The implementation of a sensitive positioning of gender in different contexts of activity in FIPAG shall proceed in the following areas and contexts:

#### 4.1. Human Resources Management

##### 4.1.1. Human Resources Database

Create a database routine of human resources disaggregated by sex in order to allow the reading of the imbalances that exist in the company and therefore operate the recommended adjustments in the light of gender justice.

##### 4.1.2. Recruitment

FIPAG, where appropriate, shall observe, at the recruitment, the principle of affirmative action<sup>1</sup> in order to create balance within the structure its human resources.

##### 4.1.3. Promotion or Progression in Career

In promotion or progression, FIPAG shall base itself on professional merit of each of its employees regardless of gender, race, colour, party affiliation and religious belief.

##### 4.1.4. Training

- Create employees' skills to mainstream the gender perspective in its activities by improving and deepening the issues on gender equality;
- Provide equal opportunities to men and women, regardless of the location where they occur within and outside the country.

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<sup>1</sup> In applying Affirmative Action principle, it shall strictly observe the establishment of benchmarks based on competence (organizational sufficiency criterion) in order to safeguard the quality of human resources.

#### ❖ 4.1.5. Organizational Culture

FIPAG shall always seek to promote industrial relations free of judgments and stereotyped, sexist languages and value judgment on the grounds of biological difference amongst its employees.

#### 4.1.6. Plans and Activity Programs

- ❖ Systematically integrate the gender perspective in its activities of **knowledge management**, highlighting the impact of investments in the differentiated needs of women, girls, men, boys, including the elderly and children in the areas of corporate life; and
- ❖ Ensure the effectiveness and sustainability of FIPAG programs focusing on gender promotion.

### 4.2. Governance

#### 4.2.1. Leadership

Establish and maintain a work environment in the company that supports and encourages gender mainstreaming in its operations and activities.

#### 4.2.2. Decision Making

**Promote balanced participation of women and men in decision-making bodies**, where deemed necessary, to the approach of representation by quotas (Affirmative Action).



## CHAPTER V

### EXPECTED RESULTS

1. An organization which is sensitive to gender issues, that favours healthy relationships, avoiding verbal, physical, sexual, psychological and emotional violence.

2. FIPAG employees with competence and judgment to include gender issues in their daily activities, from the mainstreaming of gender justice in organizational plans and programs.

3. A company free of sexist, stereotypical and biased language.

4. Increased awareness of social inequities and women's empowerment.

Approved by:

Director General

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(Pedro Paulino)

Maputo, \_\_\_\_/\_\_\_\_/20\_\_\_\_