

Gender and Development Policy

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Department	International Program, Habitat for Humanity Australia
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Introduction

HFHA is committed to promoting gender equality in all of its developmental work. Gender refers to the socially defined roles, behaviours, activities and attributes considered characteristic of, and the relationships between, women and men. Gender equality refers to equal opportunities, access to and control over resources and decision-making by both women and men of all ages. (UN Women). This policy serves as a practical guide to HFHA staff regarding our relationships with partner organisations and the communities in which we work globally, to ensure that our development program activities are informed by appropriate analysis of the likely impact on women and men, and on the relationships between them. It includes specific strategies to ensure that equal opportunities exist for both women and men as participants and beneficiaries in our work.

To promote gender equality, HFHA works to adhere with the Legislative frameworks of:

- Commonwealth Equal Opportunity for Women in the Workplace Act (1999).
- Federal Sex Discrimination Act (1984), Australia.
- United Nations Convention on the Elimination of all forms of Discrimination Against Women CEDAW (1978) (ratified by the Australian Government in July 1983).
- State Anti-Discrimination Act (1977), NSW.

HFHA also commits to the achievement of the Sustainable Development Goals (SDG) - specifically Goal 5: Gender Equality, and its nine targets.

Policy Statement

HFHA will work towards promoting and building its developmental activities within the framework of gender equality.

HFHA will therefore, encourage, respond to, and support initiatives that:

- Are informed by the four principles of Protection. ie:
 - Avoid exposing people to further harm as a result of your actions
 - Ensure people's access to impartial assistance
 - Protect people from physical and psychological harm due to violence or coercion
 - Assist with rights claims, access to remedies and recovery from abuse
- Promote and protect the human rights of women, girls, boys and men when initiating any of its developmental programs.
- Empower women to actively participate in program designs, monitoring and evaluations when undertaking any programs that would have a direct impact on them.
- Ensure that there is equal participation of both men and women in the economic, political, social, and environmental decision making processes at all levels.
- Promote the elimination of discriminatory barriers against women and promote and support policies and activities among our partners that enable them to integrate gender considerations effectively into their project activities.

Policy in Practice

HFHA uses the following strategies for mainstreaming gender across the international program portfolio:

- Building capacity of program staff and local counterparts to understand and support gender equality, and work to promote and support it in all of their developmental initiatives.
- Addressing gender equality in program strategies through analysis of gender issues that may constrain or reduce women's participation in, and the effectiveness of, program activities.
- Ensuring program designs, including program log frames, have effectively considered gender issues. HFHA gender assessment checklist should be referred to during formation of program design.
- Ensuring sex disaggregated beneficiary data is collected and reported to ensure programs and investments contribute to gender equality. (DFAT Practice note) Also see HFHA Beneficiary guidelines.
- Protection issues are ranked with mitigation strategies to prevent violence towards women.
- Supporting initiatives that promote women's equal access to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws.
- Ensuring performance monitoring indicators and reporting includes measurement and analysis of gender related outputs and outcomes.
- Schedule programming so that participation of beneficiaries will benefit women and men equally. This may include holding activities at different times of the day to ensure participation. Active communication with a range of participants will guide when is best for a particular community. (practice note)
- Building awareness on gender equality principles amongst program participants to support equal participation, representation and decision making of both women and men in the program activities, and to minimise risk to beneficiaries where cultural norms are challenged.
- Incorporating appropriate use of language and images to communicate HFHA's commitment to promote gender equality and equity, in all of its work in Australia as well as overseas.

References

1. Sustainable Development Goals (2016 – 2030)

2. (UN Women) Definitions of 'gender', 'gender equality', 'gender analysis', 'gender perspective', 'sex', 'sex-disaggregated data' are taken from the UN Women Training Center's Gender Equality Glossary, <https://trainingcentre.unwomen.org/mod/glossary/view.php>
3. Gender Equality in Monitoring and Evaluation Good Practice Note <https://dfat.gov.au/about-us/publications/Documents/gender-equality-in-monitoring-and-evaluation-good-practice-note.pdf>
4. HFHA Beneficiary guidelines