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Introduction

Kyeema Foundation (KYEEMA) is a non-governmental organisation that works predominantly to reach poorer members of communities in developing countries. As 70% of the world's poorest citizens are women, women are a large focus group for KYEEMA. KYEEMA is committed to addressing the effect of gender inequalities and inequities as being fundamental to the attainment of human rights.

Purpose

This policy outlines KYEEMA's commitment to promoting gender equality and equity in all of our activities and organisational culture.

Guiding Principles

KYEEMA acknowledges that gender equality is a human rights issue.

This policy is based on the following principles:

- ensuring that all staff, Board members, partners and volunteers have an understanding of gender issues and the principles outlined in this policy;
- working with women, men, boys and girls to improve livelihoods;
- respecting the values and cultures of the people KYEEMA works with;
- encouraging participation of women in all areas of KYEEMA's work;
- recognising the close connection between gender and disability, and gender and poverty;
- promoting gender equality to key stakeholders; and
- recognising that gender is closely connected with other aspects of identity such as religion, caste, disability and ethnicity.

Definitions

Gender: the socially constructed roles, behaviours, activities and attributes that a given society considers appropriate for men and women.

Gender equality: the equal rights, responsibilities and opportunities of women and men and girls and boys. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognising the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women. Equality between women and men is understood as a fundamental human rights issue.

Gender equity: fairness and impartiality in the treatment of women and men in terms of rights, benefits, obligations and opportunities.

Partners: individuals, groups of people or organisations that collaborate with or are contracted by KYEEMA to achieve mutually agreed objectives in development activities.

Sex: the biological and physiological characteristics that define men and women.

Volunteers: persons undertaking an activity overseas or participating in professional development in their own country or overseas for the common good and without financial gain.

Scope

This policy applies to staff members, contractors and consultants; volunteers; Board Directors; Partner organisations; and observers/visitors accompanying a KYEEMA activity.

Policy statement

KYEEMA will ensure that:

- (a) Program Planning includes consideration of gender issues and gender is reflected in implementation plans;
- (b) The different needs and priorities of girls, boys, women and men are identified when implementing its activities;
- (c) Gender analysis tools are used during planning, implementation, monitoring, reporting and evaluation of programs;
- (d) Programs design and report against sex and age indicators, wherever feasible and appropriate;
- (e) Women are provided with equal opportunities to access and participate in training and capacity building activities in its programs;
- (f) Relevant and correct information on its activities reflect KYEEMA's commitment to gender equality that influences changing attitudes and practices that reinforce gender-based stereotypes;
- (g) Staff, Board, volunteer and partner capacity and knowledge in the area of gender equality is increased through education and training; and
- (h) A safe environment and family-friendly work practices that enable both men and women to participate fully in work and family life.

This policy will be embedded in KYEEMA's organisational culture and practice.

Responsibilities

The Chief Executive Officer (CEO) is accountable to the Board for managing and maintaining compliance with this policy. Where compliance issues are identified, the CEO will work with staff and other relevant stakeholders to address these issues promptly.

Information Source

ACFID Code of Conduct Commitment 2.3 We promote gender equality and equity.

<https://acfid.asn.au/content/commitment-23-we-promote-gender-equality-and-equity>

DFAT *Promoting opportunities for all: Gender equality and women's empowerment, 2011.*

Related Documents

This policy is to be read in conjunction with:

Kyeema Foundation Code of Conduct

Kyeema Foundation Brisbane Head Office Procedures Manual



Kyeema Foundation Gender Equity Policy

Authorisation

S F Routledge

Signature of Policy Officer

28/2/2018

Date

STEWART F ROUTLEDGE

Name of Policy Officer

