



GENDER EQUALITY

1. PURPOSE AND SCOPE

This document describes ADRA New Zealand's Gender Policy and provides guidance for ADRA New Zealand board members, employees, regular volunteers and ADRA country office partners. Through its Gender Policy, ADRA New Zealand seeks to ensure that:

- ADRA New Zealand is an organisation in which Gender Equality is mainstreamed to a high standard in all aspects of its operations.
- ADRA New Zealand board members, employees, regular volunteers and ADRA country office partners are aware of the key principles of Gender Equality and their responsibilities to uphold Gender Equality as a core value and fundamental human right.
- New Zealand funds and resources that contribute to development and emergency management activities are used in accordance with the Ministry of Foreign Affairs and Trade (MFAT) Gender equality and women's empowerment strategy (September 2016).

ADRA New Zealand acknowledges that to address gender equality, development and humanitarian assistance must consider both women's and men's¹ roles and responsibilities (as identified by themselves) within the community and their relationship to each other. ADRA New Zealand encourages the active participation of men and women in order to bring about sustainable development including gender equality and women's empowerment. ADRA New Zealand also finds its motivation for promoting Gender Equality based on Biblical values and principles, and strive for all people to live life to the fullest.

2. DEFINITIONS

The following definitions of important gender concepts inform the policy statements set out in this document:

- A. Gender Roles and Responsibilities - Gender refers to the socially constructed expectations, roles and relationships between women and men. These are learned, change over time, and vary within and between countries and cultures according to social, religious, historical and economic factors. Gender contrasts with sex, which describes a set of biological differences between men and women. Gender roles and responsibilities affect women's and men's ability and incentive to engage with ADRA New Zealand, its operations and programmes, and lead to different impacts for men and women.
- B. Gender Equality – Gender equality, or equality between women and men, refers to the equal enjoyment of rights, socially valued goods, opportunities, resources and rewards by females and males of all ages and regardless of sexual orientation (Inter-Agency Standing Committee). Promoting gender equality within ADRA New Zealand's operations and projects recognises that

¹ While the document refers primarily to women and men, girls and boys, it recognises that people may identify themselves differently, and where relevant ADRA will extend its assessment and intervention to include people of different Sexual Orientation and Gender Identity or Expression.



men and women may have different roles and needs, and takes these into account. At the same time, ADRA New Zealand recognises that other factors such as individual preferences, age, abilities, ethnicity, religion, education level, sexual orientation and identity, may also influence the individual's and groups' perceived needs and aspirations.

3. POLICY STATEMENT

- A. ADRA New Zealand affirms that gender equality strengthens the organisation and makes it possible to embrace the broadest range of thinking and action possible in all circumstances.
- B. At the Board level, ADRA New Zealand is committed to gender equality and will recommend qualified both women and men to be appointed by the New Zealand Pacific Union Conference (NZPUC) Executive Committee to be members of the Board of Trustees. The Board is also committed to exercising gender equality in its activities and in the programmes it advocates for.
- C. At the employee and volunteer levels, ADRA New Zealand is committed to achieving gender equality at all levels, including in recruitment, career development, and compensation.
- D. At the programme level, ADRA New Zealand seeks, through joint programmes with its ADRA country office partners to enhance the ability of women and men to take greater responsibility for their own lives in order to contribute in a more meaningful way to the development and wellbeing of their communities.
- E. ADRA New Zealand will monitor and assess its progress in the area of gender equality in its operations and programmes on a regular basis.
- F. This policy must be provided to all new and existing ADRA New Zealand Board members, employees, regular volunteers and ADRA country office partners.
- G. This policy must be reviewed and updated every five years or more frequently if necessitated by legislative or global environment changes. Any lessons learned during the review period must be documented and incorporated into the updated policy.

4. PRACTICAL GUIDELINES

The following information is intended to enable ADRA New Zealand Board members, employees, volunteers and ADRA country office partners to effectively comply with this policy. ADRA New Zealand encourages inclusion of all people in its operations and programmes without discrimination including but not limited to gender (including sexual orientation and gender expression), age, ethnicity, religion, or status.

A. Be Informed

ADRA New Zealand Board members, employees, regular volunteers and the senior staff of ADRA country office partners should ensure that they have read this policy document. A list of relevant gender guidelines can also be found on the MFAT website.

In addition the [Sustainable Development Goals](#) adopted by world leaders in September 2015 provide a framework to mobilize efforts to end all forms of poverty, fight inequalities (including gender) and



tackle climate change.

B. Be Proactive in Operations

ADRA New Zealand Board members, employees, and volunteers should actively seek to identify and suggest to the relevant decision-making body (Board or ADCOM) opportunities to improve ADRA New Zealand's practice of gender equality in its day-to-day operations.

It is recommended that ADRA New Zealand's country office partners also develop a gender policy for their operations which is suitable to their local context. Such a policy could be a stand-alone document or incorporated into an existing policy document or employee handbook.

Both ADRA New Zealand and its ADRA country office partners should undertake an organisational gender review on a periodic basis to assess their performance in relation to the principles, standards and goals set out in this policy document. Such reviews can serve as a learning opportunity as well as driving changes in both policy and practice.

C. Be Proactive in Programmes

Any development or relief activities directly supported by ADRA New Zealand are expected to comply with this policy.

ADRA New Zealand programmes will take into account MFAT's priority areas for gender equality and women's empowerment:

- Enhancing women's voice in decision-making, leadership and peace-building;
- Promoting women's economic empowerment;
- Ending violence against women and girls.

To ensure gender sensitivity in our programmes, it is recommended that

- Key constraints to women's and men's participation are identified during project preparation for all project components;
- Project strategies are identified to overcome constraints to participation, including the setting of quantitative and qualitative targets against which progress can be monitored, and the dedication of project resources to ensure that strategies will be implemented;
- Project documents integrate gender considerations and gender and social analyses into mainstream project activities, as well as separate project activities for women or men if these are appropriate;
- Strategies to involve and benefit women are well-resourced and fully costed in project design and project implementation;
- Women's status and decision making power is advanced as a result of project activities;



- Men and women participate equally in project planning, implementation and monitoring;
- Women and men benefit equally from project interventions.
- Gender-sensitive monitoring indicators and processes are devised to monitor both the impact of the project on women and men and the relationships between them, and the progress towards targets for involving women (sex disaggregated data should be collected throughout the project cycle);
- Programme and project documents have sex disaggregated data;
- Counterpart institutional capacity for implementing gender-sensitive projects is assessed and appropriate actions taken to strengthen this capacity.

For detailed Gender Analysis, ADRA New Zealand programmes and ADRA country office partner staff should refer to the MFAT Gender Analysis Guideline (September 2016).