

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 and diversity 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. 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 and diversity, HFHA works to adhere with the legislative frameworks of:

- Commonwealth Workplace Gender Equality Act 2012
- Commonwealth Sex Discrimination Act (1984).
- United Nations Convention on the Elimination of all forms of Discrimination Against Women CEDAW (1979) (ratified by the Australian Government in July 1983).
- NSW Anti-Discrimination Act (1977).

HFHA is guided by Department of Foreign Affairs and Trade - Gender Equality and Women's Empowerment Strategy (February 2016) for gender equality in our development programs.

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

This Policy must be read and applied in conjunction with the Gender Policy in the HFHA Employee Handbook and the HFHA PSEAH Policy.

Policy Statement

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

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

- Are informed by the four principles of protection. i.e.:
 - Avoid exposing people to further harm as a result of our actions (Do No Harm)
 - 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 girls, especially those with disabilities, indigenous women and disadvantaged women.
- Protect the rights of those who identify as a gender other than a man or woman.
- 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 equality and diversity across the international program portfolio:

- Addressing gender equality in program strategies through analysis of gender issues that are barriers to, and may constrain or reduce, women's participation in, and the effectiveness of, program activities.
- Scheduling project activities at suitable locations and times of the day to promote equal participation of women and men, actively communicating with a range of participants will guide when and where is best for a particular community.
- Ensuring program designs, including program log frames, have effectively considered gender issues through completion of the HFHA gender assessment checklist and Gender Analysis as appropriate.
- Setting appropriate targets for the participation of women and girls in project activities and ensuring sex disaggregated beneficiary data is collected and reported to ensure programs and investments contribute to gender equality. (Refer DFAT Gender Equality in Monitoring and Evaluation – Good Practice Note and HFHA Beneficiary Guidelines).

- Incorporating social protection risk management strategies with mitigation measures focused on ‘Do No Harm’ principles that prevent gender-based violence particularly towards project participants.
- Supporting initiatives that promote women’s equal access to economic resources, as well as access to ownership and control over land, housing and other forms of property, financial services, inheritance and natural resources, in accordance with national laws of the host country.
- Ensuring performance monitoring indicators and reporting includes measurement and analysis of gender equality and equity related outputs and outcomes.
- Building awareness on gender equality and diversity principles amongst program participants to support equal participation, representation and decision making of both women and men in the program planning, activities and evaluation, and to minimise risk to beneficiaries where cultural norms are challenged.
- 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.
- Incorporating appropriate use of language and images to communicate HFHA’s commitment to promote gender equality, equity and diversity, in all of its work in Australia as well as overseas.