

# Motivation Australia gender equity policy

## 1. Introduction

This policy represents Motivation Australia's (MA) organisational commitment to gender equity. It has been written to help our staff, consultants, volunteers and programme partners ensure our work enhances the quality of life of women, men, girls and boys and promotes gender equity.

**For the purpose of this policy the following terms have been defined as follows:**

Gender equity	Gender equity means women and men have equal conditions for realising their full human rights and for contributing to, and benefiting from, economic, social, cultural and political development. Gender equity is an integral part of universal human rights.
Gender analysis	Gender analysis seeks to examine ways in which men's and women's differing roles, responsibilities, resources and priorities may affect their participation in a project. Gender analysis considers the social, economic, political and cultural relationships between men and women and how these will be affected by and influence development activities.
Gender and Development Approach	An approach to development which recognises the need to fully understand both women's and men's roles and responsibilities within the community and their relations to each other; and that improving the status of women is not just a woman's issue, but a goal that requires the active participation of both men and women.

MA works through partnerships with local organisations. The majority of our activities, programmes or services are implemented by the staff or volunteers of local partner organisations, with input from MA staff or volunteers provided through short term visits/inputs. This implies that MA must work closely with our partners to raise awareness and engage their active support for the implementation of gender sensitive programmes.

This policy represents MA's organisational commitment to gender equity. It acknowledges the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Universal Declaration of Human Rights: that all human beings are born free and equal in dignity and rights, regardless of gender.<sup>i</sup>

Women are involved in Motivation programmes both as staff receiving training and implementing programme activities and recipients of programmes. Girls are involved in Motivation programmes primarily as beneficiaries. MA recognises that women and girls with a disability have a double disadvantage; and are often vulnerable to abuse and neglect.

## 2. MA statement on gender equity

MA accepts its responsibility to strive to ensure our programmes are equally accessible to men and women, boys and girls, recognising that in many contexts this will require gender specific approaches and activities.

We recognise the double disadvantage that many girls and women with a disability have, and believe that attention to gender equity is essential to sound development practice and at the heart of economic and social progress. As outlined in CEDAW, the work of MA recognises that the development of a country and the cause of peace requires full participation of women on equal terms with men. Development results cannot be maximized and sustained without explicit attention to the different needs, interests and roles of women and men.

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### 3. The purpose of MA's gender equity policy

- 3.1. To demonstrate MA's commitment to gender equity within our organisation and the programmes we support and implement.
- 3.2. To assist in the education of staff, volunteers, programme partners and others about gender equity and the gender and development approach.
- 3.3. To assist in bringing about the full participation of women and men as equal partners in the process of development.

### 4. Guiding principles

The guiding principles underpinning MA's gender equity policy are:

- 4.1. Gender equity is an integral part of all of MA policies and programme activities.
- 4.2. Women and men have different roles, responsibilities, access to resources and priorities, and these differences vary from country to country and within different cultures. Gender sensitive programme planning and implementation must be undertaken with careful consideration of these differences.
- 4.3. Women's empowerment is central to achieving gender equity.

### 5. Motivation Australia actions to enhance gender equity

5.1. Within our organisation, MA will:

- Promote gender equity within MA, especially in senior positions of management and governance.
- Monitor the gender make-up of our Board of Governors, and seek to ensure equal representation on the Board.
- Ensure internal staff policies and procedures are aimed at achieving fairness and justice in the distribution of benefits and responsibilities between men and women.

5.2. Within our projects MA will:

- Promote equitable access to the services, training and employment opportunities initiated as a result of MA partnership projects.
- Proactively implement strategies to increase access to the services, training and employment opportunities initiated as a result of MA partnership projects (for example setting gender quotas for training opportunities, building accessible transport to services into project designs, empowering female disability role models).
- Incorporate gender analysis into each step of the MA project cycle including project design, implementation, monitoring and evaluation.
- Have in place monitoring tools that enable analysis of gender equity across our projects including ensuring that:
  - Statistical data is disaggregated by gender, age, disability and where possible location;
  - Qualitative data addresses information drawn equally from both genders;

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- Seek to learn from our projects and other best practise examples to enhance available information about the different ways women, men, boys and girls with a disability access rehabilitation services and assistive technology including:
  - The barriers women and girls may face in accessing services
  - Enablers that enhance access for women and girls to services
- Actively promote and support policies and activities amongst our partners that will enable them to integrate gender equity considerations effectively into their development work.
- Support the realisation of CEDAW in our countries of work by and supporting the implementation of appropriate measures to help eliminate discrimination against women.

## 6. Scope of this policy

This policy applies to anyone who represents MA including staff, consultants, volunteers, board members and others. MA staff have an obligation to ensure to the extent reasonably possible that partner organisations support a gender and development approach.

## 7. Related documents

Document no:	Title and location
POL-0001	Child Protection POLICY
POL-0008	Disability inclusion POLICY

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<sup>i</sup> UN General Assembly. (1979), *Convention on the Elimination of All Forms of Discrimination against Women*. United Nations,

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