

Gender equity and women's empowerment policy

This policy represents Motivation Australia's organisational commitment to gender equity and women's empowerment. It has been written to assist Motivation Australia's personnel and programme partners to ensure our work enhances the quality of life of women, men, girls, boys and gender diverse people, and promotes gender equity and women's empowerment as a means to achieve gender equality.

Definitions

For the purpose of this policy the following terms are defined as stated:

Gender equality	Gender equality is when all people, regardless of gender, have equal rights, responsibilities and opportunities and they are not discriminated against or disadvantaged in any way, due to their gender.
Gender equity	Gender equity means women, men, boys, girls and all people regardless of their gender are fairly and equally able to realise their full human rights, including contributing to, and benefiting from, economic, social, cultural and political development. Gender equity is an integral part of universal human rights and necessary to achieve gender equality. Gender equity means treating all genders fairly and taking account of the different needs of women and men, cultural barriers and past discrimination to positively address disadvantage due to gender.
Gender analysis	Gender analysis seeks to examine ways in which women's, men's, boy's, girl's and gender diverse people's differing roles, responsibilities, resources and priorities may affect their rights to participation and inclusion. Gender analysis considers the social, economic, political and cultural relationships between different genders, and power imbalances that exist in a given context, 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 women's issue, but a goal that requires the active participation of both men and women.
Women's empowerment	Women's empowerment is central to achieving gender equity. Empowerment means having an active and central role in decision-making and having the opportunity to serve as an agent of change.
Motivation Australia Personnel	Personnel includes all employees, consultants, contractors, interns and volunteers. Volunteers include professional volunteers, students or any other person who has entered into a volunteer contract with Motivation Australia.
Motivation Australia Representatives	Representatives includes all personnel and members of Motivation Australia's Board of Governors.

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1. Introduction

This policy acknowledges and is founded on 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 gender¹. Motivation Australia also acknowledges the United Nations' Sustainable Development Goal (number 5) to achieve gender equality and empower all women and girls.

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

Women are involved in Motivation Australia programmes as primary stakeholders: those we seek to support and work with to implement our programmes including as training participants and representatives of partner organisations. Women also directly benefit from our development activities by accessing the health, rehabilitation and assistive technology (AT) services we support. Girls are primarily involved in our programmes as beneficiaries, when they access health, rehabilitation and AT services.

2. Motivation Australia's statement on gender equity and women's empowerment

Motivation Australia recognises gender as a social and cultural construct that varies in different contexts and societies, and that can change over time. Motivation Australia's goal is that all people, including women, men, girls, boys and gender diverse people, are equally able to realise their full human rights and contribute to, and benefit from, economic, social, cultural and political development.

We believe that attention to gender equity and women's empowerment is essential to sound development practice and at the heart of economic and social progress. Consistent with the Convention on the Elimination of All Forms of Discrimination against Women, the work of Motivation Australia recognises that the development of a country and the cause of peace requires full participation of women on equal terms with men in all fields. Development results cannot be maximised and sustained without explicit attention to the different needs, interests and roles of women, men and gender diverse people.

Motivation Australia recognises that 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. Motivation Australia also recognises that women and girls with a disability often experience a double disadvantage relating to their gender and their disability status; and are vulnerable to abuse and neglect.

Gender equity is an integral part of all of Motivation Australia policies and programme activities.

¹ UN General Assembly. (1979), *Convention on the Elimination of All Forms of Discrimination against Women*. United Nations.

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3. Purpose

- a. To demonstrate Motivation Australia's commitment to gender equity and women's empowerment within our organisation and through the programmes we support and implement.
- b. To promote understanding of gender equity and the gender and development approach among personnel, programme partners and other organisational stakeholders.
- c. To assist in bringing about the full participation of women, men and gender diverse people as equal partners in the process of development.

4. Motivation Australia actions to enhance gender equity

Within our organisation, Motivation Australia will:

- Have a nominated gender focal point, responsible for promoting and monitoring gender equity.
- Lead by example and promote gender equity and equality within our organisation's recruitment policies and work practices at all organisational levels, including the Board of Governors.
- Ensure internal staff policies and procedures contribute to creating fairness and justice in the distribution of benefits and responsibilities between men and women.
- Develop the capacity of staff to work in a gender sensitive and gender equitable manner.
- Undertake regular assessments of organisational gender capacities.
- Ensure gender policies and practices within the organisation reflect good practice

Within our programme work, Motivation Australia will:

- Strive to understand the changing gender and power dynamics in the diverse contexts in which we work giving attention to the differences experienced for different genders in terms of the distribution of resources, opportunities, constraints and power.
- Prepare risk assessments and gender action plans for every major programme of the organisation, which are informed by gender and power analyses.
- Ensure at a minimum, that all programmes "do no harm" and avoid reinforcing gender inequities and inequality.
- Ensure our programmes are equally accessible to all, recognising that in many contexts this will require gender specific approaches and activities.
- Consider and understand the unique needs of women and girls, men and boys when planning our programme activities.
- Promote equitable access to services, training and employment opportunities initiated as a result of Motivation Australia programmes.
- Ensure all monitoring, evaluation, accountability and learning (MEAL) activity is informed by Motivation Australia's commitment to gender equity and women's empowerment. For example, use monitoring tools that enable analysis of gender equity across our programmes including ensuring:
 - Quantitative data is, at a minimum, disaggregated by gender, age, disability and where possible location;
 - Qualitative data is based on information obtained from consultation with people of all genders and with diverse backgrounds.

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- Actively promote and support policies and activities amongst our partners that will enable them to integrate gender equity considerations effectively into their services and/or development work.

Through specific gender focused programmes and activities, Motivation Australia will:

- Design programmes that promote the rights of women and girls who are marginalised or vulnerable due to gender
- Proactively implement focused strategies to increase access to services, training and employment opportunities for women and girls (for example setting gender quotas for training opportunities, implementing strategies for increasing access to services, empowering female disability role models, actively including women in rehabilitation system strengthening, design and leadership activities).
- Seek to learn from our programmes and other examples of good practice to enhance available information about the different ways that women, men, boys, girls and gender diverse people with a disability access rehabilitation services and assistive technology. For example:
 - How women and girls overcome barriers to accessing services;
 - Enablers that enhance access for women and girls to services.
- Support the realisation of CEDAW in our countries of work by supporting the implementation of appropriate measures to help eliminate discrimination and violence against women.

5. Scope of this policy

This policy applies to all Motivation Australia personnel and representatives. Motivation Australia’s personnel have an obligation to ensure that partner organisations support a gender and development approach to the fullest possible extent.

6. Responsibility

It is the responsibility of the CEO and the gender focal point to ensure adherence to this policy.

7. Related documents

Document no:	Title and location
POL-0001	Child protection policy
POL-0008	Disability inclusion policy
POL-0035	Prevention of sexual exploitation, abuse and harassment (PSEAH) policy
POL-0007	Equal employment opportunity and anti-discrimination policy
	Gender action plan template
	Gender analysis template

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