

GENDER EQUITY POLICY



ORGANISATION:	Kokoda Track Foundation
ACN:	103 660 948
POLICY TITLE:	Gender Equity
VERSION:	3.0
STATUS:	Final
ALLIED POLICIES / PROCEDURES:	Code of Conduct Child Protection Policy Disability Policy Working with Communities Policy Program Guidelines
OWNER:	Senior Management
APPROVED BY:	CEO
LAST UPDATE:	18.08.2016
NEXT REVIEW DATE:	18.08.2017

INTRODUCTION:

Kokoda Track Foundation (KTF) recognises that women are disproportionately represented amongst the poor, most marginalised, and most oppressed throughout the world. Of the estimated 1.4 billion people living in poverty globally, more than 70% are female (Global Poverty Project, 2010).

The purpose of this policy is to outline the approach that KTF takes to gender equity in Papua New Guinea in order to empower, build capacity, and ensure the sustainability of programs, projects and outcomes.

SCOPE:

This policy applies to all of the KTF's aid and development programs, projects and activities in Papua New Guinea.

All staff, directors, volunteers, interns and representatives will be responsible for reflecting KTF's values on gender equity in their attitudes and actions.

POLICY:

KTF aims to promote equal opportunities for women and men in its programs in Papua New Guinea and administration in Australia. KTF recognises that sustainable development in PNG is only possible with the active participation of all members of the community. Specifically, KTF adopts the following principles:

- Gender equality is an integral part of universal human rights;
- Both women and men should have equal access to the basic human rights of education and healthcare;
- Women and men should be equally encouraged to participate in leadership and decision making at all levels;
- Gender equity is a cross cutting issue that must be included in the planning and implementation of all KTF's programs, projects and activities.

PNG PROGRAMS

- KTF will seek to ensure that women are not discriminated against and have equal access to all KTF programs in PNG i.e. education, health, livelihoods, and leadership;
- KTF's PNG programs promote activities that enhance the self-esteem of women as well as their knowledge about their rights and their participation in activities and decisions that affect their lives;
- KTF recognises that women and men have different socially-defined gender roles and responsibilities in PNG and as a result will seek to be aware of these differences and design appropriate activities in order to respond to these needs;
- Equality, partnership, respect and cooperation across genders are values that will be promoted throughout KTF's work at all times;

- KTF will challenge all types of violence, including violence against women, girls, men, and boys but also among boys and men, and among girls and women;
- KTF will ensure that it works with PNG partner organisations and stakeholders who share its vision for gender equity;
- KTF will ensure that the policy priorities reflect partner's experiences in working on gender equality and women's rights and KTF will promote a stronger understanding of the links between gender and good governance with partners.
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AUSTRALIAN ADMINISTRATION

- KTF will ensure that its principles for gender equity are mainstreamed within the organization;
- The principles will be applied to structures and practices within KTF's administration and governing body and to its members;
- KTF will foster an organisational culture that promotes the equitable participation and distribution of power between men and women within the organisation, including on decision-making bodies;
- KTF will ensure that all staff, volunteers, and board directors are aware of and understand the importance of KTF's Gender Equity policy and have appropriate tools to implement it in their sphere of work;
- KTF's senior management will be responsible for ensuring implementation of the policy across the organisation.

The policy will be reviewed annually to ensure that it is relevant and reflects progressive debate on gender equality and women's rights.

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