

	CROSS-CUTTING POLICY		CC-02
	GENDER POLICY		
	Latest Revision	PROPOSED REVISION January xx, 2004	Rev. 02
	Original Creation	October 18, 1997	

POLICY

WA will strive to achieve the full participation of both women and men as agents and equal partners in determining and directing their own development.

POLICY DETAILS

Objectives

1. To create gender sensitivity and commitment to gender equity. Equity includes:
 - a. equality of opportunity
 - b. equal access to resources and services
 - c. a more equitable gender division of labour both within and outside the home
 - d. removal of all direct and systemic barriers to a person's representation and decision-making opportunities
2. To increase the skills and capabilities of all World Accord staff and partners to undertake gender equitable programs and projects. To the extent possible, this must include during the planning stages an analysis of gender roles and the gender division of labour.
3. To share and exchange gender-related information, experience and resources among World Accord's partners and to encourage dialogue and interactions among women in the partnership countries.
4. To remove all gender-related barriers to a person's involvement within the World Accord structure (organization), whether as Board member, staff or volunteer.
5. To monitor and evaluate projects to the extent possible to determine whether each gender is benefitting as anticipated.

POLICY SCOPE

- Board application is found under GP-02 (Governing Style);
- Staff application is found under EL-03 (Initiative Guidelines) and EL-4 (Treatment of Staff).

POLICY BACKGROUND

"Women are half the world's population, yet they do two thirds of the world's work, earn one-tenth of the world's income, and own less than one-hundredth of the world's property" (UN 1985)

“ . . . [in having over 500,000 women die giving birth and 15 million injured each year] . . . It is therefore no exaggeration to say that the issue of maternal mortality and morbidity, fast in its conspiracy of silence, is in scale and severity the most neglected tragedy of our times.” (UNICEF 1996 Progress of Nations)

World Accord acknowledges that while women are not a homogeneous group, their overall place is an affront to our basic affirmation of the worth and dignity of all. To achieve this affirmation World Accord recognizes the necessity of women’s full participation with men as “agents of change”, moving to transform these gender relations.

Our focus is on gender, rather than on women, believing that each gender must take responsibility and have the full freedom and opportunity to achieve his or her own development and to establish respectful relationships with the other gender. However, due to the long-standing history of subordinate roles and systemic barriers to women’s full and meaningful participation, we recognize that at times there is a need to strategically concentrate efforts on women to remove these barriers and alter attitudes.

World Accord is committed to reducing these barriers, promoting a change of attitude among both men and women, and promoting gender equity in the development process.