



# POLICY ON GENDER

## 1. PURPOSE

- 1.1. The purpose of this policy is to ensure that WWF-Australia programs and projects benefit all people equally and contribute to gender equity. This is a core part of WWF-Australia's broader commitment to strengthen the social dimensions of its work and contribute to the achievement of the Sustainable Development Goals.
- 1.2. The policy describes the rationale for gender mainstreaming in the context of WWF-Australia's mission and outlines the organisation's commitment to integrate a gender perspective in our programmatic and operational structures and procedures, especially in our Aid and Development Activities.

## 2. BACKGROUND

- 2.1. WWF-Australia understands that conservation and sustainable development are about facilitating social change and influencing people's behaviour, policies and social institutions towards a more sustainable use of natural resources. People's behaviour and natural resource management decisions are shaped by complex and interlinked cultural, social and economic structures and processes, including ethnicity, wealth, religion and gender.
- 2.2. WWF-Australia understands that gender refers to the social roles and relationships applied to women and men, boys and girls, as well as transgender people and people who do not necessarily identify as male or female.
- 2.3. WWF-Australia also recognises that development is sustainable and effective only when it is inclusive. That is, when all groups of people contribute to creating opportunities, share the benefits of development and meaningfully participate in decision-making. Promoting gender equity is, therefore, an essential building block for sustainable development and effective conservation:
  - For example, the United Nations Food and Agriculture Organization estimates that if women simply had equal access to the productive resources that men have, female producers could increase yields on their farms by 25 to 30 per cent<sup>1</sup>.
  - Similarly, the invisibility of women's contributions to Pacific inshore fisheries has been identified as a key obstacle to both regional and national development efforts and to the effectiveness of sustainable management of coastal resources.<sup>2</sup>
- 2.4. Integrating a gender perspective is the first step to promoting more equitable gender relationships and equal opportunities, creating fair conditions under which people of all genders benefit equally. This may include specific measures to empower marginalised groups and individuals.

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<sup>1</sup> FAO (2011) *The Role of Women in Agriculture* ESA Working Paper No.11-02

<sup>2</sup> Pacific Islands Forum Fisheries Agency and the Secretariat of the Pacific Community, *A Regional Roadmap for Sustainable Pacific Fisheries*



- 2.5. WWF-Australia recognises that the individual empowerment of people marginalised or excluded due to their gender is not enough to achieve gender equality. Addressing the structural barriers, at both informal and formal levels, is just as important as promoting individual agency.
- 2.6. In particular, WWF-Australia recognises that women play a critical role in sustaining communities and managing natural resources, but their contributions are often undervalued and/or neglected. Women are also more likely than men to live in poverty, and they are more vulnerable to the impacts of climate change and other environmental hazards, especially in developing countries. These differences are often magnified by other factors, such as age, socio-economic status, and geographic location.
- 2.7. WWF-Australia recognises family planning and reproductive rights as central to gender equity. Family planning and reproductive rights are a human right and an effective means to improve global health and reduce pressure on the natural environment. WWF-Australia endorses the Department of Foreign Affairs and Trade's *Family Planning and the Aid Program: Guiding Principles*<sup>3</sup> and recognises that all people have a right to information on, and access to, safe, effective and affordable methods of family planning of their choice.

### 3. POLICY

- 3.1. All WWF-Australia Aid and Development Activities mainstream gender issues in their design, implementation and monitoring. These activities:
- Are informed by genuine consultation with program/ project participants and others affected by WWF-Australia programs or projects, with special efforts made to include those who may otherwise be excluded due to their gender.
  - Incorporate a gender perspective to understand where people of different genders stand in each context, how they benefit or may be disadvantaged due to gender-based barriers, and how norms and political dynamics affect program outcomes.
  - Include gender disaggregated social and economic data, indicators and targets.
  - Assess the potential impact of programs and projects on gender dynamics, and ensure that any potential negative gendered impacts are addressed, while identifying and using opportunities to reduce gender inequities.
  - Apply culturally sensitive approaches that respect and take account of different roles, responsibilities, entitlements and knowledge among men and women involved and/or affected by the program/project.
  - Where appropriate, seek to empower women and others who may be marginalised due to their gender and help to address the structural barriers to their participation and leadership.

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<sup>3</sup> <http://dfat.gov.au/about-us/publications/Pages/family-planning-and-the-aid-program-guiding-principles.aspx>



3.2. WWF-Australia will strive to partner with leading gender-focused global, national and local organisations to help us:

- Develop and promote effective gender strategies and build capacity to collect, understand and act upon gender information for the benefit of conservation and sustainable development work.
- Encourage continuing efforts to expand the knowledge and commitment to social and gender equity of WWF-Australia personnel through training, documentation, provision of advice and sharing of lessons.
- Work with local partners to drive change in the communities, governments, civil society and business organisations with whom we work, by sharing lessons and best practice and applying this policy's principles as part of the criteria for determining which activities to support.
- Support local associations and coalitions working towards sustainable and inclusive development and promoting gender equality.

3.3. WWF-Australia understands that the pre-condition for implementing gender-responsive conservation and sustainable development programs is that gender sensitivity is also mainstreamed across internal human resource policies, procedures and governance mechanisms, as well as in the overall culture of our organisation. WWF-Australia is committed to a gender-sensitive work environment, where:

- Staff can work in an environment of inclusion, civility and respect for the rights of each individual and where all employees share key organisational values focused on equal opportunity, good governance, accountability and transparency.
- Employment decisions about recruiting, hiring, responsibilities, training and professional development, promotion, transferring compensation and termination are uniformly based on qualifications, including skills, abilities, knowledge, and experience and, actively pursues gender balance at all levels of the organisation.
- Benefit policies are gender sensitive and equitable and appropriately respond to staff needs for balancing work, family, and civic life.
- WWF-Australia management and other staff are aware of what constitutes discrimination and respect diversity in work and management styles and prevent discriminatory practices including stereotyping and sexual harassment.
- Gender-disaggregated data are analysed periodically with regards to global, national and project staffing and advancement patterns at different levels to identify areas for improvement.
- WWF-Australia People & Culture staff have established procedures for reporting any incidents of employment-related discrimination, investigating these reports and disciplinary actions.



**4. SOURCES OF AUTHORITY**

4.1. *Australia is party to a several international human rights instruments and international agendas with specific relevance to promoting and protecting gender equality, including:*

- *Universal Declaration of Human Rights*
- *Transforming Our World: the 2030 Agenda for Sustainable Development*
- *Convention on the Elimination of all Forms of Discrimination Against Women*
- *International Covenant on Civil and Political Rights*
- *International Covenant on Economic, Social and Cultural Rights*

**4.2. Australian Federal Legislation**

- *Australian Human Rights Commission Act (1986)*
- *Sex Discrimination Act (1984)*

**4.3. Department of Foreign Affairs and Trade**

- *Australian NGO Accreditation Guidance Manual (October 2016)*
- *Family Planning and the Aid Program: Guiding Principles (2009)*

**4.4. Australian Council for International Development**

- *ACFID Code of Conduct (June 2017)*

**4.5. WWF**

- *Policy on Human Rights and Working with Marginalised Groups and Vulnerable People*
- *Policy on Sustainable and Inclusive Development*
- *Bullying, Harassment & Discrimination Free Workplace Policy*
- *Equal Employment Opportunity Policy*
- *Recruitment and Selection Policy*

**5. SCOPE**

5.1. This policy applies to all WWF-Australia board members, staff, volunteers and contractors.

5.2. This policy applies to all Partner Organisations (including implementing country offices in the WWF global network) and their board members, staff, volunteers and contractors implementing Aid and Development Activities funded by, or through, WWF-Australia.

**6. DEFINITIONS**

Aid and Development Activities	Activities explicitly designed to reduce poverty and address issues of global justice through projects, advocacy and other approaches which improve the conditions of communities in sustainable ways.
Gender	Socially constructed roles and relationships between men, women, boys, girls, transgender people and people who do not necessarily identify as male or female, which affect their abilities and incentives to participate in society. Particularly in development, this can lead to different project impacts for



	people of different genders.
Gender Perspective	Considering gender-based differences when looking at any social phenomenon, policy or process. A gender perspective focuses particularly on gender-based differences in status and power, and considers how such discrimination shapes the immediate needs, as well as the long-term interests, of people of different genders.
Gender equality	Equal opportunities and access to resources and outcomes. Achieving gender equality requires the removal of structural inequalities that are embedded in every society.
Gender equity	Fairness in access to resources and the distribution of benefits from development according to the different needs of people in society.
Partner Organisations	Organisations implementing programs or projects funded by, or through, WWF-Australia.

## 7. RESPONSIBILITIES

### 7.1. **Executive Management** are responsible for:

- Ensuring that all WWF-Australia staff members, volunteers and contractors comply with all WWF-Australia policies.
- Ensuring that all Partner Organisations and their board members, staff members, volunteers and contractors implementing Aid and Development Activities funded by, or through, WWF-Australia, comply with all relevant legislation and WWF-Australia policies (including this one).

### 7.2. **People & Culture** are responsible for:

- Assisting managers and supervisors with the construction of appropriate training and development programs, designed to aid compliance with this policy.
- Providing managers and supervisors and other staff members with support and assistance during any complaint or dismissal process.

### 7.3. **Managers and supervisors** are responsible for:

- Ensuring that they and their staff members, volunteers and contractors comply with all relevant legislation and WWF-Australia policies.
- Communicating this policy to all Partner Organisations, and ensuring that Partner Organisations communicate this policy to their board members, staff, volunteers and contractors implementing Aid and Development Activities funded by, or through, WWF-



Australia.

- Approving activities and/or funding only when the requirements of this policy have been met.
- Providing the CEO/ People & Culture Director with all information that relates to breaches or potential breaches of this policy.
- Seeking support and assistance from People & Culture as required.

7.4. **All employees, volunteers, and contractors** are responsible for:

- Complying with this policy, as required by the following procedures.

## 8. PROCEDURES

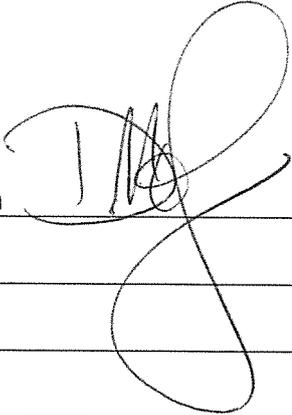
- 8.1. This policy will be included in all contracts and memorandums of understanding with Partner Organisations.
- 8.2. No later than November of each financial year, WWF-Australia will organise an induction/workshop – which may be held either face-to-face or by Skype or phone conference – at which this policy, its importance and consequences of non-compliance, will be presented to the Partner Organisation’s executive and relevant staff, volunteers and contractors.
- 8.3. All Aid and Development Activities funded by or through WWF-Australia and Partner Organisations and relevant staff, volunteers and contractors will be monitored to ensure they are not in breach of this policy. Monitoring will be proportionate to the amount of funding the risk of breach (as a result of the funded activities, organisation or skills and experience of board and staff) and will be recorded in the program/project file. Monitoring will include at least one country visit annually at which this Policy will be made the subject of special presentation.
- 8.4. Applying this policy may be difficult in some situations and sound judgement will be necessary. The policy cannot provide a specific response for every circumstance. WWF will apply the spirit and intent of this clause in the conduct of Aid and Development Activities.
- 8.5. If this policy does not provide a clear answer on how to comply in a particular circumstance, WWF will document clearly the decisions made and the reasons behind them and make them available to both recipients and donors.
- 8.6. Feedback is important to WWF and our Partner Organisations as it encourages improvement. Therefore, all feedback is welcomed. Feedback will be directed to the relevant Department of WWF-Australia for action. A complainant regarding an alleged breach of ACFID Code of Conduct can be made directly to ACFID (<https://acfid.asn.au/content/complaints>)

## 9. CONFIDENTIALITY AND DOCUMENT CONTROL

- 9.1. This policy is available on Wiki Habitat for all employees
- 9.2. A copy of the policy will be provided to any person or organisation on request.



10. APPROVAL

Name: Dermot O’Gorman 

Title: CEO

Date of Issue: 24/10/2012

Revised: 17-04- 2018