

CCFSA CLIMATE
CHANGE AND
FOOD
SECURITY
ASSOCIATION

Gender Equality Policy

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GENDER EQUALITY POLICY

Member:	• all board members/trustees, board committee members • all association employees, secondees, interns and volunteers; and • all consultants/contractors/suppliers (including internal consultants with an association email address) • all association partners
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1. INTRODUCTION

Climate Change and Food Security Association's (CCFSA) vision is solidarity in action and CCFSA stands for equal rights for all, irrespective of sex, ethnicity, religion, sexual orientation, disability, and social status. CCFSA's principles establish that we will promote human rights, equality, and a just distribution of power and resources between all individuals, including women and men. Given the increasing concentration of power and resources in the hands of a few, CCFSA considers that strong popular participation and organisation are crucial to change power relations. Women's influence and organisation must increase to participate on equal terms with men, while men's participation in gender equality efforts needs to increase in order to realise these goals. CCFSA establishes partnerships with organisations that share our values, including gender equality goals.

This policy lays out CCFSA's commitments to strive for a world free from discrimination based on gender, and where every human being can fulfil their potential unhindered by discriminating laws, economic and social structures. The policy sets out CCFSA's commitments and principles for our gender equality work. The policy applies to CCFSA's international work; all programmes, our policy, advocacy and communication work, and not least within CCFSA.

2. WHAT IS GEBDER, GENDER IDENTITY AND GENDER MAINSTREAMING?

Gender

The term "gender" refers to the social and cultural construction of femininity and masculinity and the relationship between them, as opposed to the biological definition of the sexes. Gender identities and relations are not an expression of human nature, but results from social constructions evolved over time. This social character implies a possibility for change through political and social action, and gendered roles and relationships are both dynamic and changeable.

Gender Identity

Gender identity is a person's individual concept of identity in terms of gender, whether it is being a man/boy, woman/girl, both, or neither. Gender identity is not necessarily linked to the sex of a person.

Gender Mainstreaming

"Gender mainstreaming" is defined as: "The process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetrated. The ultimate goal is to achieve gender equality. As such, gender equality is the overarching and long-term development goal, while gender mainstreaming is a set of specific, strategic approaches as well as technical and institutional processes adopted to achieve that goal" (ECOSOC agreed conclusions, 1997/2). Gender mainstreaming was established as a global strategy through the adoption of the Platform for Action at the UN Fourth World Conference on Women held in Beijing in 1995.

CCFSA's main approaches for gender mainstreaming are:

- Integration of gender equality as part of all program for development, mine action and humanitarian assistance,
- Targeted action for specific groups, often women
- Dialogue with partners on gender equality goals and implementation.

Gender Analysis

A gender analysis highlights the differences between and among women, men, girls, and boys concerning distribution of resources and power, opportunities, and constraints in a given context. The analysis needs to seek information about:

- Division of labour in productive work, child rearing, and community work
- Gendered roles and responsibilities, to understand how men and women, girls and boys interact, what they do, can do, and are expected to do, including distribution of power
- Access to and control of resources (material, financial, human, social, political, etc).

3. GENDER EQUALITY AT THE CORE OF CCFSA's WORK

CCFSA firmly believes that gender equality needs to be at the core of our work for democratic societies with a just distribution of resources; action against global inequality; and to protect civilians from explosive weapons. We recognise that women and men are still treated differently and given different tasks, responsibilities, opportunities, and privileges in most societies. More often than not, men are given systematically superior positions compared to women.

Most societies practice to different extents discrimination against women economically, politically, sexually, and culturally. Discrimination harms individuals, communities, and countries. It hampers development and economic growth. Gender equality is a fundamental feature of a better world for everyone.

CCFSA recognizes that women, men, girls and boys experience, influence and are affected by development processes, armed conflicts, and crises in different ways. This is also the case with explosive weapons, therefore our work to protect civilians must take this into account. Equally, humanitarian crises affect women differently from men, and women have other barriers than men to gain influence and participation in democratisation processes. Women have in general less economic resources than men. CCFSA will take these differences into account in our work.

Layers of discrimination

Systematic discrimination is not limited to the relationships between men and women, boys and girls. Gender alone is not the only factor underpinning power relations and unequal positions. Social class, ethnicity, age, ability, sexual orientation, and gender identity impact and structure unequal relationships in different ways in different social, cultural, and political contexts. Few persons identify with only one identity marker. Understanding and acting upon these different roles and relationships constitutes a challenge for any actor working to promote and assist social, political, and economic change.

4. CCFSA's WORK FOR GENDER EQUALITY

CCFSA will strive to ensure that all persons can fully access and enjoy their rights without discrimination on the basis of their gender identity including women on an equal basis as men, enjoy the rights, opportunities, and actual possibilities to participate on their own terms in all fields of society: socially, economically, politically, and culturally.

To ensure that our international work contributes to this, CCFSA will implement the measures described below.

4.1 IN THE CCFSA ORGANISATION

CCFSA aims, through recruitment and training, to develop a staff dedicated and prepared to apply a gender perspective in the work, and represent CCFSA's gender sensitive values whether off or on duty. CCFSA has personnel policies and other tools to secure a gender sensitive staff, e.g. ethical guidelines for our staff members that include the prohibition of sexual harassment, abuse and exploitation. CCFSA will in our own organisation worldwide:

- Keep track of the male/female composition in CCFSA at all levels.
- Enhance women in management positions and promote gender balance.
- Provide for working conditions that suit the needs of women as well as men.
- Promote a working culture of respect; free from sexual harassment, avoid that power and entitlement create a culture of abuse.
- Create an inclusive, tolerant, and accepting environment welcoming the expression of individual gender identities and non-discrimination on a gendered basis for those that do not conform to a gender binary.
- Secure measures to identify sexual harassment and implement clear follow-up routines of whistle blowers.
- Eschew silent complicity and create an atmosphere conducive to discussion and internal debate on gender-based discrimination, including violence.

- Ensure competence and awareness on gender issues and violence against women within the organisation. Make a special effort, to involve men in taking increased responsibility for strengthening the gender perspective of CCFSA.

4.2 IN PROGRAMME WORK

With a good understanding of gender relations, we are better equipped to contribute to closing the gender gap in power and resources. Gender equality is instrumental in reaching our goal of contributing to the development of resilient societies before, during, and after armed conflict. In mine action, gender equality contributes to equality and inclusion in the communities where we work.

1) Analysis and practice:

- Programmes shall be based on strong gender sensitive contextual analysis, including a power analysis.
- The analysis should seek to understand gender roles and relations in each specific context relevant to the programme.
- Gender analyses will influence every stage of programme work: baselines and surveys, programme planning, monitoring, reporting, and evaluation.
- All programmes shall secure sex- and age-specific information and performance indicators are in place, in qualitative as well as quantitative terms.
- We will strive to uncover power relations and advocate for change in unequal power relations that, intentionally or unintentionally, harm women, men, boys, or girls or any persons on the basis of their gender identity.
- CCFSA will ensure that programmes to protect civilians against explosive weapons are gender sensitive and contribute to gender equality through all phases of programme work.
- Demining activities shall not be implemented in a manner that discriminates on the basis of the sex or gender of people living in or close to a contaminated area.
- In countries with armed conflict and post- conflict CCFSA will promote implementation of the UN Security Council Resolution 1325 on women, peace and security and its subsequent resolutions.

2) Participation:

- All programmes must identify gendered barriers to participation, decision-making, and control of resources and identify measures to address these.
- All programmes must ensure that women and any individual facing gendered discrimination have real influence and meaningful participation. In order to achieve this, we will find ways to secure dialogue with women and affected individuals as well as with men.
- All programmes must analyse and take into account time constraints which may be placed on women's time, due to their traditional domestic and caring responsibilities.
- CCFSA will find ways to engage men and women in the work for gender equality, starting from women's and men's own definition of problems, and their analysis and strategies.
- CCFSA will strive to ensure a gender balance in survey and mine clearance teams.
- CCFSA will support women's organising, as it is often key to change gender relations.

3) Dialogue and Organisational Development:

- CCFSA will engage in dialogue with all partners on gender equality policy and practice, respecting each partner's capacity, pace, and strategy for change.
- Gender equality will be included in organisational development support to partners based on the priorities and needs of each partner organisation.

4) Learning:

- CCFSA will seek to learn from partner's experience, knowledge, and ideas concerning political context, organisation, political influence, and gender. Many of CCFSA's partners are highly qualified in

gender equality work. CCFSA will seek to utilise this competence to improve our own efforts and facilitate useful cooperation among partners, where feasible.

- When evaluating programme work, CCFSA will include questions with respect to gender differences in participation as well as gender differences in the impacts of our programme work.

4.3 IN POLICY, ADVOCACY AND COMMUNICATION WORK

CCFSA will always strive to enhance our work for gender equality in our policy, advocacy, and communication work.

- We will use experiences and examples of gender equality to advocate for change of laws, policies, and practices with the aim to create change that reaches beyond our programme work.
- We will contribute to participation of women and girls, and use dignified and gender-sensitive language when we advocate for change.
- We will use sex-disaggregated data whenever possible, including to show:
 - how the humanitarian consequences of explosive weapons may be different for women, men, girls and boys
 - how armed conflict and humanitarian crises affect and involve women and men, girls and boys differently
 - differences in women and men's participation and influence in democratisation processes
 - differences in women and men's access to resources.

5. IMPLEMENTATION

This policy guides CCFSA's work for gender equality. Our vision, commitments, and principles should be guiding for all CCFSA staff. We will work to implement this policy through:

- Committed resources to improve our work for gender equality and to fulfil the ambitions of this policy
 - Incorporation in annual plans in Head Office (HO) and each country office
 - Identification of needs, development of tools, and training of staff
 - Dedicated time in HO to follow up on commitments and ensure sufficient support for implementation.

This is a living document and will be updated and revised based on our experience and external and internal changes.