Gender Equality Policy

ETF
EDUCATING
THE FUTURE

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Drafted by:	Finance, Audit and Risk Committee	Approved by Board on:	(27 September 2021)
Responsible person:	Board	Scheduled review date	(27 September 2023)

1. Introduction

Educating The Future (ETF) Australia Limited is committed to valuing a diverse workforce and promoting a culture where all directors, volunteers, donor recipients and stakeholders are equally respected and valued and enjoy equity of both opportunity and outcomes.

ETF recognises that gender inequality has the potential to limit and impact negatively on the safety, education, employment, family lives and opportunities of anyone involved in ETF, particularly women and girls, in the immediate and long term. We recognise the prevalence and impact of gender-based discrimination and harassment, and are committed to building a culture that challenges the stereotypes, power differences and social norms that foster gender inequality.

2. Purpose

The purpose of this policy is to guide ETF and our partners to promote gender equality in all our activities and address gender discrimination should it arise.

3. Scope of policy

This policy is intended to apply to all ETF activities. The policy is applicable to all ETF Directors and Volunteers. The policy also extends to ETF partners and associated implementing organisations.

4. Background

ETF is a not-for-profit organisation that aims to provide access to education to those in need through the funding of the construction of preschools in Timor-Leste. We recognise the importance of gender equality and see our role in promoting gender equality as twofold: Firstly, in all recruitment, training, induction and activities our volunteers and directors are involved in and secondly in our interaction and role in program work we conduct in Timor-Leste.

As an organisation we adhere to The Universal Declaration of Human Rights (UDHR) which affirms the 'equal rights of men and women' and that no individual can be discriminated against, or hindered from enjoying his or her rights on the basis of gender. Most recently, the Sustainable Development Goals (SDGs) (2015-2030) have incorporated gender equality as a standalone goal 17 and as a target across other goals.

5. Definitions

Word	Definition
Sex	refers to the biological and physiological characteristics that define men and women. It may not always be possible to define sex along the dichotomous lines of male-female only, as is made evident by inter-sexed individuals.
Gender	refers to the socially constructed roles, behaviours, activities and attributes that a given society considers appropriate for men and women. While sex and its associated biological functions are programd genetically, gender roles and power relations and the power relations they reflect are a social

	construct – they vary across cultures and through time, and thus are likely to change.
Gender equality	refers to equal rights, responsibilities and chances or opportunities for women, men, boys and girls to access and control social, economic and political resources, including protection under the law (such as health services, education and voting rights). It is also known as equality of opportunity.
Gender equity approach	recognises that women and men have different needs, preferences and interests and that equality of outcomes may necessitate different treatment of men and women to ensure equality of opportunity. It requires considering the realities of women's and men's lives.
Gender analysis	Identifies, assesses and informs actions to address inequality that come from: 1) different gender norms, roles and relations; 2) unequal power relations between and among groups of men and women, and 3) the interaction of contextual factors with gender such as sexual orientation, ethnicity, education or employment status.

6. Measurement Indicators

6. Gender equality policies

ETF, as a non profit organisation, is committed to promoting gender equality and to ensuring equality of opportunity and outcomes for all directors, volunteers and stakeholders.

All directors and volunteers will be held accountable if they use language and/or demonstrate behaviour that:

- promotes unequal power relations between women and men
- perpetuates harmful gender stereotypes
- condones violence against women.

ETF will work to ensure all staff, volunteers and stakeholders feel respected, safe and valued in all activities it conducts, and will take proactive measures to prevent and eliminate gender discrimination and provide equal opportunities for all staff and volunteers. This will include promoting gender equality in organisational leadership, ensuring processes and policies are free of bias.

In our program work in Timor-Leste we are committed to promoting gender equality, and aim for the following targets for our preschool children and communities:

- Increase gender equality in access, participation and learning for all girls and boys
- Improve more equitable learning outcomes
- Where gender imbalance is detected in our programs, we attempt to understand the reason and take action to rectify this

7. Procedures

The Programs Committee will ensure that ETF and its partners can promote gender equality and address gender-based discrimination and communicate this appropriately to stakeholders, donors and the public.

Training on the importance of upholding this policy and non-discriminatory behaviour will be provided to all volunteers during their inception as well as refresher training. An overview of this policy and analysis of gender equality will also be provided to all partners to assist them in becoming aware of the gender issues in Australia and Timor-Leste.

8. Policy Review

8.2.   This policy shall be disseminated through an appropriate directive to all internal ETF stakeholders and necessary persons.

8.3.	Gender equality within ETF's programs and operations will be monitored on a regular basis, and ETF will communicate and consult with relevant stakeholders regarding our approach to gender equality in our activities.

8.4.	This policy will be reviewed every two years.