CAD
GENDER EQAULITY POLICY 2019

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POLICY STATEMENT

CAD's vision is solidarity in action and CAD stands for equal rights for all, irrespective of sex, ethnicity, religion, sexual orientation, disability, and social status. CAD'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, CAD considers that strong popular participation and organization are crucial to change power relations. Women's influence and organization must increase to participate on equal terms with men, while men's participation in gender equality efforts needs to increase in order to realize these goals. CAD establishes partnerships with organizations that share our values, including gender equality goals.

This policy lays out CAD'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 CAD's commitments and principles for our gender equality work. The policy applies to CAD's international work; all programmes, our policy, advocacy and communication work, and not least within CAD.

Photo: Erik M. Sundt

Gender

The term "gender" refers to the social and cultural construction of femininity and masculinity and the relationshipbetweenthem,asopposedtothebiological definition of the sexes. Gender identities and relations arenotanexpressionofhumannature,butresultsfrom social constructions evolved over time. This social character implies a possibility for change through political and social action, and gendered roles and relationshipsarebothdynamicandchangeable.

Gender Identity

Genderidentityisaperson'sindividualconceptofiden-tity in terms of gender, whether it is being a man/boy, woman/girl,both,orneither.Genderidentityis not necessarily linked to the sex of a person.

Gender Mainstreaming

"Gendermainstreaming"isdefinedas:"Theprocess ofassessingtheimplicationsforwomenandmenof anyplannedaction,includinglegislation,policiesor programmes,inallareasandatalllevels.Itisastrategy for making women's as well as men's concerns and experiencesanintegraldimensionofthedesign,imple-mentation, 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 achievegenderequality.Assuch,genderequalityisthe overarchingandlong-termdevelopmentgoal,while

gender mainstreaming is a set of specific, strategic approaches as well as technical and institutional processes adopted to achieve that goal" (ECOSOC agreedconclusions,1997/2).Gendermainstreaming 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.
NPA's main approaches for gender mainstreaming are:
• Integrationofgenderequalityaspartofallprograme for development, mine action and humanitarian assistance,
• Targetedactionforspecificgroups,oftenwomen
• Dialoguewithpartnersongenderequalitygoals andimplementation.

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:
• Divisionoflabourinproductivework,childrearing, and communitywork
• Genderedrolesandresponsibilities,tounderstandhow menandwomen,girlsandboysinteract,whattheydo, can do, and are expected to do, including distribution ofpower
• Accesstoandcontrolofresources(material,financial, human, social, political,etc).

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GENDER EQUALITY AT THE CORE OF CAD'S WORK

CAD 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 recognize 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.

CAD 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 democratization processes. Women have in general less economic resources than men. CAD 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.

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CADWORK FORGENDER EQUALITY

CADwill strive to ensure that all persons can fully accessandenjoytheirrightswithoutdiscrimination on the basis of their gender identity including women on an equal basis as men, enjoy the rights, opportunities,andactualpossibilitiestoparticipate on their own terms in all fields of society: socially, economically, politically, andculturally. Toensurethatourinternationalworkcontributes to this, CADwill implement the measures describedbelow.

Democracy - women's participation

Womenconstitute23%oftheparliamentariansinthe world, varying between 17% in the Pacific region to 28%intheAmericas,andwomenHeadsofStatecon-stitute 7% (UN Women & Inter-Parliamentary Union, June2017).Theglobalproportionofwomenelectedto local government is still unknown, which constitutes a major knowledgegap.

It is impossible to tell the share of women in civil society organisations but we know that women are very active, at the same time as they face many barriers to participation.Wealsoknowthatwomen'smovements and organisations play a vital role in building power, in changing attitudes towards women's roles in society,andinincreasingtheirinfluenceonpublicdebate and policy. Both women and men who defend rights or mobilise for social and political change face risks of harassment and intimidation; however, the risk is also gendered and women and other individuals on thebasisoftheirgenderidentity,facespecificthreats because they challenge gendernorms.

Violence against women and girls, and other forms of gender-based violence is one of the most systematic and widespread human rights violations and impedes women's participation in society. 35% of women worldwide have experienced either physical and/ or sexual intimate partner violence or non-partner sexual violence (UN Women, Global Database on Violence against women, 2017).

3.1 IN THE CADORGANISATION

CAD aims, through recruitment and training, to develop astaffdedicatedandpreparedtoapplyagenderperspective inthework,andrepresentCAD'sgendersensitive values whether off or on duty.

CADhaspersonnelpoliciesandothertoolstosecureagender sensitive staff, e.g. ethical guidelines for our staff members thatincludetheprohibitionofsexualharassment,abuseand exploitation.CADwillinourownorganization:

- Keeptrackofthemale/femalecompositionin CAD at alllevels.
- Enhancewomeninmanagementpositionsand promote genderbalance.
- Provideforworkingconditionsthatsuittheneeds of women as well asmen.
- Promoteaworkingcultureofrespect;freefromsexual harassment,avoidthatpowerandentitlementcreate a culture of abuse.

- Create an inclusive, tolerant, and accepting environment welcomingtheexpressionofindividualgenderidentities andnon-discriminationonagenderedbasisforthosethat donotconformtoagenderbinary.
- Secure measures to identify sexual harassment and implementclearfollow-uproutinesofwhistleblowers.
- Eschew silent complicity and create an atmosphere conducivetodiscussionandinternaldebateongender based discrimination, includingviolence.
- Ensure competence and awareness on gender issues and violence against women within the organization. Makeaspecialeffort,toinvolvemenintakingincreased responsibilityforstrengtheningthegenderperspective ofCAD.

TheLegalandNormative Framework

CAD's gender policy rests on international law and practice, as articulated in treaties and resolutions of the United Nations General Assembly and Security Council. These include, but are not limited to:

– United Nations Universal DeclarationofHumanRights,andthe Covenants on HumanRights

– The 1979 Convention on the Elimination of All Forms of Discrimination against Women anditsGeneralRecommendation 19onViolenceagainstWomen

– UN Security Council Resolution 1325(2000)onWomen,Peace,and Securityanditssubsequentresolutions1820,1888,1889,1960,2106, 2122, and 2242 (until Nov 2017)

– TheConventionsontheRights of the Child(1989)

– BeijingDeclaration&Platform of Action(1995)

To facilitate the implementation of these norms and initiatives, NPA benefits from the broad range of analyses and recommendations developed by international human rights organisations and institutions, women's organisations, and humanitarian organisations.

3.2 IN PROGRAMMEWORK

With a good understanding of gender relations, we are better equippedtocontributetoclosingthegendergapinpowerand resources. Gender equality is instrumental in reaching our goalofcontributingtothedevelopmentofresilientsocie tiesbefore,during,andafterarmedconflict.Inmineaction, genderequalitycontributestoequalityandinclusioninthe communities where wework.

1) Analysis andpractice:

• Programmes shall be based on strong gender sensitive contextualanalysis,includingapoweranalysis.Theanalysis shouldseektounderstandgenderrolesandrelationsineach specificcontextrelevanttotheprogramme.

•Genderanalyseswillinfluenceeverystageofprogramme work: baselines and surveys, programme planning, monitoring, reporting, andevaluation.

• All programmes shall secure sex- and age-specific informationandperformanceindicatorsareinplace, inqualitativeaswellasquantitativeterms.

• We will strive to uncover power relations and advocate for change in unequal power relations that, intentionally orunintentionally,harmwomen,men,boys,orgirlsorany personsonthebasisoftheirgenderidentity.

•CADwillensurethatprogrammestoprotectciviliansagainst explosive weapons are gender sensitive and contribute to genderequalitythroughallphasesofprogrammework.

• Demining activities shall not be implemented in a manner thatdiscriminatesonthebasisofthesexorgenderofpeople livinginorclosetoacontaminatedarea.

• IncountrieswitharmedconflictandpostconflictCADwill promote implementation of the UN Security Council Resolution 1325 on women, peace and security and its subsequentresolutions.

Understanding context

CADrecognizes the importance of understanding local conditions and cultures and respect for local organization. However, cultures are not static, but continuously changing. Within one society there often exist many cultures, where the dominating is the culture of the groups holding power. Often oppressive customs, expressions, and behaviors, including forcing a binary view of gender, are explained and accepted as "culture". NPA will never accept culture as an excuse for abuse and will support people and organizations who struggle for changes in traditions and practices that oppress and harm women, men, boys, or girls.

Women, Peace and Security

The UN Security Council Resolution 1325 was the first UN resolution to address the disproportionate and unique impact of armed conflict on women. The resolution was a milestone and has put women's rights on the agenda in relation to armed conflict, as well as the need for women's participation to achieve sustainable peace.

Research has found robust support for a relationship between gender inequality and internal armed conflict. Countries that display higher levels of gender inequality are more likely to become involved in civil conflict, the violence is likely to be more severe, and post conflict peace appears to be more fragile compared to countries where women have a higher status.

CAD's strategy for the implementation of Resolution 1325 is anchored in our partnership with local organizations in the country during or after an armed conflict. We support broader and more inclusive peace processes, encompassing civil society organizations, grass-root organisations, labor unions, and academia. These processes aim at making the peace process more inclusive, promote people-to-people understanding, and advocate for the inclusion of broader societal issues on the peace process agenda, including gender equality. It is crucial to respect the local interpretations, strategies, and priorities of our partner organizations to allow them to have the ownership of the process. NPA's task is to enable women to appropriate the spirit of 1325 in ways they see fit. Resolution 1325 also directly mentions mine action in "Emphasizing the need for all parties to ensure that mine clearance and mine awareness programmes take into account the special needs of women and girls" (UNSCR 1325, 2000). In order to optimize our results and be efficient and professional, it is key to understand how gender relations impact the particular risk, loss of opportunities, and hampering of development that might occur in mine-affected contexts due to gender inequalities.

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 analyses and take into account time constraints which may be placed on women's time, due to their traditional domestic and caring responsibilities.
- CAD 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.
- CAD will strive to ensure a gender balance in survey and mine clearance teams.
- CAD will support women's organizing, as it is often key to change gender relations.

3) Dialogue and Organizational Development:

- CAD 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 organizational development support to partners based on the priorities and needs of each partner organization.

4) Learning:

- NPA will seek to learn from partner's experience, knowledge, and ideas concerning political context, organization, political influence, and gender. Many of CAD's partners are highly qualified in gender equality work. CAD will seek to utilise this competence to improve our own efforts and facilitate useful cooperation among partners, where feasible.
- When evaluating programme work, CAD will include questions with respect to gender differences in participation as well as gender differences in the impacts of our programme work.

«Dialogue and Organizational Development»:
In organisational development, NPA's support to partners may include organizational capacities that may enhance gender equality, such as:
– knowledge and understanding of gender relations as power relations;
– capacity to analyses the different powers, and roles and responsibilities of men and women in society;
– capacity to formulate gender sensitive policies, planning, and monitoring capacity that differentiates needs and interests between women and men;
– capacity to mobilize women for their own interests or influence in society;
– capacity to recruit and include female members in male dominated organizations;
– capacity to identify measures needed to achieve gender equality in the organization;
– capacity to recruit, develop and maintain female personnel;
– and leadership capacities of women

3.3 IN POLICY, ADVOCACY AND COMMUNICATION WORK

CAD 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:
  - o how the humanitarian consequences of explosive weapons may be different for women, men, girls and boys
  - o how armed conflict and humanitarian crises affect and involve women and men, girls and boys differently
  - o differences in women and men's participation and influence in democratisation processes
  - o differences in women and men's access to resources.

Photo: Colin Bent

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IMPLEMENTATION

ThispolicyguidesCAD'sworkforgenderequality.Ourvision, commitments, and principles should be guiding for all CADstaff.Wewillworktoimplementthispolicythrough:

- Committedresourcestoimproveourworkforgender equalityandtofulfiltheambitionsofthispolicy
- IncorporationinannualplansinHeadOffice(HO) and each countryoffice
- Identificationofneeds,developmentoftools, and training ofstaff
- DedicatedtimeinHOtofollowuponcommitments andensuresufficientsupportforimplementation.

This is a living document and will be updated and revised basedonourexperienceandexternalandinternalchanges.

Creative Approaches

CAD

For Development