

Fairtrade ANZ's Gender Equity Policy

Introduction

Fairtrade Australia and New Zealand Ltd (Fairtrade Australia and New Zealand) is a full and active member of Fairtrade International and has the sole right to license the use of the Fairtrade Mark in Australia and New Zealand. When a product carries the Fairtrade Mark it means farmers, workers and businesses are in compliance with the Fairtrade Standards, a set of internationally agreed upon standards for sustainability, transparency, protection of the rights of children and agricultural workers, and gender equality. Fairtrade ANZ is also responsible for delivering producer support services to Fairtrade certified and applicant producer organisations in Timor-Leste and the Pacific Islands, with the aim to develop their businesses and organisations in order to access the international Fairtrade market.

Fairtrade Standards include criteria that are designed to prevent gender inequality, including:

Members of Fairtrade organisations must not discriminate on the basis of gender or marital status.

During the recruitment of workers, members of the organisation must not test for pregnancy.

Members of the organisation must not engage in, support, or tolerate behaviour that is sexually intimidating, abusive or exploitative.

Members of the organisation must set maternity leave, social security provisions and non-mandatory benefits according to national laws or according to collective bargaining agreements and regulations where they exist.

The organization's rules that determine who can become a member must not be discriminatory.

Organisations must identify disadvantaged and/or minority groups within the organization according to, for example, gender, age, income or land area. Organisations must have programmes in place related to the disadvantaged and/or minority groups identified, to improve their social and economic position in the organisation.

Fairtrade Australia and New Zealand promotes gender equality in the rural communities that supports and through its own operations. In both areas, it practices and promotes non-discrimination on the basis of sex, age, religion, race, ethnicity, economic status, caste, citizenship, sexual identity, ability/disability and urban/rural locality. And, it works with stakeholders at all levels to help end the underlying issues that perpetuate gender inequality, specially by building women's and girls' empowerment and autonomy within producing communities.

At the organisational level, Fairtrade Australia and New Zealand aims to provide equality of opportunity to all employees, and aims to ensure the workplace is free of all forms of discrimination, including gender inequality. Its operations are guided by policies and procedures outlined in its Employment Policies

and Procedures¹. The objective is to create and sustain a work environment that supports and assists each individual to reach their maximum potential.

To carry out development work, Fairtrade Australia and New Zealand adopts Fairtrade International's approach to tackle unequal relations in order to promote gender equality and women's empowerment. This approach is aligned in Fairtrade's 2016-2020 Strategic Framework and guided by the Fairtrade Theory of Change. Further, it adopts the [Gender at Work framework](#) and reflects the recommendations of the [2015 Equal Harvest Report](#).

Fairtrade Australia and New Zealand acknowledges the Convention on the Elimination of All Forms of Discrimination Against Women, together with the Convention on the Rights of the Child.

Purpose

This policy aims to mainstream gender equality in all aspects of Fairtrade Australia and New Zealand's programs and activities, and to outline relevant obligations and responsibilities.

Fairtrade Australia and New Zealand aims to deliver a transformative approach to gender mainstreaming. Transformative gender approaches share an understanding of the need to go beyond women's participation in activities and institutions, to challenge accepted gender patterns and structures with the aim of permanently and profoundly rebalancing unequal power distribution between persons of different genders.

¹ See Annex 1 Fairtrade Australia and New Zealand's Employment Policy and Procedures document.



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Who does this policy apply to?

This policy applies to all employees (full-time, part-time and casual), external contractors and consultants employed or engaged by Fairtrade ANZ.

The policy also applies to producer organisations and support organisations that work alongside Fairtrade Australia and New Zealand in its development work.

Definitions

The following terms are often associated with gender mainstreaming, and have been adapted by Fairtrade International from a number of different sources (UN Women, 2015; European Commission, 2009; Info.worldbank.org, 2016):

Gender: Refers to the socially ascribed characteristics and opportunities associated with being a man or a woman, and the relationships between them. In contrast, sex refers to the physical characteristics and differences between males and females as determined by biology.

Gender balance: The equal presence of women and men, and active participation in decision-making.

Gender blind: Activities, strategies, policies or communications that fail to recognize that gender is a determinant of social relations, impacting on projects and policies.

Gender equality: The concept that all human beings, men and women and boys and girls, are free to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles, or prejudices.

Gender equity: Fairness in the distribution of responsibilities and benefits between women and men; this may require temporary positive measures to compensate for the persistent disadvantages women experience.

Gender mainstreaming: Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making the concerns and experiences of women as well as of men an integral part 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 perpetuated. The ultimate goal of mainstreaming is to achieve gender equality.

Gender neutral: An action or situation that has no differential positive or negative impact for gender relations or equality between women and men. Assumptions that an issue or situation is gender neutral should never be made: gender analysis is the type of research used to reveal and understand gender differences and issues.

Gender neutral (or inclusive) language: Language that avoids masculine words (e.g. in English: chairman; he, his etc.) to refer to both men and women. There are many debates on how to solve the dominance of masculine language: the use of neutral terms ('they' instead of 'he' or 'she'), for example. Gender neutral language must not obliterate the presence and realities of men and women in certain social categories. For example, it is good practice to refer to 'women and men farmers' or 'women and men traders', as a reminder that both are present in such categories.

Gender sensitivity: The demonstrated ability to take into account gender issues in development strategies and actions.

Sex discrimination: Any exclusion or restriction made on the basis of gender that prevents a person from enjoying full human rights. It can be direct, when a person is treated less favourably because of his/her sex; or indirect when a law or practice looks neutral but has a negative effect either on a man or woman.

Women's empowerment: Empowerment is the process of enhancing the capacity of individuals or groups to make choices and to transform them into actions and outcomes. Women's empowerment implies an expansion in women's ability

Implementation

Gender equality is everyone's aim at Fairtrade Australia and New Zealand. The mechanism and responsibilities provided to achieve it influence all aspects of its work:



At the operational level, Fairtrade Australia and New Zealand has a gender sensitive approach to employment policies and procedures, including the following:

- Practicing non-discrimination of employees and contractors on the basis of sex, age, religion, race, ethnicity, economic status, caste, citizenship, sexual identity, ability/disability and urban/rural locality.
- Offering all employees the option of flexible working hours to achieve a fair balance between work and family responsibilities.
- Offering equal opportunity and payment based on experience and skills.
- Offering equal access to career development and training.
- Having a gender balanced number of employers and directors.
- Promoting the inclusion of women in leadership positions.
- Providing capacity building and training on gender equality to employees working with rural communities.
- Ensuring the workplace is free of all forms of discrimination, harassment, sexual harassment, bullying and victimisation.

At the programmatic level, Fairtrade Australia and New Zealand's activities and support to agricultural communities promote gender equality by:

- Supporting the regional implementation of Fairtrade International's 2016-2010 gender strategy "[Transforming Equal Opportunity, Access and Benefits for All.](#)"
- Promoting non-discrimination on the basis of sex, age, religion, race, ethnicity, economic status, caste, citizenship, sexual identity, ability/disability and urban/rural locality.
- Raising awareness on the advantages of women's participation in decision making within small producer organisations.
- Providing gender sensitive access to training, programmatic activities and benefits to small producer organisations and their communities.
- Designing and implementing projects addressing women's needs within Fairtrade supply chains.
- Maintaining a systematic review of all systems, processes, templates and forms to ensure attention to gender equality throughout the development project design.
- Carrying out ongoing gender analysis and stakeholder mapping, to enhance the impact of development work in areas outside Fairtrade Australia and New Zealand's scope, such as security, domestic violence and disaster management and response, where women and girls are more vulnerable.
- Promoting understanding among the private sector on the business case for promoting gender equality in producer organisations.
- Promoting the inclusion of women in decision making and leadership positions within producer organisations.

For More Information

For more information or to report any concerns/violations, please contact info@fairtrade.com.au or info@fairtrade.org.nz

Approval and Review

This policy will be reviewed once every 3 years.

Last Approved By Board: 28 of November 2016

Scheduled Review Date: 28 of November 2019