

Fairtrade Australia & New Zealand

Gender Equity Policy

1. Purpose

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

Fairtrade ANZ 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 structure with the aim of permanently and profoundly rebalancing unequal power distribution between persons of different genders, including those who identify as gender diverse.

Fairtrade ANZ promotes gender equality in the communities it supports, and through its own operations. In both areas, it practices and promotes non- discrimination on the basis of sex, age, religion, citizenship, caste, sexual identity, ability/disability and urban/rural locality.

Fairtrade ANZ works with stakeholders at all levels to help end the underlying issues that perpetrate gender inequality, in particular by building women's and girl's empowerment and autonomy within producing communities.

At the organisational level, Fairtrade ANZ aims to provide equality of opportunity to all employees and aims to ensure the workplace is free from all forms of discrimination, including gender inequality. Its operations are guided by the 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.

2. Related Legislation

- Australia: Sex Discrimination Act 1984; Workplace Gender Equality Act, 2012
- New Zealand: Bill of Rights Act 1990; Human Rights Act 1993

3. Related Policies and Standards

Fairtrade Standards

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

- not test for pregnancy during recruitment of workers
- not engage in, support or tolerate behaviour that is sexually intimidating, abusive or exploitative

¹ See Annex 1 Fairtrade ANZ's Employment Policy and Procedures document.

- 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 organisation's rules that determine who can become a member must not be discriminatory. Organisations must clearly identify disadvantaged and/or minority groups within the organisation 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.

To carry out development work, Fairtrade ANZ adopts Fairtrade International's approach to tackle unequal relations in order to promote gender equality and women's empowerment. The approach is aligned to Fairtrade's Strategic Framework and guided by Fairtrade Theory of Change.

4. Scope

The policy applies to:

- all personnel and associates of Fairtrade ANZ, including permanent, fixed-term and casual employees, contractors, interns, volunteers and Board and Committee members
- all personnel, partners and subcontractors that are engaged by Fairtrade ANZ
- all Fairtrade ANZ funded projects (both in Australia, New Zealand and overseas), including their management, staff, volunteers and governing authorities.

5. Procedures

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

1. **Operational level.** Fairtrade ANZ has a gender sensitive approach to employment policies and procedures, including the following:
 - a. practicing non-discrimination of employees and contractors on the basis of sex, age, religion, race, ethnicity, caste, citizenship, sexual identity, ability/disability and rural/urban
 - b. offering all employees the option of flexible working hours to achieve a fair balance between work and family responsibilities
 - c. offering equal opportunity and payment based on experience and skills
 - d. offering equal access to career development and training
 - e. having a gender balanced number of employees and directors
 - f. promoting the inclusion of women in leadership positions
 - g. providing capacity building and training on gender equality to employees working with rural communities
 - h. ensuring the workplace is free from all forms of discrimination, harassment, sexual harassment, bullying and victimisation.
2. **Programme level.** Fairtrade ANZ's activities and support to agricultural communities promotes gender equality by:
 - a. supporting the regional implementation of Fairtrade International's gender strategies
 - b. promoting non-discrimination on the basis of sex, age, religion, race, ethnicity, economic status, caste, citizenship, sexual identity, ability/disability and urban/rural locality
 - c. providing gender sensitive access to training, programmatic activities and benefits to smaller producer organisations and their communities

- d. designing and implementing projects addressing women's needs within Fairtrade supply chains
- e. maintaining a systematic review of all systems, processes, templates and forms to ensure attention to gender equality throughout the development project design
- f. carrying out ongoing gender analysis and stakeholder mapping, to enhance the impact of development work in areas outside Fairtrade ANZ's scope, such as security, domestic violence and disaster management and response, where women and girls are more vulnerable
- g. promoting understanding among the private sector on the business case for promoting gender equality in producer organisations
- h. promoting the inclusion of women in decision-making and leadership positions within producer organisations.

6. Document Control

This Policy is available in the shared Fairtrade ANZ drive for all employees.

A copy of this policy will be provided to any person or organisation on request.

7. For Further Information

For more information, contact info@fairtrade.com.au or info@fairtrade.org.nz

8. Approval and Review

This Policy will be reviewed once every three years.

Last Approved by the Board: August 2024

Scheduled Review date August 2027

9. Appendix 1: 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, Human Rights Commissions in Australia and New Zealand etc).

Gender: Refers to the socially constructed roles, behaviours, expressions and identities of girls/women, boys/men and gender diverse people.

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 recognise that gender is a determinant of social relations, impacting on projects and policies.

Gender equality: the concept that all human beings, men and women, boys and girls and the gender diverse are free to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles or prejudices. Gender equality will be achieved when women, men and gender diverse people can access and enjoy equal resources and opportunities regardless of gender.

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 implication 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 experience of women as well as 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, men and the gender diverse. 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. 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’ pronouns such as ‘they’ for example. Gender neutral language must not obliterate the presence and realities of men, women and the gender diverse in certain social categories. As an example, it is good practice 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 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 their sex, or indirect when a law or practice looks neutral but has a negative effect either on a man, women or the gender diverse.

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 and experience.

