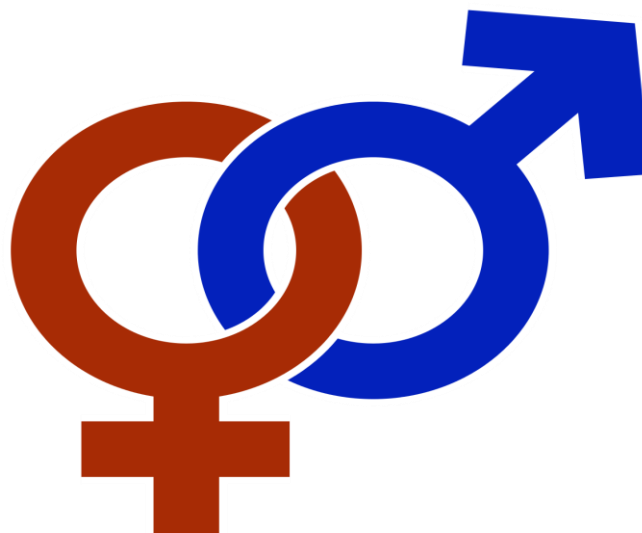# KUMASI WOOD CLUSTER ASSOCIATION

- COMPANY POLICIES -

Gender policy

1. Introduction

This Gender Policy defines KWC's commitment to support gender equality and the principles expressed in Ghana's National Gender Policy and international agreements. These agreements include the United Nations Charter and the Universal Declaration of Human Rights, the Beijing Platform for Action, the Convention on the Elimination of all forms of Discrimination against Women (CEDAW), the Convention of the Right of the Child (CRC), the commitments laid out in the Millennium Development Goals, the Declaration on the Elimination of Violence Against Women, the United Nations Security Council Resolution 1325 and 1820 and the Agenda 21. The accompanying implementation guideline sets out mechanisms and minimum common standards for all KWC staff, consultants and resource persons.

2. Scope

This policy describes general commitments, implementation mechanisms and common standards for KWC to ensure gender equality is fully incorporated in her work. It entails Board and Management to work in a collaborative way towards the goal of gender equality in all aspects of our work, as well as urges individual staff members, consultants and resource persons to strengthen their own actions to ensure the human rights of women, girls, boys and men are equally promoted and protected.

3. Gender Policy Commitments

Through this policy KWC seeks to promote equal realization of dignity and human rights for girls, women, boys and men, and the elimination of poverty of poverty and injustice. Specifically, this policy is intended to improve the explicit incorporation of gender in programmatic and organizational practices.

KWC commits to:

❖ Promote gender equality as an explicit national and internationally recognized human right.

❖ Address systematic and structural practices that create barriers to the realization of women's rights and gender equality; including prevention and response to gender based violence and sexual exploitation and abuse.

❖ Support the empowerment of women and girls as a key strategy toward ending poverty, conflict, human suffering and gender inequality.

❖ Actively involve men and boys as allies in promoting gender equality.

❖ Analyze and implement strategies to manage potential risks and harms to women, girls, boys and men.

❖ Engage and coordinate with partners, governments, funders and civil society organizations to promote and support effective, creative and impactful ways to promote gender equality.

4. Policy Implementation

The policy is accompanied by proposed implementation arrangements, common standards and supporting definitions. More operational guidance and enforcement will be developed by the KWC management supported by the Board as required to support the policy implementation.

5. Policy Review

KWC will report biannually its progress in regard to the implementation plans. An annual summary report will be submitted to the KWC Board by the Executive Director. A review of the policy will be undertaken by the Management team after five years, which the Board will review and approve.

6. Mechanisms for implementation

KWC will implement, monitor and evaluate this policy according to standards in support of Gender Equality. KWC staff members will ensure that the standards are applied, monitored, adhered to and reported on.
KWC's key organizational, programme, planning and implementations will:
- Incorporate gender and power analysis as a mandatory operational and/or design feature.
- Be based on data disaggregated by sex and other relevant diversity factors such as age, literacy, and others.
- Explicitly state gender equality results and ii) include relevant and feasible gender sensitive indicators for every stage of planning, implementation, monitoring and evaluation.
- Seek sufficient funding to meet gender requirements and ii) formulate staff work plans and budgets accordingly.

KWC as an organisation will track and report annually on gender balance in staffing and governance structures and implement specific strategies to balance male/ female representation.

7. Operational Gender Definitions

Gender

Refers to the social differences between females and males throughout the life cycle that are learned, and though deeply rooted in every culture, are changeable overtime, and have wide variations both within and between cultures. "Gender," along with class and race, determines the roles, power and resources for females and males in any culture. Historically, attention to gender relations has been driven by the need to address women's needs and circumstances as they are typically more disadvantaged than men. Increasingly, however, the humanitarian community is recognizing the need to know more about what men and boys face in crisis situations.

Gender Equality

Equality between women and men, refers to the equal enjoyment by women, girls, boys and men of rights, opportunities, resources and rewards. Equality does not mean that women and men are the same but that their enjoyment of rights, opportunities and life chances are not governed or limited by whether they were born female or male.

Gender Equality Programming

Gender equality programming Is an umbrella term encompassing all strategies to achieve gender equality. Important examples include gender mainstreaming, gender analysis, prevention and response to GBV and SEA, promotion and protection of human rights, empowerment of women and girls, and gender balance in the workplace.

Gender Equity

Justice in the distribution of resources, benefits and responsibilities between women, and men, boys and girls. The concept recognizes that power relations between girls and boys, men and women are unequal, and that such inequalities should be addressed.

Gender Mainstreaming

Is a globally recognized strategy for achieving gender equality. The Economic and Social Council of the United Nations defined gender mainstreaming 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 perpetuated. Mainstreaming gender means applying gender analysis to all aspects of our work, including advocacy and communications. Gender is not a separate issue; it crosscuts all issues and sectors.

Gender-based violence

Gender-based violence Is an umbrella term for any harmful act that is perpetrated against a person's will and that is based on socially ascribed (gender) differences between females and males. The nature and extent of specific types of GBV vary across cultures, countries and regions. Examples include sexual violence, including sexual exploitation/abuse and forced prostitution; domestic violence; trafficking; forced/early marriage; harmful traditional practices such as female genital mutilation; honour killings; and widow inheritance.