



**Wantaim PNG**

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## **Gender Policy**

### **Background**

The Declaration of Human Rights (1948), the Convention on the Elimination of All Forms of Discrimination against Women (1979) and the Convention on the Rights of the Child (1989) all recognise gender justice as a fundamental human right.

The United Nations has developed 17 Sustainable Development Goals. These are a call for action to promote prosperity while protecting the planet. They recognise that ending poverty must go hand-in-hand with strategies that build economic growth and address a range of social needs (education, health etc) while tackling environmental protection. The fifth goal recognises the need to “Achieve gender equality and empower all women and girls” as a fundamental means to achieve global sustainable development.

As an organisation Wantaim PNG Incorporated (WPNG) is committed to promoting gender equity as part of our wider values of diversity and inclusion as well as our aim of making meaningful change in our society.

WPNG recognises gender inequality as one of the most significant drivers of poverty worldwide. Equitable access to gender justice is one of the most significant factors affecting the wellbeing of boys, girls, men and women. WPNG understands that to reduce poverty and achieve better development outcomes, a gendered perspective must be integrated into our programme design.

WPNG acknowledges that women and girls experience greater disadvantage as a result of different socially constructed identities, cultural norms, roles and responsibilities.

This Gender Policy lays out WPNG’s explicit commitments to support gender equality and our willingness to challenge inequitable gender norms and dynamics. In addition to this policy WPNG promotes gender equity through specific projects by mainstreaming gender perspective principles across all projects.

### **Our Stance on Domestic Abuse**

The UN defines Domestic abuse as "domestic violence" or "intimate partner violence", a pattern of behaviour in any relationship that is used to gain or maintain power and control over an intimate partner. Abuse is physical, sexual, emotional, economic or psychological actions or threats of actions that influence another person. This includes any behaviours that frighten, intimidate, terrorize, manipulate, hurt, humiliate, blame, injure, or wound someone.

Domestic abuse can happen to anyone of any race, age, sexual orientation, religion, or gender. It can occur within a range of relationships including couples who are married, living together or dating.

Domestic abuse affects people of all socioeconomic backgrounds and education levels. Abuse of any sort is not tolerated or condoned at WPNG. Additionally, we further acknowledge the need for particular focus



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and attention on domestic and family violence, violence against those who identify as women, and the LGBTQI+ community.

We are committed to supporting any staff member who may experience violence within the workplace or in their personal lives.

### Our Gender Equity Commitments

- We will budget for initiatives that aim to address gender equity and the prevention of violence against women.
- We will promote discussion and awareness of gender equity and the prevention of violence against women through our internal and external communications. We do this through posts on our blog, social media, internal workplace workshops and public events.
- We actively encourage suitable female applicants for all vacant positions at Wantaim PNG. We do so by ensuring all language on job advertisements meet the guidelines for gender bias.
- We are committed to engaging male and female contractors in similar numbers.
- We will refer any team member who discloses they have been victim to violence or abuse to appropriate services and support channels.
- We refuse to engage in business with any contractors, vendors, or suppliers found to promote gender inequality or violence.
- We will employ gender mainstreaming when developing our policies and procedures at all levels and stages.
- We are committed to the same pay across genders within roles.

### Related Legislation and References

The Workplace Gender Equality Act is the key legislation informing gender equity in the workplace (although some parts of the Act are not applicable due to the size of our organisation).

### Support and Resources

#### Family and Domestic Violence, Violence Against Women

- Relationships Australia: Call 1300 364 277 (<https://www.relationshipsvictoria.com.au/>)
- Safe Steps Australia: Call 1800 015 188 ([www.safesteps.org.au](http://www.safesteps.org.au))
- Mensline Australia: 24hr Helpline: Call 1300 789 978 ([+www.mensline.org.au](http://www.mensline.org.au))

#### Discrimination

- Human Rights Commission (<https://humanrights.gov.au/>)



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- Anti-Discrimination Council NSW (<https://antidiscrimination.nsw.gov.au/>)

### Sexual Harassment

- 1800RESPECT 24hr Hotline: Call 1800 737 732

### For criminal matters

- Contact local or state police.

### POLICY AUTHORISATION

Policy Owner	Approved	Review Date
President, Wantaim PNG Richard Schroder	Executive Committee, Wantaim PNG Date: <b>06.07.2023</b>	No later than 30.06.2028