

GENDER POLICY STATEMENT

1. INTRODUCTION

IPE Global Centre for Knowledge and Development (CKD) is committed to providing a workplace that encourages an inclusive, diverse, discrimination-free and gender-sensitive work culture through our organisational strategies, policies, and processes and promotes gender equity and equality within the organisation and through our work by incorporating gender perspective in our programmes.

2. OUR COMMITMENT

CKD aims, through recruitment and training, to develop a staff dedicated and prepared to apply a gender perspective in the work and represent CKD's gender-sensitive values whether off or on duty. CKD has personnel policies and other tools to secure a gender-sensitive staff, e.g. ethical guidelines for our staff members that include the prohibition of sexual harassment, abuse and exploitation.

At the Organisation level, CKD will:

- Keep track of the male/female composition in CKD at all levels.
- Enhance women in management positions and promote gender balance.
- Provide for working conditions conducive to the needs of women as well as men.
- Promote a working culture of respect; free from sexual harassment, abuse and exploitation.
- Create an inclusive, tolerant, and accepting environment welcoming the expression of individual gender identities and non-discrimination on a gendered basis for those who do not conform to a gender binary.
- Secure measures to identify sexual harassment and implement clear follow-up routines for whistle-blowers.
- Eschew silent complicity and create an atmosphere conducive to discussion and internal debate on gender-based discrimination, including violence.
- Ensure competence and awareness of gender issues and violence against women within the organisation.
- Make a special effort, to involve men in taking increased responsibility for strengthening the gender perspective of CKD.

At the Programme level, CKD will:

- Identify gendered barriers to participation, decision-making, and control of resources and identify measures to address these.
- 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.
- 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.
- Strive to ensure a gender balance every stage of programme work: baselines and surveys, programme planning, monitoring, reporting, and evaluation.
- Engage in dialogue with all partners on gender equality policy and practice, respecting each partner's capacity, pace, and strategy for change.
- Include Gender Equality in organisational development support to partners based on the priorities and needs of each partner organisation.
- Include questions with respect to gender differences in participation as well as gender differences in the impacts of our programme work.
- 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.

3. WAY FORWARD

Going forward, we will continue to uphold our zero-tolerance standards, and ensure our supply chain does the same, to improve our work for gender equality and to fulfil the ambitions of this policy statement.

4. APPROVAL OF THIS STATEMENT

This statement constitutes CKD's Gender Policy Statement. This is a living document and will be updated and revised based on our experience and external and internal changes.

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Chief Mentor