

GENDER POLICY

POLICY OF GFA CONSULTING GROUP

We at GFA are committed to promote gender equality, to support the elimination of structural inequalities, unequal treatment and discrimination within our company and in our projects worldwide.

RATIONALE

- **Gender equality and non-discrimination** are fundamental human rights.
- **As actors of the international cooperation**, we support measures to "achieve gender equality and empower all women and girls" (see below SDG 5).
- **Gender equality** is crucial for sustainable and peaceful development.
- **Gender equality** means smart economics.
- **By systematically applying** a gender-transformative approach in our work, we position ourselves on an increasingly competitive market.
- **By applying gender equality** and promoting the integration of a gender-transformative approach in our projects, we comply with our client's policies and contribute to international and national commitments and strategies in our partner countries.

THE INTERNATIONAL FRAMEWORK FOR GENDER EQUALITY

INTERNATIONAL COMMITMENTS

GFA promotes gender equality and commits to international agreements on gender equality such as the UN Resolutions 1325, 1820, 1888, 1889, 1960, 2106, 2122 & 2242, the Convention against all forms of discrimination against women from 1979 as well as the 1995 Beijing Declaration and Platform for Action as guiding documents in its work.

SUSTAINABLE DEVELOPMENT GOALS (SDGS)

The adoption of the SDGs confirmed gender equality as a universally recognized core development objective. Gender is included both as a cross-cutting topic as well as an independent goal (SDG 5) to "achieve gender equality and empower all women and girls". Furthermore, by promoting gender equality, we also contribute to the key SDG principle to "leave no one behind".



UN GLOBAL COMPACT

In 2010, the UN Global Compact has established the Women's Empowerment Principles (WEPs), a set of principles offering guidance to businesses on how to promote gender equality and women's empowerment in its workplaces, marketplaces, and communities. As member of the UNGC we are committed to these WEPs.

OECD/DAC GENDER MARKER

The OECD Development Assistance Committee (DAC) has established a marker system for several topics, including gender equality. The GG-marker is a qualitative statistical tool to record development activities that target gender equality as a policy objective. The DAC gender equality policy marker is based on a three-point scoring system, to qualitatively track the financial flows that target gender equality. The marker strengthens the transparency and accountability in development financing for gender equality and women's rights. This implies for us that we will increasingly be asked to report on our contributions to gender equality and how to ensure we are not reinforcing harmful practices and gender norms in our work.

FEMINIST FOREIGN AND DEVELOPMENT POLICIES

Feminist development policy is high on the agenda with an extensive consultation process and ambitious goals, which will also reflect an enhanced demands to report on our contributions in our work and, increasingly, also within our company. This feminist development policy aims at realizing rights and equal participation in economic, political, social and economic development independent from sex, gender and other factors.

GENDER POLICIES AND STRATEGIES OF OUR PARTNER COUNTRIES AND ORGANIZATIONS

Many of our partner countries fulfill their international commitments and obligations and have national and, often, sectoral and organizational gender policies, strategies, and action plans. By considering those approaches in our work, we are aligning with their priorities and are making our efforts more partner-oriented and sustainable.

GENDER POLICIES AND STRATEGIES OF OUR CLIENTS

Often our clients have defined their own gender policies and strategies and are increasingly establishing processes, and in some cases safeguarding offices, to hold their staff and service providers accountable.

OUR APPROACH

ADDRESSING THE ROOTS OF GENDER INEQUALITY AND INCORPORATING A TRANSFORMATIVE APPROACH

Gender equality can only be achieved if the structural causes of discrimination are tackled. We are convinced that mainstreaming gender is vital, but not sufficient. We intend to incorporate a gender-transformative approach throughout the life cycle of our projects, namely, proposal writing, planning, implementing and monitoring and in our evaluations and reporting. Many of our clients have developed gender analyses for the projects we are tendering for. These documents should be requested as early as possible in the project process for solid background information and feasible recommendations. Further supporting materials and guidelines will be developed to support the implementation of a gender-transformative approach at GFA.

INTERSECTIONALITY AND DIVERSITY

We incorporate an Intersectional approach, hence, consider the mutual reinforcement of different systems of inequality (gender, age, class, ethnic background, sexual preference, and physical abilities).

DO NO HARM

By incorporating a systematic and systemic gender-sensitive approach, we ensure we are not doing any harm by perpetuating harmful gender norms and relations.

INCORPORATING A GENDER PERSPECTIVE IN INTERNAL POLICIES AND PROCESSES

We incorporate a gender perspective in our own GFA processes, such as recruitment and personnel development and intentionally avoid any discriminatory practices. Moreover, we promote family-friendly practices as a contribution to equal opportunities for our permanent staff.

OUR STRUCTURE

We have a company-wide gender focal point with a dedicated team, who offer advice and support on the implementation of a gender-transformative approach in our work. We provide a space for exchange on gender in GINA and MS Teams. Gender will be incorporated in our future company-wide safeguarding-system.

ASSOCIATED GFA POLICIES AND GUIDELINES

- **Human Rights Directive**
- **Protection against Sexual Harassment Policy**
- **Family in mind**
- **Employee Assistance Program Fürstenberg**
- **Whistleblowing**

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