

GENDER POLICY

This document outlines The Better Governance Project's (TBGP) commitments to provide equality, fairness and respect for all in their employment, whether temporary, part-time or full-time and projects. It therefore covers both internal affairs and TBGP as an implementer.

All personnel with a role in TBGP are expected to uphold this policy. As a living document, this policy can be revised, with any revision be approved by the Governing Board.

This is version n. 1, approved by the Board on and effective from 17.01.2022.

1. Principles and definition

The Better Governance Project is committed to ensuring that all its actions, both at project and organisational level, take into account the gender perspective - identifying potential inequalities early on and acting on them.

Gender refers to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, as well as the relations between women and those between men. TBGP recognises that gender is not binary, and that terms and definitions related to gender and sexuality are diverse and continue to evolve.

Gender equality is defined by the UN as *"equal rights, responsibilities and opportunities of women and men and girls and boys. [...] Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men"*.

2. The 5 Commitments

TBGP takes 5 commitments towards gender and equality :

Commitment 1: Create an equitable, respectful and enabling environment for men and women within the organisation through the following activities:

- Ensure representation of all genders in the decision-making bodies. To that end, the Chairperson and the Executive Director should be of different gender. In addition, as the organisation grows, the TBGP aims to have a minimum of 40% of the board and/or management team representing one gender.
- Always take into consideration gender equality and diversity when recruiting new members of staff. Ensure that there is gender representation in all cross functional teams, interview and assessment panels.
- Design salaries, employment conditions and development opportunities in such a way that equal opportunities are given to all. Ensure that gender equity exists with regard to remuneration of employees.
- Provide equitable opportunities for all gender staff and maintains an organisational culture which supports gender equity.

Commitment 2: Promote gender equality in all their activities, projects and programmes, even in situations where it is more difficult.

Commitment 3: Promote a family friendly workplace for all genders through the following:

- Parental leave options to all genders, according to Swedish Law.
- Flexible working arrangements for all members of staff, regardless of their gender.

Commitment 4: Maintain awareness around family and domestic violence and having appropriate procedures to support staff – including actively reaching out to staff and provide a safe space to raise potential issues.

Commitment 5: Regular review of policy, procedures and strategies to ensure gender equity principles are maintained.