

Papua New Guinea – Australia
Transport Sector Support Program (TSSP)

Supported by the Australian Government - AusAID

TSSP Gender Equality Policy

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TSSP Gender Equality Policy

1.0 Purpose of the Policy

The purpose of the *TSSP Gender Equality Policy*¹ is to ensure that all TSSP personnel and applicants for employment are aware of their rights and responsibilities in relation to gender equity and, ultimately, gender equality both in the work environment and as responsible citizens who represent TSSP in the wider social arena of Papua New Guinea.

2.0 Introduction

The overarching purpose of the *TSSP Gender Equality Policy* reflects the strategic goals and directives of the Government of Papua New Guinea (GoPNG). For example, the first goal of Papua New Guinea's Constitution is *"for every person to be dynamically involved in the process of freeing himself or herself from every form of domination or oppression so that each man and woman will have the opportunity to develop as a whole person in relationship with others"* (1975:13). Furthermore, the Constitution calls for *"equal participation by women citizens in all political, economic, social and religious activities"* (ibid). Similarly, the GoPNG *Medium Term Development Strategy* promotes gender inclusion.

Papua New Guinea is signatory to international conventions that are committed to gender equality and the empowerment of women and girls. These include: the *Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)* (1999); the *Beijing Declaration and Platform for Action (1995)* which ensures compliance with *CEDAW*; *A World Fit For Children (2002)* which is a comprehensive, human rights based UNICEF convention promoting full participation in education, health and justice for children and youth. PNG is also signatory to the United Nations *Millennium Development Goals (MDGs)*(2000). Goal 3 of the MDG is: *"To promote gender equality and empower women."*

The *TSSP Gender Equality Policy* reflects the goals and objectives of these overarching GoPNG frameworks as well as those set out under the *AusAID Gender Equality in Australia's Aid Program; How and Why* and *Equality Matters: Gender Equality and Women's Empowerment – PNG Program 2009-2015*. The aim is: *"To support the people of Papua New Guinea create more equal development for women, men, boys and girls"* (p1).

¹ TSSP acknowledges the following policies in assisting the construction of the *TSSP Gender Equality Policy, 2009*: *PATTAF Gender Equity Policy, 2007*; *PNG National Judiciary Staff Services, Equal Employment Opportunity Policy, 2008*, *International Centre for Integrated Mountain Development Gender Equity Policy, 2006*.

In May 2009 the transport infrastructure sector endorsed the *Transport Sector Gender Strategy and Plan*² which provides a practical, culturally appropriate pathway towards the creation of an equitable, gender inclusive system across the PNG transport sector agencies. The strategy assists in the response to the differing needs of men and women, boys and girls.

The *TSSP Gender Equality Policy* focuses on attaining the steps required to strengthen gender equity within its internal operations. The ultimate aim is to strengthen gender equality. The *TSSP Gender Equality Policy* complements the *TSSP Gender Strategy (2009)* which, in turn, prescribes the activities and processes that involve TSSP collaboration with the various transport infrastructure sector agencies.

3.0 Governing Issues in the *TSSP Gender Equality Policy*

1. TSSP will strive to ensure that measures which promote gender equality will be institutionalised in its processes and that on a regular basis these processes will be monitored and evaluated.
2. TSSP will promote gender equality to ensure positive change for TSSP, TSSP personnel and, by extension, for women and girls, men and boys across Papua New Guinea.

4.0 Strategic Activities

In order to meet the obligations inherent in institutionalising gender equality into its forms and structures TSSP will:

- a. Ensure the full participation of women through innovative recruitment processes such as:
 - gender inclusive advertising in a wide variety of recruitment arena;
 - gender sensitive and inclusive interviewing techniques that will include assessing applicants on both their gender awareness and their commitment to implementing progressive gender responses and issues as detailed in GoPNG, AusAID and TSSP documentation;
- b. Inform all personnel of TSSP gender related policy during induction and in on-going awareness initiatives. This includes TSSP's commitment to guaranteeing that the workplace environment supports all personnel to realize their potential irrespective of gender;
- c. Provide all personnel at all levels with on-going gender related awareness. This objective will fulfill TSSP's obligations as stated in the *Gender Equality Policy* and the *TSSP Anti-Harassment and Anti-Bullying Policy* and other policies related directly or indirectly to gender related issues and responses;
- d. Include in all appropriate contractual agreements with personnel - including job descriptions and action plans - clauses and statements that require personnel to implement and/or maintain gender inclusive strategies;

² The Transport Sector Coordinating Monitoring and Implementation Committee approved the *Transport Sector Gender Strategy and Plan* on 30 April 2009.

- e. Promote family friendly work practices in order to allow for women and men employed in TSSP to participate in family related situations that require their attendance and involvement;
- f. Adhere to the stated clauses on sexuality and sexual orientation as per the *TSSP Anti-Harassment and Anti-Bullying Policy* which promotes equity and equality on such gender related issues ³;
- g. Maintain a resource base of information on gender related issues including: domestic violence, violence against women, gender based violence, sexual harassment and bullying, and issues related to equity and equality in the work place;
- h. Ensure that all official TSSP communications - including written and oral reporting and presentations - consistently use gender representative and gender sensitive language;
- i. Incorporate into monitoring and evaluation processes TSSP's positive commitment to gender equity and equality including:
 - the use of gender sensitive language
 - the use of gender and age disaggregated data
 - the inclusion in all reporting (where applicable and appropriate) equitable representation of female and male voices; and
- j. Ensure procedures that address gender related personnel issues and grievances for and amongst TSSP personnel will be reviewed periodically by TSSP management in order to ensure that all gender related grievance procedures and issues remain current and contemporary.

5.0 Definitions

The gender concepts in the *TSSP Gender Equality Policy* reflect the following definitions: ⁴

- **Gender:** The socially given attributes, roles, activities, responsibilities and needs connected to being men (masculine) and women (feminine) in a given society at a given time, and as a member of a specific community within that society. Women and men's gender identity determines how they are perceived and how they are expected to think and act as men and women. Gender determines what is expected, allowed and valued in a woman or a man in a given context.
- **Gender equality:** The equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that

³ The *TSSP Anti-Harassment and Anti-Bullying Policy* states: *Workplace harassment occurs when someone is made to feel intimidated, insulted, humiliated or discriminated against because of their...sexual preference; or some other characteristic...Workplace harassment occurs when someone is made to feel intimidated, insulted, humiliated or discriminated against because of their ... sex... sexual preference; or some other characteristic (p2).*

⁴ Definitions adapted from *Glossary of Gender-related Terms* Institute of Mediterranean Studies, Anna Zobnina, 2009

women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female.

- **Gender equity:** Fairness of treatment for women and men, according to their respective needs. This may include equal treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities.
- **Gender inclusive:** Language or processes that equitably incorporate references or attributions to men, boys, women, girls.
- **Gender sensitive:** Gender sensitivity encompasses the ability to acknowledge and highlight existing gender differences, issues and inequalities and incorporate these into strategies and actions, documentation, reporting etc.
- **Sex:** The *biological* characteristics between men and women, which are universal and do not change.
- **Sexuality – sexual persuasion:** The sexual characteristic of being heterosexual, homosexual, bisexual, asexual.