Aidenvironment Company Statement on Gender

AidEnvironment believes that in the present world gender relations are still unbalanced. Too often women are underprivileged and their opportunities and potential are not used or even denied. In order to provide women a fair position and involvement in sustainable development, AidEnvironment's policy on gender is two-fold:

1. In its own operations, AidEnvironment upholds an equal opportunity policy that covers gender, nationality and religion. Currently, AidEnvironment employs 45 staff members with a 50:50 ratio men and women. In total AidEnvironment employs several different nationalities (i.a. Dutch, Indonesian and Ugandan).
2. AidEnvironment integrates gender mainstreaming in all consultancy services as well as capacity building programmes, to ensure men and women equally and fairly participate and benefit from the development outputs.

Topical definitions
Avoiding confusion and aiming to pinpoint the exact essence of gender equality and equity the following definition are added to support the policy above.

Gender is used to describe those characteristics of women and men, which are socially constructed, while **sex** refers to those which are biologically determined. People are born female or male but learn to be girls and boys who grow into women and men. This learned behaviour makes up gender identity and determines gender roles.

Gender equality is the absence of discrimination on the basis of a person's sex in opportunities, in the allocation of resources and benefits or in access to services.

Gender equity refers to fairness and justice in the distribution of benefits and responsibilities between women and men. The concept recognises that women and men have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalance between the sexes.

Gender mainstreaming The ECOSOC Resolution defines mainstreaming gender as "...the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension in the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and social spheres, such that inequality between men and women is not perpetuated. The ultimate goal is to achieve gender equality".[1]

"Mainstreaming gender is both a technical and a political process which requires shifts in organisational cultures and ways of thinking, as well as in the goals, structures and resource allocations ....
Mainstreaming requires changes at different levels within institutions, in agenda setting, policy making, planning, implementation and evaluation. Instruments for the mainstreaming effort include new staffing and budgeting practices, training programmes, policy procedures and guidelines".[2]

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1 http://www.ilo.org/public/english/bureau/gender/newsite2002/about/defin.htm

2 http://www.bridge.ids.ac.uk/dgb5.html

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