

Gender Equality Policy, YWCA-YMCA Global (Y Global)

Gender equality is a basic human right for all people. Access to resources, opportunities and decision-making shall be equal for all, regardless of gender. Y Global promotes gender equality as a basic human right and strives to ensure that gender equality is integral to all aspects of Y Global's work and to all programs that the organization supports. Y Global works with its partners to secure gender equality in all aspects of the partner organization's work.

Gender equality is a requirement in all activities and all projects supported by Y Global. To ensure equality in contexts, structures or activities where it does not already exist, positive discrimination of women and concrete measures to ensure women's participation may be necessary.

Recruitment

Y Global strives for a gender balance in its staff team, in its Board and when recruiting exchange participants. Y Global will track and report annually on gender balance in staffing and governance structures and implement specific strategies to balance male/female representation.

Women are over-represented in staff positions in the development sector, and this is also true in Y Global. Men are therefore encouraged to apply when new positions are advertised.

Approaches

The empowerment of girls and women is crucial in working for gender equality. Y Global has a dual approach to the empowerment of girls and women:

- engaging with policy makers, both nationally and internationally, to advocate for the empowerment of women and girls, for fairer policies that abolish discriminatory practices and that promote gender equality, and for laws to protect and promote the rights of women and girls.
- supporting partner projects that empower girls and women. This can take many forms, for example providing education for girls, engaging young women in training that equips them to participate in decision making processes, economic empowerment through savings and investment groups, advocacy for policies that end discrimination and much more.

Y Global also promotes the active engagement of boys and men as allies in promoting gender equality. The YMCA's Transformative Masculinity approach is applied where possible.

Y Global collaborates with partners, both in Norway and abroad, to promote effective, creative and impactful ways to promote gender equality.

Public Profile

Y Global ensures that all public representation of the organization reflects its commitment to the empowerment of women. This relates to what is shared in the media / social media – both content, visual images and whose voice is portrayed, as well as to physical representation at external meetings. It is important that the voice of girls and women is heard in the public domain and at all levels of decision making.

Y Global has specific policies against sexual harassment and unwanted sexual attention.

Reporting

Y Global reports on gender equality results in all its reports to funders and evaluates these results in order to incorporate learning into the organization.

Y Global has mechanisms for whistleblowing in case of non-compliance with policies.

Policy review

This policy will be reviewed when necessary.