



GOZO REGIONAL
DEVELOPMENT AUTHORITY

Gender Equality Policy

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Introduction

Gender Equality is the process of justice and fairness towards women, men, transgender people, third-gender, intersex or any other gender. This process considers the different needs and historical and social disadvantages that inhibit individuals of all genders from operating from a level playing field. The process of equity leads to the state of equality.

The Gozo Regional Development Authority (GRDA) upholds the principle of non-discrimination, either directly or indirectly, as enshrined in Article 32 – Fundamental Rights and Freedoms of the Individual of the Constitution of Malta. The GRDA commits to promote gender equality as an explicit, universal human right, in the workplace, in programmes and in its internal as well as external operations. It is an equal opportunity Authority that provides an inclusive environment which promotes equality and diversity, while maintaining a healthy working environment in which the rights and dignity of its employees are respected.

Purpose

This Gender Equality Policy provides internal guidance on how the GRDA aims to integrate a gender perspective throughout policy formulation, programme development and activity implementation, including project monitoring and evaluation. In general, the policy aims to create an environment and shape a culture conducive of advancing the institutionalization of gender equality at the Authority.

Policy

All GRDA employees shall be informed and handed a copy of the GRDA Gender Equality Policy. They should also be informed that they may seek assistance from outside the Authority should it be felt that discrimination has taken place in their regard. It is therefore imperative that the following shall serve as guiding principles in the application of gender equality by the GRDA:

Gender Integration – Also referred to as gender mainstreaming, is the process whereby the GRDA will be incorporating a gender perspective or a “gender lens” into the policies, strategies, programs, activities as well in its operational and administrative functions.

Universality – It is the approach by which the GRDA pledges to apply gender mainstreaming beyond its immediate sphere of authority thereby including the application of gender equality principles when engaged with external partners.

Participation and Inclusion – All GRDA employees of whatever gender have the right to access information and participate in decision-making processes that may affect their lives, well-being and enjoyment at the place of work.

Equity towards Equality – GRDA commits to understand and where possible, address systemic and structural biases, and cultural and social norms and practices that lead to inequalities in opportunities, resources, representation, power and participation across the gender spectrum and other individual or sociocultural characteristics, in the workplace, in programs and operations, and externally as its representatives.

Gender-based Violence – GRDA will not tolerate any form of violence, exploitation, harassment, or bullying based on gender, sex, or individual or cultural difference in the workplace, in programs and operations, and externally as its representatives. It commits to investigate and respond to any reports, allegations, incidents suspected or observed concerning violence, exploitation, or harassment.

Discrimination – GRDA will not tolerate any form of discrimination, stereotyping or prejudice based on gender, sex, sexual orientation, age, disability, race, ethnicity, nationality, religion, caste, or other differences in the workplace, in programs and operations, and externally as its representatives. It commits to investigate and respond to any reports, allegations, incidents suspected or observed concerning violence, exploitation, or harassment.

Cultural Sensitivity – GRDA shall keep awareness of cultural diversity of its staff, partners, and beneficiaries and will promote respect and sensitivity for cultural differences while maintaining a position of zero-tolerance for discrimination, stereotyping and prejudice.

Gender Equality Resource Mobilization – The GRDA commits to mobilize and allocate the financial, technical, and human resources necessary to meet these commitments to gender equality.

Partnerships – The GRDA will be working with local and international organizations to address any systematic and structural barriers to gender equality that may exist locally.

Equal Career Opportunities – As part of the GRDA's wide commitment to gender equality, the Authority supports equal career opportunities for all staff and appropriate working arrangements to balance work and family life.

Capacity Building Development – The GRDA is committing itself to the continuous strengthening of staff capacity and competency in gender equality through adequate training programmes.

Knowledge and Information Management – The GRDA shall be periodically collecting and sharing good practices on gender equality knowledge among its staff to improve the way they integrate a gender perspective.

Monitoring and Compliance

Monitoring mechanisms to assess compliance with this Gender Equality Policy are crucial for its effective implementation. This process is the basis for holding employees accountable as well as the best way to document good and bad practices for future improvement.

For this reason, the GRDA is committing to develop a common-system approach whereby indicators and evaluation methods will be applied to monitor compliance.



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