

CCB GENDER AND EQUITY STRATEGY

19 March 2006

Human rights and equality is a basic condition within the CCB work. No discrimination based on e.g. sexual, ethnical, ethical, religious or other exclusive criteria is accepted.

THE GOAL OF THE CCB WORK WITH GENDER EQUALITY:

CCB is striving towards promoting equality between women and men in all the work that is performed within the frame of CCB.

The goal is that women and men performing activities within the framework of CCB shall have the same possibilities, rights and obligations. This implies the even distribution of power and influence between women and men, equal conditions where entrepreneurship, jobs and working conditions are concerned, as well as the same opportunities to develop in the working situation. Further it implies equal access to education and to opportunities to develop personal ambitions.

This gender and equity strategy is recommended to be implemented in each of CCB member organisations.

In order to achieve shared power and shared responsibility;

The Board;

- The ambition will be to have as equal distribution of women and men in the Board as possible (goal; 50/50 %).
- CCB has two Vice Chairpersons. The two Vice-Chairpersons should preferably represent both sexes.

Projects:

- All organisations applying for CCB/SIDA projects funds will have to describe their gender policy, including goals for how the equality of opportunity between women and men will be accomplished. For each project applied for the Gender aspects have to be taken account for and be reported on. When selecting projects to receive CCB/SIDA funding, the way of handling the Gender aspects within the project and within the applying organisation will be taken into account.

Lobbying:

- The opportunities for participation in the CCB lobbying work should be equal for men and women.

General:

- CCB will continue to follow the principle of equal pay for work of equal value
- The discussion on Gender issues will regularly be held within the CCB work.

CCB Homepage:

- There shall be a special page for Gender at the CCB web page
- The CCB Gender and Equity strategy will be available for downloading on the CCB Website.
- Links connected to Gender issues will be available.

CCB Seminars:

- In preparation of CCB organised Seminars strive to get equal participation of speakers from both sexes.

EQUITY WITHIN CCB WORK:

The work performed within the frame of CCB to reach the CCB Mission and overall goals:

- Shall promote equity, democracy, and an environmentally and socially sustainable development.
- Shall contribute to strengthen the civil society. In order for the society to correspond to the interest of both women and men it has to be created by and be available for both.
- Shall promote a development of the society based on a democracy
- Shall act as a voice for the public concerns, including the marginalized groups in the society