



Profonanpe



# Gender Policy

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## Tracking table

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# Introduction

# 1

One of the major problems facing our country is structural discrimination against women<sup>1</sup>, caused mainly by 1) discriminatory sociocultural patterns that privilege the masculine over the feminine, 2) the unequal assignment of roles (productive to men and reproductive to women), and 3) the norms and institutional culture that reinforce the inferior or subordinate status of women.

This public problem affects women through the violation of their rights: 1) Right to a life free of violence, 2) Right to sexual and reproductive health, 3) Right to access and participation of women in decision-making spaces, and 4) Economic and social rights.

Given this context, Profonanpe believes that it is extremely necessary for all of us to join efforts from our sphere of action to contribute to reducing the structural discrimination that affects all women in our country.

In this sense, our institution adopts this Gender Policy with the objective of promoting equality between women and men at the institutional level, within the framework of their competencies<sup>2</sup>.

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<sup>1</sup> Peru's national gender equality policy defines structural discrimination as the set of practices reproduced by sociocultural patterns installed in people, institutions and society in general. This discrimination is expressed in exclusionary and violent practices and discourses that are endorsed by the social order, where men and women relate to each other on a social, economic, political and ethical level. It is also evident in the different opportunities for development and achievement of life plans of people due to the biological fact of being men or women.

<sup>2</sup> The incorporation of gender issues at the program and project level is detailed in Profonanpe's Environmental, Social and Gender Policies - PAS (safeguards), specifically in PAS 7 - Gender Approach, and in its respective Manual, so it will not be addressed in this document.

Profonanpe's Gender Policy (hereinafter, "Gender Policy") was prepared considering Peru's National Gender Equality Policy and the guidelines established by the Green Climate Fund on gender issues.

## 2 Statement

Profonanpe declares its commitment to guarantee equal treatment and opportunities between women and men at the institutional level, through the implementation of a set of measures aimed at reducing violence against women, reducing the incidence of discriminatory socio-cultural patterns, promoting women's access to and participation in decision-making spaces, promoting gender training and education, as well as the exercise of women's economic and social rights.

## Objective 3

Promote equality between women and men in the exercise of their rights and opportunities for development, at the institutional level, within the framework of their competencies.

## 4 Scope and field of application

The scope of this policy is at the institutional level, which includes all personnel, consultants and suppliers that provide services in and for Profonanpe, regardless of their employment status, contracting modality and/or source of financing.

In terms of field of application, Profonanpe will adopt and document the gender approach in its governance, operations and daily procedures.



## Principles

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### a) Equality and non-discrimination

We value and respect the diversity of people without prejudice associated with culture, religion, age, disability, sexual orientation, gender identity, gender expression or any other kind, such as origin, economic position, birth or condition.

### b) Conciliation of personal, family and professional life

We encourage people to enjoy a balance between personal, family and professional life so that they can lead the different situations that arise throughout their lives.

### c) Disclosure of information

We provide accurate, timely and gender-related information to our strategic allies and the general public on our policy guidelines, standards and procedures.

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## Priority areas

Profonanpe's Gender Policy will focus on the following four priority areas:

### a) Governance

- Profonanpe will promote gender parity in its management, control, line and advisory bodies.

- The Chief Executive Officer will approve and supervise the implementation through the analysis of the institutional annual report, which will contain a section on the progress achieved in terms of gender equality.
- Profonanpe will allocate the necessary resources for the implementation of this gender policy and its respective Action Plan.
- Profonanpe will issue guidelines to ensure respect for the labor rights of its employees, especially those related to gender equality, such as maternity leave for pregnant employees, breastfeeding leave, paternity leave, equal pay, prevention and punishment of harassment and/or sexual harassment<sup>3</sup>, physical and psychological violence, among others. Equal opportunity and gender mainstreaming measures will also be implemented.

### b) Ability development

- Profonanpe will design the professional training and labor skills development plan for its employees, guaranteeing equality between women and men.
- Profonanpe will receive training on gender equality issues, as well as advice on how to implement the Gender Policy and its respective Action Plan.
- Profonanpe will hold events to raise awareness, develop capacities and exchange knowledge related to gender equality among its employees and strategic allies.

### c) Operating procedures

- At the institutional level, Profonanpe will incorporate the gender approach in its Operations Manual.
- It should be noted that Profonanpe's Environmental and Social Policies (PAS) and the Environmental and Social Safeguards Manual provide the guidelines and measures, respectively, that must be considered transversally throughout the duration of interventions such as programs and projects by the implementing and executing entities.

### d) Knowledge and communications

- Profonanpe will document and disseminate the experience and knowledge gained from implementing the Gender Policy and its respective Action Plan.
- Profonanpe will communicate its commitment to gender equality and equity, the Gender Policy and Action Plan on its implementation through its internal and external channels.

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<sup>3</sup> According to R.M. No. 223-2019, which approves the "Practical Guide for the Prevention and Punishment of Sexual Harassment in the workplace in the private and public sector", sexual harassment is a form of violence that is configured through conduct of a sexual or sexist nature, and which is neither welcome nor desired by the person against whom it is directed.

# Implementation and monitoring

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The Diversity Team will be responsible for developing the Gender Action Plan, together with the Research and Development Office (OID), and for promoting its implementation and monitoring.

In this line, the OID will be responsible for preparing and submitting annual reports to the Executive Management on the progress and effectiveness of this Gender Policy, with the inputs gathered by the Diversity Team during the monitoring of the policy's implementation.





## Mechanism for complaints and denunciations

Profonanpe has a **Complaints and Denunciations channel**, through which employees or any person has the opportunity to report and denounce anonymously or not, events associated with the tergiversation of the institution's values in general, sexual harassment and issues related to the violation of gender equality in accordance with the provisions of the institution's code of ethics.

Communications through this medium are processed in accordance with the principles of respect, confidentiality, grounds and completeness.

## Integration to Profonanpe's Environmental and Social Management System



The Policy and its respective Action Plan will be integrated into Profonanpe's Environmental and Social Management System.



## Dissemination

Profonanpe will publish the Gender Policy and its corresponding Action Plan on the **institution's website**, and will disseminate through its internal channels the mechanisms for implementing this Policy. Likewise, the Communication and Institutional Image Office will ensure the application of this policy in the generation of content published in the institution's external communication channels.

Furthermore, the Human Resources area will disseminate this content in the induction program provided to all employees at the beginning of their employment.





## Effective date

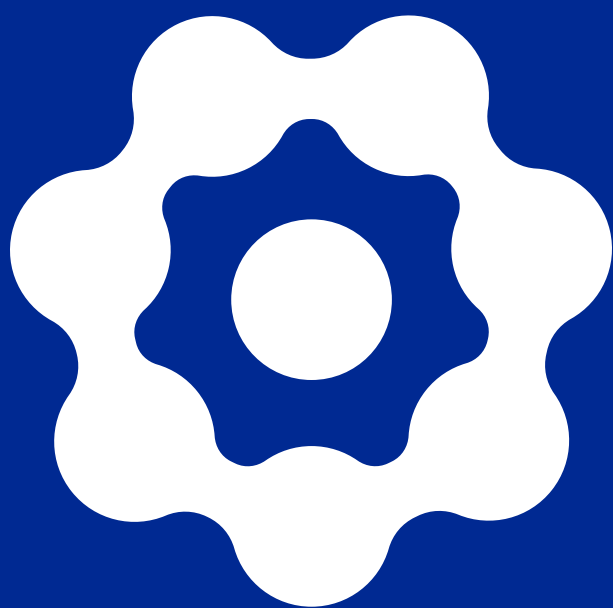
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The Gender Policy and its corresponding Action Plan will come into force the day after its approval by Profonanpe's Executive Management.

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## Review and update

Profonanpe will evaluate, review and update this policy and its Action Plan when conditions and circumstances make it necessary. The Head of Profonanpe's Research and Development Office is responsible for this.



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