



## Company Statement on Gender

MetaMeta consists of a group of companies that operates internationally is established to deliver socially relevant but commercially viable services. Since MetaMeta's establishment in 2004 an increasing amount of people have been employed by MetaMeta.

MetaMeta vision on gender is that we live in a world where gender relations are unbalanced, where women sometimes live in highly underprivileged conditions caused either by human design or default, that their opportunities and potential are in many cases not used even denied and that corrective activities are required.

MetaMeta's gender policy is based on a two-pronged approach:

(1)

In its own operations MetaMeta upholds an equal opportunity policy that covers gender as well as nationality. Currently people from different disciplines and backgrounds are employed, with a 3:2 ratio of women and men, with national employees active in The Netherlands, Ethiopia and India.

(2)

MetaMeta is integrating gender mainstreaming into all consultancy activities and capacity building programmes across each core theme of MetaMeta to ensure that men and women equally and fairly participate and benefit from the development outputs. In underprivileged situations, MetaMeta will bring in and promote corrective action and the empowerment of women.

MetaMeta's delivery of gender-responsive policies and programmes, in a systematic, visible and documented way is achieved by mainstreaming gender internally, as a corporate entity, as well as externally through its activities.

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### 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"<sup>1</sup>.

"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"<sup>2</sup>.

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<sup>1</sup> (E/1997/L.30 Para Adopted by ECOSOC 14.7.97.)

<sup>2</sup> (Development and Gender, Issue 5: Approaches to institutionalizing gender, Gender in Brief, Institute of Development Studies, University of Sussex, England, May 1997.)