

GENDER POLICY

1. Introduction

NCG is driven by its core values, of which one is Human Rights and Gender Equality. Our principles support us in that process and remind us to be what we preach.

Gender equality is a key element in all aspects of our Theory of Change. By continuously learning, changing and growing with partners for gender equality, we empower and are empowered by the people we work with, regardless of their gender identity.

NCG stands for and promotes gender equality and women's and girls' Human Rights in particular. For NCG, this belief and work encompass LGBTIQ+ and people with non-binary identities.

We are driven by our core values



We are guided by our principles



This is our Theory of Change



2. Coverage

NCG's gender policy covers:

- Any activities we carry out as a consultancy company with/for clients, target groups and any kind of stakeholders, at any level, e.g., in contact with individuals, groups and organizations.
- Any communication material (news, social media posts, papers, briefs, methods, tools developed).
- Any organizational engagement at NCG as a company, including current or future recruitment, retention and promotion efforts as well as strategic processes and decision-making.

3. Target group

This Policy applies to NCG Sweden partners, associated partners, employees and interns. Our related CoC includes the principles of non-discrimination, anti-harassment and respect for all genders, and extends to externally contracted experts.

4. Definition of gender equality

Gender equality refers to the absence of discrimination on the basis of sex or gender. Gender equality is when one sex or gender is not routinely privileged or prioritized over another, and when all people are recognized, respected and valued for their capacities and potentials as individuals and members of society.

Further, gender equality is when all people, including girls, boys, women, men and non-binary people, have equality in access to, control of and benefit from resources, voice and power, opportunities and choice, and human security in any part of the life cycle.

5. Responsibilities

It is the responsibility of all partners at NCG to safeguard this policy. At the Annual General Meeting (AGM), it is the responsibility of the Head of Board and the Managing Director to report on how this Policy has been implemented.

Examples of practical implementation of this Policy

- We make use of an inclusive and non-discriminatory language in written texts as well as orally (respect people irrespective of their gender, sex, sexual preference, age, ethnicity, country of origin, etc).
- We engage with all (whether they are clients, consultants, target groups or other stakeholders) in a manner consistent with our core values and principles, in spoken and non-spoken language.
- We alternate positions so that both female and male partners have possibilities and responsibilities in relation to decision-making and management of the company, as CEO and Head of Board.
- We provide opportunities to experts based on their experience and capacity for best possible delivery of assignments.
- We promote gender equality also when this is not necessarily welcome!