



Partner Housing Australasia (Building) Incorporated
ABN 88 722 057 429 CFN: 15429
Web: www.partnerhousing.org
Pro-bono professional services and funding for South Pacific
village infrastructure, housing, water, sanitation and training.



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Partner Housing is a signatory to the ACFID Code of Conduct, which is a voluntary, self-regulatory sector code of good practice. As a signatory we are committed and fully adhere to the ACFID Code of Conduct, conducting our work with transparency, accountability and integrity.

Gender Equality and Gender Issues



Basis

These policies and procedures set out the means of complying with the requirements of the “Constitution, Policies & Code of Conduct” of Partner Housing Australasia (Building) Incorporated.

Signed

Rod Johnston
President / CEO / Public Officer
Partner Housing Australasia (Building) Incorporated

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Revisions

P21010113-1a 1 February 2022

Correction of minor typographical errors and minor modifications

Change of name throughout to “Partner Housing Australasia”

Policies

99. Gender Balance and Gender Issues

- (a) Partner Housing Australasia and its Partner Organisations shall ensure that an appropriate focus is given to understanding and addressing gender issues in their aid and development program design, implementation, monitoring and evaluation cycles. See also the policy on Human Rights in Aid Development.
- (b) Partner Housing Australasia shall assist Partner Organisations to become aware of, and to deal with, gender issues in their aid and development activity.
- (c) To facilitate the promotion of gender equality, Partner Housing Australasia shall ensure that its Board reflects a balanced approach to gender representation, as set out in Policy No 21.

21. Composition and membership of Board

- (a) The Board is to consist of:
 - i. the office-bearers of the Organisation, and
 - ii. at least three (3) and not more than more than nine (9) ordinary Board members, as determined by each Annual General Meeting before the election takes place,
each of whom is to be elected at the annual general meeting of the Organisation under clause 15.

Note.

Section 28 of the Act contains further requirements concerning eligibility for membership and composition of the Board.

- (b) The total number of Board members is to be not less than seven (7) and not more than thirteen (13).
- (c) Partner Housing Australasia is committed to the principle that all Board Members (Directors) be nominated and elected on the basis of merit, track record, commitment, skills and experience that they will bring to the Organisation, consistent with the principles below.

The Board is the governing body of Partner Housing Australasia, and therefore shall reflect a practical balance of the following principles of the Organisation -

- i. Partner Housing Australasia is committed to voluntary service. Therefore, all Directors shall have a demonstrated track record of volunteering and/or community service.
- ii. Partner Housing Australasia is committed to improving the health and safety of both women and men in remote villages. To reflect this gender balance, the Board shall consist of equal numbers of women and men, as far as is practical within the constraints dictated by the other principles below.
- iii. Partner Housing Australasia is committed to the deployment of professional engineering, architectural and building skills within the Asia Pacific region. Therefore, the Board shall consist substantially of building professionals – engineers, architects and / or builders. Other Directors shall have professional or administrative skills and experience within the building industry or associated services.
- iv. Partner Housing Australasia is committed to building infrastructure in very remote Asia-Pacific villages. The Board must understand and have collective experience of the local cultures, values and history, and health, personal safety, communication and logistical difficulties associated with working in remote locations such as the Papua New Guinea highlands (prone to tribal warfare and banditry), relatively inaccessible Solomon Islands villages (without clean water, sanitation or medical services) and similar environments. Therefore, the Board shall include a majority of Directors who have demonstrated practical experience of undertaking voluntary work in these or similar remote locations.

- (d) The office-bearers of the Organisation are as follows:
 - i. the president,
 - ii. the vice-president,
 - iii. the treasurer,

iv. the secretary.

- (e) A Board member may hold up to 2 offices (other than both the offices of president and vice-president).
- (f) There is no maximum number of consecutive terms for which a Board member may hold office.

Note.

Schedule 1 to the Act provides that an Organisation's constitution is to address the maximum number of consecutive terms of office of any office-bearers on the Board.

- (g) Each member of the Board is, subject to this constitution, to hold office until immediately before the election of Board members at the annual general meeting next following the date of the member's election, and is eligible for re-election.

Procedures – Gender Balance in Board Membership

Policy

Partner Housing Australasia is committed to the principle that all Board Members (Directors) be nominated and elected on the basis of merit, track record, commitment, skills and experience that they will bring to the Organisation, consistent with the principles below.

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Responsible Personnel

The personnel with specific tasks designated in the position descriptions is the Chief Executive Officer.

Procedures

When a Board position becomes vacant, the Chief Executive Officer has approach potential directors using the policy as a checklist. This ensures that gender balance is achieved, within the context of skills, experience and commitment.

Procedures – Gender Issues in Design and Construction

Policy

- (a) Partner Housing Australasia and its Partner Organisations shall ensure that an appropriate focus is given to understanding and addressing gender issues in their aid and development program design, implementation, monitoring and evaluation cycles. See also the policy on Human Rights in Aid Development.
- (b) Partner Housing Australasia shall assist Partner Organisations to become aware of, and to deal with, gender issues in their aid and development activity.
- (c) To facilitate the promotion of gender equality, Partner Housing Australasia shall ensure that its Board reflects a balanced approach to gender representation, as set out in Policy No 21.

Responsible Personnel

The personnel with specific tasks designated in the position descriptions, and/or most likely to be involved in implementation are the Regional Managers in consultation with the Chief Executive Officer.

Procedures

The following sets out the design and construction requirements for buildings and water/sanitation infrastructure to be provided by Partner Housing Australasia. These are extracts from Partner Housing Australasia's manual – "Human Rights Considerations in South Pacific Village Buildings, Water Reticulation and Sanitation".

General Approach

Gender, gender identity, sexuality or sexual orientation discrimination

Buildings, water reticulation and sanitary facilities constructed by Partner Housing Australasia are for use by all people, irrespective of gender, gender identity, sexuality or sexual orientation, and reflect culture of all potential users.

Women's rights and discrimination against women

Buildings and sanitary facilities include appropriate privacy for women.

Communal standpipes in remote parts of Solomon Islands do not provide privacy for women (or men). However, this is culturally acceptable since all showering is carried out fully clothed, in public and accompanied by others of the same gender.

Building Regulations

The following are gender-related extracts from the PNG Building Regulations, and therefore govern the form of buildings provided. The following regulatory documents and commentaries are available to Partner Housing Australasia from the Quasar technical library.

The issues covered in this document are additional to the normal architectural and engineering design practices, which are also regulated by the building regulations.

Following are extracts from the Papua New Guinea Building Regulations that are relevant to design and construction of buildings to cater specifically for disability and/or gender issues.

The buildings designed and funded by Partner Housing Australasia are Class I, Class IXa or IXb.

Class I residences which may comprise one or more buildings including any habitable outbuildings which in association constitute– (i) a single dwelling-house, terrace house, townhouse, row house, villa house, or the like, which may be detached or separated by a common wall; or

Class IX Buildings of a public nature, comprising– (i) schools and institutional buildings as defined in Section 25 being of Class IXa; and (ii) assembly buildings as defined in Section 25 being of Class IXb, but excluding portions of such buildings that are of Class III or used as laboratories;

The PNG Building Regulation requirements for “Access for Persons with Disabilities” are set out below.

Class I dwellings are excluded from the provisions,

The following concessions for Class IXa and IXb buildings mean that the relatively small community health buildings, educational buildings and community buildings built by Partner Housing Australasia and its Partner Organisation (Vision for Homes) in remote locations are also exempt.

Class IXa To all areas normally accessible to patients/ residents - Applies to buildings of this class other than prisons, and only to buildings located in provincial cities or outside the capitals if they contain more than 100 beds.

Class IXb and IXc

To all areas normally accessible to patients/ residents – Applies to buildings in provincial capital cities only and buildings designed to seat/ cater for more than 50 persons.

Given the lack of regulation covering disability and gender issues for the relatively small community health buildings, educational buildings and community buildings in remote locations, Partner Housing Australasia and its Partner Organisation (Vision for Homes) shall consult closely with the relevant local health and education authorities to determine their specific requirements to cater for disability and gender issues.

PART XV. – ACCESS FOR PERSONS WITH DISABILITIES.

294. APPLICATION OF PART.

Subject to Section 297, this Part applies to buildings of Classes III, V, VI, VII, VIII and IX occupancy.

295. ACCESS TO BUILDINGS.

Access for persons with disabilities shall be provided to buildings as set out in the following Table by means of a continuous path of travel in accordance with AS 1428.1.–

- (a) from a road boundary of the allotment; and*
- (b) from any carpark space on the allotment (whether within or outside the building)–*
 - (i) that is set aside for people with disabilities using the building; or*
 - (ii) if there are no carpark spaces set aside for them, from any carpark area that serves the building; and*
- (c) from any other building on the allotment to which access for people with disabilities is required.*

TABLE (SECTION 295) – REQUIREMENTS FOR ACCESS FOR PEOPLE WITH DISABILITIES

<i>Class of Building</i>	<i>Access Requirements</i>
<i>Class 3</i>	
<i>(a)</i>	<i>Common areas of The entrance floor and to all buildings that are public areas on every floor. required to be accessible.</i>
<i>(b)</i>	<i>If the building To and within– contains–</i>

<i>Class of Building</i>	<i>Access Requirements</i>
<i>More than 20 units.</i>	<i>One sole-occupancy unit</i>
<i>More than 49 but not more than 99 units.</i>	<i>2 sole-occupancy units</i>
<i>More than 99 units.</i>	<i>3 sole-occupancy units</i>
<i>(c) If accommodation is provided for more than 20 persons other than in sole-occupancy units—</i>	
<i>up to 49 beds</i>	<i>2 beds</i>
<i>more than 49 but not more than 99 beds</i>	<i>4 beds</i>
<i>more than 99 beds</i>	<i>6 beds</i>
<i>Note that for the purposes of this Table, a double bed counts as 1 bed.</i>	<i>6 beds</i>
<i>Class V and VII</i>	<i>To and within the entrance floor if its floor area is more than 500m².</i>
<i>Class VII</i>	<i>To and within the entrance floor if the total floor area of the building is more than 3000m².</i>
<i>Class VIII</i>	<i>To and within the entrance floor if the total floor area of the building, excluding any part used as a laboratory, is more than 1000m².</i>
<i>and</i>	
<i>Class V, VI, VII and VIII</i>	<i>To and within any floor if irrespective of floor area, the floor is not more than 190mm at the point of entrance above or below the adjacent finished ground level; and within any other floor to which vertical access by way of a ramp, step ramp or kerb ramp complying with AS 1428.1 or a passenger lift is provided.</i>
<i>Class IXa</i>	<i>Applies to buildings of this class other than prisons, and only to buildings located in provincial cities or outside the capitals if they contain more than 100 beds.</i>
<i>To all areas normally accessible to patients/ residents</i>	

<i>Class of Building</i>	<i>Access Requirements</i>
<i>Class IXb and IXc</i> <i>To all areas normally accessible to patients/ residents</i>	<i>Applies to buildings in provincial capital cities only and buildings designed to seat/ cater for more than 50 persons.</i>
<i>Class IXd</i> <i>To all areas normally accessible to patients/ residents</i>	<i>Applies to buildings designed to seat/ cater for more than 50 persons.</i>

296. PARTS OF BUILDINGS TO BE ACCESSIBLE.

(1) Access for persons with disabilities shall be provided—

- (a) from the doorway at the entrance floor providing access to any sanitary compartment required for the use of people with disabilities; and*
- (b) to areas normally used by the occupants, excluding any plantroom, commercial kitchen, cleaners' store room, maintenance accessway, rigging loft, or the like.*

(2) A path of travel providing required access must not include a stairway, turnstile, revolving door, escalator or other impediment which would prevent a person in a wheelchair using it.

(3) Access, finishes and fittings, including passageways, ramps, steps ramps or kerb ramps, passenger lifts, signs, doorways and other parts of the building required by this Part shall comply at least with the provisions of AS 1428.1, excluding any references within the Standard to AS 1735.12.

297. CONCESSIONS.

It is not necessary to provide access for persons with disabilities to—

- (a) more than 30% of the public space in a restaurant, cafe, bar, function room, or the like, in building of a Class VI or Class IXb occupancy; or*
- (b) a mezzanine; or*
- (c) a space not regarded as a storey by definition; or*
- (d) more than one car parking space for each 100 spaces in a public carpark; or*
- (e) any area if access would be inappropriate because of the particular purpose for which the area is used.*

57. GENERAL.

(1) In a building of Class I, II or IV occupancy a bathroom or shower room may include clothes washing facilities or a water closet, or both, if the floor area is increased in accordance with Section 67.

(2) Facilities for the washing of clothes shall not be installed in a kitchen or any room for the preparation, cooking or consumption of food.

(3) A bathroom shall have installed a plunge bath or alternatively a shower and access shall be provided to a water supply suitable for personal washing.

(4) Closets constructed in a group shall be separated by means of partitions extending to a height of not less than 1,800mm and each closet shall be provided with a door.

(5) Water closets for the different sexes, where adjoining, shall be separated by full height walls and conveniences for each sex shall be properly designated by conspicuous lettering or by other approved means.