

Guidelines On Equality and Human Rights as Crosscutting Objective

**Siemenpuu – Foundation for Social Movements' Cooperation sr
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As one of its five crosscutting objectives¹, the Siemenpuu Foundation aims to advance equality and human rights in its funding decisions and overall work.

The Siemenpuu Foundation is committed to the principle of the indivisibility of human rights: all human rights have equal status, and cannot be positioned in hierarchical order. E.g. rights to natural resources, land, food, water, sustainable livelihoods, health, housing, cultural heterogeneity and participation are promoted simultaneously - and also together with the environmental goals. Climate change and destruction of biodiversity are serious threats to human rights. Realization of many human rights depends on rich biodiversity and clean, healthy and sustainable environment, which is also a human right.

Every person should have the right to participate in decision-making about their environment, both as individuals and as representatives of their communities. All Community initiatives – including projects supported by Siemenpuu - must be based on their Free, Prior and Informed Consent (FPIC).

Siemenpuu Foundation aims to address varying forms of multiple discrimination, which may manifest itself in the interrelation of, for instance age, gender, ethnicity, disability and religion. Equal opportunities to participate and be heard and seen in the planning and implementation of projects must be ensured, as well as to ensure the conditions for equal enjoyment of the results of the projects. In regard to non-discrimination, the “Do no harm” principle is the minimum standard for projects funded by Siemenpuu.

In regard to equality, Siemenpuu emphasizes the rights of women and persons with disabilities. As part of its project funding requirements, the foundation expects women to hold decision-making positions within the applicant organisation. All funded projects are required to address gender equality and disability inclusion. If necessary, the grantees are asked to provide more detailed plans on this at the beginning of the project.

When monitoring and reporting a project, the number of beneficiaries is required to be disaggregated by sex. It is also encouraged to estimate the proportion of beneficiaries with disabilities. Equality should also be examined in terms of performance targets and indicators, utilizing e.g. case reports.

In order to facilitate addressing gender equality and disability inclusion in projects, Siemenpuu Foundation has developed guidance notes on [gender equality](#) (pdf) and [inclusion of persons with disabilities](#) (pdf) for applicants and grantees.

¹ See [Siemenpuu Funding Guidelines and Criteria](#) (pdf) for more information.