

How an organisational gender equality policy should look like?

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Group 1

All aspects of the organisation

The structure and the implementation of the activities

Gender balance policies in the external activities and products

Clearly defined principles in relation with gender equality and what is definition of gender harassment

Training and knowledge sharing about this on new staff.

Monitoring for evaluating whether the gender mainstreaming policies and indicators on organisational level oriented into gender mainstreaming

Gender mainstreaming and gender indicators included in the organisation`s strategy.

Gender disaggregated data

Clearly defined goals about why we have the gender policy

Periodically updating the gender policy in accordance with the national, regional and international regulations related with the gender equality and evaluation of the strategic planning.

Group 2

Intersectionality, inclusive and integrated in the bylaws and with other policies of the NGO (HR, Procurement, etc..)

Coherent with stakeholder analysis

content:

International and national framework
Equal Gender Pay
Zero tolerance to violence and comply mechanism;
Include parental leave;
Promote women leadership (management and decision making);
Integration of Talent development Policy
Provide training / CB for staff on gender equal policy and gender sensitive terminology
non-discrimination and equal opportunities for all individuals part of the organization including volunteers and interns;
Gender responsive program (prioritise on different level);
Evaluation and Monitoring

Implementation should be feasible and prioritise it.

Group 3

It should define key terms related to gender equality, such as gender discrimination, harassment, and inclusive practices. Clarify the scope of the policy, specifying whether it applies to

all employees, volunteers, contractors, stakeholders and beneficiaries within the organization.

Commit to collecting relevant data, measuring progress, and making necessary adjustments to ensure continuous improvement.

A gender equality policy should adopt a transformative and responsive approach that seeks to go beyond traditional notions of equality.

Specify that the organization will regularly monitor, evaluate, and review the effectiveness of the gender equality policy.

Group 4

Should have 2 dimensions: 1) internal policies of the organisation; 2) activities implemented (e.g. collecting and processing gender segregated data)

Equal representation at the decision making level of the organisation

Equal opportunities at the recruitment stage
