



AEHDA Organizational Gender Policy

This Gender Policy outlines AEHDA commitment to support gender equality. Through this policy, AEHDA seeks to promote equal realization of dignity and human rights for girls, women, boys and men. Precisely, this policy is intended to improve the clear incorporation of gender in programmatic and organizational practices.

AEHDA commits to:

- Promote gender equality as an universally recognized human right
- Address systemic and structural practices that create barriers to the realization of women's rights and gender equality; including prevention and response to gender based violence and sexual exploitation and abuse
- Support the empowerment of women and girls as a key strategy
- Actively involve men and boys as allies in promoting gender equality
- Analyze and implement strategies to reduce and manage potential risks and harms to women, girls, boys and men
- Engage and coordinate with partners, government and civil society organizations to promote and support creative and impactful ways to promote gender equality
- Monitor, evaluate and institutionalize organizational learning regarding specific gender equality results
- Actively hold ourselves and others accountable to gender equality standards
- Ensure that key organizational policies, systems and practices including but not limited to human resource recruitment, training and management, and decision making support women's rights and gender equality
- Apply these commitments within AEHDA and across all programme areas using integrated planning approaches and recognized gender sensitive tools and techniques such as collection of age/sex disaggregated data and results-focused design and evaluation.

Gender Policy implementation guidance

- AEHDA executive and senior management will implement, monitor and evaluate this policy
- Each AEHDA manager is encouraged to plan a context-specific and realistic implementation plan
- Human Resources policies and practices will adequately address gender equality
- AEHDA management will track and report annually on gender balance in staffing and governance structures and implement specific strategies to balance male/female representation
- AEHDA executive and senior management staff will report regularly to beneficiaries and donors on progress about gender equality in AEHDA's work, through appropriate reporting channels.