ACHEST GENDER POLICY

1. Gender equality means recognizing that men and women have different needs and priorities, face different constraints, have different aspirations, and contribute to development in different ways. According to UNICEF gender equality "means that women and men, and girls and boys, enjoy the same rights, resources, opportunities and protections. It does not require that girls and boys, or women and men, be the same, or that they be treated exactly alike."

2. ACHEST pursues continuous improvement of institutional understanding and practice of gender equality and systematically deploys tools to assess the needs of both males and females in all areas of our work.

3. ACHEST is committed to achieve gender balance in all our activities at all levels including staff positions. The organization upholds that advancement and hiring through merit is critical to our success. Women’s ability to enter and advance at ACHEST will not be because of their gender but because of their talent, insight and experience. Performance evaluations; and remuneration-related processes ensure equal pay for equal work.

4. ACHEST strives to ensure that all staff understand the different roles, responsibilities and experiences of women and men in all the work of the organization. Gender capacity-building opportunities are made available to staff through trainings and e-Learning platforms.

5. ACHEST is committed to pursuing gender-sensitive policies and gender-sensitive language and gender equality principles incorporated into all policies.

6. ACHEST leadership is committed to regularly communicate and demonstrate their commitment to organizational gender equality in the governance and management practices of the organization.

7. ACHEST is committed to regularly undertaking an organizational gender self-assessment to learn from our ongoing gender integration work and to identify opportunities for improvement. Programs will use these insights to identify actions to be taken and ongoing mechanisms needed for monitoring progress.

8. ACHEST applies these commitments within ACHEST and across all our work with partners in program areas using integrated planning approaches and recognized gender sensitive tools and techniques such as gender analysis frameworks, collection of age/sex disaggregated data, and results-focused design and evaluation.

9. ACHEST holds the organization and partners accountable to gender equality and equity standards.