



# HANDBOOK

## ON STREAMLINING INTERNAL GENDER EQUALITY AND WOMEN'S EMPOWERMENT IN ORGANIZATIONAL POLICIES



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# ABOUT THE PROJECT

## Ensuring Gender Equality and Women's Empowerment through International Projects

In line with EU policies, the **WE ARE HER** project works to empower women, girls, and young people to “fully use their rights and increase their participation in political, economic, and cultural life” by tackling the structural causes of gender inequality and gender-based discrimination across diverse regions of the world. Running from November 2023 to November 2025, the project unites international partners to drive lasting impact through collaboration, knowledge-sharing, and local action.



**YEU**

**USB**

**BDK**

**ASPIRE**

**SIFD**

**RDFL**



**BELGIUM**

**GREECE**

**TÜRKIYE**

**EGYPT**

**ALBANIA**

**LEBANON**



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# BACKGROUND OF THE PROJECT

Despite significant global progress in gender equality and women's empowerment, progress remains uneven and slow, failing to address persistent inequalities across and beyond Europe. These inequalities include gender-based violence, stereotypes, employment gaps, and gender imbalances in decision-making.

**The COVID-19 pandemic** exacerbated these issues, setting back years of progress, particularly in women-heavy sectors. The pandemic led to unprecedented increases in workload and health risks for women in frontline jobs, while other women-heavy sectors faced severe layoffs. It also triggered a rise in reports of gender-based violence as widespread lockdowns confined women with perpetrators. The scars left on women and girls, both physical and mental, are a lasting legacy of the pandemic and should not be forgotten.

**Young people, who make up one-third of the global population**, are the present and future of our communities and have a great responsibility to be agents of social change. Gender equality is a fundamental human right, and it's essential for a society's well-being, economic growth, and security. However, no country is currently on track to achieve the UN's Sustainable Development Goal 5—to achieve gender equality and empower all women and girls by 2030. This highlights a pressing need to include young people, regardless of their gender, in the agenda of mainstreaming gender equality and women's empowerment, which is the core goal of the WE ARE HER project.



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# WE ARE HER

## OBJECTIVES



The WE ARE HER project is built around clear and ambitious objectives that address both the structural and cultural roots of gender inequality. These objectives are organized into three main targets, each designed to ensure impact at the individual, organizational, and policy levels. Together, they reflect the project's commitment to strengthening cooperation across regions, promoting youth engagement through non-formal education, and amplifying young people's voices in shaping more inclusive societies. To achieve meaningful and lasting change, the project pursues short-, medium-, and long-term effects.

### 1- SHORT-TERM EFFECTS

- **Built stronger regional cooperation** by sharing best practices on gender-sensitive organizational policies.
- **Strengthen non-formal learning** and youth work, with focus on digital skills
- **Empower young people** to address gender inequality, while amplifying their voices in EU policy spaces.
- **Promote EU core values**—human rights, dignity, freedom, democracy, non-discrimination, tolerance, and solidarity.



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# WE ARE HER

## OBJECTIVES

### 2- MEDIUM-TERM EFFECTS

- Help youth workers gain skills in gender mainstreaming, facilitation, and digital campaigning, becoming recognized leaders.
- Help young people develop civic competences, confidence, and intercultural dialogue skills, fostering solidarity and tolerance.
- Aid local communities to benefit indirectly through awareness campaigns and grassroots engagement

### 3- LONG-TERM EFFECTS

- At local/national level: stronger civic participation, employability, and inclusive societies resilient to discrimination.
- At European level: youth perspectives feed into EU policies, advancing social rights, non-formal learning recognition, and civic engagement.



# ABOUT THE PROJECT PARTNERS

## YEU (YOUTH FOR EXCHANGE AND UNDERSTANDING)



YOUTH FOR EXCHANGE  
AND UNDERSTANDING

YEU is an international Non-Governmental Youth Organization established in 1981. It is a member of the European Youth Forum (YFJ) and Lifelong Learning Platform (LLL) in Brussels and is considered as a European level non-governmental youth organization by the European Union and the Council of Europe. The mission of the organization is achieved through the implementation of innovative projects and capacity building events based on the principles of non-formal education, experiential and self-directed learning. In addition to that, YEU also pays a lot of attention in creating youth policies, participating in important youth events on European level and producing educational manuals. At the moment, the network includes 39 different youth organizations from the EU and neighboring countries.

## USB (UNITED SOCIETIES OF BALKANS)

United Societies of Balkans was founded in 2008 by the inception of a group of active young people who wanted to address the social issues which affect the youngsters in the Balkans and Eastern Europe. The vision and aim of the organization is the promotion of youth empowerment, participation in the economic and political life, youth mobility, voluntarism and human rights. In particular, USB attaches great importance to its human resources, as the evolution of the organization is directly related to the evolution of the individuals within. USB has also developed a child protection and zero tolerance policy aiming to protect all its volunteers and participants and provide a safe place.



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# ABOUT THE PROJECT PARTNERS

## BDK

## (BODRUM DANS GENCLIK VE SPOR KULUBUDERNEGI)



Bodrum Youth, Culture and Art Centre is a nonprofit/non-governmental organization established by experienced youth workers and social entrepreneurs in Bodrum in 2006. The members of the organization are mostly young professionals (university students, high school pupils, young entrepreneurs and artists), who come together to spread the idea of promoting equality, self awareness on European opportunities for young people in Bodrum community, supporting people, helping people with fewer opportunities in their social integration, making youth participation in public life more active and strengthening the principles of civil society and democracy.

## ASPIRE (ASPIRE CONSULTING INTERNATIONAL)

Aspire Training Solutions is an entrepreneurial training and consulting firm established in 2007. It is experienced in delivering transformational solutions using innovative methodologies serving the private sector, community-based organizations and youth at large. Aspire's vision is to empower, enlighten and inspire a deep and lasting transformation in the lives of individuals, teams, organizations and communities to live, lead and prosper. While mainly serving the private sector, Aspire's role in the public sector is equally essential through empowerment of the incapable and unqualified communities and people in their societies to lead and make a real difference through social change and cultural transformation. Under this perspective, Aspire has partnered with several prestigious local and international community-development organizations providing services such as life skills programmes, gender programmes, health and well-being programmes, education empowerment programmes, family programmes, sports for development and capacity building programmes. Aspire's youth sector is specialized in designing youth empowerment programmes focused on employability programmes that bridge the gap between university and employment periods to be able to compete strongly in the market for which reason Aspire has a broad outreach to institutions such as universities around Egypt.



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# ABOUT THE PROJECT PARTNERS

## SIFD (SOCIAL INCLUSION FOR DEVELOPMENT)

The Social Inclusion for Development (SIFD) is a non-profit organization founded in 2015 and officially active since 2019, created by a group of passionate professionals and friends dedicated to improving community life in Lezha. Guided by the core values of volunteerism, integrity, and partnership, SIFD works to promote an active community that lives with dignity through initiatives in socio-economic and cultural empowerment, awareness and advocacy, psycho-social and legal services, service-learning methodology, career counseling, and educational activities. Over the past five years, the organization has gained valuable experience working with young people and the wider community through impactful projects such as the Career Counseling Center in Lezhë, the School Engagement for Active Citizenship initiative, the Change Yourself, Change Your Community program, the I, the Municipality and the Municipal Council project, as well as community-focused efforts like Legal Education of Citizens of Lezha, Driving in Drin, and Boat on the Drin. These projects have trained students, teachers, and young citizens in leadership, communication, advocacy, and civic participation; created libraries and recreational spaces; improved road safety; strengthened cooperation with local government; and promoted tourism, environmental care, and health. With a diverse team of sociologists, psychologists, political scientists, lawyers, and social workers, SIFD continues to be a strong force for positive change, active citizenship, and inclusive development in Lezha.



## RDFL (THE LEBANESE WOMEN DEMOCRATIC GATHERING)

Lebanese Women Democratic Gathering was established in 1976 and is a feminist, grassroots and membership-based organization working to advance gender equality through advocacy, networking and solidarity work in Lebanon. Aiming to achieve gender equality between women and men in all spheres and provide protection from gender-based violence, its work focuses on creating an enabling environment where girls and women are protected and empowered to be agents of change. The organization's values are rooted in non-discriminatory, secular feminism, democracy, equality, transparency and intersectionality. In order to achieve its mission to work on and advocate for the elimination of gender-based violence and all forms of discrimination while achieving full citizenship for women through a widespread and empowered membership and collaboration with civil society, RDFL uses the following approaches: - free legal and psycho-social services and support for survivors of GBV/SGBV (through 5 centers across Lebanon); - nationwide campaigns on gender equality issues; - enhancing solidarity and coordination among women's networks in the country to brings them closer to achieving their goals and to building the future generation of feminists and women-led organizations.



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# ABOUT THE HANDBOOK



This handbook serves as a critical output of the WE ARE HER project stemming from the **Partners' Organizational Development Working Sessions**. These sessions were led by Aspire Consulting International with the primary goal of helping Project Partners create their own action plan based on the four elements of the gender integration framework

This document outlines a comprehensive set of guidelines and best practices for streamlining organizational policies to better align with the principles of gender equality and women's empowerment. By taking into account the cultural differences and specific needs of each partner, these guidelines are designed to be a practical and adaptable tool. The ultimate purpose is to equip each organization with the knowledge and framework needed to ensure that its internal structure and practices are a true reflection of the values it champions externally.

# CORE ISSUES IN GENDER EQUALITY

## GENDER-BASED VIOLENCE (GBV)

Violence directed against women because of their gender, or violence that disproportionately affects women, remains one of the most urgent and widespread challenges today. Whether physical, economic, psychological, or sexual, GBV can cause permanent or temporary injuries and lead to lasting mental health problems. Its persistence is reinforced by underreporting and the tendency of institutions and societies to overlook the issue, often under the influence of patriarchal norms. This lack of recognition also creates significant gaps in official data, making it harder to prioritize GBV on political agendas or in public debates. Creating safe spaces for women, girls, and their allies to speak up is therefore essential for prevention and change.

## GENDER STEREOTYPES

Stereotypes and gendered norms are at the root of inequality, restricting aspirations, choices, and freedoms for all members of society. Traditional roles—such as women being perceived as caregivers, nurturers, and homemakers, while men are seen as breadwinners, leaders, and protectors—remain deeply ingrained and are continuously reproduced. Cultural sectors, the media, and educational systems play a central role in shaping these perceptions. Because of their reach across different social groups, these institutions have a crucial responsibility to challenge outdated traditions and customs that still portray women as inferior, and to help build more equal representations.

# CORE ISSUES IN GENDER EQUALITY

## GENDER GAPS IN EMPLOYMENT

While global employment rates for women are higher than ever, structural barriers remain. Women are often underrepresented in the labor market, particularly in higher-paid sectors and leadership positions, despite in many countries having higher enrollment rates in tertiary education than men. Persistent stereotypes and discriminatory norms push women toward lower-paid jobs and lower positions, resulting in gender wage and pension gaps. The lack of transparency in pay structures makes it even harder to address inequality, leaving many women financially dependent and at greater risk of poverty.

## GENDER IMBALANCES IN DECISION-MAKING AND POLITICS

Across the world, women continue to be underrepresented in leadership and decision-making roles, from politics and government agencies to high courts and corporate boards. When top positions remain predominantly held by men, recruitment practices often reproduce these patterns, further marginalizing women. Ensuring both women and men are equally represented is essential, not only for fairness but also for the quality of leadership itself. Diversity in decision-making fosters innovation, strengthens democracy, and allows citizens from different backgrounds to meaningfully participate in shaping policies and solutions to complex societal challenges.

# DEFINITIONS

## GENDER MAINSTREAMING

“Gender mainstreaming refers to the process of assessing the implications for women and men of any planned action, including legislation, policies or programs in all areas and at all levels. It is a strategy for making women’s as well as men’s concerns and evaluation of policies and programs so that women and men benefit equally and inequality is not perpetuated.” (UN ECOSOC and UNDP)

## INSTITUTIONAL GENDER MAINSTREAMING

“Institutional gender mainstreaming is a process of building organizational capacity and ownership to attain gender-sensitive programming, organizational structures, and procedures. It has external (mainstreaming in programs, services) and internal dimensions (in organizational policies and structures).” (HERA)



“

Gender equality is a core development objective in its own right. But greater gender equality is also smart economics, enhancing productivity and improving other development outcomes, including prospects for the next generation and for the quality of societal policies and institutions...



World Bank's 2012 World Development Report

”

*With this perspective in mind, the sessions created a common starting point for the consortium to explore gender mainstreaming both conceptually and practically, while also building the trust and collaboration necessary for collective action.*



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# PROJECT PARTNERS' ORGANIZATIONAL DEVELOPMENT WORKING SESSIONS



## OBJECTIVES:

The two-day session was not only about learning new concepts but also about creating a shared foundation for the consortium's future work. To guide this process, the workshop was built around a set of objectives that combined both team development and organizational reflection.

### Specifically, participants were invited to:

- Recognize the importance of sharing common values as a project team
- Discover the characteristics of a high-performance team
- Define “gender streaming” in regards to their organization
- Discover the Gender Integration Framework
- Assess where their organizations are standing based on the institutional Gender Assessment
- Review their organizations policies with gender lens
- Create their own action plan based on the four elements of the gender integration framework (political will, technical capacity, accountability, organizational culture)

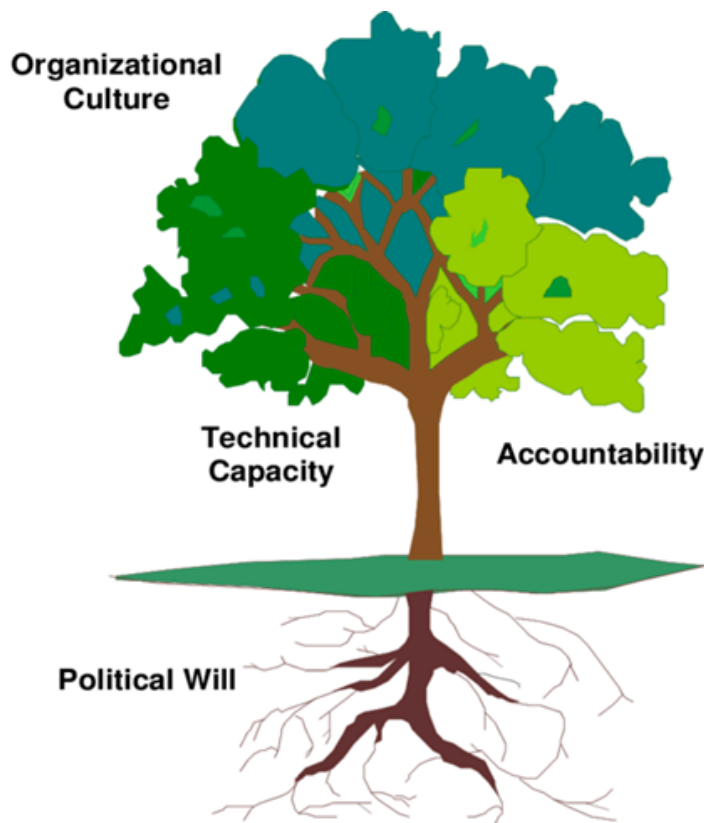


# THE GENDER INTEGRATION FRAMEWORK (GIF)

As stated, one of the main objectives of the workshop was to introduce project partners to the **Gender Integration Framework (GIF)**, a structured tool that helps organizations integrate gender equality into their policies, programs, and workplace practices. The GIF was presented as both a foundation for reflection and a practical approach that partners could use to review, adjust, or develop their own internal policies. To complement this, a survey was conducted in which partner organizations shared their formal policies, best practices, monitoring and reporting processes, challenges, and recommendations.

*The results of this survey, presented later in this handbook, highlighted the strong need for partners to deepen their familiarity with the framework and its four core dimensions.*

# THE GENDER INTEGRATION FRAMEWORK



This framework was selected because it provides a practical and comprehensive lens through which organizations can assess their readiness to mainstream gender equality. The Gender Integrational Framework (GIF) was developed by the United Nations Development Programme (UNDP).

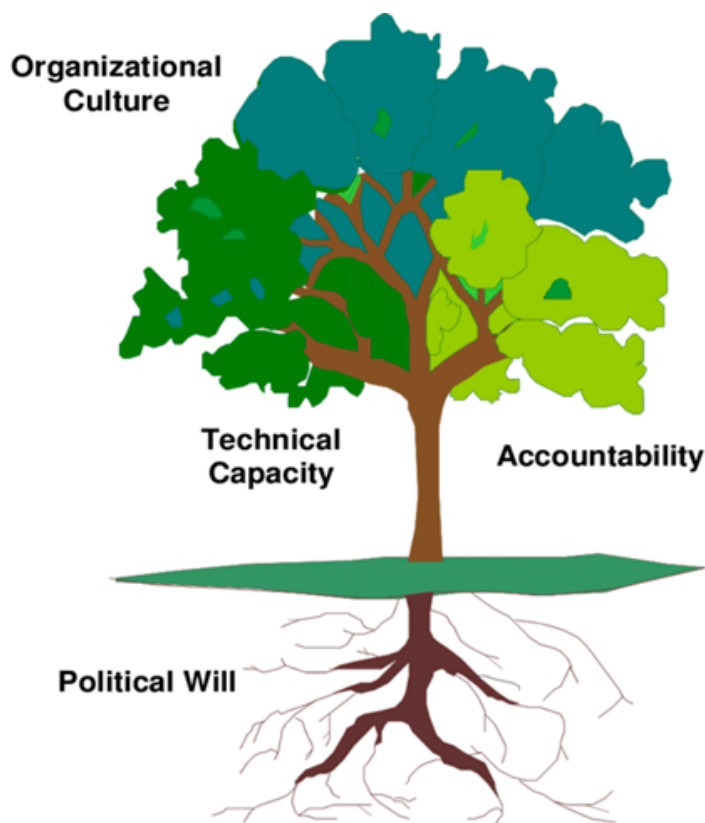
According to the Gender Audit Handbook by InterAction, The framework suggests that transformation can only occur when four organizational dimensions are ready for gender integration:

**Political Will, Technical Capacity, Accountability, Organizational Culture**

These four elements can be understood as parts of a tree: Political will is the root system that sustains growth, while technical capacity, accountability, and organizational culture form the branches that ensure balance and expansion.

Together, they allow organizations not only to implement gender-equality actions but also to embed them into their long-term vision and identity.

# THE GENDER INTEGRATION FRAMEWORK



Importantly, the GIF emphasizes both external and internal dimensions of gender integration. Externally, it ensures that women and men benefit equally from an organization's programs, services, or initiatives. Internally, it supports the establishment of gender-equal structures and policies, empowering women's leadership while creating more inclusive opportunities for all.

**THE WORKSHOP INTRODUCED EACH OF THE FOUR GIF ELEMENTS THROUGH TARGETED ACTIVITIES AND REFLECTIONS. THIS ENSURED THAT PARTICIPANTS NOT ONLY UNDERSTOOD THE THEORY BUT ALSO HAD SPACE TO CONNECT IT TO THEIR OWN ORGANIZATIONAL CONTEXTS.**

**BELOW IS AN OVERVIEW OF THE FOUR ELEMENTS, ALONG WITH THE CORRESPONDING ACTIVITIES AND REFLECTIONS.**



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# POLITICAL WILL



Political will is a concept which highlights the ways in which leaders use their position of power to communicate and demonstrate their support, leadership, enthusiasm for and commitment to working towards gender equality in the organization.

## ACTIVITY

### JAMBOARD POLITICAL WILL

Participants were divided into six teams (by organization) and worked in breakout rooms. Each team was asked to:

- Identify factors that could enable gender mainstreaming in a project or organization and place them on post-its.
- Identify hindering factors, rank them from “Most significant” to “Least significant,” and assess how easy or difficult they were to overcome.
- Propose 2–3 action steps to strengthen political will in their organizations.

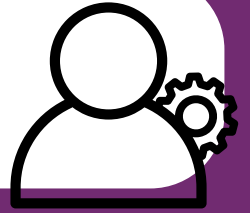
## REFLECTION

Political will becomes evident when top-level leadership/managers (publicly) support the issues of gender equality and follow up its implementation, e.g. whether they commit staff time and financial resources, show public support in speeches and written communications, when an organization adopts and advocates a gender policy, and institutes needed policies and procedures and ways to recognize progress in gender mainstreaming

## ACTIONS INCLUDE

- Adopting and ensuring the implementation of an organizational policy that supports gender equality.
- Demanding new procedures for recruiting, hiring and promoting staff.
- Establishing ways to measure and recognize progress
- Make public commitment to and organizational mandate for mainstreaming gender.
- Realign the organization’s mission statement with social inclusion.
- Publicly show support for mainstreaming gender analysis methods as intergral to social inclusion and communication to all staff a “new way of doing business”.

# TECHNICAL CAPACITY



Technical capacity is the ability, qualifications and skills that individuals in an organization need to apply gender mainstreaming to projects (or programs) and organizational processes.

## ACTIVITY

### JAMBOARD TECHNICAL CAPACITY

Each organization presented its analysis of enabling and hindering factors related to technical capacity. Teams then had 5 minutes each to share their findings in plenary.

## REFLECTION

Technical capacity moves organizations beyond awareness to practical application. It requires both individual skills and organizational procedures to adapt.

## ACTIONS INCLUDE

- Moving beyond awareness to application
- Facilitating changes to organizational procedures as well as strengthening individual skills.
- Contributing to an ongoing community of learning among staff e.g: through global thematic learning groups.

# ORGANIZATIONAL CULTURE



Organizational culture refers to the norms, customs, beliefs and codes of behaviors that make up an organization's culture. These may support or undermine gender equality.

## ORGANIZATIONAL CULTURE PRESENTATIONS

Teams were again invited to present their findings in plenary, focusing on cultural norms that either support or limit gender equality in their contexts.

## REFLECTION

Organizational culture can either enable or block progress. Achieving a balanced staff composition, equal valuing of men and women, and creating an inclusive workplace culture are key.

## ACTIONS INCLUDE

- Institutional paid parental leave (for all genders), establishing zero-tolerance policies on sexual harassment and adopting gender-responsive language.
- Documenting and rewarding progress.
- Creating a climate of open communication.
- Prohibiting forms of dominance and subordination which inhibit full contribution.

# ACCOUNTABILITY



Accountability means the mechanisms by which an organization measures how far it is “walking the talk” in terms of mainstreaming gender equality in its projects and organizational structure.

## JAMBOARD ACCOUNTABILITY

Participants worked on identifying how accountability is (or is not) embedded in their organizations, and what concrete mechanisms could be strengthened.

## REFLECTION

Accountability ensures that gender integration becomes more than a statement of intent, it becomes measurable, incentivized, and reinforced.

## ACTIONS INCLUDE

- Rewarding individuals or teams promoting gender equality.
- Setting annual targets for implementing the organizational gender strategy.
- Including responsibility for promoting gender equality in job description, workplans and performance assessments.

# INSTITUTIONAL GENDER ASSESSMENT

Partner organizations completed the Institutional Gender Assessment to reflect on their current practices, identify gaps, and set priorities for strengthening gender mainstreaming.

## Definition

**A tool that enables organizations to get to know the gender mainstreaming situation in all areas and all levels of an office's work, that is, to what degree this process has penetrated the organization's different levels and actions (UNDP, 2004).**

## Scores

- **Less than 2:** Your institution has some work to do to improve this aspect of gender capacity and mainstreaming
- **2-3:** Your institution is moving in the right direction in this aspect of gender capacity and mainstreaming, but there remains work to be done.
- **4:** Your institution has received a lot in this aspect of gender capacity and mainstreaming, but embedding and sustaining your efforts remain the biggest challenge.
- **5:** Your institution demonstrated a genuine commitment to gender capacity and mainstreaming in this aspect.

## Comment

**These definitions helped partners interpret their assessment results and think about gender mainstreaming as both an internal and external responsibility.**



# GENDER MAINSTREAMING PRACTICES AMONG PARTNER ORGANIZATIONS (SURVEY)



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The partner organizations were invited to respond to a structured self-assessment survey on their existing gender mainstreaming policies, practices, and challenges. This survey provided valuable insights into the current state of gender integration within each organization.

In the next section, we share what came out of this process. Some questions are presented along with simple visuals that capture how the partners responded; partners were also invited to share in their own words how gender equality is reflected in their day-to-day practices.

Across the responses, a number of common themes emerged. Several organizations highlighted their commitment to inclusive decision-making, ensuring that women's voices are consistently represented in meetings, planning processes, and leadership spaces. For some partners, this takes the form of intentionally creating opportunities for women to influence and lead.

# THE NUMBERS THAT MEASURE CHANGE

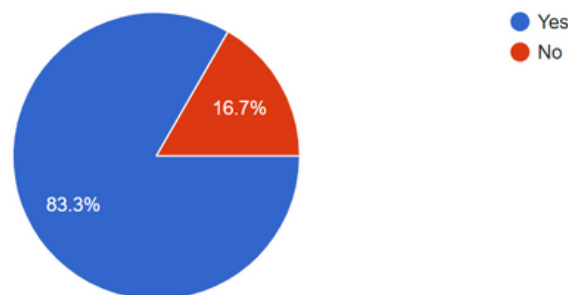


## THE NUMBERS THAT MEASURE CHANGE

Numbers give us a way to track progress and spot patterns. They show how much has been achieved, where gaps remain, and how results compare over time. By turning information into percentages, scores, and graphs, quantitative data makes change visible at a glance.

**And here are the questions that were asked:**

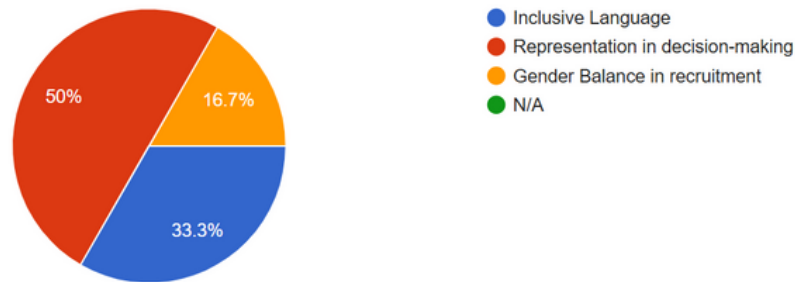
### 1. Do you have any formal internal policies on gender equality and/or women empowerment?



When asked about the presence of formal internal policies, the responses showed variation across the consortium. Some partners already have documented policies, while others rely more on informal practices and values that guide their work. This highlights that while a number of organizations have institutionalized gender policies, others are still at the stage of informal practices, pointing to the need for shared learning and capacity-building.

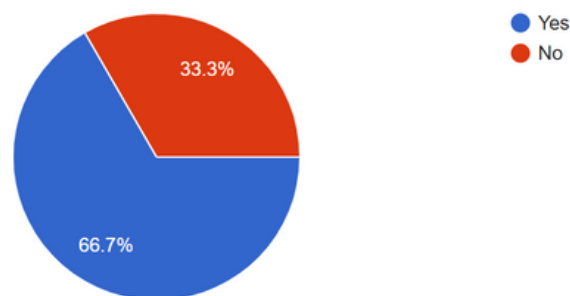
# THE NUMBERS THAT MEASURE CHANGE

## 2. How is gender equality mainstreamed in your organizational culture and daily operations?



When asked how gender equality is reflected in daily practices, partners highlighted different entry points. The most common approaches were representation in decision-making (50%), followed by Inclusive language (33.3%) with some also focusing on gender balance in recruitment (16.7%). These results show that most organizations already integrate gender equality into their decision-making structures and language, while fewer have addressed recruitment practices systematically.

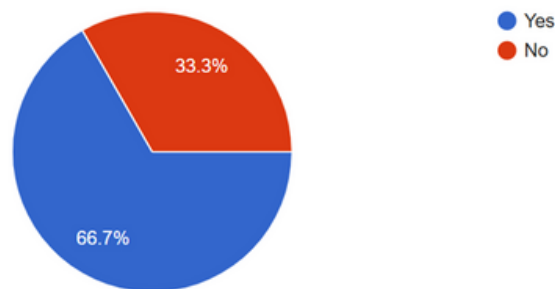
## 3. Do you offer any internal training or capacity-building activities on gender equality or unconscious bias?



Capacity-building was another key dimension. 66.7% indicated they offer structured training sessions while 33.3% acknowledged they do not yet provide such opportunities. This suggests a gap in ongoing institutional learning, but also an opportunity for the consortium to strengthen this area collectively.

# THE NUMBERS THAT MEASURE CHANGE

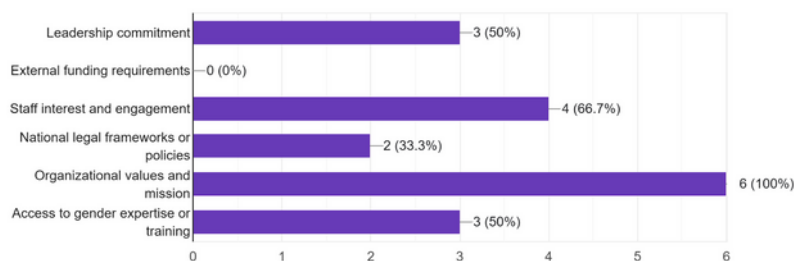
## 4 - Do you have any reporting mechanisms for gender-related issues?



Clear reporting mechanisms are essential for accountability. The responses here showed differences across organizations: while most of the respondents already have procedures in place, others admitted they lack formal channels. This unevenness highlights the importance of developing transparent systems that encourage staff and stakeholders to raise concerns safely.

## 5. What are the main enablers that have supported your organization in adopting and implementing gender equality and women empowerment policies and practices?

What are the main enablers that have supported your organization in adopting and implementing gender equality and women empowerment policies and practices?  
6 responses



The results show that organizational values and mission stood out as the strongest driver, cited by all organizations (100%). This reflects how deeply gender equality is tied to their core identity and purpose. Staff interest and engagement (66.7%), leadership commitment (50%), and access to gender expertise or training (50%) were also noted as important enablers, while external funding requirements did not play a role at all. This indicates that gender equality is not pursued out of obligation, but rather out of conviction and internal motivation.

# THE NUMBERS THAT MEASURE CHANGE

## 6- What are the main challenges or barriers your organization has faced in mainstreaming gender equality internally?



The most common difficulty identified was measuring impact (50%), which reflects the challenge of translating intentions into measurable results. Limited resources or funding (33.3%) and competing priorities (33.3%) were also significant barriers, underlining the pressures many organizations face in balancing gender equality with other urgent demands. Issues such as lack of expertise, resistance from staff, or absence of buy-in were not reported, which highlights that the main barriers are systemic rather than attitudinal.

While the charts above give us a clear picture of the structures, policies, and mechanisms in place across partner organizations, they do not capture the full story. To complement these figures, partners were also invited to share in their own words how gender equality is reflected in their day-to-day practices.

# THE STORIES THAT EXPLAIN CHANGE

In addition to formal policies, partner organizations were invited to share the informal practices and approaches they rely on to promote gender equality in their daily operations. These practices often reflect the underlying culture and values of each organization, shaping how staff interact, make decisions, and support one another in practice.

## 1- Please describe any informal practices or guidelines your organization follows.

In addition to formal policies, partner organizations were invited to share the informal practices and approaches they rely on to promote gender equality in their daily operations. These practices often reflect the underlying culture and values of each organization, shaping how staff interact, make decisions, and support one another in practice. Across the responses, a number of common themes emerged. Several organizations highlighted their commitment to inclusive decision-making, ensuring that women's voices are consistently represented in meetings, planning processes, and leadership spaces. For some partners, this takes the form of intentionally creating opportunities for women to influence and lead.

Another recurring theme was the focus on supportive organizational culture. Team leaders and managers in different organizations play an active role in promoting respectful communication, discouraging bias, and creating a safe environment where gender-related issues can be openly discussed. Some partners additionally highlighted practices that address the realities of work-life balance, including flexible working arrangements to accommodate caregiving responsibilities.



# THE STORIES THAT EXPLAIN CHANGE

## 2-Do you offer any internal training or capacity-building activities on gender equality or unconscious bias?

In addition to policies and practices, capacity-building remains a vital tool for ensuring that gender equality is not just a stated value but also a lived experience within organizations. Several organizations highlighted structured programs for new employees. For example, one partner developed gender inclusivity guidelines that every staff member must review upon joining. Others described continuous training programs covering management, communication, and project application, ensuring that inclusivity, fairness, and gender awareness are integrated into leadership styles, interpersonal interactions, and project design from the very start. Partners also emphasized that promoting gender equality is a core organizational objective. Many focus on strengthening the capacity and knowledge of their members on the legal, economic, and political dimensions of gender equality, while actively engaging in advocacy efforts to advance these principles.

## 3-Do you have any reporting mechanisms for gender-related issues?

When asked about their reporting mechanisms, partners shared practices that ensure staff feel protected and heard when raising sensitive issues.

Some organizations reported that complaints can be raised directly with their board members, who oversee the process to guarantee confidentiality and seriousness in handling every case. This direct involvement of senior leadership reinforces accountability and ensures that corrective actions are taken promptly. In other cases, issues are discussed first within teams, with the option of escalating matters to the General Director or President if they require higher-level intervention.



# THE STORIES THAT EXPLAIN CHANGE

## 4- Elaborate on challenges you have faced in integrating gender equality into your internal policies and operations and how you address them?

While all partner organizations expressed a strong commitment to advancing gender equality, several challenges emerged when it comes to translating this commitment into daily operations and formal internal policies.

- A recurring issue raised by partners is **the difficulty of measuring impact**. Although efforts such as improving women’s representation in leadership and adopting inclusive practices are ongoing, the absence of structured gender indicators or monitoring tools often limits the ability to track progress beyond anecdotal evidence.
- **Limited resources and funding** were also reported as a major barrier. Budget constraints restrict the ability to implement specialized training, mentorship programs, or workshops on gender equality. In these cases, organizations rely on informal practices, prioritizing low-cost but impactful initiatives.
- Another challenge lies in **contextual and political barriers**. In certain countries or communities, advocating for gender equality and women’s rights remains sensitive and at times contested. This makes it harder to secure active participation of women across all partner contexts or to advance discussions in political spaces.
- Some organizations acknowledged **low prioritization of gender equality among staff and educators**. Competing workloads and the perception of gender as an “add-on” rather than an integral part of work often hinders engagement. To address this, strategies such as staff self-awareness sessions, integration of gender topics into training, and encouragement to join international events were used to gradually shift attitudes.
- On the other hand, one organization expressed that the main challenges arise more from the **external environment** rather than within the organization itself. However, to ensure continued progress, they regularly review their internal policies, provide capacity-building for staff, and engage their GBV and M&E departments in monitoring the effectiveness of their gender-related practices.

Taken together, these insights highlight that mainstreaming gender equality requires not only strong will, but also resources, tools, and cultural shifts within organizations.



# THE STORIES THAT EXPLAIN CHANGE

5- Please describe 2-5 internal good practices that you believe could inspire other organizations in mainstreaming gender equality and women empowerment.

Across the six partner organizations, several internal practices stood out as inspiring examples of how gender equality can be advanced, even when formal structures or resources are limited.

- **The empowerment of young women through paid internships and mentorship.** By offering structured opportunities for skill-building, professional growth, and fair compensation, organizations provide young female professionals with the confidence and experience needed to pursue leadership roles in the future.
- **Intentional female leadership representation.** Women are placed in visible, senior positions as trusted decision-makers shaping the organization's direction. This sends a powerful message internally and externally, reinforcing the value of women's leadership.
- **Gender-inclusive recruitment and promotion processes.** These include using gender-neutral language in job descriptions, assembling diverse hiring panels, and ensuring that women have equal opportunities for advancement. By embedding equity into hiring practices, organizations strengthen fairness across the employment cycle.
- **Create a safe and supportive work environment.** Even without formal HR systems, open communication, respectful dialogue, and peer support structures help ensure that women feel secure in voicing concerns and actively participating in decision-making. Simple measures such as providing menstruation kits or addressing women's practical workplace needs reflect an organizational culture that prioritizes dignity and inclusivity.

Finally, organizations integrate gender awareness into internal training and daily operations. From onboarding sessions to team-building activities, new employees are consistently reminded of the importance of inclusivity, respectful communication, and shared leadership in project design and delivery.



# GUIDANCE FROM PARTNERS: HOW TO FOSTER GENDER-EQUAL STRUCTURES

Building on their own experiences, the partner organizations also offered practical suggestions that could inspire others seeking to strengthen gender-equal internal structures.

## LEADERSHIP COMMITMENT

Gender equality must be championed from the top. Visible and active participation from leadership sets the tone for the organization and ensures accountability.

## NORMALIZE WOMEN IN DECISION-MAKING ROLES

Representation matters. Organizations should not only include women but ensure they are meaningfully involved in strategic leadership and governance.

## ADOPT INFORMAL STRUCTURES AS A FIRST STEP

Even in the absence of formal policies, informal practices—such as inclusive hiring panels, mentorship programs, or flexible work arrangements—can pave the way for future institutionalization.

## ENGAGE GENDER EXPERTISE

Bringing gender experts into the development of strategies and policies, establishing clear accountability mechanisms, and providing continuous training strengthens staff capacity and ensures interventions are effective.

## ESTABLISH SAFE AND ANONYMOUS REPORTING CHANNELS

Staff and volunteers must feel confident to raise concerns about bias, exclusion, or harassment without fear of retaliation.

## TAILOR ACTIONS TO LOCAL CONTEXTS

Listening to women's specific needs within each country context is crucial to ensure that advocacy and policy development remain relevant and impactful.



# CONCLUSION

The WE ARE HER Project Partners' Organizational Development Working Sessions marked a critical step in building a shared understanding of gender mainstreaming across the consortium. By reflecting on each organization's current situation, exploring the Gender Integration Framework, and co-creating action steps, the partners have laid the foundation for long-term collaboration and sustainable change.

To provide further resources and practical tools, the following annexes are attached:

- **Annex 1:** Gender Integration Framework Elements
- **Annex 2:** Institutional Gender Assessment
- **Annex 3:** Partner Organizations' Institutional Policies

# ANNEX 1

# GENDER INTEGRATION FRAMEWORK ELEMENTS



## Gender Integration Framework Elements

**Political will** is a concept which highlights the ways in which leaders use their position of power to communicate and demonstrate their support, leadership, enthusiasm for and commitment to working towards gender equality in the organization.

\*At the root of the process is **Political Commitment** and from it the other three dimensions grow (branches) as its demonstration.

**Actions may include:**

- Adopting and ensuring the implementation of an organizational policy that supports commitment to gender equality
- Reinforcing that commitment through organizational strategy processes and communications
- Demanding new procedures for recruiting, hiring and promoting staff
- Establishing ways to measure and recognize progress.

**Technical capacity** is the ability, qualifications and skills that individuals in an organization need to apply gender mainstreaming to projects (or programmes) and organizational processes.

**Actions may include:**

- Moving beyond awareness to application
- Facilitating changes to organizational procedures as well as strengthening individual skills
- Contributing to an ongoing community of learning among staff e.g. through global thematic learning groups.

**Organizational culture** refers to the norms, customs, beliefs and codes of behavior that make up an organization's culture. These may support or undermine gender equality.

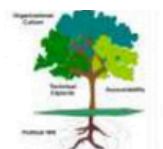
**Actions may include:**

- Instituting paid parental leave, establishing zero-tolerance policies on sexual harassment and adopting gender-responsive language in official communications.
- Documenting and rewarding progress
- Creating a climate of open communication
- Prohibiting forms of dominance and subordination which inhibit full contribution

**Accountability** means the mechanisms by which an organization measures how far it is "walking the talk" in terms of mainstreaming gender equality in its projects and organizational structure.

**Actions may include:**

- Rewarding individuals or teams promoting gender equality
- Setting annual targets for implementing the organizational gender strategy
- Including responsibility for promoting gender equality in job descriptions, workplans and performance assessments.



# ANNEX 2

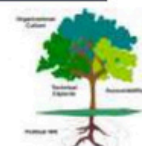
# INSTITUTIONAL GENDER ASSESSMENT



## Institutional Gender Assessment

Aspect 1: Political Will	1 Very small degree	2 Small degree	3 Moderate degree	4 Good degree	5 Great degree	TOTAL SCORE
The integration of gender equality in programmes/projects is mandated						Divide by 5
There is a written policy that affirms commitment to gender equality						
Senior management actively supports and takes support for our policy on gender equality (or promoting gender equality if no policy exists)						
There has been increase in the representation of women in senior management positions in the past few years						
My organization has budgeted adequate financial resources to support our gender integration work.						
<b>Subtotals</b>						
<b>Total score</b>						

Aspect 2: Organizational Culture	1 Very small degree	2 Small degree	3 Moderate degree	4 Good degree	5 Great degree	TOTAL SCORE
Gender issues are taken seriously and discussed openly by men, women and other genders in my organization						Divide by 5
My institution has a reputation for integrity and competences in gender issues among leaders in the field of gender and development						
The working environment in my institution has improved for women over the past two years						
Staff in my institution are committed to the advancement of gender equality						
My institution has made significant progress in mainstreaming gender into our operations and programmes						
<b>Subtotals</b>						
<b>Total score</b>						



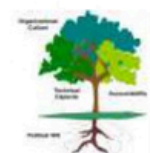
# ANNEX 2

## INSTITUTIONAL GENDER ASSESSMENT



Aspect 3: Accountability	1 Very small degree	2 Small degree	3 Moderate degree	4 Good degree	5 Great degree	TOTAL SCORE
Data collected for programmes and projects are disaggregated by sex						Divide by 4
The gender impact of projects and programmes is monitored and evaluated						
My institution's programmes and projects ensure equal participation of, and benefit to, men, women, boys and girls and other genders as well.						
Gender awareness is included in job descriptions and/or job performance criteria						
<b>SUBTOTALS</b>						
<b>Total score</b>						

Aspect 4: Technical Capacity	1 Very small degree	2 Small degree	3 Moderate degree	4 Good degree	5 Great degree	TOTAL SCORE
There is a person and/or division responsible for gender in my organization						Divide by 6
Staff have been trained to have the necessary knowledge and skills to carry out their work with gender awareness						
Program/project planning, implementation, valuation and advisory teams in my institution consists of members who are gender sensitive.						
Program/project planning, implementation, valuation and advisory teams in my institution include at least one person with specific expertise and skills in gender issues						
Gender analysis is built into our program planning and implementation procedures						

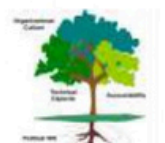


# ANNEX 2

# INSTITUTIONAL GENDER ASSESSMENT



Gender analysis is built into our program evaluation procedures						
<b>Subtotals</b>						
<b>Total score</b>						



# ANNEX 3

# PARTNER ORGANIZATIONS' INSTITUTIONAL POLICIES ELEMENTS



## GENDER EQUALITY POLICIES - YOUTH FOR EXCHANGE AND UNDERSTANDING (YEU) INTERNATIONAL

Youth for Exchange and Understanding (YEU) is committed to creating an inclusive, equitable, and empowering environment for all young people, with a strong focus on promoting gender equality and youth participation in civic life across Europe and beyond. As an international youth-led organisation, YEU integrates gender awareness and social justice into all its activities, training, and advocacy efforts.

### 1. EQUAL PARTICIPATION AND ACCESS

At YEU, we commit to equal participation for all genders in every activity, including decision-making bodies, training, facilitation, implementation, and evaluation of projects. We remove structural and informal barriers that may limit inclusion based on gender, identity, sexual orientation, or family status.

### 2. SAFE AND INCLUSIVE ENVIRONMENT

A zero-tolerance policy towards any form of gender-based violence, harassment, bullying, or discrimination whether verbal, non-verbal, physical, or symbolic. All staff, volunteers, participants, and stakeholders are entitled to feel safe, respected, and valued at all times.

### 3. REPRESENTATION IN LEADERSHIP AND DECISION-MAKING

We encourage gender-balanced leadership, prioritizing the representation of women, non-binary, and LGBTQI+ individuals in decision-making roles. Particular emphasis is placed on empowering young women and those from marginalized communities to take on visible and influential positions.

### 4. CHALLENGING GENDER NORMS THROUGH EDUCATION AND PRACTICE

Critical reflection on gender roles and stereotypes are included in our programs, workshops, and activities. Gender-sensitive language and content are mandatory, and facilitators are trained to use politically correct, inclusive, and affirming language at all times.

### 5. EMPOWERMENT THROUGH EDUCATION AND SKILLS DEVELOPMENT

We develop specific programs aimed at empowering women to build leadership, negotiation, and self-confidence skills. These aim to dismantle internalized discrimination and foster agency and visibility in all areas of youth engagement.

# ANNEX 3

# PARTNER ORGANIZATIONS' INSTITUTIONAL POLICIES ELEMENTS



## 6. INCLUSIVE CULTURAL EXCHANGE AND VISIBILITY

All international, intercultural, or interorganizational exchanges must:

- Integrate a gender perspective;
- Include sessions that raise awareness of local/global gender issues;
- Promote and showcase achievements of women and girls
- Uphold the same equality standards abroad as at home.

## 7. LANGUAGE AND BEHAVIOR

We recognize that language is a tool of inclusion or exclusion. We commit to:

- Monitoring our spoken and written communication for bias;
- Preventing the spread of stereotypes;
- Naming and addressing harmful behavior with care and responsibility.

## 8. RESPONSIBILITY AND ACCOUNTABILITY

- The creation and maintenance of a safe and inclusive environment is a shared responsibility;
- Everyone involved must be informed of these guidelines and empowered to uphold them;
- Incidents or violations are addressed through a structured mediation process as outlined in the YEU Code of Conduct;
- Privacy and respect are paramount in all conflict resolution processes.

## 9. CONTINUOUS LEARNING AND IMPROVEMENT

We commit to:

- Ongoing training in gender equality and inclusion;
- Regular evaluation and updates of our internal practices;
- Collecting anonymous feedback to improve implementation;
- Using tools like the Gender Watch Methodology to assess and act on gender dynamics in real time.

## 10. FINAL STATEMENT

In alignment with the European Convention on Human Rights, our organization reaffirms the fundamental values of freedom, dignity, equality, and participation for all. This document is both a commitment and a call to action, ensuring that our work, relationships, and spaces always reflect our belief that diversity is our strength, and safety is a right, not a privilege.

# ANNEX 3

# PARTNER ORGANIZATIONS' INSTITUTIONAL POLICIES ELEMENTS



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## **GENDER EQUALITY POLICIES**

*The United Balkan Societies, taking into account the principles of equal rights as defined by the Constitution, applies the policy of gender equality and acts under its provisions to combat all forms of discrimination and inappropriate behaviour within and outside the workplace and to ensure equality among all employees.*

*Gender equality is embedded in all aspects of the Organization, including recruitment, communication, staff conduct, project planning and implementation and monitoring of activities.*

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### **LEGAL FRAMEWORK**

#### National Legal Framework

- Law 3896/FEK 207/8.12.2010 on the "Implementation of the principle of equal opportunities and equal treatment of men and women in matters of labour and employment"
- Penal Code 336- Rape- An act of physical violence or threat to life or physical integrity that forces another person to have intercourse or other lewd act or to tolerate it is punishable by imprisonment
- Penal Code 337 Insult to sexual dignity; gestures or propositions involving lewd acts brutally insulting the dignity of another person in the field of his/her sexual life shall be punishable by imprisonment for a term not exceeding one year or a fine
- Penal Code 338 - Abuse in lewdness - Abusing the insanity of another person or his/her inability to resist from any cause, performing intercourse or other lewd act on him/her shall be punishable by imprisonment for a term not exceeding ten years

European directives and regulations as incorporated into the national legal framework:

1. [Directive 2012/29](#) of the European Parliament and of the Council establishing minimum standards on the rights, support and protection of victims of crime and replacing Council Framework Decision 2001/220/JHA
2. [Regulation 235/2014](#) of the European Parliament and of the Council of March 2014 establishing a financing instrument for democracy and human rights worldwide
3. [Regulation 1381/2013](#) of the European Parliament and of the Council of 17 December 2013 establishing for the period 2014-2020 the Rights, Equality and Citizenship Programme (Text with EEA relevance)

# ANNEX 3

## PARTNER ORGANIZATIONS' INSTITUTIONAL POLICIES ELEMENTS



4. Greece endorsed the [European Parliament's resolution of 5 April 2011](#) on the priorities and general characteristics of a new EU policy framework to combat violence against women.

### EQUALITY STRATEGIES

- Wage transparency - equal pay for work of equal value
- Fair employment practices, i.e., fair, merit-based and non-discriminatory hiring practices
- Member language and organizational forms reflect gender parity to the greatest extent possible
- Representation of all genders in decision-making processes within the organization
- Zero tolerance for sexual harassment of any kind (physical, verbal, or nonverbal) that results in sexual humiliation or a violation of a person's dignity
- Zero tolerance for a culture that reinforces sexist behavior or attitudes/approaches

### Code of conduct

The United Societies of Balkans apply the policy of zero tolerance to gender-based violence and express their commitment to address and eliminate it in the workplace, with the aim of creating a working environment where respect for human dignity prevails. To this end, it is expressly stated that the following are prohibited

- innuendo, mockery, obscene, sexual, or racist jokes or comments
- rude gestures, touching, or any type of unwanted physical contact
- indecent exposure, sexual exploitation, abuse, rape
- unequal treatment of women, including minorities, disabled people and LGBT+ people
- cyberbullying

In addition,

- The actions of employees who engage in gender-based violence and outside of the workplace are unacceptable
- All new employees will be appropriately informed during their first week of employment of their obligation to comply with the organization's Code of Conduct and this Gender Equality and Child Protection Policy.

# ANNEX 3

# PARTNER ORGANIZATIONS' INSTITUTIONAL POLICIES ELEMENTS



## **Prevention mechanism**

- Establish a culture of equality and respect in the workplace by placing gender equality and nondiscrimination at the center of all organizational activities
- Ongoing training and information/awareness-raising for employees to eliminate entrenched and discriminatory gender-based approaches
- Train staff to respond to and deal with incidents of violence immediately
- Disseminate posters and printed materials throughout the organization on violence to ensure that all individuals within the scope of this policy are aware of the organization's policies and procedures against incidents of violence and harassment
- Establish reporting systems to ensure the safety of victims and consequences for perpetrators

## **Gender-based violence reporting mechanism**

- Transparency in the development and implementation of sexual harassment procedures and complaint systems trusted by employees, implemented through a victim-centred approach.
- Designated person to report incidents of gender-based violence and sexism and receive appropriate support and guidance
- Encourage all staff to report incidents of gender-based violence and ensure the confidentiality and safety of the complainant(s)

## **Response Mechanism**

- Any allegations of sexual harassment, bullying and discrimination are taken seriously and treated confidentially
- Mechanism for referring victims for psychological support
- Support for the victim and escort to the nearest police station and/or report to the Labour Inspectorate (always with the consent of the victim)

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<sup>1</sup> Article 4 par. 2, Art. 116 par. 2

# ANNEX 3

## PARTNER ORGANIZATIONS' INSTITUTIONAL POLICIES ELEMENTS



### Policy Statements: Gender Equality and Women Empowerment for Bodrum Dance Club (BDK)

The Bodrum Dance Club (BDK) is committed to fostering an equitable and empowering environment for all, with a special focus on advancing gender equality and empowering women within the realm of dance, arts, and youth activities. These statements outline our policy commitments:

1. **Equal Access and Participation:** BDK ensures equal access and encourages full participation of individuals of all genders in all dance classes, workshops, performance opportunities, and cultural events, actively working to remove any explicit or implicit barriers to engagement.
2. **Challenging Gender Stereotypes through Art:** BDK actively promotes artistic expression that challenges traditional gender roles and stereotypes within dance and performing arts, encouraging freedom of expression and diverse interpretations of movement, regardless of gender.
3. **Promoting Women in Leadership and Artistic Direction:** BDK is committed to fostering and supporting the representation of women in leadership positions, teaching roles, choreographic endeavors, and administrative capacities within the organization, ensuring diverse perspectives in decision-making.
4. **Creating a Safe and Inclusive Environment:** BDK maintains a zero-tolerance policy against all forms of gender-based discrimination, harassment, and violence, ensuring a respectful, secure, and supportive atmosphere for all students, staff, and participants.
5. **Empowerment through Skill Development:** BDK will develop and promote specific programs and workshops aimed at enhancing the skills, confidence, and leadership capabilities of young women and girls in dance, arts, and organizational management.
6. **Fair and Equitable Evaluation in Competitions:** BDK ensures that all national and international dance competitions and evaluation processes are conducted with strict impartiality, free from gender bias, and based solely on artistic merit and technical proficiency.
7. **Showcasing Female Artistic Achievements:** BDK commits to actively showcasing and celebrating the achievements of female dancers, choreographers, and artists through its festivals, performances, and promotional materials, providing inspiring role models for emerging talent.
8. **Integrating Gender Perspectives in International Exchange:** BDK will integrate gender equality and women's empowerment themes into its international cultural exchange programs and collaborations, fostering cross-cultural dialogue and learning on these critical issues.
9. **Support for Work-Life Balance for Female Staff and Artists:** BDK recognizes the importance of work-life balance and aims to implement supportive policies and flexible arrangements where possible to enable female staff and artists to balance their professional and personal responsibilities.
10. **Regular Review and Accountability:** BDK commits to regularly reviewing the effectiveness of its gender equality and women's empowerment policies and initiatives, using feedback mechanisms and indicators to ensure continuous improvement and accountability.

BDK Gençlik Kültür ve Sanat Merkezi

Adress:Yokuşbaşı mahallesi kazıman sokak no:1

Bodrum – Muğla Türkiye

Email:projects@bodrumyouth.org

Tel : +905356253156

# ANNEX 3

# PARTNER ORGANIZATIONS' INSTITUTIONAL POLICIES ELEMENTS



## ABOUT THE ORGANIZATION

Aspire is an international organization headquartered in Egypt since 2007, with two additional established branches located in South Africa and the United Arab Emirates. Aspire operates with a governance structure that ensures strategic leadership, operational efficiency, and accountability across its global footprint.

Aspire was founded by four co-founders who continue to play an active role in steering the company's vision and growth. The organization is further governed by a Board of Directors, ensuring that Aspire maintains the highest standards of governance, transparency, and strategic oversight.

Aspire manages an annual operating budget of **\$2,896,329.15 USD** in **revenue**, with a **net profit** of **\$827,070.72 USD**. The organization's financial strength supports its ability to invest in sustainable impact initiatives across its sectors of work. Aspire's workforce consists of **100 full-time staff members** distributed across its **two branches**. The staff are organized into three specialized business units:



These business units are supported by dedicated departments including Human Resources, Finance, Marketing, and Design, ensuring streamlined operations and service delivery.

In addition to its full-time workforce, Aspire maintains a flexible and dynamic network of over **150 part-time** and **freelance subject matter experts**. This expanded talent pool allows Aspire to mobilize highly specialized expertise quickly and efficiently, enabling it to meet the diverse needs of its clients and partners worldwide.

## A SPECIAL LOOK INTO OUR COMMUNITY INTERVENTIONS

Aspire Community Transformation, the leading sustainability and development division under Aspire Consulting International. Aspire was founded in 2007 with its headquarters in Egypt, and has since expanded with established offices in the United Arab Emirates and South Africa. Our work is rooted in a deep commitment to strategizing impactful visions, designing innovative solutions, and delivering on-ground interventions across the region.

### Our core focus areas include:

- Non-Formal Education
- Gender Empowerment
- Inclusion of Underserved Communities
- Institutional Strengthening

Aspire operates through a unique dual model: a consulting and implementation arm, which allows us to not only shape strategies but also bring them to life through measurable action on the ground.

# ANNEX 3

## PARTNER ORGANIZATIONS' INSTITUTIONAL POLICIES ELEMENTS



### GENDER STATEMENT

Aspire Consulting International declares and commits to gender responsive standards. We acknowledge the representation of women in standards of development. We express our commitment to work towards gender inclusive standards, gender responsive standards and gender balance at all levels of our organization.

We strive for a representative number of women in all our organization structure. Females therefore encompass a percentage of 50.6 % of the company. The company encompasses a number of 73 full time employees, with 37 female employees. They are divided upon departments as follows:

Department	Number of Employees	Number of Women Employees
Community Transformation Department	30	16
Youth Department	8	4
Corporate Department	20	6
Marketing and Design	5	4
HR, Finance and Administration	10	7

Moreover, Aspire has demonstrated its committed to gender equality and women empowerment through becoming an official signatory to the WEPS (Women Empowerment Principles). For more information, please check our profile on the WEPS <https://www.weps.org/company/aspire-training>

*Bassim Tameel*



# ANNEX 3

## PARTNER ORGANIZATIONS' INSTITUTIONAL POLICIES ELEMENTS



Social Inclusion for Development (SIFD) operates in line with recognized frameworks and national strategies that guide its work. These include:

- **Making Laws Work for Women and Men: A Practical Guide to Gender-Sensitive Legislation**, OSCE Office for Democratic Institutions and Human Rights (ODIHR), 2017
- **Guide for Gender Perspective and Inclusion in Social Media**, developed within the framework of the project Supporting Independent Media in Albania, funded by the British Embassy in Tirana and supported by USAID.
- **Gender perspective guiding for grant recipients**, LevizAlbania
- **National Strategy for Gender Equality and Action Plan 2016–2020**, by the Ministry of Social Welfare and Youth in Albania.