

# THE EARTH SOCIETY'S GENDER POLICY

## 1. Key Principles

- Gender equality, equity, and non-discrimination are fundamental to our operations and activities.
- Empowering women and young girls are recognized as critical our vision and mission.
- Men and boys have the ability to play an active role in transforming an unequal society into an equal one.
- Every individual clearly understands and exhibits attitudes and behaviours that promote gender equity and equality.
- Adequate resources are provided to promote gender equality and women's empowerment.
- All work is constantly assessed against gender indicators based on various country contexts.
- We recognize that the path towards gender equality must also take into account gender diversity and intersectionality, i.e. inequalities between women resulting from all other forms of embedded discrimination to which they may be subjected based on sex, gender, ethnic origin, class, nationality, skin colour, age, disability, sexual orientation, gender identity or political beliefs.

## 2. Objectives of the Gender Policy

- The objective of the Gender Policy is to create a clear vision for the organization in terms of what it wants to achieve in terms of gender equality.
- The policy's overarching goal is to establish the standards and principles of gender equality and a world free of all forms of exploitation and discrimination in which everyone has the opportunity to realize their potential.
- We aim to create an organizational culture that reflects our commitments to gender equality and women's empowerment.

## 3. Advocacy, networking, and collaboration

- Our organisation will develop alliances and networks with like-minded organizations and forums at the local, regional, and international levels. Encourage women and girls to participate in forums/committees/meetings dealing with gender diversity and intersectionality at the local, national, and global levels.
- Establish partnerships/allies by networking at the national and global levels with organizations that support gender equality and women's empowerment.

- Influence national policies for women's empowerment, gender equality, and justice, as well as policy implementation, by upholding the human rights of women.
- Support partners in developing their capacity to undertake gender analysis at the policy, program, and institutional levels, and to design and carry out programming that supports gender equality.

#### **4. Finance and Resources**

- Adequate financing and resource arrangements are required for the Gender Policy to be implemented and gender mainstreaming to occur throughout the organization. Adequate resources will be allocated to all programs, enterprises, and departments in order to implement and evaluate the Gender Policy throughout the organization.
- All programs will document the operational costs for this in their annual accounts and present on it as needed.

#### **5. Accountability and implementation**

- Our entity and team members are responsible for successfully implementing the Gender Policy. Each team, led by a supervisor, will be responsible for ensuring gender mainstreaming and promoting gender equality.
- Every member should make every effort to study and become thoroughly acquainted with the Gender Policy and its implementation. This policy also requires that reasons for a lack of diversity in any item mentioned in this document be documented or disclosed, with the intention of reviewing the reasons to ensure a progressive increase in inclusion.
- The policy will be available to all employees in both Bengali and English.