EMVIO SOCIAL SOLIDARITY
CULTURE
ENVIRONMENT AND HEALTH

Gender Equity Plan

Prepared for: EMVIO MAKE   Date: 03 January 2025

1. Introduction

Purpose of the Plan

This Gender Equity Plan aims to promote fairness, inclusion, and equal opportunities for all genders within the organization and through its programs and services.

Organizational Commitment

EMVIO is committed to advancing gender equity as a core value. We recognize that achieving gender equity is essential to fulfilling our mission and enhancing the effectiveness and impact of our work.

2. Definitions

Gender Equity

Fair treatment of individuals based on their gender, which may involve different treatment to achieve fairness and equality of outcomes.

Gender Equality

Equal rights, responsibilities, and opportunities for people of all genders.

Gender Mainstreaming

The systematic consideration of gender perspectives in all aspects of an organization's work.

3. Current Situation Analysis

Staffing

60% female, 35% male, 5% non-binary/gender non-conforming

Leadership Representation

60% of leadership roles held by women

Program Impact

Programs currently reaching more boys than girls in rural areas

4. Goals and Objectives

Goal 1:

Increase Gender Balance in Staffing and Leadership

Objective 1.1

Ensure at least 40% representation of women in leadership by 2025.

Objective 1.2

Improve gender balance in recruitment and promotions.

Goal 2

Mainstream Gender in All Programs and Projects

Objective 2.1

Conduct gender analysis in all program planning stages.

Objective 2.2

Develop and apply gender-sensitive indicators for monitoring.

Goal 3

Build Internal Capacity on Gender Equity

Objective 3.1

Train 100% of staff on gender equity and unconscious bias.

Objective 3.2

Establish a Gender Equity Committee within the organization.

Goal 4

Foster an Inclusive Organizational Culture

Objective 4.1

Implement a gender-sensitive code of conduct.

Objective 4.2

Create safe spaces for all employees to voice concerns.

5. Strategies and Activities

Objective	Strategy	Activities	Timeline	Responsible
1.1	Gender-sensitive hiring	Review job ads and hiring policies	Q2 2025	HR Dept
2.1	Gender analysis tools	Integrate checklists and assessments	Ongoing	Program Leads
3.1	Capacity building	Conduct quarterly gender trainings	Start Q3 2025	Gender Officer
4.2	Safe space creation	Develop anonymous feedback channels	Q4 2025	HR & Admin

6. Monitoring and Evaluation

Gender Equity Indicators

- 40% of women in leadership positions

- 60% of programs with completed gender analysis

- 80% Staff satisfaction by gender (via anonymous surveys)

Reporting

- Annual Gender Equity Report

- Quarterly updates to leadership team

7. Budget and Resources

Allocate specific funds for gender training, audits, and committee operations.

Consider external consultants for gender mainstreaming and evaluations.

8. Accountability

Appoint a Gender Equity Focal Point.

Include gender equity performance in staff evaluations.

Report progress to the Board of Directors annually.

9. Review and Updates

This plan should be reviewed and updated every two years to reflect progress, learnings, and new challenges.

10. Sector-Specific Considerations

Education

In the education sector, gender equity means addressing barriers to education for girls and gender-diverse students, promoting inclusive curricula, and ensuring safe learning environments. Strategies may include scholarships for girls, gender training for teachers, and preventing gender-based violence in schools.

Environment

In the environmental sector, gender equity involves recognizing the different roles and impacts of environmental issues on men, women, and marginalized genders. Programs should ensure women's participation in environmental decision-making, access to green technologies, and leadership in climate action.

Health

In the health sector, gender equity requires addressing gender-based disparities in access to healthcare, reproductive rights, and health outcomes. It includes designing gender-sensitive health services, training providers on inclusive care, and collecting gender-disaggregated health data.