

## Gender and Equality POLICY

<b>Prepared by:</b>  Fajer Rabia <i>Executive Director</i>	<b>Reviewed by:</b>  <i>Senior Management Committee</i>
<b>Approved by:</b>  <b>Board of Trustees</b>	
<b>Responsibility:</b>	<ol style="list-style-type: none"> <li>1. Board of Trustees</li> <li>2. HR &amp; Operations Coordinator</li> <li>3. All Team Leads</li> </ol>
<b>Applicable to:</b>	<i>All Employees of the Company</i>
<b>Effective from:</b>	<b>July 1, 2020</b>
<b>Revision Date:</b>	<b>June 30, 2020</b>

### Policy Statement

#### Gender Equity and Equality Policy

This Gender Policy sets out PAGE International's perspective and approach on gender equality.

This policy reflects a commitment of PAGE International to support and promote gender equality across all its operations and programs in Pakistan.

Gender equality is a fundamental right for everyone including girls and boys. Therefore PAGE International is committed to promote gender equality by addressing gender discrimination.

PAGE International believes that gender equality is attained when everyone including women and

men, girls and boys, young and old, are recognized, valued and respected for their abilities and one sex is not privileged or prioritized over the other.

### Objectives of the Policy

- Be PAGE International's commitment to gender equality and be a resource of inspiration and empowerment for its staff and partner organizations in order to promote gender equality
- Be guiding principles for the country office to incorporate gender equality within its strategies, programs, policies and ways of working
- To ensure that everyone across country office understands what gender equality means for PAGE International and how it is related with organization's ways of working.
- Boardeate environment where gender equality and equity prevails through awareness raising and building capacities of staff members.
- Enlighten external stakeholder (governments, donors, private sector, civil society and media) on PAGE International's perspective on gender.

### Scope of the Gender Equality Policy

This policy provides guiding principles to incorporate Gender Equality in program, advocacy, partnership and organizational system.

This policy mainstreams gender at following two levels.

#### Organizational Level

- Providing guidance to organizational systems and ways of working
- Providing guidance to mainstream gender concerns in organizational systems and ways of working.
- All support functions will ensure that gender concerns are integrated into their strategies, planning and implementation. This will ensure that Gender policy is translated into actions.

#### Program Level

- Providing guidance to country strategies and all stages of the program/project cycle
- Gender equality and equity will be integrating in Country Office Strategies and into each stage of the program/project cycle which includes but is not limited to conceptualization,

planning and design, implementation, reporting, monitoring, evaluation, accountability and learning.

### Guiding Principles for Gender Policy

This policy will be guided by the following national and international laws, policies and guidelines:

- The Government of Pakistan's National Child Policy
- The Government of Pakistan's National Policy on Development and Empowerment of Women and Girls
- International Instruments to which Pakistan is a signatory, including UN Convention on the Rights of the Child (BOARDC), Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), MDGs and SDGs, among others
- Laws and Policies pertaining to women and children's safety and security (e.g. Protection of Children Act, Protection of Women Act, Sexual Harassment Act, Child Marriage Restraint Act, laws and policies pertaining to child labor, etc.)

### Policy Commitment

- PAGE International commits to develop such an organizational culture that upholds gender equality and equity while addressing gender discrimination at all levels by encouraging equal participation of women and men.
- PAGE International will support its implementing partners in mainstreaming gender within their operations.
- PAGE International commits to have gender sensitive management and staff at all levels.
- Senior management of PAGE International will take the responsibility for translating this policy into actions and will ensure that organizational policies:
  - are free from biases in hiring, firing and promoting male and female employees;
  - provide equal opportunities for training and development, and participation in decision making address gender issues (i.e. sexual harassment and work-life balance ) foster a gender sensitive culture

**I, \_\_\_\_\_, have carefully read the above policy and understand and acknowledge that it applies to me both in my present capacity and in any future position I may hold with the company.**

**Employee's Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_