



Gender Equality Plan (GEP)

1. Introduction

ICLAIM recognises that advancing gender equality requires proactive identification and mitigation of risks. This Plan and Risk Assessment Framework ensures that gender considerations are systematically integrated into our projects, operations, and organisational culture. It complements ICLAIM's broader commitments to Safeguarding and Human Rights. This GEP must be read in complement to the Gender Equality Statement endorsed by ICLAIM's management available here <https://www.iclaimcentre.org/commitment-to-equality>

2. Key Risk Areas

- a. Workplace Risks:** Unequal opportunities, discrimination, harassment, or unconscious bias in hiring, promotion, and pay.
- b. Project Risks:** Gender-blind program design that unintentionally excludes or disadvantages women, men, or gender-diverse persons.
- c. Institutional Risks:** Gaps in gender equality policies, training, or monitoring that hinder progress.
- d. Community Engagement Risks:** Cultural or societal barriers that may perpetuate gender stereotypes or limit participation in community engagement activities.

3. Risk Mitigation Strategies

- **Policies & Standards:** Adoption of clear anti-discrimination and equal opportunities guidelines.
- **Screening & Training:** Regular gender-sensitivity and unconscious bias training for staff, volunteers, and partners.
- **Monitoring & Reporting:** Transparent mechanisms to identify, report, and address gender-related concerns.
- **Inclusive Design:** Ensuring gender balance and equity in all ICLAIM initiatives.

4. Review & Evaluation

The framework will be reviewed and monitored annually and updated to reflect emerging challenges and global best practices in gender equality.

IMPLEMENTATION STRATEGY

1. Policy Integration

ICLAIM ensures the Gender Equality Plan is embedded in all organisational activities. This includes:

- Training sessions on gender equality are offered to all staff, volunteers, and partners.
- Integration of gender standards into project design, monitoring, and evaluation.

2. Monitoring & Compliance

- Regular audits to assess adherence to gender equality measures.
- Establishment of a Gender Equality Committee responsible for oversight and policy enforcement.

3. Capacity Building

- Mandatory gender equality and diversity training for all personnel.
- Development of educational resources to promote awareness, inclusion, and best practices.

4. Stakeholder Engagement

- Collaboration with governmental bodies, NGOs, and community leaders to advance gender equality.
- Engagement with gender-diverse stakeholders to ensure their perspectives inform programs.

PARTICIPATION STRATEGY

1. Principles of Gender-Inclusive Participation

ICLAIM is committed to ensuring equal participation opportunities regardless of gender, in line with international human rights standards (CEDAW, SDGs, and EU Equality Directives).

2. Participation Methods

a. Advisory Panels: Establishment of gender-balanced advisory groups.

b. Workshops & Forums: Inclusive sessions designed to accommodate diverse perspectives and viewpoints.

c. Surveys & Feedback: Use of participatory tools to capture gender-disaggregated data.

3. Safeguards & Ethical Considerations

a. Non-Discrimination: Guaranteeing respect and equality in all engagement activities.

b. Safe Spaces: Enabling open dialogue free from harassment or intimidation.

c. Confidentiality: Strict protocols are in place for managing sensitive gender-related data.

4. Implementation & Monitoring

a. Monitoring systems to track progress in gender equality measures on a annual basis.

b. Regular reporting on how gender perspectives have influenced decision-making within ICLAIM.

Final Provisions

The most current version of this Gender Equality Plan will be published on ICLAIM's website and regularly updated. Comments and questions may be directed to info@icclaimcentre.org.

All individuals within the scope of the GEP are responsible for adhering to its requirements and reporting periodically to ICLAIM's Board of Directors.

This Plan is subject to all applicable laws, rules, and regulations. Discretion under this Plan must be exercised within ICLAIM's statutory obligations and shall not contravene any legal or regulatory requirements.

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