AGORA Gender Equality Policy

AGORA CENTER FOR PROMOTION OF CIVIC VALUES, 2025

AGORA – Center for Promotion of Civic Values is committed to advancing gender equality and the empowerment of all women, men, and gender-diverse persons as the heart of its work and engagement. This policy defines AGORA's approach to promoting gender equality within its internal operations, governance structures, and external programs, ensuring fairness, inclusion, and accountability.

1. Policy Statement

AGORA affirms that gender equality is a fundamental human right and an essential condition for sustainable social development. The organization commits to promoting equal opportunities, treatment, and participation of all people, regardless of gender, across its governance, staffing, projects, and partnerships.

2. Purpose and Scope

This policy establishes AGORA's organizational commitments to gender equality. It applies to all staff, volunteers, members of the General Assembly, consultants, and implementing partners. It covers both internal institutional practices and external programming, advocacy, and partnerships.

3. Definitions

• Gender equality – Equal rights, responsibilities, and opportunities for all genders.

• Gender equity – Fair treatment to achieve equality of outcomes.

• Gender mainstreaming – Systematic integration of a gender perspective into all activities.

• Intersectionality – Recognition that gender intersects with other identities such as age, ethnicity, disability, or socioeconomic status.

4. Principles and Commitments

- Human rights and non-discrimination: zero tolerance for bias or harassment.
- Intersectionality: addressing multiple and overlapping forms of inequality.
- Participation and accountability: inclusive decision-making and transparent reporting.
- Do No Harm and Safeguarding: preventing and responding to abuse or exploitation.
- Evidence-based action: data-driven decision-making and regular learning.

5. Roles and Responsibilities

• General Assembly: Adopts the Gender Equality Policy.

• President: Ensures implementation, allocates resources, and reports to the General Assembly.

• All staff and volunteers: Integrate gender in all project designs and budgets.

6. Gender Equality in Governance and Management

AGORA promotes balanced gender representation across all decision-making bodies. At least 50% of the senior management positions should be held by women, including at least one seat for a young woman or under-represented group. Recruitment and promotions will be transparent and based on merit, ensuring fairness and diversity.

7. Gender Equality in Programs and Partnerships

All AGORA programs will integrate gender analysis, gender-responsive objectives, and measurable indicators. Partnerships with women's and community organizations will be prioritized and supported through joint advocacy and capacity building.

8. Gender Equality in the Workplace (HR & Operations)

AGORA provides a safe, inclusive, and equitable work environment. Recruitment processes are gender-balanced, salary scales are transparent, and flexible work arrangements are supported. The organization provides parental leave for staff as per the legal obligations, equal pay for equal work, and reasonable accommodations for staff with caregiving or accessibility needs. More details are provided in the Human Resources Policy.

9. Safeguarding, Harassment, and Complaints

AGORA enforces a zero-tolerance policy toward sexual harassment, exploitation, and abuse. A confidential complaints mechanism will be maintained, and all allegations will be handled promptly, fairly, and with a survivor-centered approach. All staff must adhere to the Code of Conduct and Anti-Harassment Policy.

10. Monitoring, Evaluation, and Reporting

AGORA will track progress through gender-disaggregated data, staff surveys, and annual reporting. Key performance indicators include women's representation in governance, staff pay equity, gender mainstreaming in projects, and completion of gender training. Findings will be summarized in the annual Report shared publicly and with the General Assembly.

11. Implementation and Review

This policy will be implemented by the President. Progress will be reviewed annually, and the policy may be updated as necessary to reflect evolving practices, laws, and organizational priorities.

Annex: Practical Implementation Measures

A. Minimum Gender Checklist for All Projects

- Gender analysis completed during project design.
- At least 50% women and girls in participation and leadership roles.
- Gender-responsive objectives and indicators included.
- Safeguarding and referral pathways established.
- Data disaggregated by sex, age, disability, and location.
- Partner due diligence completed.

B. Internal Monitoring Indicators

- % of women on Board and in management positions.
- Gender pay gap (median) by role.
- % of staff completing gender training.
- Number of safeguarding cases handled within policy timelines.
- % of projects with completed gender analysis and budgeted gender actions.

C. Capacity-Building and Reporting Cycle

• Induction training on gender equality for all staff and volunteers.
• Annual refresher sessions and partner capacity-building workshops.
•Annual Report incorporates part on Gender Equality progress, challenges, and future priorities, presented to the public and General Assembly.