

Gender Equality Policy



Implemented July 2025| Version 1.1

I. Introduction

Yeryüzü Çocukları Association's (YEÇED) vision is solidarity in action, and YEÇED stands for equal rights for all, irrespective of sex, ethnicity, religion, disability, and social status. YEÇED's principles establish that we will promote human rights, equality, and a just distribution of power and resources between all individuals, including women and men. Given the increasing concentration of power and resources, YEÇED considers that strong popular participation and organization are crucial to changing power relations. YEÇED firmly believes that gender equality needs to be at the core of our work for societies with a just distribution of resources and action against global inequality.

This policy lays out YEÇED's commitments to striving for a world free from discrimination based on gender, where every human being can fulfill their potential unhindered by discriminatory laws, economic, and social structures. The policy sets out YEÇED's commitments and principles for gender equality at work. The policy applies to all YEÇED's work, all programs, policy, advocacy and communication work.

II. Objectives

1. Promote Gender Equality: Ensure equal opportunities for all genders in every aspect of our operations and programs.
2. Eliminate Gender Discrimination: Actively work to prevent and eliminate gender-based discrimination and harassment.
3. Empower Women and Girls: Focus on initiatives that empower women and girls and address gender-specific challenges.
4. Integrate Gender Perspectives: Incorporate gender considerations into all policies, programs, and activities.

III. Scope

This policy applies to:

- All employees, volunteers, and partners of YEÇED.
- All programs, projects, and activities undertaken by YEÇED.
- All interactions with stakeholders, beneficiaries, and the communities we serve.

IV. Policy Statement

YEÇED will strive to ensure that all persons can fully access and enjoy their rights without discrimination on the basis of their gender identity including women on an equal basis as men, enjoy the rights, opportunities, and actual possibilities to participate on their own terms in all fields of society: socially, economically, politically, and culturally. To ensure that our international work contributes to this, YEÇED will implement the measures described below.

1. Equal Opportunities and Non-Discrimination
 - YEÇED commits to providing equal opportunities for employment, promotion, and development to all individuals, regardless of gender.
 - YEÇED ensures that all employees receive equal pay for equal work, regardless of gender, to promote fairness and eliminate wage discrimination.
 - We will not tolerate any form of gender-based discrimination, harassment, or violence within our organization.
2. Gender-Inclusive Environment
 - We will create and maintain a work environment that respects and values gender diversity.
 - We will promote a working culture of respect; free from sexual harassment, avoid that power and entitlement create a culture of abuse.
 - Gender-sensitive practices and language will be promoted in all our communications and interactions.
3. Gender Mainstreaming
 - Gender perspectives will be integrated into the planning, implementation, monitoring, and evaluation of all our programs and projects.
 - Gender analysis will be conducted to understand the different impacts of our work on various genders and to design interventions accordingly.
4. Capacity Building and Awareness
 - Regular training and capacity-building sessions on gender equality and sensitivity will be provided to all staff, volunteers, and partners.

- We will raise awareness about gender issues and promote gender equality within the communities we serve.
 - YEÇED will seek to learn from partner's experience, knowledge, and ideas concerning political context, organisation, political influence, and gender. Many of YEÇED's partners are highly qualified in gender equality work. YEÇED will seek to utilise this competence to improve our own efforts and facilitate useful cooperation among partners, where feasible.
5. Support and Empowerment
 - Programs specifically aimed at empowering women and girls will be developed and supported.
 - We will advocate for policies and practices that promote gender equality at local, national, and international levels.
 6. Monitoring and Reporting
 - Progress towards gender equality goals will be regularly monitored and reported.
 - We will collect and analyze gender-disaggregated data to measure the impact of our work and identify areas for improvement.
 7. Accountability and Compliance
 - All staff, volunteers, and partners are expected to comply with this policy.
 - Any violations of this policy will be taken seriously and addressed promptly through appropriate disciplinary measures.

V. Implementation and Review

- Responsibility: The implementation of this policy is the responsibility of all members of YEÇED, with oversight by the senior management team.
- Review: This policy will be reviewed annually to ensure its relevance and effectiveness. Feedback from staff, volunteers, and beneficiaries will be incorporated into the review process.

VI. Conclusion

This policy guides YEÇED's work for gender equality. Our vision, commitments, and principles should be guiding for all YEÇED staff. We will work to implement this policy through:

- Committed resources to improve our work for gender equality and to fulfill the ambitions of this policy
- Incorporation in annual plans in Head Office (HO) and each country office
- Identification of needs, development of tools, and training of staff

- Dedicated time in HO to follow up on commitments and ensure sufficient support for implementation.

This is a living document and will be updated and revised based on our experience and external and internal changes.

Children of Earth Association

Karagumruk. Viran Odaları St. Nu: 15 Fatih/İstanbul, 0(212) 909 20 45

yecedorg@gmail.com - www.yeced.org/en

