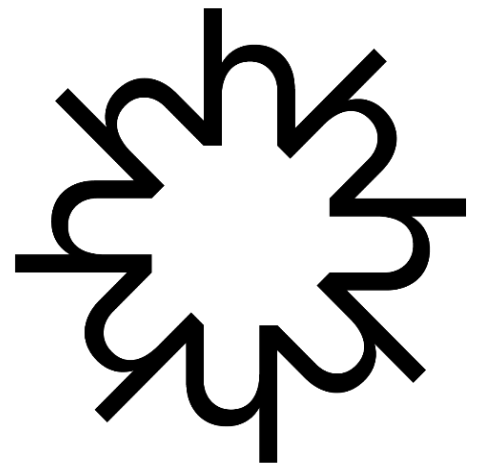


Gender Equality Policy

2022-2030



horizont 3000



horizont 3000

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Abbreviations

ADA	Austrian Development Agency
ADC	Austrian Development Cooperation
GBV	Gender Based Violence
GDP	Gross Domestic Product
h3	horizont3000
HR-CS	horizont3000 Sector Human Rights – Civil Society
KH3	Know-How3000, horizont3000's knowledge management programme
LGBTQI+	Lesbian, gay, bisexual, transgender, queer/questioning, intersex
MEAL	Monitoring, Evaluation, Accountability, Learning
PCM	Project Cycle Management
PO	Partner Organisation
OECD	Organisation for Economic Cooperation and Development
SDG	Sustainable Development Goals
SOGIE	Sexual Orientation, Gender Identity and Expression
RCO	Regional and Country Office
SEAH	Sexual Exploitation, Abuse and Harassment
SL	horizont3000 Sector Sustainable Livelihood

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Horizont3000



1. Introduction

With the Gender Equality Policy, horizont3000ⁱ aims to close the gap within the horizont3000 institutional policy framework with respect to gender action on an institutional as well as programming level, outlining its position and strategies towards promoting gender equality and challenging unequal and patriarchal power structures.

horizont3000 acknowledges that power relations between genders are often unequal and that gender equality and women's rights are essential human rights issues as well as central for sustainable development and poverty reduction. Based on this understanding horizont3000 supports among others the implementation of the Sustainable Development Goals (SDGs), including the policy relevant SDG Goal 5¹ on Gender Equality and Women's Empowerment as well as the principle of Leave no one behind.²

Furthermore, horizont3000 commits as an organization to treaties, laws, regulations, and other policy mechanisms concerning all gender's equality at different levels (national, regional and global)ⁱⁱ and proactively wants to prevent any discrimination based on gender, sex or any other factor within the organisation as well as at programme and project levels.

ⁱ See Annex I – About Us

ⁱⁱ See Annex III – Main Reference Frameworks,

1.1 Global Situation

While there has been progress over the last decade in certain areas, such as universal primary education, the inequality between women and men, girls and boys remains a global challenge, with far-reaching effects on individuals, societies as well as ecological systems. UN Women highlights that still very often “Women lack access to decent work and face occupational segregation and gender wage gaps. They are too often denied access to basic education and health care. Women in all parts of the world suffer violence and discrimination. They are under-represented in political and economic decision-making processes.”³ Equally, women all over the world usually bear the bigger share of care and domestic work, which often to a large extent is unpaid and very little recognized and valued⁴, while adding enormously to the overall work load of women. Furthermore, women’s rights are undermined in many countries with very restricted opportunities to own land and inherit property, while in many regions women are more and more becoming the central actors within small scale agriculture (feminization of agriculture) and main food providers.

While “disparities in health, education, and bargaining power within marriage tend to be larger in countries with low GDP per capita.”⁵, gender inequality is not a phenomenon limited to lower income countries. Men for example earn more than women essentially all over the world and also gender-based violence remains a major global challenge. Gender inequality neither is limited to the categories of women, men, girls and boys. The rights and safety of LGBTQI+ persons remain in danger in many countries worldwide, leading to exclusion and adverse impacts on their lives.⁶

Structural and systemic inequality based on unequal power relations, harmful socio-cultural norms and discrimination - all elements which characterize patriarchal societies - lead to poverty, rights violation, oppression and insecurity, which disproportionally affect women, girls and SOGIE minorities. Also, persons are influenced and limited by strict expectations of masculinity/ femininity, behavior patterns and role models, defined by socially constructed gender norms and roles, based usually on binary framings of gender and sex. At the same time, it is important to recognise that persons are not living homogenous experiences and face different and even diverging challenges, priorities and interests.

Inequality is often reinforced by crises such as epidemics (e.g. COVID-19), climate change and (armed) conflicts, which affect women, elderly, children, and people who have been marginalised more strongly, given existing levels of vulnerability, while they often have little means and spaces to influence decision-making. The UN highlights in their World Social Report 2020 that “climate change can generate a vicious cycle of increasing poverty and vulnerability, worsening inequality and the already precarious situation of many disadvantaged groups”⁷ while not tapping into their potential of contributing to creative and sustainable solutions. Actually, “women play a critical role in response to climate change due to their knowledge of and leadership in e.g., sustainable resource management and/or leading sustainable practices at the household and community level”⁸, which will need to be leveraged more strongly in the future.

Feminists, women's rights and LGBTQI+ movements and groups across the world have supported the struggle for more equality, empowerment and transformative change at many fronts and continue to do so. Over the past decades, networks spanning across the globe have developed, connecting different disciplines, expertise and backgrounds, while also supporting local and national groups for gender and social justice. Also, there is an ever-growing body of experience regarding promising approaches for male engagement and strengthening women's agency or empowerment which can be built upon.

1.2 Development process

In the course of the strategic review of the Austrian Development Agency (ADA) it was decided to develop a gender policy for horizont3000. After the elaboration of a first draft of the gender policy in mid-2021, based on existing experiences, a participatory process was installed to involve horizont3000 programme staff, regional & country offices (RCOs), advisors, member organisations as well as partner organisations. A sounding board, consisting of one or two representatives of each of these stakeholders, as well as the ADA, provided feedback on the different stages of the document (see Fig. 1.). The second draft was further discussed in two regional workshops with a bigger group of the same stakeholders, involving also partner organisations. The third and final draft was once again reviewed by the sounding board and presented to the ADA for final comments before being submitted to approval by the horizont3000 Board.

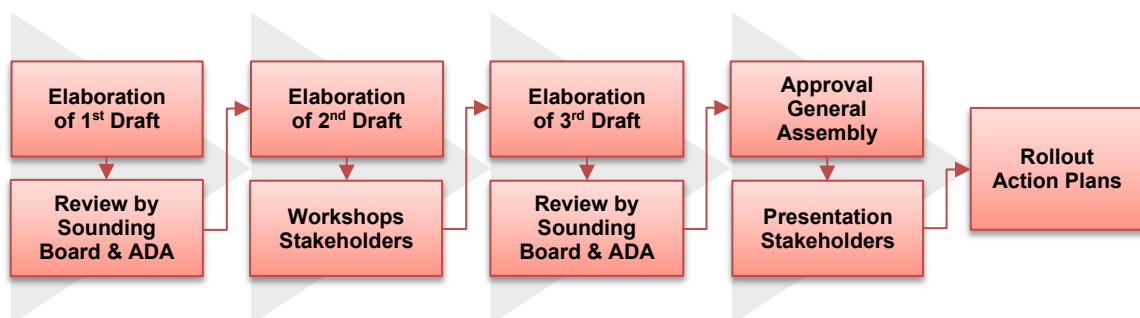


Fig. 1. Process of development of the Gender Equality Policy; Sounding board: min. 2 experts of our partner organisations, 1-2 programme coordinators of horizont3000, 1-2 representatives of our horizont3000 regional & country offices, selected advisors, 1-2 representatives of member organisations

1.3 Gender Equality Policy within the Framework

Within the Policy Framework of horizont3000, the Gender Equality Policy belongs to the category of cross-cutting policies, which are integrated and mainstreamed throughout the horizont3000 strategy and all subsequent policies and strategies:

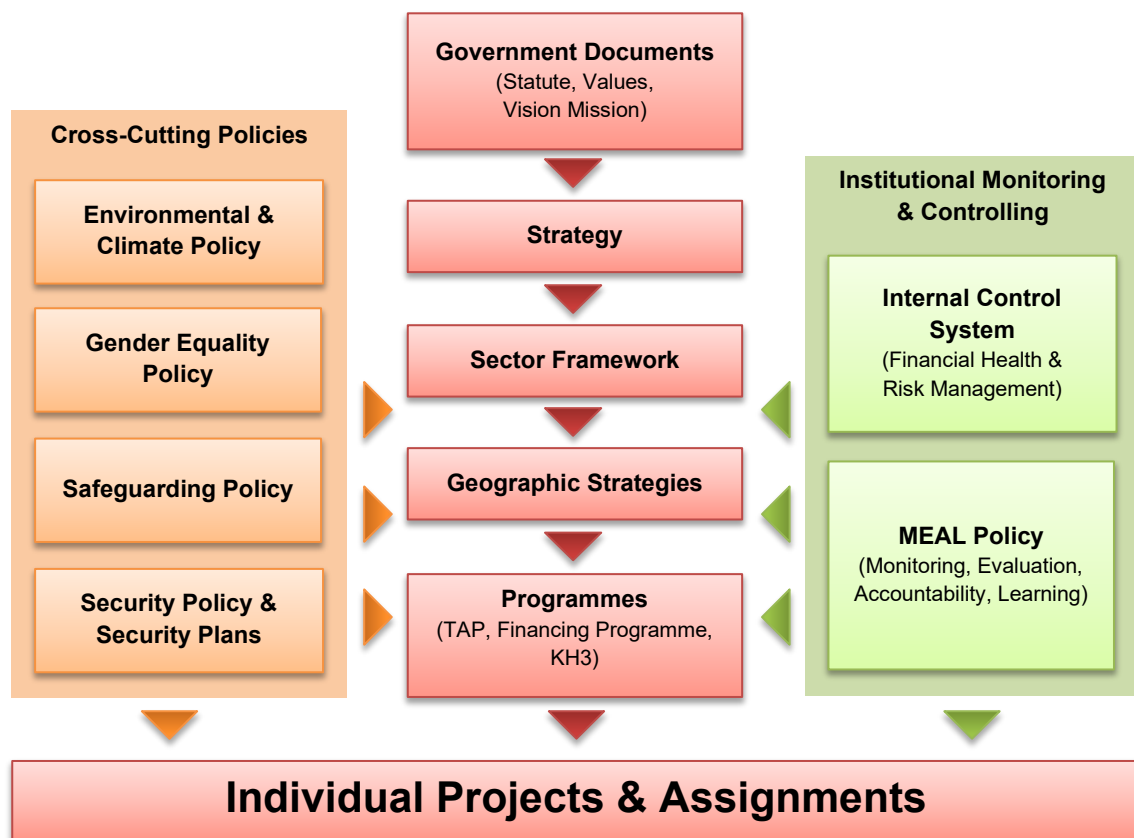


Fig. 2. Policy Framework of horizont3000



2. Gender Equality Policy

2.1 Policy Objectives

With this policy horizont3000 outlines guiding principles and commitments, at institutional and programming level, towards promoting gender equality and women's rights based on an intersectional approach, recognizing that several, context-specific factors account for heterogenous experiences and that multiple factors might interlink with discrimination based on gender or sex. horizont3000 refers to an understanding of gender equality as presented in the glossary of the policy, including all people regardless of their sex, gender, gender identity and/or expression, or sexual orientation ⁱⁱⁱ. ⁹

Overall horizont3000 intends to contribute to the transformation of gender and power relationships and the empowerment of all people to build just, equitable, and inclusive societies. Therefore, horizont3000 aims at becoming a gender responsive ^{iv} organisation, learning from and with our partner network. Furthermore, horizont3000 aims at supporting continuously more programmes and projects that apply gender transformative approaches, and supports its partner organizations to progress along a pre-defined gender integration continuum scale, towards individually set objectives.

ⁱⁱⁱ Horizont3000 recognizes that gender is not binary, and that terms and definitions related to gender and sexuality are diverse and continue to evolve.

^{iv} See chapter 2.3. The Gender Integration Continuum.

2.2 Scope

The policy serves as reference and guidelines for **horizont3000 staff** (including advisors) at the office in Austria as well as regional & country offices in Central America, East Africa, Mozambique and Senegal.

This policy will be implemented in the context of local legal environments and is intended to guide the planning and implementation of projects and programmes together with **partner organisations** in the countries we work in and **member organisations** of horizont3000.

Contractors, consultants and other service providers will need to adhere to principles and commitments of this policy.

In addition, the policy serves to inform, to sensitize and to activate **current and potential donors and partners** about horizont3000 principles and standards related to women's rights and gender equality.

This policy does not cover:

- Specific concerns regarding environmental and climate action, which are covered by the **Environmental and Climate policy**,
- Safeguarding concerns regarding the protection of persons (children, vulnerable adults, staff) from harm, incl. abuse of power and sexual exploitation, abuse and harassment (SEAH) – which are covered by the **Safeguarding Policy**,
- Corruption – which is covered by the **Anti - Corruption Policy and Guidelines**,
- Safety and Security for staff – which are covered by **Safety & Security Policy**.

2.3 The Gender Integration Continuum

The Gender Integration Continuum assesses levels of practice and approaches in terms of gender integration, usually at project level. horizont3000 intends to apply it at project/programme level as well as at institutional level.

The continuum should serve as a framework in order to:

- **Characterize and assess respective levels** of practice and approaches at institutional as well as at programme and project levels,
- **address different levels of gender mainstreaming** at institutional as well as at programme and project levels at horizont3000 as well as our partner organisations,
- and **show improvements** in the **institutional learning and capacity development** process along the continuum from gender unaware to responsive / transformative.

The following table summarizes the understanding of horizont3000 regarding different levels of gender integration, which serves as an assessment framework to further define the concrete ambition at organisational and programming level. In the course of operationalisation of the gender equality policy, specific criteria will be defined for each level of the continuum in a participatory manner.

LEVEL	PRACTICES & APPROACHES	REMARKS
Gender harmful/unaware	<p>A gender harmful approach reinforces gender inequalities to achieve desired development outcomes.</p> <p>A gender unaware approach does not explicitly consider gender. It is likely that a gender unaware approach is gender unequal, reinforcing unequal power relations.</p>	
Gender aware/sensitive	A gender aware/sensitive approach recognizes that genders are impacted differently, have different needs, powers and options, but makes only minor adjustments to address these aspects, as far as needed to reach development goals.	
Gender responsive	Proactively considers gender and gender/power relations, making adaptations to assess and respond to the specific needs, concerns, interests, and capabilities of different gender groups. Gender consideration is central to achieving positive development outcomes.	<p>Min. gender mainstreaming;</p> <p>similar at project level to OECD DAC Gender Marker 1</p>
Gender transformative	Proactively (re)designs approaches, policies, and practices to reduce gender-based inequalities and unequal power structures and relations, to meet the needs and expand choices and freedoms of all people. Addresses structural and systemic root causes of gender inequality.	<p>Responds to strategic gender needs;</p> <p>similar at project level to OECD DAC Gender Marker 2</p>

Table 1: Levels and practices & approaches: from unaware to transformative ¹⁰



3. Key Areas of Gender Action

3.1 Gender Mainstreaming at horizont3000

The chapter presents principles and commitments regarding the inner functioning of the organization to ensure a gender inclusive working environment, to systematically mainstream and monitor gender considerations in all departments and to actively involve all staff to further shape the Gender Equality policy. We are aiming to become a **gender responsive organisation**, while supporting also increasingly gender transformative approaches (see also 3.2. Gender in Programmes and Projects).

3.1.1 Guiding Principles

The following principles are to generally guide our work culture and daily operations:

- Non-discrimination, offering equal opportunities to all persons, regardless of their sex, gender identity and expression, or sexual orientation, marital status, ethnicity, religion, age, (dis)ability working with or applying for work at horizont3000, while taking into account gender equity considerations to indeed ensure equal chances.
- Promotion of a respectful, healthy, gender responsive working environment and wellbeing for all persons, being aware of different needs and roles.

- Promotion of an organisational culture, open to listening and changing, as well as facilitation of participatory engagement from different levels.
- Promotion of gender-just and inclusive representation and visibility at all levels.
- Zero tolerance for Sexual Exploitation, Abuse and Harassment (SEAH) as well as any sort of abuse of power (see also Safeguarding Policy).

3.1.2 Commitments at institutional level

In order to enhance gender equality and gender mainstreaming within our organization, we commit to the following measures. Details for each commitment, as well as considerations of regional contexts, will be defined during operationalization of this policy:

- Inclusion of gender equality and safeguarding concerns in the organisational **Code of Conduct for all horizont3000 staff (incl. RCOs and advisors)**.
- **Alignment of all organisational strategies (incl. regional & country strategies), policies and practices with the gender equality policy** and ensuring the elaboration and implementation of safeguarding (incl. SEA and Sexual Harassment) mechanisms and security policies. Reflection of gender equality and equity in vision, mission, job descriptions, etc. as well as making it part of strategic planning.
- **Use of gender-sensitive and gender-inclusive language and symbols as well as disaggregated data** (min. sex-disaggregated) in internal and external communication, in job advertisements etc. and ensuring gender-balanced visual images and media representations showing how gender equality is a win-win for all persons, as well as peace, security and sustainable development.
- **Provision of regular trainings and learning around gender concepts and equality for all staff including advisors** such as awareness-raising workshops to learn and train to recognize one's own, often unconscious bias towards gender roles and images and to reflect them critically; as well as to learn about strategies, instruments, and methods available for facilitating gender equality, women's empowerment and male engagement.
- Support of **balanced (family) care work for all persons**, offering adequate options for specific challenges related to working for an NGO in international development cooperation.
- Promotion and support of **gender inclusive representation, female leadership as well as intersectional feminist principles¹¹ and male allyship** at all levels with specific capacity development measures such as mentoring, coaching, affirmative action and similar.
- Appointment of **Gender Focal Points** in all offices with dedicated resources and job descriptions.
- Additional commitments:
 - participating in initiatives such as the Gender Champion Initiative¹² which declines participation in panels just representing one gender. Generally, strive to host inclusive events, panels etc., including young people;
 - provide additional opportunities and for a for diverse participation and representation such as e.g. Jour fixe international, partner organisation committee, advisor Get Togethers and others;

- sensitizing and encouraging member organisations, donors, other stakeholders and business partners to strengthen efforts for more gender equality in their organisations.

3.2 Gender Action in Programmes and Projects

horizont3000 works with diverse, and often long-standing partner organisations at different levels (grassroots, county, district, national, regional) in supporting locally led development and the rights and empowerment of communities and target groups in all their diversity such as smallholder farmers, women, children and youths, women's and human rights groups as well as indigenous people. horizont3000 cooperates with partner organisations, depending on their needs and objectives, and ensuring individual approaches, in the framework of **development cooperation projects and programmes**, the **assignment of experts/advisors** (technical assistance programme), requested by partner organisations in the countries we work in, as well as through our **knowledge management programme** KnowHow3000¹³, with a focus on fostering South-South knowledge exchange.

In order to ensure that project and programme interventions contribute to the achievement of gender equality and the fulfillment of human and women rights, it is envisaged to at least ensure a gender responsive approach for all projects, while being aware that responding to strategic gender needs combined with empowerment is essential in tackling structural gender inequalities at all levels and to ensure transformative changes. Therefore, horizont3000 aims at supporting increasingly also specific projects with a transformative approach.

3.2.1 Guiding Principles

Overall, HORIZONT3000 underlines the importance of the **Human Rights Based Approach**, to respect and promote the principles of universality and indivisibility, equality and non-discrimination, participation and empowerment, accountability, and legality.

The following principles shall guide all programmes and projects of HORIZONT3000 (including the Technical Advisor Programme) as well as the cooperation with partner organisations:

- **Taking into account intersectionality:** The situation of women, men, girls, boys and sexual and gender minorities from different backgrounds and age groups differ immensely. The gender aspect intersects with other aspects like ethnic group, social class, age, health, (dis)ability, sexual orientation, marital status, religious beliefs/spirituality, and others. This implies that consideration of varying barriers and opportunities for different groups during the stages of policy and programme development and implementation is key to ensuring that inequalities are tackled and to make societies more just. This also implies that respective approaches and response measures have to be fine-tuned.
- **Ensuring contextualization, participation of different actors, equal representation, non-discrimination:** through multi-perspective power analysis, ensuring participation of different interest groups from diverse backgrounds and age groups; promotion of locally led development; support of diverse and representative local leadership and initiatives for

gender equality; ensuring broad participation (for example empowerment and gender-sensitive formal and informal education for young people); addressing all kinds of discriminatory policies, norms and practices.

- Applying a **gender-sensitive language**, as well as defining **relevant gender (equality) indicators** and ensuring disaggregated **data collection**, considering sex, age, disability and other relevant factors: depending on the project context, identifying with diverse stakeholders' important variables and being aware and sensible to respectful and inclusive language.
- **Do no harm and safeguarding**: Preventing any negative impact of our work, constantly monitoring and reviewing our practice. Ensuring and supporting partners that projects and programmes do not lead to impacts that are not desired or acceptable, e.g. leading to even more inequality or to violence. Ensure safety and security through **safeguarding mechanisms** (as defined by the safeguarding policy) in order to protect from harm incl. from SEAH and abuse of power.
- Engaging in **networking, cooperation and alliance building** at all levels, including with local women's (rights) and civil society organisations as well as **policy dialogue** in order to join forces, learn from each other and ensure coherence and complementarity for advocacy and policy dialogue to advance gender equality, e.g. changing or enforcing specific legislation in the partner countries of the Global South but also in Austria and the European Union with NGOs incl. from other sectors, civil society platforms and umbrella organizations, universities, etc.

3.2.2 Commitments for implementation in programmes and projects

I Support to gender mainstreaming in partner organisations

horizont3000 commits to support partner organisations to become at least gender aware, to strive towards gender responsiveness, and to engage with organisations showcasing transformative approaches towards gender equality to further strengthen their expertise as well as to facilitate their experience sharing and learning with others.

The following measures shall be considered to be incorporated into the cooperation with partner organisations, depending on the level of organisational assessment:

- **Facilitation and support of gender specific trainings and coaching for partner organisations and other relevant stakeholders** to include sensitization and awareness raising regarding gender sensitive professional conduct and key gender concepts (incl. concepts of masculinities), gender-just and inclusive representation, promotion of female leadership, do no harm and safeguarding mechanisms as well as gender responsive programming and participatory tools and facilitation skills.
- **Identification, sharing and participatory development of practical and relevant tools and methods** (manuals, tool kits, checklists and other) on strengthening gender equality, empowerment and women's/ human rights as well as gender- and care responsive programming and participatory tools and facilitation skills.

- **Support partner organisations in the development of gender & diversity policies, gender action plans, gender audits and/ or gender equality commitments** via technical expertise or possibly budgetary resources.
- **Learning from experience and good practice:** assist and learn from our partners in identifying and sharing of good practices as well as knowledges and ways of knowing from different parts of the world, including specific learning spaces and collection of good practices into KnowHow3000 and other knowledge management activities

II Minimum programming requirements at project level – Gender mainstreaming across the project cycle

All projects and programmes are expected to fulfill as a minimum the following requirements, in order to ensure a gender responsive approach ¹⁴:

- **Analysis of gender inequalities and regular conduct of intersectional gender (and power) analysis** during or in preparation of implementation of all projects / programmes / country strategies:

A gender analysis highlights the differences between and among women, men, girls, boys and gender and sexual minorities, taking into account diverse situations and intersectional aspects in terms of their relative distribution of resources, opportunities, constraints and power in a given context.¹⁵ This includes the identification of specific vulnerabilities, risks, strategic interests of and impacts on different target groups. Ideally such an analysis applies several participatory tools or methods in order to ensure that multiple perspectives are taken into account and that all relevant stakeholders are able to participate meaningfully. These analyses should lead to the adoption of appropriate measures within the project design and budget to build capacities and reduce gender inequalities.

Specificities of analyses (such as length and depth) are to be decided, depending on the project content and context as well as donor and national requirements, as well as availability of previous gender analysis studies of relevance. Where possible and useful, gender analysis studies should be combined with environmental and/or vulnerability assessments. In case that the size of the project and/or programme (min. 200.000 EUR) does not provide resources for a separate or specific gender analysis, reference should be made to other relevant gender analysis studies or insights.

- **Mainstreaming gender into PCM including indicators and budgets:** based on the findings of the intersectional gender analysis, include gender aspects in all PCM steps. Develop and integrate appropriate gender (responsive) indicators (qualitative and quantitative) as well as budgetary elements necessary to measure and advance gender equality within the project or programme. Ensure the collection of disaggregated data according to the context of the project/programme, and include specific questions and elements regarding gender (equality) in project and programme evaluations. Ideally a number of different participatory tools are applied by horizont3000 and/or implementing partners when planning, monitoring and evaluating projects.
- **Ensuring equal access for** women, men, girls, boys and sexual and gender minorities from diverse backgrounds and age groups, considering different

experiences, interests and needs, ensuring equal participation in project design and responding to barriers specific to women and marginalised or vulnerable groups, as well as being aware of double and triple roles often faced by women and girls and respective implications

III Specific measures for gender equality, empowerment and advancement of women's rights at project level – towards transformative gender action

It is essential to achieving gender equality that in combination with practical gender needs also strategic gender needs are responded to, to challenge root causes that create inequalities and exclusion. This includes advocating for women's and girls' human rights, combating discriminatory practices, strengthening women's voices and roles in decision and policy making, reducing gender inequalities in access to and control over resources and ensuring due consideration of care work (unwaged and waged). Women's and girl's social, political and economic empowerment is key in achieving gender equality, but also working with men and boys (incl. concepts of masculinities) is essential in order to achieve transformative change.

horizont3000 acknowledges that transformation is a complex and very context-specific process, and commits to continually increase its cooperation with partners for implementation of projects and/ or project activities and approaches, ranked at transformative level ¹⁶.

Priorities should be identified during (standard) participatory identification and planning processes and be based on gender analysis studies. The identification of target groups should consider all relevant stakeholder groups, and duly consider the engagement of men and boys. Measures can concern one or a combination of measures with regard to removing structural challenges, such as the lack of access and ownership of land and productive resources, unequal division of labour and inequitable decision-making.



4. Implementation

4.1 Roles and Responsibilities

- **The General Assembly and Supervisory Board** in approving this policy, set the standards by which all horizont3000 employees embody and promote its principles and commitments within the organization.
- **The Management Team** of horizont3000 ensures cohesion and integration of gender equality policy standards across institutional policies and strategic documents. It guarantees the policies' implementation at institutional level and monitors the progress of its operationalization across all departments. This implies securing and allocating the necessary personnel as well as financial resources.
- **Regional and Country Directors** are responsible for promoting and implementing the principles and commitments of the policy and allocating the necessary human and financial resources for its implementation. They are expected to align their existing horizont3000 policies and guidelines with it, making the appropriate adaptation to their contexts.
- **Programme Coordinators** are responsible for promoting and implementing the commitments of the policy and allocating the necessary human and financial resources in the projects.
- **Gender Focal Point Vienna** leads the development, monitoring, evaluation and updating of the gender policy in close collaboration with the management team, programme coordinators and the Regional and Country Offices.

- **Gender Focal Points at RCOs** promote and implement the commitments of the policy, helping to align existing h3 policies and guidelines, with the appropriate adaptation to respective contexts. They provide general support of PO communities in mainstreaming gender in their programmes and projects as well as at an institutional level.
- **Advisors** provide tailored support to our partner communities in their institutional development, mainstreaming gender in projects and at an institutional level.
- **Individual Responsibility:** All employees are expected to promote and safeguard the principles as outlined in this policy in their respective teams and work with partners and stakeholders. Each employee is responsible for reporting any incidents or inconsistencies according to organizational procedures.

4.2 Roll-out, Implementation and M&E

After the participatory development of this policy and release by the Supervisory Board / General Assembly in June 2022, the gender equality policy will be rolled out to all country & regional offices and programmes as of 2023. It will be presented in a simple and practical format to our main stakeholders (MOs, POs as well as main donor agencies) and published on www.horizont3000.at. Each region/country's specific needs for action to implement the policy as well as specific targets will be defined during the first phase of the roll out and anchored in the corresponding regional & country strategies. We consider the **first years of implementation a learning phase**, meaning that the different commitments stated in this policy will be defined and implemented gradually and in close collaboration with our partner community, as well as to learn and improve together. The following measures are considered core for the first years:

- **Formats and Tools** for the implementation of the policy during daily business will be developed and tested.
- **Criteria** for the different levels of the **gender integration continuum** will be developed in a participatory way with partners to self-assess and set their individual targets.
- The need for **further training** will be addressed systematically (Austria office, RCOs, advisors, and partner organisations) to enable both horizont3000 and partner organisations to advance in complying with the quality standards formulated in this policy, aiming at maximum synergy with existing instruments and formats for institutional capacity development (especially from the KnowHow3000 programme).
- **Gender Focal Points** will be appointed in Austria and the regional & country offices to support the implementation of this policy and our partner organisation in their institutional development and mainstreaming gender action in their projects and programmes.
- A monitoring sheet with indicators and targets, based on Annex IV, will be used to monitor progress according to the horizont3000 MEAL Policy. The quality and effectiveness of the policy as well as progress of its implementation will be monitored, reviewed and adapted regularly. Additionally, the policy will be externally/internally evaluating the latest every five years, according to our MEAL Policy.

Regular reports on the implementation of this policy and its implementation tools will be made to the leadership, staff members, partners and the horizont3000 General Assembly.



5. Annex

Annex 1: About us

horizont3000 – Austrian Organization for Development Cooperation was established in 2000 through the merger of three Austrian civil society development cooperation organizations (the first founded in 1958). See www.horizont3000.at

horizont3000 is governed by a general assembly and a board formed by its catholic member organizations. The organization has its headquarters in Vienna as well as regional offices in Nicaragua for Central America and Uganda for East Africa, and country offices in Senegal and Mozambique.

There are currently about 32 staff employed in the head office and overall, 26 international and staff working in the regional & country offices. Throughout its existence horizont3000 has been one of the main civil society partners of the Austrian Development Cooperation (ADC). The organization successfully implements grants from the European Commission and has developed strong partnerships with foundations and corporations. horizont3000 projects and programmes are co-financed with contributions from its member organizations.

Annex 2: Glossary / Concepts & Definitions

‘**Gender**’ refers to the socially constructed differences and relationships between men and women. These vary greatly between societies and cultures and change over time. The term

"gender" is not interchangeable with the term '**sex**', which refers exclusively to the biological differences between men and women.

Gender analysis provides the necessary data and information to integrate a gender perspective into policies, programmes and projects. As a starting point for gender mainstreaming, gender analysis studies the differences in the conditions of women and men in their assigned gender roles, their respective access to and control over material and non-material resources, decision-making power, as well as their priorities, needs, vulnerabilities, constraints, capabilities and responsibilities. A Gender analysis also brings to light other key factors that influence and intersect with gender, such as ethnicity, race, age, religion, disability, urban/rural differences etc. Conducting a gender analysis allows for the development of interventions that address gender inequalities and meet the different needs of women and men.

Gender equality refers to the equal enjoyment by all people regardless of their sex, gender identity and expression, or sexual orientation of rights, responsibilities, opportunities and resources. "Gender equality does not mean that women and men will become the same, but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality is not a women's issue only: it should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centred development. Equality can only be achieved if it addresses areas such as the care economy, the economic system, social policies, international development cooperation, etc. In adopting the 1948 Universal Human Rights Declaration, States have committed to ensure equality." ¹⁷

Gender equity "means fairness of and equal treatment for women, men and other genders according to their respective needs considered as equivalent in terms of rights, benefits, obligations and opportunities. It is a means to achieve the goal of equality." ¹⁸

The term '**sexual and gender minorities**' refers to "people whose biological sex, sexuality, gender identity and/or gender expression depart from majority norms. The concept of sexual and gender minorities includes considerable diversity as well as a multiplicity of identities and behaviours." ^v

Gender mainstreaming is defined as: the process of assessing the impact of planned actions, including legislation, policies or programmes in any field and at all levels, on women and men. It is a strategy to make the concerns and experiences of women and men an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and social spheres, so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to reach gender equality. (ECOSOC, 1997). Gender mainstreaming is not a goal in itself, but a means to achieve gender equality. Gender mainstreaming and specific interventions to promote gender equality are complementary strategies. Specific interventions to promote gender equality can either be directed at women alone, both women and men, or at men alone. There is no conflict between the two strategies; on the contrary, targeted interventions are considered essential for mainstreaming. ¹⁹

Gender-based violence refers to any type of harm that is perpetrated against a person or group of people because of their factual or perceived sex, gender, sexual orientation and/or gender identity. (Explanatory report to the Istanbul Convention) ²⁰ "Gender-based violence can happen in both the private and public spheres and it affects women disproportionately." ²¹

Intersectionality refers to "the way in which different forms of discrimination and disadvantage combine and overlap." Gender may intersect with factors or characteristics such as gender, age,

^v https://www.undp.org/sites/g/files/zskgke326/files/publications/SDGs_SexualAndGenderMinorities.pdf

disability, ethnicity, geography and socio-economic status, causing multiple levels of disadvantage and marginalization.²² For more information see also: <https://www.coe.int/en/web/gender-matters/intersectionality-and-multiple-discrimination>.

Helpful links and further resources:

- **European Institute for Gender Equality – Glossary & Thesaurus**, available in English, French, Spanish, Portuguese: <https://eige.europa.eu/thesaurus/overview>,
- **Federal Ministry for Europe, Integration and Foreign Affairs (MFA) and Austrian Development Agency (ADA): Gender Equality and the Empowerment of Women and Girls, Policy Document (2017), Annex I – Definition of Main Terms:** https://www.entwicklung.at/fileadmin/user_upload/Dokumente/Publikationen/Leitlinien/Englisch/PD_Gender_2017_EN.pdf
- **UNESCO (2022), Understanding concepts around gender equality and inclusion in education:** <https://unesdoc.unesco.org/ark:/48223/pf0000380971>

Annex 3: Main Reference Frameworks

This gender policy aims to ensure that horizont3000 and its work are aligned with commitments of essential international agreements, frameworks, strategies and treaties regarding gender equality such as

- the **Universal Declaration of Human Rights**²³ proclaimed by the United Nations General Assembly in Paris on 10 December 1948 as well as all internationally agreed Human Rights Standards and Principles in the field of Gender Equality and Women's and Girls' Empowerment (GEWE);
- the **Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW)**,²⁴ an international bill of rights for women, requiring governments to end gender discrimination and affirming women's rights to health services, including family planning, adopted on 18 December 1979 by the United Nations General Assembly;
- the **Beijing Declaration and Platform for Action**, adopted in 1995 at the UN's Fourth World Conference in Beijing which sets strategic objectives and actions for the advancement of women and the achievement of gender equality in 12 critical areas of concern. The implementation of the Beijing Declaration and Platform for Action is reviewed every five years by UN Women together with UN Member States and has been the road map and central rallying point for gender equality for more than two decades²⁵;
- the **2030 Agenda for Sustainable Development**, adopted in 2015, with a special focus on SDG 5 (Gender Equality)²⁶ as well as SDG 10 (Target 10.2) and the Leave no one behind principle.
- the United Nations Declaration on the **Rights of Peasants and Other People Working in Rural Areas (UNDROP)**, adopted by the Human Rights Council in 2018²⁷ recognizing the special relationship and interaction among peasants and other groups working in rural areas and their contribution to conserving and improving biodiversity as well as their own and world-wide food security, while promoting women's and indigenous people's rights.

The policy supports commitments at regional level such as the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (Maputo Protocol) that went into effect in 2005²⁸, and the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women (Belém do Pará Convention) of 1994²⁹ as well as commitments at national level such as gender equality commitments within national, sectoral and local (development) plans.

This gender policy refers to the three-point scoring system of the **DAC Gender Equality Policy Marker**, which allows the OECD to identify gaps between DAC donors' policy commitments and financial commitments.³⁰

In addition, it aims at contributing to the **European Union (EU) Gender Action Plan (GAP) III**, 2021-2025³¹, which outlines ambitious plans to promote gender equality and women's empowerment through all external action of the European Union.

The policy aims to comply with principles and standards defined by the **Austrian Development Agency (ADA)** as defined through the **Environmental, Gender and Social Impact Management (EGSIM) Manual**³² as well as the policy document "**Gender Equality and the Empowerment of Women and Girls**", 2017³³, summarising the key positions of the Austrian Development Cooperation (ADC) concerning the promotion of Gender Equality and the Empowerment of Women and Girls in international development cooperation, specifically the commitments and objectives of the EU Gender Action Plan II.

Furthermore, the policy is inspired by and finds common ground with **CIDSE's Understanding and Definition of Gender Equality**: Standing for the equal dignity of women and men, as outlined in the CIDSE discussion paper of December 2014³⁴.

Finally, the implementation of the policy will seek inspiration from **alternative concepts and movements** from the Global South and North like the Buen Vivir, Ubuntu, Eco-feminist development concepts, and others.

Annex 4: Indicators for M&E (Proposal)

Indicators – Gender Mainstreaming at horizont3000

- approved and disseminated code(s) of conduct for all staff, including gender equality and safeguarding concerns incl. PSEAH
- % of organisational documents of horizont3000 aligned with gender equality policy
- # of horizont3000 employees from x departments who complete a gender-related training, learning or capacity-strengthening course, workshop, etc.,
- # of gender-related learning events held for horizont3000 personnel
- Gender Focal Points installed in Austria and all RCOs of H3

Indicators – Support to gender mainstreaming in partner organisations

- # of capacity strengthening activities explicitly addressing gender and gender equality considerations, # of capacity strengthening activities with gender equality mainstreamed
- # of capacity building materials produced/ collected/ shared, for gender specific topics

- # of capacity building materials produced/ collected/ shared, with gender equality mainstreamed
- % of POs which have conducted a gender audit, assessment or similar during the last x years,
- % of POs which have developed or updated their gender policies and/ or gender action plans during the last x years
- # of lessons learned, good practices, stories and similar regarding gender specific topics/ experiences of POs

Indicators – Support minimum programming requirements at project level – Gender mainstreaming across the programme cycle

- % of projects that have conducted gender (and power) analysis and disseminated reports
- % of projects reporting coherently sex disaggregated programme data,
- % of projects applying gender-responsive MEAL

Indicators – Specific measures for gender equality, empowerment and advancement of women's rights at project level – towards transformative gender action

- % of projects/programme interventions which score OECD DAC GM2 (or project volume in terms of budget)
- % of projects (or project volume in terms of budget) that horizont3000 implements with women rights organizations/movements and organisations engaging men and boys for gender

Annex 5: Photo descriptions

Cover: Participants from POs at a horizont3000 Sharing Event in Kampala, Uganda, 2022

Chapter 1: Theatrical play after ERI Workshop in Darou Alpha, Senegal, 2016

Chapter 2: Staff of LeMuSiCa, Mozambique, 2022

Chapter 3: Sempijja Achilles with son, Kigasa Village, Uganda, 2020

Chapter 4: Start of the new Regional Programme of Central America, Guatemala, 2023

Chapter 5: horizont3000 staff at meeting in Vienna, Austria, 2023

Annex 6: References & Sources

¹ United Nations Department of Economic and Social Affairs, <https://sdgs.un.org/goals/goal5>

² United Nations Sustainable Development Group, <https://unsdg.un.org/2030-agenda/universal-values/leave-no-one-behind>

³ UN Women, Status of Women, <https://www.unwomen.org/en/about-us/about-un-women>

⁴ ODI, Abigail Hunt, Five Myths about Women's Economic Empowerment, <https://odi.org/en/insights/five-myths-about-womens-economic-empowerment/>

⁵ Jayachandran, S. (2015), The roots of gender inequality in developing countries, https://seemajayachandran.com/roots_of_gender_inequality.pdf

- ⁶ The World Bank, Sexual Orientation and Gender Identity <https://www.worldbank.org/en/topic/sexual-orientation-and-gender-identity>
- ⁷ UNDESA, World Social Report 2020, Chapter 3 Exacerbating Poverty and Inequality, <https://www.un.org/development/desa/dspd/wp-content/uploads/sites/22/2020/02/World-Social-Report-2020-Chapter-3.pdf>
- ⁸ UNFCCC, Introduction to Gender and Climate Change, <https://unfccc.int/gender>
- ⁹ Adapted from and inspired by CARE International Gender Equality and Inclusion Policy, 2018
- ¹⁰ Adapted from Brown et al., (2019) Gender Transformative Early Warning Systems: Experiences from Nepal and Peru, Rugby, UK: Practical Action, and Terre des hommes, Gender and diversity policy 2019
- ¹¹ As for example put forward by Action Aid: <https://www.actionaid.org.uk/about-us/people-and-culture/how-we-practise-feminism-at-work>
- ¹² International Gender Champions, <https://genderchampions.com/>
- ¹³ <https://knowhow3000.org/en/>
- ¹⁴ Corresponds with DAC Gender Equality Policy Marker 1, <https://www.oecd.org/dac/gender-development/Minimum-recommended-criteria-for-DAC-gender-marker.pdf>
- ¹⁵ OECD-DAC Network on Gender Equality, Definition and Minimum Recommended Criteria for the DAC Gender Equality Policy Marker <https://www.oecd.org/dac/gender-development/Minimum-recommended-criteria-for-DAC-gender-marker.pdf>
- ¹⁶ Corresponds with DAC Gender Equality Policy Markers 1 and 2, depending on objective setting
- ¹⁷ Adapted/ modified from CIDSE (2015), Gender Equality: CIDSE's Understanding and Definition, https://www.cidse.org/wp-content/uploads/2015/03/CIDSE_Gender_Discussion_Paper_Final_December_2014_ENG.pdf
- ¹⁸ CIDSE (2015), Gender Equality: CIDSE's Understanding and Definition, https://www.cidse.org/wp-content/uploads/2015/03/CIDSE_Gender_Discussion_Paper_Final_December_2014_ENG.pdf
- ¹⁹ Dr.ⁱⁿ Barbara Kühhaas (2021), Workshop report and recommendations for HORIZONT3000
- ²⁰ Council of Europe (2019), Gender Matters, a A manual on addressing gender-based violence affecting young people, <https://rm.coe.int/chapter-1-gender-identity-gender-based-violence-and-human-rights-gende/16809e1595>, Seite 18
- ²¹ Council of Europe (2019), Gender Matters, a A manual on addressing gender-based violence affecting young people, <https://rm.coe.int/chapter-1-gender-identity-gender-based-violence-and-human-rights-gende/16809e1595>
- ²² Adapted from UNESCO (2022), Understanding concepts around gender equality and inclusion in education, <https://unesdoc.unesco.org/ark:/48223/pf0000380971>, p.9.
- ²³ <https://www.un.org/en/about-us/universal-declaration-of-human-rights>
- ²⁴ <https://www.ohchr.org/en/instruments-mechanisms/instruments/convention-elimination-all-forms-discrimination-against-women>
- ²⁵ UN Women, In Brief: Beijing +20: Recommitting for Women and Girls, <https://www2.unwomen.org/-/media/field%20office%20beijing%20plus/attachments/events/b20%20new%20briefweb.pdf?la=en&vs=4913>
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- ²⁷ United Nations Declaration on the Rights of Peasants and Other People Working in Rural Areas (2019) <https://digitallibrary.un.org/record/1650694>
- ²⁸ As of July 2020, out of the 55 member countries in the African Union, 49 have signed the protocol and 42 have ratified and deposited the protocol (Wikipedia)
- ²⁹ INTER-AMERICAN CONVENTION ON THE PREVENTION, PUNISHMENT AND ERADICATION OF VIOLENCE AGAINST WOMEN "CONVENTION OF BELEM DO PARA" <https://www.oas.org/juridico/english/treaties/a-61.html>
- ³⁰ OECD-DAC Network on Gender Equality, Definition and Minimum Recommended Criteria for the DAC Gender Equality Policy Marker <https://www.oecd.org/dac/gender-development/Minimum-recommended-criteria-for-DAC-gender-marker.pdf>
- ³¹ EU Gender Action Plan III (2020) https://ec.europa.eu/international-partnerships/system/files/join-2020-17-final_en.pdf
- ³² ADA's Environmental, Gender and Social Impact Management Manual was approved by Management in April 2018. https://www.entwicklung.at/fileadmin/user_upload/Dokumente/Publikationen/Handbuecher/Environmental_and_Social_Impact_Management/EGSIM_Manual_Juni2018.pdf
- ³³ https://www.entwicklung.at/fileadmin/user_upload/Dokumente/Publikationen/Leitlinien/Englisch/PD_Gender_2017_EN.pdf
- ³⁴ CIDSE (2015), Gender Equality: CIDSE's Understanding and Definition, https://www.cidse.org/wp-content/uploads/2015/03/CIDSE_Gender_Discussion_Paper_Final_December_2014_ENG.pdf