

## **POLICY OF GENDER EQUALITY**

"We know that long-term, sustainable development will only be possible when women and men enjoy equal opportunity to rise to their potential. But today, women continue to face disadvantages in every sector in which we work, and in other cases, men are falling behind. With this policy, we can ensure our values and commitments are reflected in durable, meaningful results for all."

### **BACKGROUND**

Gender equality and female empowerment are fundamental to the realization of human rights and key to effective and sustainable development outcomes. Although many gender gaps have narrowed over the past two decades, substantial inequalities remain across every development priority worldwide – from political participation to economic inclusion – and remain a significant challenge across all sectors of works, particularly in low-income and conflict-affected countries and among disadvantaged groups.

Building on the ESTAIC's decades of experience, the new policy provides guidance on pursuing more effective, evidence-based investments in gender equality and female empowerment and incorporating these efforts into our core development programming.

### **GOAL**

The goal of this policy is to improve the participation of specialists around the world by advancing equality between females and males, and empowering women to participate fully in and benefit from the development of their professional societies.

### **OUTCOMES**

In order to achieve this goal, ESCTAIC efforts are aimed at three overarching outcomes:

These outcomes will be adapted and translated into specific results with associated targets and indicators in strategic planning at the executive level.

- Reduce gender disparities in access to, control over and benefit from resources and opportunities on a professional level. Presence in professional society's Congress should be at least a 50% women gender representation.
- Reduce gender-based disparities and mitigate its harmful effects on individuals
- Increase capability of women to realize their rights, determine their professional outcomes, and influence decision-making in their professional activities and societies.