



GENDER POLICY

GENDER EDUCATION, EMPOWERMENT & LEADERSHIP ORGANIZATION (GEELO)

1. Introduction and Rationale

The Gender Education, Empowerment & Leadership Organization (GEELO) is founded on the belief that gender equality is not only a fundamental human right but a necessary foundation for a peaceful, prosperous, and sustainable Somali society. We recognize that women, girls, and marginalized youth are often the most vulnerable members of the community, facing systemic barriers to education, health, and economic independence. This Gender Policy serves as our formal commitment to dismantling these barriers and fostering an environment where every individual, regardless of gender, can achieve their full potential.

2. Policy Objectives

Our primary objective is to integrate a gender-transformative approach into every aspect of our operations and programming. We aim to:

- **Promote Equal Opportunity:** Ensure that women and girls have equal access to education, vocational training, and economic resources.
- **Empower Leadership:** Support women's participation in local and national decision-making processes and leadership roles.
- **Eradicate Violence:** Actively work toward the elimination of Gender-Based Violence (GBV) and harmful traditional practices, such as Female Genital Mutilation (FGM).
- **Mainstream Gender:** Integrate gender perspectives into the design, implementation, monitoring, and evaluation of all GEELO projects.

3. Core Principles

GEELO's approach to gender equality is guided by the following principles:

Principle	Description
Inclusivity	We celebrate diversity and are committed to helping all women, regardless of their background, story, or challenges.
Human Dignity	We envision a future where everyone's human rights are respected, ensuring dignity for all members of society.
Participation	We believe in the power of community-based approaches, engaging local communities to build resilience and drive change.
Accountability	We remain transparent and answerable to our stakeholders regarding our progress in advancing gender equality.

4. Gender in Programming

GEELO is committed to ensuring that all programmatic interventions are gender-responsive. This includes:

- **Needs Assessment:** Conducting gender-sensitive assessments to understand the specific needs and challenges of women, men, girls, and boys in target areas.
- **Targeted Support:** Providing specialized services for vulnerable groups, including orphan girls, single mothers, and survivors of GBV.
- **Economic Empowerment:** Harnessing women's economic power through cash transfers, agricultural support, and vocational training.
- **Advocacy:** Adding our voice to forums and events as a champion for women's equality throughout Somalia and the Horn of Africa.

5. Institutional Gender Equality

We strive to lead by example within our own organization. GEELO is committed to:

- **Gender Balance in Leadership:** Maintaining a representative Board of Directors and management team that reflects our commitment to gender equality.
- **Safe Working Environment:** Ensuring a workplace free from harassment, discrimination, and exploitation.
- **Capacity Building:** Providing regular training for staff and volunteers on gender mainstreaming and sensitive communication.
- **Equal Pay and Benefits:** Ensuring that all staff receive equal compensation for work of equal value, regardless of gender.

6. Monitoring, Evaluation, and Learning

To ensure the effectiveness of this policy, GEELO incorporates gender-specific indicators into our Monitoring and Evaluation (M&E) framework. We collect and analyze sex-disaggregated data to measure the impact of our projects on different gender groups. Our periodic and annual evaluations include assessments of how well we are meeting our gender equality goals, allowing us to continuously improve our practices.

7. Compliance and Responsibility

The Executive Director and the Board of Directors hold ultimate responsibility for the implementation and oversight of this policy. All staff, volunteers, and partners are expected to uphold the principles of gender equality in their daily work and interactions. Any breaches of this policy, including acts of discrimination or harassment, will be addressed through GEELO's disciplinary procedures.

Approved by:

Ms. Zahra Mohamed Abtidon

Executive Director
GEELO