



Gender Equality Plan

1. Introduction

Yazda is a non-governmental and non-profit organisation established in 2014 in response to the genocide committed by the so-called Islamic State against the Yazidi community in Iraq. Since its establishment, Yazda has worked to support survivors through humanitarian assistance, legal support, advocacy, and community recovery initiatives.

Many of the individuals supported through Yazda's work are women who have experienced severe human rights violations, including gender based violence, displacement, and social stigma. Supporting the participation, leadership, and recovery of women survivors is therefore central to Yazda's mission.

This Gender Equality Plan sets out Yazda's institutional approach to strengthening gender equality within the organisation and across its programmes. It outlines governance arrangements, organisational practices, and monitoring measures that support gender equality and inclusive participation.

This plan builds on Yazda's existing commitments to gender equality as reflected in the organisation's [Gender Equality Policy](#) and [Gender and Inclusion Analysis](#).

2. Context

Gender inequality remains a significant challenge in many of the communities where Yazda operates. Women and girls often face barriers to education, employment, mobility, and participation in decision-making.

Years of conflict, displacement, and violence have further intensified these challenges. Many women survivors face social stigma, economic insecurity, and limited opportunities to participate in public life.

Yazda's programmes directly engage with these realities. Through survivor networks, advocacy initiatives, and community programmes, the organisation supports women survivors to strengthen their leadership, advocate for justice, and participate in rebuilding their communities.

Women survivors are therefore not only beneficiaries of Yazda's work but also active contributors to advocacy and community recovery efforts.

3. Addressing Multiple Forms of Discrimination

Yazda recognises that gender inequality often intersects with other forms of discrimination, including those based on ethnicity, religion, displacement status, disability, and socio-economic conditions.

Many of the communities supported by Yazda belong to minority groups that have experienced persecution and displacement. Women and girls within these communities may face multiple and overlapping barriers to participation and leadership.



Through its programmes and advocacy work, Yazda seeks to ensure that gender equality efforts recognise these intersecting challenges. Particular attention is given to the experiences of minority women survivors who face additional barriers related to stigma, violence, and displacement.

4. Scope

This Gender Equality Plan applies to all areas of Yazda's work including:

- Organisational leadership and governance
- Recruitment, staff management, and workplace culture
- Programme design, implementation, and monitoring
- Partnerships and advocacy initiatives

The plan applies to all Yazda staff, consultants, volunteers, and leadership structures across all locations where the organisation operates.

5. Institutional Commitment

Yazda recognises gender equality as a core organisational value and an essential element of effective humanitarian and human rights work.

The organisation's programmes frequently engage women survivors of violence and displacement, and supporting their participation and leadership is central to Yazda's mission.

Senior leadership supports the integration of gender equality considerations across organisational policies, programmes, and decision making processes. This includes promoting inclusive organisational practices and ensuring that gender considerations are reflected in programme design and monitoring systems.

6. Guiding Principles

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

- **Respect and dignity:** All individuals should be treated with dignity and respect regardless of gender, ethnicity, religion, or background.
- **Survivor centred approaches:** Yazda's work prioritises the voices, experiences, and needs of survivors of violence and persecution, ensuring that programmes support their agency and participation.
- **Inclusion and participation:** Efforts to promote gender equality should support the meaningful participation of women and girls in decision making processes that affect their communities.
- **Accountability and transparency:** The organisation seeks to maintain transparent processes and clear mechanisms for addressing concerns related to gender equality and discrimination.
- **Continuous learning:** Yazda recognises that advancing gender equality requires ongoing reflection and learning. Organisational practices and programmes will continue to evolve based on experience and feedback.



7. Governance and Responsibilities

Clear roles and responsibilities support the effective implementation of this plan.

i. Gender Equality Focal Point

Yazda will designate a Gender Equality Focal Point responsible for supporting implementation of this plan. Responsibilities may include:

- Advising teams on gender responsive programme design
- Supporting staff awareness and learning activities
- Contributing to monitoring gender related indicators
- Facilitating internal discussions on gender equality

ii. Gender Equality Committee

Where appropriate, Yazda may establish a small internal Gender Equality Committee composed of representatives from programme teams, leadership, and field offices. The committee may review progress on gender equality actions and provide guidance on strengthening organisational practices.

iii. Programme Teams

Programme managers are responsible for ensuring that gender considerations are integrated into programme design, implementation, and reporting processes.

iv. Organisational Leadership

The Country Director holds overall responsibility for ensuring that this plan is implemented and reviewed periodically.

8. Promoting Gender Equality in Organisational Practices

Yazda seeks to promote gender equality not only through its programmes but also within its internal organisational practices.

i. Gender Balance in Leadership

Where possible, Yazda will encourage balanced representation of women and men in leadership and decision making roles within the organisation.

ii. Recruitment and Career Development

Recruitment processes aim to provide equal opportunities for candidates regardless of gender. The organisation will seek to ensure that recruitment and career development processes are conducted in a fair and transparent manner.

Where feasible, Yazda may periodically review recruitment outcomes and staff progression patterns to identify potential barriers affecting participation or advancement.

iii. Workplace Environment

Yazda is committed to maintaining a respectful and inclusive workplace. Discrimination, harassment, or gender based misconduct within the workplace is not tolerated.



Staff members may raise concerns through internal reporting mechanisms where issues arise.

iv. Work-Life Balance

Within operational constraints, Yazda seeks to support reasonable working arrangements that allow staff to balance professional responsibilities with personal and family commitments.

9. Complaints and Feedback Mechanisms

Yazda is committed to maintaining a safe and respectful working environment and ensuring that concerns related to discrimination, harassment, or gender based misconduct can be raised and addressed appropriately.

Staff members, beneficiaries, and partners may raise concerns through existing organisational reporting channels. These may include reporting to supervisors, the Gender Equality Focal Point, Human Resources, or through established safeguarding reporting mechanisms.

Yazda maintains policies and procedures related to safeguarding and the prevention of sexual exploitation and abuse (PSEA). Complaints related to gender based misconduct, exploitation, or abuse will be handled in accordance with these policies.

All reports will be treated confidentially and handled in a fair and timely manner. Retaliation against individuals raising concerns in good faith is not tolerated.

10. Resources

Yazda commits to allocating appropriate institutional resources to support gender equality efforts.

Human Resources

Implementation of this plan will be supported through:

- The Gender Equality Focal Point
- Programme staff responsible for gender responsive programming
- External expertise where specialised support is required

Financial Resources

Gender equality activities may be supported through organisational operational resources and programme budgets. These may include:

- Staff training and awareness activities
- Monitoring and data collection tools
- Collaboration with external gender experts or organisations

11. Gender Equality in Programmes

Gender equality considerations are integrated across Yazda's programmatic work.

Programmes may incorporate gender considerations in several ways including:



- Supporting women survivors to participate in leadership and advocacy initiatives
- Facilitating peer support networks among survivors
- Addressing stigma faced by survivors of sexual violence
- Strengthening women's participation in community recovery initiatives
- Encouraging constructive engagement of men and boys in discussions on gender equality

These approaches support women's participation and strengthen survivor voices in advocacy and recovery processes.

12. Data Collection and Monitoring

Yazda recognises the importance of collecting and using gender related data to inform programme design and organisational learning.

Where feasible, gender disaggregated information may be collected across several areas.

Data Area	Examples of Indicators	Frequency
Personnel composition	Staff by gender, department, and seniority level	Annual
Recruitment and progression	Recruitment outcomes, promotions, and staff turnover by gender	Annual
Training participation	Participation in staff training by gender	Per training event
Programme participation	Beneficiaries participating in programmes by gender and age	Per project cycle
Protection concerns	Gender related protection or GBV incidents and referrals	Internal monitoring

The Monitoring, Evaluation, and Learning team will support programme teams in integrating gender related indicators within existing monitoring systems.

Information collected as part of gender related monitoring and reporting will be handled with care and confidentiality. Yazda will ensure that personal information is protected and used only for legitimate organisational purposes.

Where possible, data used for analysis or reporting will be anonymised or aggregated to protect the privacy of individuals. Sensitive information, particularly relating to survivors of violence, will be managed in accordance with Yazda's safeguarding and data protection practices.

13. Training and Awareness

Building staff awareness and capacity is an important element of strengthening gender equality across the organisation.



Yazda will support periodic learning opportunities that help staff strengthen their understanding of gender equality and gender sensitive programming.

Training topics may include:

- Gender equality and gender sensitive programming
- Unconscious gender bias and inclusive decision making
- Gender based violence awareness and survivor centred approaches
- Integrating gender considerations into programme design and monitoring

Training may be delivered through internal learning sessions or through collaboration with organisations specialising in gender equality.

14. Priority Actions and Implementation Plan

The following actions will guide implementation of this plan.

Action	Responsibility	Timeline	Success Indicator
Publish the Gender Equality Plan on Yazda's website	Country Director and Communications	Within three months of approval	Plan publicly available
Designate Gender Equality Focal Point	Senior Management	Within three months of approval	Focal point identified
Strengthen gender disaggregated data collection within monitoring systems	Monitoring, Evaluation and Learning team	Ongoing	Gender data included in monitoring reports
Facilitate staff learning activities on gender equality	Gender Equality Focal Point and Management	At least once per year	Staff training records
Integrate gender considerations in programme design and reporting	Programme Managers	Ongoing	Gender reflected in project documentation

15. Monitoring and Review

This Gender Equality Plan will be reviewed periodically to assess progress and identify areas for improvement.

Monitoring will draw on programme monitoring data, staff feedback, and internal organisational reviews. Lessons learned from these processes will help strengthen Yazda's approach to gender equality and inform updates to the plan.

This Gender Equality Plan will remain publicly available on Yazda's website. Updates or revisions will be published as part of the organisation's ongoing commitment to transparency and institutional learning.



16. Related Documents

This Gender Equality Plan builds on existing Yazda policies and analyses that guide the organisation's approach to gender equality.

Supporting documents include:

- [Yazda Gender Equality Policy](#)
- [Gender and Inclusion Analysis](#)

Approved by:

Name:

Title: Country Director, Yazda

Date:

Signature:

Next Review Date: March 2027

