CCC-E
Consortium for
Climate Change
Ethiopia

Gender Policy

Consortium for Climate Change Ethiopia (CCC-E)

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Policy Title:	Gender Equality and Inclusion Policy
Owner:	Consortium for Climate Change Ethiopia (CCC-E)
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Policy Objective:	To promote gender equality and equity across all CCC-E operations and programs by preventing gender discrimination, ensuring a safe and inclusive work environment, integrating gender-responsive approaches, and strengthening the meaningful participation and leadership of women, men, girls, and boys in climate action and sustainable development.
Other Related Policies:	Code of Conduct Policy, Conflict of Interest Policy, Child Safeguarding Policy, Anti-Fraud, Bribery and Corruption Policy

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INTRODUCTION

Consortium for Climate Change Ethiopia (CCC-E) recognizes that gender inequality remains a major barrier to sustainable development, climate resilience, and social justice. Gender inequality is rooted in unequal power relations between women and men, girls and boys, which results in unequal access to resources, opportunities, decision-making, and rights.

Climate change impacts are not gender-neutral. Women and girls, particularly in vulnerable and marginalized communities, often face disproportionate risks due to existing social, economic, and cultural inequalities. At the same time, women and girls are powerful agents of change whose leadership and participation are essential for effective climate action.

This Gender Policy provides a framework to promote gender equality, gender equity, and women's empowerment across CCC-E's internal operations, programs, partnerships, and public engagement.

POLICY STATEMENT

Consortium for Climate Change Ethiopia (CCC-E) affirms that gender equality is a fundamental human right and a critical pillar of climate justice, sustainable development, and effective humanitarian and development action. CCC-E recognizes that climate change and environmental degradation disproportionately affect women and girls due to existing social, economic, and cultural inequalities, while also acknowledging their essential role as agents of change.

In alignment with the Constitution of the Federal Democratic Republic of Ethiopia, the Sustainable Development Goals particularly Goal 5 on Gender Equality and relevant international and regional human rights frameworks, CCC-E adopts a zero-tolerance approach to all forms of gender discrimination, sexual harassment, sexual exploitation and abuse, and gender-based violence.

CCC-E is committed to mainstreaming gender equality across all aspects of its work and to fostering an organizational culture rooted in dignity, respect, inclusion, and accountability. To this end, CCC-E commits to:

- Ensuring equal rights, responsibilities, and opportunities for women and men, girls and boys in all areas of its operations, programs, and decision-making processes;

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- Addressing structural, systemic, and cultural barriers that perpetuate gender inequality and limit equitable access to resources, services, and leadership;
- Integrating gender-responsive and inclusive approaches throughout the full program cycle, including design, implementation, monitoring, evaluation, and learning;
- Providing a safe, inclusive, and respectful working environment for all staff, volunteers, partners, and stakeholders, free from discrimination, harassment, and abuse;
- Promoting the meaningful participation and leadership of women and girls, alongside men and boys, in climate action, environmental governance, and sustainable development initiatives.

POLICY OBJECTIVE

The objectives of this Gender Policy are to:

1. Promote gender equality and equity by integrating gender principles into organizational culture, governance, leadership, decision-making, and human resource management, ensuring equal opportunities and fair treatment for all staff.
2. Ensure gender-responsive and inclusive climate and development programming by mainstreaming gender considerations throughout the program cycle and addressing the distinct needs, priorities, and capacities of women, men, girls, and boys, particularly marginalized and vulnerable groups.
3. Prevent and address gender discrimination, sexual exploitation, abuse, and harassment through a zero-tolerance approach, effective prevention measures, accessible reporting mechanisms, and survivor-centered responses with accountability.
4. Strengthen women's leadership, participation, and decision-making at all levels by promoting meaningful engagement, supporting capacity development, removing structural barriers, and applying affirmative measures where necessary.
5. Integrate gender analysis and gender mainstreaming across organizational and programmatic processes, ensuring planning, implementation, monitoring, evaluation, and learning systematically measure, document, and improve gender equality outcomes.
6. Foster partnerships that advance gender equality and women's empowerment by collaborating with institutions and organizations committed to these principles and ensuring gender considerations are embedded in partnership agreements and joint initiatives.

SCOPE OF APPLICATION

This Gender Policy applies to:

- All CCC-E staff members, management, Board of Directors, interns, and volunteers;
- All implementing partners, consultants, contractors, suppliers, service providers, and sub-grantees engaged by CCC-E;
- Beneficiaries, community members, and other stakeholders participating in or affected by CCC-E programmes, where applicable.

Adherence to this policy is mandatory. Compliance forms an integral part of CCC-E's employment contracts, partnership agreements, and all other contractual and collaborative arrangements.

GUIDING PRINCIPLES

CCC-E's commitment to gender equality and women's empowerment is guided by the following principles, which inform all organizational practices, programmes, partnerships, and advocacy efforts:

1. **Gender Equality as a Human Right**

CCC-E recognizes gender equality as a fundamental human right. All individuals, regardless of gender, are entitled to equal rights, dignity, opportunities, and protection. CCC-E's actions and policies are grounded in national, regional, and international human rights frameworks.

2. **Addressing Root Causes of Gender Inequality**

CCC-E is committed to addressing the structural, social, economic, and cultural root causes of gender inequality, rather than only its symptoms. This includes challenging harmful gender norms, power imbalances, and discriminatory practices that limit the full participation of women and girls.

3. **Holistic and Integrated Approaches**

CCC-E adopts a holistic approach that recognizes the interconnected nature of gender inequality with climate change, poverty, health, education, and social justice. Gender equality considerations are integrated across all thematic areas, sectors, and levels of intervention.

4. **Meaningful Participation and Engagement**

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CCC-E ensures the meaningful, safe, and informed participation of women, men, girls, and boys in decision-making processes that affect their lives. Participation goes beyond consultation and includes influence over planning, implementation, monitoring, and evaluation.

5. **Gender as an Independent and Cross-Cutting Priority**

Gender equality is recognized both as a standalone priority and as a cross-cutting issue across all CCC-E policies, programmes, and operations. No intervention is considered gender-neutral, and gender considerations are integrated at every stage of the project cycle.

6. **Collaboration, Learning, and Knowledge Sharing**

CCC-E promotes collaboration with communities, civil society organizations, government institutions, and development partners to advance gender equality. Continuous learning, evidence-based practice, and knowledge sharing are prioritized to strengthen gender-responsive approaches.

7. **Equality and Non-Discrimination**

CCC-E maintains a zero-tolerance approach to all forms of discrimination based on gender, sex, age, disability, ethnicity, religion, or any other status. All individuals are treated with fairness, respect, and dignity in both organizational and programmatic contexts.

8. **Equitable and Gender-Responsive Approaches**

CCC-E applies gender-responsive and equitable measures that recognize different needs, constraints, and starting points of women and men. Where necessary, targeted or affirmative actions are adopted to address historical and structural disadvantages faced by women and marginalized groups.

9. **Accountability and Responsibility**

CCC-E holds itself, its staff, and its partners accountable for promoting gender equality and complying with this policy. Clear roles, responsibilities, monitoring mechanisms, and reporting systems are established to ensure transparency and continuous improvement.

10. **Diversity and Inter-sectionality**

CCC-E acknowledges that gender inequality intersects with other forms of disadvantage, including age, disability, socioeconomic status, geographic location, and ethnicity. Programmes and policies are designed to be inclusive and responsive to diverse experiences and identities.

11. **Representation and Inclusive Leadership**

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CCC-E is committed to improving the representation and leadership of women and marginalized groups within the organization and in community and policy spaces. Inclusive leadership is essential to equitable decision-making and sustainable climate action.

KEY DEFINATIONS

For the purpose of this policy, the following definitions apply:

1. **Gender**: Gender refers to the socially constructed roles, behaviors, responsibilities, and expectations assigned to women and men, girls and boys within a given society. These roles and norms are learned, vary across cultures and over time, and influence access to resources, power, and opportunities.[1]
2. **Gender Equality**: Gender equality refers to a state in which women and men, girls and boys enjoy equal rights, responsibilities, opportunities, and access to resources. Achieving gender equality requires the elimination of discrimination and unequal power relations that disadvantage one gender over another.[2]
3. **Gender Equity**: Gender equity refers to fairness in the treatment of women and men according to their respective needs and circumstances. This may involve differential or affirmative measures to address historical and structural inequalities and ensure equitable outcomes.[3]
4. **Gender Mainstreaming**: Gender mainstreaming is a systematic approach to integrating gender perspectives into all stages of policies, programmes, and projects, including planning, implementation, monitoring, and evaluation, to ensure that gender equality considerations are addressed consistently and effectively.[4]
5. **Gender Discrimination**: Gender discrimination occurs when individuals or groups are treated unequally or unfairly on the basis of gender, resulting in limited access to rights, resources, opportunities, or decision-making processes.[5]
6. **Gender-Based Violence (GBV)**: Gender-based violence refers to any harmful act perpetrated against an individual based on gender. This includes physical, sexual,

[1] https://www.unwomen.org/en/what-we-do/gender-equality-accelerators
[2] https://www.un.org/en/global-issues/gender-equality
[3] https://www.unfpa.org/gender-equity
[4] https://www.unwomen.org/en/how-we-work/un-system-coordination/gender-mainstreaming
[5] https://www.ohchr.org/en/women/gender-equality

psychological, emotional, or economic harm, whether occurring in public or private settings.[6]

7. **Women's Empowerment**: Women's empowerment refers to the process through which women gain the skills, confidence, resources, and opportunities necessary to exercise control over their lives, participate fully in decision-making, and influence social, economic, and political processes.[7]

GENDER EQUALITY IN PROGRAMMING

CCC-E is committed to systematically integrating gender equality and women's empowerment across all climate and development programmes. Gender considerations shall be embedded throughout the entire programme cycle from design to implementation, monitoring, evaluation, and learning to ensure equitable, inclusive, and sustainable outcomes. To this end, CCC-E shall:

- Conduct comprehensive gender analyses during needs assessments and programme design to identify gender-specific needs, roles, vulnerabilities, capacities, and power relations at household, community, and institutional levels, and to inform context-appropriate interventions.
- Collect, analyze, and utilize sex-, age-, and where relevant, disability-disaggregated data to inform evidence-based decision-making, programme targeting, and adaptive management, ensuring that interventions respond to the differentiated impacts of climate change and development challenges.
- Design and implement gender-responsive programmes that address the distinct priorities, constraints, and capacities of women, men, girls, and boys, with particular attention to marginalized and vulnerable groups, including women-headed households, persons with disabilities, and socially excluded communities.
- Promote the meaningful, safe, and informed participation and leadership of women and girls in climate action initiatives, community governance and decision-making structures, and policy and advocacy platforms, ensuring their voices influence priorities, resource allocation, and outcomes.

[6] https://www.who.int/news-room/fact-sheets/detail/violence-against-women
[7] https://www.unwomen.org/en/what-we-do/economic-empowerment

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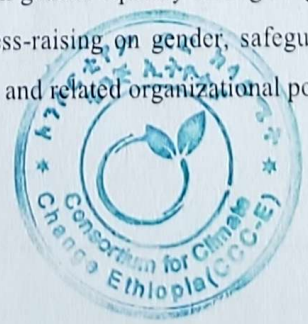
- Ensure equitable access to programme benefits, resources, services, information, and opportunities for all genders by identifying and addressing structural, cultural, economic, and institutional barriers that limit participation or access.
- Integrate gender-sensitive and gender-transformative indicators into monitoring, evaluation, accountability, and learning (MEAL) systems to track progress, measure outcomes and impacts related to gender equality, and support learning, accountability, and continuous programme improvement.

GENDER EQUALITY IN ORGANIZATIONAL MANAGEMENT

CCC-E is committed to fostering an inclusive, equitable, and safe working environment that upholds dignity, respect, and equal opportunity for all staff, partners, and associates. Gender equality principles are integrated into organizational policies, systems, and practices. In this regard, CCC-E shall:

- Maintain and enforce a zero-tolerance approach to all forms of gender discrimination, sexual harassment, sexual exploitation and abuse, and other forms of misconduct, supported by clear policies, confidential reporting mechanisms, survivor-centered response procedures, and accountability measures.
- Ensure fair, transparent, and merit-based recruitment, retention, promotion, and professional development processes that provide equal opportunities for all genders and actively address bias and structural barriers within human resource systems.
- Provide a safe, respectful, and supportive working environment that promotes dignity, mutual respect, and non-discrimination, and that protects staff from harassment, intimidation, and retaliation.
- Promote work-life balance through gender-responsive human resource policies, including flexible working arrangements, parental leave, and reasonable accommodations, where feasible and appropriate.
- Build organizational capacity on gender equality through regular staff training, induction sessions, and ongoing awareness-raising on gender, safeguarding, prevention of sexual exploitation and abuse (PSEA), and related organizational policies.



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- Monitor and periodically review gender balance, diversity, and representation across staffing levels, leadership, and governance structures, using data to identify gaps, inform corrective actions, and support inclusive leadership and decision-making.

PREVENTION AND RESPONSE TO GENDER DISCRIMINATION

1. Prohibition of Gender-Based Discrimination

CCC-E maintains a zero-tolerance approach to all forms of gender discrimination, harassment, exploitation, or abuse. All staff, partners, contractors, volunteers, and stakeholders are expected to uphold this standard in every aspect of their engagement with the organization.

2. Reporting Mechanisms

CCC-E provides safe, accessible, and confidential channels for reporting incidents of gender discrimination, harassment, exportation or abuse. Reports may be submitted through the following mechanisms:

- The CCC-E Grievance Mechanism;
- The Human Resources Department; or
- Designated safeguarding focal points within the organization.

All reports will be handled with strict confidentiality and in accordance with established procedures. CCC-E ensures that no individual who reports a concern in good faith will be subject to retaliation, intimidation, or any form of adverse consequence.

3. Response and Investigation

All complaints will be addressed promptly, fairly, and impartially. CCC-E will conduct thorough investigations in line with due process principles, ensuring the safety, dignity, and rights of both complainants and respondents. Appropriate corrective and remedial actions will be taken to address violations, prevent recurrence, and protect affected individuals.

4. Sanctions

Violations of this policy may result in disciplinary actions proportionate to the nature and severity of the misconduct, including but not limited to:

- Formal warnings or written reprimands;
- Suspension or termination of employment, contracts, or partnerships; and
- Referral to relevant legal or law enforcement authorities, where applicable.

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CCC-E is committed to holding all staff, partners, and associated personnel accountable for upholding gender equality, safeguarding principles, and this policy.

PARTNERSHIP AND PUBLIC ENGAGEMENT

CCC-E recognizes that advancing gender equality requires collaboration, advocacy, and transparent communication. To this end, CCC-E shall:

1. **Strategic Partnerships**
   - Establish and maintain partnerships with civil society organizations, government agencies, donor institutions, private sector actors, and community groups that demonstrate a clear commitment to gender equality, women's empowerment, and inclusive climate action.
   - Ensure that all partnership agreements explicitly integrate gender equality commitments, roles, responsibilities, and accountability expectations.
2. **Advocacy**
   - Advocate for gender-responsive climate and development policies, programmes, and practices at local, national, regional, and international levels.
   - Promote policy and practice reforms that advance the rights, participation, and leadership of women, men, girls, and boys in climate action and sustainable development initiatives.
3. **Public Communication**
   - Communicate CCC-E's commitment to gender equality consistently, transparently, and proactively to partners, donors, beneficiaries, and the wider public.
   - Share achievements, lessons learned, and ongoing initiatives related to gender equality to strengthen accountability, raise awareness, and foster collaboration.

ROLES AND RESPONSIBLITIES

To ensure effective implementation of this Gender policy, CCC-E assigns the following roles and responsibilities:

1. **Board of Directors**
   - Provide strategic oversight, guidance, and accountability for the implementation of the Gender Policy.

- Review periodic and annual reports on gender equality outcomes, risks, and progress, and ensure that adequate resources are allocated to achieve policy objectives.

2. **Management**
   - Integrate gender equality principles across all operational and programmatic processes.
   - Ensure that gender-responsive strategies, practices, and monitoring systems are embedded within all projects, programmes and organizational functions.
   - Support staff and partners in complying with this policy and provide guidance where required.
3. **Human Resources (HR)**
   - Oversee workplace gender equality, including recruitment, retention, promotion, professional development, and grievance handling processes.
   - Implement regular training and awareness-raising initiatives on gender equality, safeguarding, and zero-tolerance standards.
   - Monitor and report on gender balance and representation across organizational levels and make recommendations for corrective actions where gaps are identified.
4. **All Staff and Partners**
   - Comply with the provisions of this Gender Policy and related organizational policies.
   - Actively promote gender equality, inclusion, and respectful conduct in all organizational and programmatic activities.
   - Report any violations, concerns, or risks related to gender discrimination, harassment, exploitation, or abuse through established reporting mechanisms.

MONITORING, REVIEW, AND IMPLEMENTAION

To ensure effective implementation, accountability and continuous improvement of this Gender Policy, CCC-E shall:

1. **Implementation Oversight**
   - Assign overall responsibility for the implementation of the Gender Policy to senior management, with defined roles for Human Resources and relevant technical teams.
   - Establish clear accountability, coordination, and reporting lines for gender equality actions across programmes, operations, partnerships, and governance structures.

2. **Monitoring and Evaluation**
    - Integrate gender-sensitive indicators, targets, and benchmarks into organizational monitoring, evaluation, accountability, and learning (MEAL) systems to track progress, outcomes, and impact.
    - Conduct regular reviews and assessments to ensure gender equality commitments are being met and that programmes effectively address the differentiated needs and priorities of women, men, girls, and boys.
3. **Periodic Review and Learning**
    - Review and update this Gender Policy at regular intervals to ensure its continued relevance, effectiveness, and alignment with national legislation, international standards, and best practices on gender equality.
    - Utilize evidence, lessons learned, and findings from monitoring, evaluation, and reporting processes to strengthen implementation, refine strategies, and enhance gender-responsive programming and organizational practices.

POLICY ADOPTION AND ENTRY INTO FORCE

This Gender Policy becomes effective upon formal approval by the CCC-E Board of Directors and applies to all current and future staff, management, Board members, volunteers, interns, implementing partners, consultants, contractors, suppliers, and stakeholders engaged in CCC-E activities. Adherence to this policy is mandatory and constitutes an integral part of employment contracts, partnership agreements, and all organizational and programmatic engagements. By signing their contracts or partnership agreements, all staff and partners confirm their commitment to comply with this Gender Policy and to uphold its principles in all aspects of their work.

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