



## Gender Policy

### Introduction

[Global Democracy](#) is an independent and pluralist organization whose objective is to advance global democracy by to advance global democracy by promoting the existence of democratic institutions at the regional, continental and global regional, continental and global levels, both through proposals for the reform of existing organizations and the creation of new ones. existing organizations as well as through the creation of new ones. The organization seeks primarily to promote a peaceful and participatory process that involves all the inhabitants of the the inhabitants of the planet, making them citizens of the world, The organization's main objectives include strengthening democracy, favoring the union of the region and creating democratic institutions. and to create global democratic institutions. The capacity Global Democracy to promote democratic institutions and catalyze the transformative change necessary for both the transformation necessary for both transformation and the generation of new instances of citizen participation. citizenship participation at the global level is supported by efforts to promote gender equality and gender equality. to promote gender equality and women's empowerment.

### International Scenario

In recent years, the international community has renewed its commitment to achieving gender equality in international agreements. to achieve gender equality in international agreements. This is reflected in the Agenda for Sustainable Development (2015), which not only recognizes gender equality and women's equality and women's empowerment is not only recognized as a sustainable development goal in its own in its own right, but also as a catalyst for achieving all the other goals, and in the goals, and in the adoption of the resolutions concerning the Sustaining Peace (2016). It is in recognition of this that this Policy understands that a gender-sensitive approach - that is, one that is gender-sensitive approach - i.e. one that identifies gender differences, promotes power-sharing, participation in participation in decision making processes as an integral part of Global Democracy's capacity to



of Global Democracy's ability to achieve democratic mechanisms.  
mechanisms.

Global Democracy recognizes not only the importance of the inclusion of women in democratic and decision-making processes at the global level, but their vital role as a vital part of the essential agents of change in the discussion of strategic situations at the local, regional and global levels, regional and global levels.

Twenty-two years after the adoption of United Nations Security Council Resolution 1325 (2000), the role of women in the treatment and construction of the international agenda has been recognized as irreplaceable.

international agenda has been recognized as irreplaceable, establishing their role as key agents of change.

key agents of change.

Citizen participation is vital to democracy. Women have been involved in democracy since its inception, although they have been socially and politically invisibilized.

politically invisibilized. Throughout history, women have fought for the right to vote and equality before the law.

right to vote and equality before the law. Today, women continue to be excluded from political decision-making in many parts of the world.

Democracy cannot prosper without the participation of women. Women's civic participation is essential for the development of a strong democracy and for the achievement of gender equality.

the achievement of gender equality. The exclusion of women from political decision-making has been shown to have negative consequences for both women and men.

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and for democracy. This Gender Policy applies to the entire Global Democracy Structure, as well as to all of our

Global Democracy, as well as to all activities carried out by the organization.

Purpose and Objective

This Policy establishes the guiding principles and mandatory requirements for Gender mainstreaming in the governance and operations of Global Democracy with a view to promoting gender equality.

Democracia Global with a view to promoting Gender Equality and the Empowerment of Women and Girls in

Women and Girls in support of the organization's mandate.

This Policy aims to ensure equal opportunities for all citizens to participate in, contribute to, participate in, contribute to, and contribute to the



citizens to participate in, contribute to and benefit from the activities implemented by Democracia Global in support of the Global Democracy in support of efforts to advance existing democratic structures and give rise to new ones.

existing democratic structures and give rise to new instances of participation.

### **Guiding Principles**

The following principles guide efforts to promote Gender Equality and Women's Empowerment in Democracy's governance and operations.

Empowerment of women in the governance and operations of Global Democracy. Global:

(a) Efforts to mainstream gender and promote gender equality and women's empowerment are pursued in accordance with the decisions of the

gender equality and women's empowerment are pursued in accordance with gender decisions in the international normative

in the international normative framework that the organization serves, and in recognition of international and national commitments to gender equality.

in recognition of international and national commitments to gender equality and human rights.

equality and human rights.

(b) Activities implemented by Global Democracy are committed to address, work and not exacerbate inequalities.

(c) Stakeholder participation and analysis is conducted in an inclusive and gender-sensitive manner.

inclusive and gender-sensitive in a responsive manner, so that women's and men's rights, needs, roles and

needs, roles and interests of women and men are recognized and channeled, ensuring respect and

and channeled, ensuring the respect and integrity of everyone who participates or is involved in Global Democracy.

involved in Global Democracy.

(d) The activities designed by Global Democracy are carried out, designed and executed in an inclusive manner so that the participation and voice of women, men and women's groups is

designed and executed in an inclusive manner so that the participation and voice of women, regardless of their background, age, race, ethnicity or religion, is reflected in

decision-making, and that consultations with women's organizations are

and that consultation with women's organizations, including indigenous women and local women's groups, is

indigenous women and local women's groups, are supported at all levels.



(e) The inclusive approach is applied throughout the identification, design, implementation, monitoring and evaluation of the activities carried out by the organization.

**The Policy introduces mandatory requirements in three areas**

(A) Project and ongoing programs;

At the time of undertaking any program and activity design, a gender analysis and equivalent socio-economic

gender analysis and equivalent socio-economic assessment that identifies and describes any gender differences, gender-differentiated

any gender gaps, gender-differentiated impacts and risks, and opportunities to address gender gaps.

opportunities to address gender gaps and promote women's empowerment that may be relevant to the activity.

Women that may be relevant to the proposed activity;

(B) Monitoring, learning and capacity building;

Any relevant gender-sensitive measures to address gaps,

impacts, identified risks and opportunities through a gender action plan or equivalent; (B)

Monitoring, learning and capacity building; Any relevant gender-sensitive measures to address differences, impacts, identified risks and opportunities through a gender action plan

or

equivalent;

(C) Policies, procedures and capacities;

If gender-sensitive measures have been identified, the results framework or logical

framework includes actions, gender-sensitive indicators and disaggregated objectives.

includes actions, gender-sensitive indicators and disaggregated objectives.

(D) Compliance.

Management and members of the Executive Committee strive to provide equal opportunity for women and men to benefit from

opportunities for women and men to benefit from the activities of the organization with the organization's activities with the objective that citizens have the same opportunities in terms

of participation and

participation and decision making throughout the identification, design, implementation, monitoring and evaluation of the organization's activities,

implementation, monitoring and evaluation of the activities executed by Democracia Global.

Democracia Global. It is expected that within 18 months of the issuance of the gender policy, a reevaluation of the policy will be carried out.

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The Gender Policy applies to all of the organization's activities presented on or after the effective date.



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Y EL PARLAMENTO MUNDIAL

after the effective date. The policy applies to all annual project implementation reports and project

implementation reports, as well as mid-term reviews and final evaluations submitted after one year of the

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