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1. INTRODUCTION

At Fundación Avina, we seek a prosperous, integrated, and democratic Latin America, inspired in its diversity, built in solidarity by its citizens, and known globally for its own model of sustainable and inclusive development. For this reason, we define and commit to our work with gender equality and equity as a priority policy, promoting full participation of men and women, and strengthening democracy and participatory governance.

As everything starts at home, Fundación Avina has an ongoing commitment to develop policies, processes, and practices to ensure our collaborators, women and men, have the same opportunities, treatment, and rights. Whenever necessary, Fundación Avina will implement actions, using supporting data and through collective effort, to confront and eliminate gender asymmetries found within the organization.

Our commitment to gender equality and equity, as well internal evaluation, is among those values which form our institutional identity and characterize our relationships both internally and with society in general.

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The premises adopted by our current policies and future actions, at both the operational and programmatic levels, are based on and in line with international frameworks established by the International Labor Organization (ILO), UN Women¹, and the Sustainable Development Goals.

Gender equality and equity are a question of human rights, inspired on its principles. Fundación Avina's mandate for gender equality and equity is to promote equality among all women and men through our internal management and women's empowerment internally as well as externally by means of our impact platform, through the initiatives we support and implement. This commitment is inspired on the following **Fundamental Principles**:

1. Human rights: The central premise of this or any Fundación Avina's policy is that all rights are universal, indivisible, interdependent, and interrelated.
2. Gender equality: Gender equality is a universal legal principle recognized by various international and national legal instruments.
3. Gender equity: Equity is closely related, but goes beyond the concept of equality by bringing together both individual rights and social justice. Equity focuses on both the initial conditions needed for equality and also on women's specific, distinct needs in order for equal conditions and opportunities to be effective.
4. Empowering women: According to UN Women definition, if we want to improve quality of life for women, families, and communities, it is essential to empower women to participate fully in economic, social, and political life across all sectors, by means of:
 1. Promote gender equality from high level management.
 2. Treat all women and men fairly at work; uphold human rights and non-discrimination.
 3. Ensure health, safety, and welfare of all workers.
 4. Promote education, training, and professional development for women.
 5. Conduct business development practices, supply chain, and marketing practices that empower women.
 6. Promote equality through community initiatives and advocacy.
 7. Evaluate and disseminate progress for gender equity and equality.

¹Especially the following Conventions: Discrimination (Employment and Occupation) Convention, 1958 (No. 111), Equal Remuneration Convention, 1951 (No. 100), Workers with Family Responsibilities Convention, 1981 (No. 156) and the Maternity Protection Convention, 2000 (No. 183).

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5. Non-discrimination: incorporates half of female humanity into the sphere of human rights in its various expressions, confirming trust on fundamental human rights; human being dignity and value; and equality for men and women. Non - discrimination perspective faces exclusion or restriction based on sexism that intends to undermine or void women recognition and role on society, regardless of their marital status, based on equality of men and women, human rights and fundamental liberties on political, economic, social, cultural, civil or any other field.

2. FUNDACIÓN AVINA PROGRAMS FOR GENDER EQUALITY AND EMPOWERING WOMEN

At Fundación Avina, we believe it is possible to impact sustainable development by supporting social change. We are convinced that one of the great advances in human justice and equity is the acknowledgement, empowerment, and participation of women in all aspects of society.

Women, from distinct social spheres and with different motivations, are challenging the status quo and invoking positive systemic change. They are showing us how to work. They challenge us to create the conditions to anchor cultural, symbolic, and structural transformation within our organization and to promote the social change we seek.

At the same time, we adhere to all Sustainable Development Goal objectives and indicators, in particular SDG 5 for gender equality and empowerment of all women and children, with special attention to rural and indigenous people, recognizing their specific needs and realities. This global commitment is a collaborative effort, and, as stated in the SDG agenda, we must consider gender equality and the empowerment of women and girls as cross-cutting objectives and goals that will make fundamental contributions to progress.

We recognize this is a constant learning process. We are committed to acting with sensitivity, humility, a hunger for knowledge, and the willingness to learn, as we uphold our strong belief in change. To achieve this commitment, we will focus our efforts in the following components of our strategy:

2.1. Programs of our Impact Platform

- 2.1.1. Fundación Avina will contribute and adhere strategically to world efforts to achieve the Sustainable Development Goals through our institutional programs and actions. We will identify shared objectives and collaboration between the SDGs and Fundación Avina's

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programs, in particular, with SDG 5 to achieve gender equality and empower all women and girls. We will emphasize the following SDG 5 goals:

- Focus efforts on ending all forms of discrimination against women and girls everywhere.
- Eliminate all forms of violence against all women and girls in public and private spheres, including trafficking and sexual and other types of exploitation.
- Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and social life.
- Promote reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance, and natural resources, in accordance with national laws.
- Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women.
- Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of women and girls at all levels.

2.1.2. Raise awareness, evaluate, and integrate a gender focus in all Fundación Avina's programs and projects, while continuing to value and respect diverse ideas and viewpoints in Latin America regarding women's empowerment and the struggle for their rights:

- Strengthen skills of Fundación Avina's team focusing on gender.
- Incorporate analysis and a gender focus in all programmatic areas, to include: gender-sensitive planning, social capital mapping, identifying gaps in collaboration, etc.
- Encourage the use of non-sexist language in all communications.
- Work programmatically with a focus on Gender in Development².

2.1.3. Examine program agendas to identify those concerns of Latin American women which may present opportunities for empowerment, change, and transformation, for example: gender justice, access to natural resources, collective rights, etc.

2.1.4. Promote spaces for learning and dialogue to reflect on gender roles and advance transformation toward a culture of equality and equity.

²The focus in Gender in Development (GID) is an approach [to development] from the perspective of women's empowerment, but the overall objective is to seek structural change and to work on the relationship between men and women in terms of power inequalities. P25 http://www.inmujeres.gub.uy/innovaportal/file/21646/1/9_emakunde_guia_genero_y_desarrollo.pdf

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2.1.5. Identify opportunities in all projects and programs to emphasize empowerment and raise awareness, while encouraging the use of metrics and setting specific goals.

2.1.6. Programs and special projects in these lines of action.

2.1.7. Innovate and strengthen agendas using information and communication technologies to catalyze social processes through online and offline activism.

2.2. Our social capital and allies on the ground

2.2.1. Propose dialogues with social capital and allies in order to learn together and co-promote implementation of organizational policies and practices for gender equality.

2.2.2. Share our gender policy with allies and social capital.

2.2.3. Promote joint knowledge management of best practices and structural advances in gender equality and equity.

2.2.4. Stimulate partnerships with organizations which value gender equality and equity.

2.3. Internal and external positioning

2.3.1 As part of communications policy and female leadership positioning:

- Encourage women from the organization to participate in spaces of public visibility, such as panels, interviews, and presentations.
- Ensure gender balance in panels organized by Fundación Avina and promote this balance in panels where we participate as guests
- Advocate balanced female and male leadership in our external communications.

2. Maintain a permanent dialogue at all organizational levels to maintain gender policy as a living principle to inspire all actions and strengthen Fundación Avina's institutional identity among our collaborators and close counterparts.

3. Promote and monitor specific norms in strategic areas for Fundación Avina to continually grow as a responsible and gender-sensitive institution.

4. Share gender policies with institutions and companies in Fundación Avina's ecosystem.

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3. INCORPORATING GENDER PERSPECTIVE IN FUNDACIÓN AVINA'S INTERNAL MANAGEMENT

Internally, Fundación Avina will promote women equality, equity, and empowerment by the following institutional means:

- Representation and Governance
- Work-life balance
- Compensation & Benefits
- Distribution of tasks and responsibilities
- Participation and Development
- Hiring practices
- Cultural Change

4. ACCOUNTABILITY AND SUPERVISION

As part of our commitment to reinforce monitoring, ongoing improvement, due diligence and county ownership, the following actions will be taken and adapted:

- Creation of a Gender Committee that will be responsible to suggest program and management indicators, follow advances, identify institutional challenges to implementing gender equality and equity, and promote improvements in this area.
- Biannual consultations on "gender equity perceptions" to identify how collaborators understand this concept in order to identify possible gaps and suggestions for improvement.
- Implementation of measures and controls sufficient to comply with the legal requirements related to gender equality & equity established by the countries where we operate.