



# IRC's Gender Action Plan (GAP)

## WHAT YOU NEED TO KNOW

### WHAT IS GAP?

The Gender Action Plan (GAP) is an organization wide, 3-year plan that identifies actions to close the gender gap internally. It comes from the belief that we must be a gender equitable organization in order to deliver gender equitable programs in the communities we serve.

### THE GOAL

By 2022, worldwide IRC has a gender balanced workforce with dynamic, varied and innovative perspectives that drive the effectiveness and success of the organization. The GAP directs how we will achieve this goal by narrowing inequalities inside the IRC.

### THE PLAN

- Consists of 16 indicators geared towards 3 outcomes; 1) attraction & promotion of female staff, 2) consistent staff attitude that uphold gender equality, and 3) organizational culture where women are safe & respected.
- Focused on internal operation while gender integration in programs is done through the Good/Great Standards.
- Includes activities and targets which will be monitored on a bi-annual basis.
- Assigns responsibilities and accountabilities, and delineates GE Unit, HR, and Safety & Security to provide technical support.

### OUTCOMES:



1) Attraction & promotion of female staff



2) Consistent staff attitudes that uphold gender equality



3) Organizational environment where women are safe & respected

### ACTIVITIES:

- Institute 'succession' planning method for females at leadership level.
- Institute equitable recruitment through guidance and training.
- Ensure meaningful female representation at SMTs.
- Establish and maintain pay equity
- Invest in female talent through the Learning and Development Fund and other talent management mechanisms.
- Effective communication of GE values.
- Establish and support Women at Work Groups.
- Appoint and support GE Champions.
- All staff to receive mandatory gender sensitization training
- Institute gender sensitive Safety and Security framework that includes Female S&S focal persons, risk assessments informed by female staff, and security management plans responsive to threats faced by female staff
- All staff to receive mandatory anti-sexual misconduct training
- Ensure wide awareness of complaint mechanisms to report misconduct
- Institute minimum operational standards to improve work environment

### Activities Rolled Out Two Phases:

- Now and ongoing field-led activities including GE Champions, the Women at Work groups, training on gender sensitization and anti-sexual harassment, gender in-tune safety and security processes and female representation in SMTs
- Planned HQ-guided activities including equitable recruitment guidance, succession planning, gender in-tune operational standards and equitable professional development opportunities.