



EPF GENDER POLICY CONTINUATION

GENDER MAINSTREAMING

Gender mainstreaming is the process of evaluating the results of any planned action, policy, or program for women and men, in all areas, at all levels, before making a decision. It must take place throughout the whole process. It is a strategy to make the issues and experiences of women as well as men a component of policy-making, implementation, monitoring and evaluation. Gender mainstreaming is not an end in itself, but an approach to promoting gender equality¹.

Combating gender inequality and discrimination is a long-term challenge, as it involves structural, behavioral and perceptual changes. Although up to now various actors have made great efforts to initiate such changes, gender inequalities continue to exist.

EPF's mission is to empower people to make significant changes in the spheres of social justice and economics and to implement specific programs to help people improve their community and their life. Promoting gender equality is also a precondition for fighting poverty and social exclusion. Thus, gender equality is not only a matter of diversity and social justice, but also a way for men and women to achieve a better life, which is also a cornerstone of EPF's activities.

This policy has been developed as part of EPF's systematic efforts to integrate the gender component into its internal and external activity and organizational procedures, as well as

1. <https://www.sida.se/contentassets/3a820dbd152f4fca98bacde8a8101e15/gender-tool-mainstreaming.pdf>

into all activities. EPF views gender equality as a human right; consequently, our approach to the basis of its formation and development is based on the principles and standards of human rights, without neglecting other factors that ensure gender equality.

GENDER EQUALITY AND HUMAN RIGHTS

EPF conducts its work on gender equality in accordance with the international standards and principles of human rights. These include:

- Following and being guided by the standards and recommendations of international human rights mechanisms (Contracting Authorities, Special Procedures, General Periodic Review) as a guideline for the development, implementation and monitoring of gender equality strategy and policy;
- Discovering the dynamics of power (power relations) between women and men, boys and girls through research and studying and disclosing the main causes of these dynamics;
- Involvement of women, in particular, active and meaningful participation of the most marginalized groups, including national and religious minorities and other communities in the preparation, implementation and evaluation of programs, as well as segregating data by gender;
- Strengthening women's human rights accountability through advocacy to ensure that gender equality and women's rights issues are integrated into domestic legal systems and are included in relevant policies;
- Capacity building, education and instilling critical thinking of various actors, including youth and civil society.

STRATEGICAL PARTNERSHIP AND COOPERATION

Achieving gender equality requires working with civil society, the private sector, the government and international organizations, including UN agencies. As a result of years of work, EPF has mobilized and built networks with various civil society groups

that can address gender equality issues.

EPF has extensive experience in developing and implementing joint human rights and rule of law programs. EPF will continue to work with Armenian and international organizations on human rights and gender equality agendas.

MONITORING AND EVALUATION

EPF integrates human rights, gender equality and women's strengthening (empowerment) into program monitoring and evaluation with the following criteria:

- Gender equality and women's empowerment are integrated into the analytical evaluation framework, and the evaluation criteria are designed to ensure that data on gender equality and women's empowerment are collected;
- Gender equality and women's empowerment are integrated into the evaluation criteria, and there are specific evaluation issues that address how gender equality issues have been integrated into the project design, planning, implementation, and achieved outcomes;
- Methodologies, tools and data analysis methods that reflect gender issues are selected;
- Gender analysis is reflected in the evaluation results, conclusions and recommendations.