

# YTT

## Gender Equality Plan (*GEP*)

*Adopted by the YTT Board of Directors – 2025*



## 1. Introduction and Commitment

Yesterday-Today-Tomorrow (YTT) is committed to advancing gender equality in all aspects of its work. YTT is an international non-governmental organization working in contexts affected by conflict, displacement, and inequality. Across all our projects, YTT integrates peace-building, education, GBV prevention, psychosocial support, and community empowerment.

Gender equality is central to YTT's mission. It is not only a human right but also a prerequisite for sustainable development, peace, and resilience. Our projects target marginalized groups including women, girls, youth, internally displaced persons (*IDPs*), and persons with disabilities. In line with the United Nations Sustainable Development Goals (*SDGs 4, 5, 10, and 16*), YTT commits to systematically mainstreaming gender equality both internally (*in our organizational structure, staffing, and governance*) and externally (in program design, implementation, monitoring, and evaluation).

This Gender Equality Plan (*GEP*) sets out our principles, objectives, measures, and accountability mechanisms. It is a living document, subject to annual review and adaptation to ensure relevance and effectiveness.

## 2. Guiding Principles

YTT's Gender Equality Plan is grounded in the following principles:

- 1 Non-discrimination:** YTT opposes all forms of discrimination based on sex, gender, sexual orientation, gender identity, ethnicity, religion, disability, age, or migration status.
- 2 Equal opportunities:** All staff, partners, and beneficiaries must have equal access to opportunities, resources, and participation.
- 3 Intersectionality:** Gender inequality is connected to other forms of disadvantage (*e.g., poverty, displacement, disability*). YTT's approach addresses these interlinkages.
- 4 Participation and representation:** Women and men must be equally represented and actively involved in decision-making processes.
- 5 Transparency and accountability:** YTT communicates clearly about gender equality commitments and monitors progress with measurable indicators.

### **3. Objectives of the Gender Equality Plan**

The GEP pursues the following objectives:

#### **1 Workplace Equality**

- Ensure balanced gender representation at all levels of YTT staffing, including leadership and governance.
- Promote equitable recruitment, pay, and career advancement opportunities.
- Provide a safe and inclusive workplace environment.

#### **2 Capacity Building and Awareness**

- Equip staff, volunteers, and partners with training on gender equality, gender-based violence (*GBV*), and child protection.
- Mainstream gender-sensitive analysis and practice across all projects.

#### **3 Programmatic Integration**

- Design and implement all YTT projects with a gender-sensitive approach.
- Ensure project indicators measure gender outcomes (*e.g., women's participation, girls' educational attainment, reduction in GBV risks*).

#### **4 Prevention of Gender-Based Violence (*GBV*)**

- Integrate *GBV* prevention and response mechanisms into programs.
- Establish safeguarding policies protecting beneficiaries and staff against harassment, exploitation, or abuse.

#### **5 Monitoring and Accountability**

- Establish clear monitoring frameworks with disaggregated data (by sex, age, disability, and other relevant markers).
- Review the GEP annually, with findings reported to staff, partners, and donors.

## 4. Measures and Actions

### 4.1 Internal Organizational Measures

- **Recruitment and Staffing**
  - Implement gender-sensitive recruitment procedures, encouraging women's applications and ensuring balanced shortlists.
  - Conduct annual gender pay-gap analysis and address discrepancies.
  - Introduce family-friendly policies (*flexible working, parental leave for all genders*).
- **Leadership and Governance**
  - Aim for gender parity on YTT's Board and senior management.
  - Establish a Gender Focal Point within YTT to oversee implementation of the GEP.
- **Workplace Environment**
  - Adopt and enforce a zero-tolerance policy on sexual harassment and discrimination.
  - Set up safe, confidential reporting mechanisms for complaints.
  - Offer regular staff training on unconscious bias, gender mainstreaming, and safeguarding.

### 4.2 Programmatic and Field Measures

- **Gender-Sensitive Design**
  - Ensure needs assessments and baselines collect sex- and age-disaggregated data.
  - Include gender equality outcomes in project log-frames and indicators.
  - Apply participatory approaches involving women, men, girls, and boys equally in project design.

- **Education and Capacity Building**
  - Integrate gender-sensitive curricula in peace education, teacher training, and psychosocial programs.
  - Deliver community workshops on women's rights, gender equality, and GBV prevention.
  - Strengthen female leadership among beneficiaries through mentorship and peer networks.
- **Safeguarding and Protection**
  - Develop referral pathways for survivors of GBV in project locations.
  - Train staff and volunteers in child protection and survivor-centered response.
  - Collaborate with local women's organizations to improve outreach and protection.

## 5. Governance and Responsibility

The responsibility for implementing this GEP is shared across all levels of YTT:

- **Board of Directors:** Endorse and oversee the plan, ensure accountability.
- **President & Founder:** Ensure integration of the GEP in all organizational strategies.
- **Gender Focal Point:** Coordinate implementation, monitoring, and reporting.
- **Staff and Volunteers:** Commit to everyday practices supporting gender equality.
- **Partners and Beneficiaries:** Engage in collaborative processes promoting equality and safeguarding.

## 6. Review and Updates

This Gender Equality Plan is valid for the period 2025–2028 and will be reviewed annually. Adjustments will be made based on:

- Evaluation results,
- Changes in international standards and donor requirements,
- Evolving project needs and local contexts.

YTT commits to transparency in communicating updates and lessons learned to partners, funders, and beneficiaries.

## 7. Conclusion

Gender equality is fundamental to YTT's identity, values, and mission. Through this plan, YTT ensures that its organizational culture, staffing policies, and programmatic activities systematically address gender disparities, empower women and girls, and protect the rights of all individuals.

By embedding gender equality into everything we do, YTT strengthens its capacity to deliver sustainable, transformative impact in conflict-affected and marginalized communities worldwide.