



**ESHET CHILDREN AND YOUTH DEVELOPMENT
ORGANIZATION (ECYDO)**

**GENDER, CULTURE, AND DISABILITY INCLUSIVENESS
POLICY**

**Addis Ababa
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Introduction

Eshet Children and Youth Development Organization (ECYDO) (formerly known as Eshet children and Youth Unity Association Ethiopia (ECYUA/Ethiopia)) was established in 2001 as Youth NGO with strong initiative of those young women and men living in the area, where in which the organization is currently operating. The dire social, economical and health situation of children and young people living in the area were among the major reasons that provoked the founders to establish the organization.

1.1. Legal Status

- In 2009 Re-registered and operate the Federal Charities and Societies agency with Number 0095 according to the new Charities and Societies Proclamation 621/2009 as Ethiopian Resident's Charity Organization
- In 2004 it signed project agreement with the Addis Ababa Health Bureau as well as Social and NGO Affairs Office.
- In 2002 signed operational agreement with the Disaster Prevention and Preparedness Commission / DPPC/.
- In 2001 registered by the federal ministry of justice as a non-profit, local, non-governmental organization,
- In 2000 registered by the Addis Ababa City Administration as youth's association
- In 1995 registered by Addis Ababa City administration Culture and Information Bureau as a youth's club.

1.2. Vision

ECYDO envisions seeing economically active and self reliant generation in Ethiopia.

1.3. Mission

ECYDO stands to decrease the spread of HIV/AIDS and sexual and reproductive health problems; alleviate social and economical problems of children and young people and promotes for environment protection through awareness creation, economic empowerment, networking, partnership and promoting community based responses.

1.4. Goal

The goal of ECYDO is to improve the awareness level on HIV/AIDS and reproductive health, improve the social, economic and health situation of children and youth, and advance their participation in the development of arts, culture, science and environmental protection.

1.5. Objectives

- To strengthen the organizational management and leadership capacity of ECYDO so that it is able to provide quality, standardized and sustainable information and services to children and young people;
- To prevent or alleviate poverty and its causes from vulnerable young people and children who are lost their parents;
- To participating in the advancement of the economic and social development of young people and assist them to participate on environmental protection or improvement;
- To prevent HIV/AIDS and Reproductive health hazards among children and the youth;
- To participate the in the advancement of the arts, Culture, Heritage or science.

1.6 Core Values

The core values of ECYDO are the following:

- **Gender equity and equality:** ECYDO strongly promotes gender equity and equality in its overall interventions;
- **Participation:** ECYDO believes in active participation of stakeholders in the overall program of the organization including designing, developing, implementing, monitoring and evaluation of projects/programs. Active participation of stakeholders also involves decision making in every aspect of the program that affects their life;
- **Transparency and accountability:** All programs and activities of ECYDO are performed in a very transparent way and ECYDO is accountable to each and every of its acts. Stakeholders and any interested member of the general public are entitled to question any of ECYDO's performance and any other issues regarding the organization;
- **Volunteerism:** Volunteerism is the core of ECYDO's existence. Therefore, ECYDO recognizes the contribution of its volunteers and strongly encourages volunteerisms in its intervention areas;
- **Non discrimination:** ECYDO do not discriminate anyone one because of its color, ethnic background, religion, political affiliations, sex, social status, sexual orientation and or any other forms of discrimination. However, ECYDO will not work with individuals and or organizations involved in any form of child abuse, and/ or are associated with organizations befitting from child labor, child trafficking, child abuse and other such acts;
- **Integrity:** ECYDO expects its staff, volunteers, beneficiaries and other partners to work with honesty and transparency;
- **Quality of services:** ECYDO works aggressively to provide quality information and services for children and young people. Quality is our unique trade mark. Quality of service for ECYDO is provision child/ youth friendly, well researched, participatory, standardized and sustainable information and services to its beneficiaries.

PURPOSE

The inclusiveness of gender, culture and disability issues are core development objectives and fundamental for the realization of human rights in Ethiopia. ECYDO is committed to diversity, inclusion, gender equality and non-discrimination on the basis of age, gender, disability, HIV/AIDS

status or any other distinction in its organization and in all its activities. ECYDO recruits beneficiaries and staff, and works with personnel of all partner organizations, governmental and non-governmental, irrespective of age, gender, disability, marital status, ethnicity, socio-economic status, religion, or political affiliation.

Thus, ECYDO developed this Gender, Culture and Disability inclusiveness policy to effectively institutionalize and operationalize the fundamental human rights its strategic and program interventions as well as to ensure true equality of opportunity, full participation and inclusion of persons with disabilities, women and other groups facing discrimination and exclusion. The policy will be addressed through integration of gender, culture and disability inclusiveness activities throughout the ECYDO's Program Cycle and related processes: in strategic planning, project design and implementation, and monitoring and evaluation.

The following policy guidelines set out basic operating procedures to enable ECYDO to implement its commitments in its organizational structure, functioning as well as in all its project activities and relationships with other organizations.

GENDER POLICY

Although many gender gaps have narrowed over the past few years, substantial inequalities remain across all sectors in Ethiopia. ECYDO is committed to addressing this inequality by promoting and practicing gender equality. Gender equality from ECYDO organizational perspective is the measurable equal representation and participation of women and men in organizational structure, staff as well as in all its project activities. Equality in ECYDO does not mean that women and men are the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are male or female. ECYDO believes that empowering women and girls is an indispensable means to advance development and reduce poverty in the country.

1. ECYDO is guided in all its work by the principles and standards for realizing women's rights of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).
2. ECYDO takes affirmative action for gender balance in ECYDO Board of Directors, among its employees, and among participants in all ECYDO-organized training courses, seminars, meetings and other events.
3. ECYDO practices gender mainstreaming, the integration of a gender perspective into every stage of its programming processes – project design, implementation, monitoring and evaluation - with a view to promoting equality of opportunity and participation of women and girls.
4. ECYDO program monitoring and evaluation assesses the impact of its projects on the lives of women and girls, especially women and girls with disabilities, and modifies project implementation, if necessary, to achieve gender equality.
5. ECYDO implemented projects have indicators and collect disaggregated data on the numbers of women and girl participants and beneficiaries, including women and girls with disabilities.
6. ECYDO practices equal pay for equal work and does not discriminate on the basis of gender in its salary pay scale, the payment of salaries and increments, or in its granting of benefits.

7. ECYDO provides its female staff with maternity benefits and leave, and its male staff with paternity leave.

DISABILITY INCLUSIVENESS POLICY

People with disabilities can and want to be productive members of society. ECYDO recognizes making the physical environment more accessible and providing SRH and other relevant information in a variety of formats for people with disabilities is critically important.

1. ECYDO works in raising awareness and challenging attitudes and mistaken assumptions about people with disabilities.
2. ECYDO is guided in all its work by the principles and standards for realizing the rights of persons with disabilities of the UN Convention on the Rights of Persons with Disabilities (CRPD).
3. ECYDO in its organization and activities does not make any discrimination based on different types of disabilities.
4. ECYDO actively participates in consortia of disability organizations in Ethiopia as well as networks of organizations of persons with disabilities.
5. ECYDO provides all necessary disability adjustments required by staff, interns and volunteers with disabilities to perform their duties.
6. ECYDO seeks to maximize the involvement of persons with disabilities organizations as participants and beneficiaries of all its project activities as well in project activities organized with or by member/partner organizations.
7. ECYDO only uses wheelchair-accessible venues for training courses, seminars, meetings and other project activities, as well as for all ECYDO organizational events, unless circumstances require otherwise.
8. ECYDO provides sign language interpretation and materials in alternate formats (Braille, electronic) for all ECYDO-organized events.

DIVERSITY INCLUSIVENESS POLICY

Organizational diversity refers to the variety of differences between people in an organization. Diversity encompasses acceptance, inclusion and respect. It is an understanding that each individual is unique and recognition of our individual differences. These differences include age, gender, physical abilities, family status, ethnicity, religious beliefs, perspective, and experience. Diversity is increasingly being recognized as an asset for organizations and linked to more effective performance. Building a more diverse and inclusive workforce reflects society at large and enables an organization to better serve community needs.

1. ECYDO recognizes the value of a diverse and skilled workforce and is committed to promoting, fostering, and preserving a culture of diversity and inclusion in ECYDO and in the organizations with which ECYDO partners.

2. Human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talents that employees invest in their work represents a significant part of not only our culture, but of ECYDO's reputation and achievement as well.
3. ECYDO's commitment to diversity and inclusion is applicable, but not limited to ECYDO practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; social activities; and the ongoing development of a work environment that embraces disability, gender and diversity inclusion and that encourages and enforces:
 - a. Respectful communication and cooperation between all employees
 - b. Teamwork and employee participation, permitting the representation of all employee perspectives
 - c. Work/life balance through flexible work schedules to accommodate employees' varying needs
 - d. Employee contributions to the community to promote a greater understanding and respect for diversity.
4. All employees of ECYDO have a responsibility to treat others with dignity and respect at all times in keeping with the ECYDO Staff Code of Conduct, and are expected to exhibit conduct that reflects inclusion during work, at work-related functions, at other ECYDO-sponsored events, and in relations with ECYDO partner organizations and events.

The ECYDO Board of Directors and staff will periodically review this Gender, culture and disability inclusiveness Policy to ensure its continued relevance and effective implementation.