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GENDER POLICY

CSDC DURRES





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CIVIL SOCIETY DEVELOPMENT CENTRE (CSDC)
DURRES

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INTRODUCTION

At the Civil Society Development Centre Durres, we are driven by a shared vision of a world where every individual's rights are upheld, and where fairness, dignity, and equal opportunities prevail. We believe in creating an inclusive society where everyone's voices are heard, and no one is left behind. As an organization committed to making a positive impact, we recognize the essential role of gender and diversity inclusion in achieving our goals.

Embracing gender and diversity inclusion is fundamental to our approach in addressing the needs and aspirations of all individuals, irrespective of their gender, sexual orientation, gender identity, expression, age, abilities, or backgrounds. We firmly believe that by recognizing and celebrating diversity, we can better understand and respond to the unique challenges faced by different communities.

Our commitment to gender and diversity inclusion goes beyond mere rhetoric; it is embedded in every aspect of our work. From program design and implementation to advocacy efforts and community engagement, we prioritize equality, respect, and empowerment. By embracing diverse perspectives and experiences, we can find innovative solutions to complex issues and foster sustainable development.

We recognize that achieving gender and diversity inclusion requires ongoing effort and continuous improvement. As we embark on this journey, we are dedicated to making our organization and the communities we serve inclusive, accessible, and representative of the rich tapestry of humanity.

This policy underscores our determination to integrate gender and diversity inclusion into the heart of our initiatives, aligning with the core principles of the Civil Society Development Center Durres. By building partnerships, creating safe spaces, and ensuring equal opportunities for all, we strive to empower individuals and communities to reach their full potential and contribute meaningfully to society.

Together, we will work tirelessly to foster a culture of respect, understanding, and empathy. We envision a future where diversity is celebrated, and where each person's uniqueness is seen as a strength. As we continue our journey towards a more inclusive world, we invite everyone to join us in shaping a society where every individual thrives, and where no one is left behind.

SCOPE

The scope of this policy paper is to outline the principles, strategies, and commitments of the Civil Society Development Center Durres regarding gender and diversity inclusion. It defines the organization's approach towards promoting equality, respect, and empowerment for all individuals, regardless of their gender, sexual orientation, gender identity, expression, age, abilities, or backgrounds. The policy paper encompasses various aspects of the organization's operations and initiatives to create a more inclusive and equitable environment both internally and in the communities it serves.

1. **Vision and Values:** The policy paper will reaffirm the organization's vision of a world where every individual's rights are fulfilled, and the values of fairness, dignity, and equal opportunities guide its actions.
2. **Principles:** The policy paper will highlight the principles that guide the Civil Society Development Center Durres in promoting gender and diversity inclusion, such as non-discrimination, respect for human rights, and empowerment.
3. **Objectives:** It will outline the key objectives of the policy, which include fostering a gender-equal workplace, promoting diversity and inclusivity in all programs, addressing gender-based violence, and advocating for gender equality.
4. **Gender Mainstreaming:** The policy paper will describe how gender considerations will be integrated into all aspects of the organization's work, from program design to implementation and evaluation.
5. **Inclusive Practices:** The scope will encompass the organization's commitment to creating a culture that respects and supports all individuals, providing training and capacity-building to promote awareness of gender diversity.
6. **Women's Empowerment:** The paper will detail the strategies for empowering women and girls by providing equal access to education, training, resources, and leadership opportunities.
7. **Advocacy:** It will outline the organization's engagement in advocacy efforts to promote gender equality and influence policies and practices at local, regional, and national levels.
8. **Data and Research:** The scope includes the collection and analysis of sex-disaggregated data to monitor progress, identify gaps, and inform evidence-based decision-making. It also covers support for research on gender-related issues.
9. **Accountability:** The policy paper will emphasize the organization's commitment to holding itself accountable for creating an inclusive and representative workplace and community engagement.
10. **Continuous Improvement:** The scope extends to the organization's dedication to continuous learning, reflection, and improvement in all gender and diversity inclusion efforts.

By addressing these key areas, the policy paper aims to provide a comprehensive framework that guides the Civil Society Development Center Durres in advancing gender and diversity inclusion as an integral part of its mission and vision. The scope extends to the transformational change necessary to create a more inclusive society where everyone's voices are heard, and everyone can thrive.

POLICY PRINCIPLES

1. Non-Discrimination: We firmly oppose all forms of discrimination based on gender, including but not limited to, sexism, gender-based violence, harassment, and prejudice. We will create an inclusive and safe environment where all individuals are treated with respect and dignity, regardless of their gender identity.

At the Civil Society Development Centre Durres, we uphold the principle of non-discrimination as a fundamental cornerstone of our Gender Policy. We are committed to creating an inclusive and safe environment where everyone, regardless of their gender identity, is treated with respect, dignity, and fairness. To uphold this principle, we will undertake the following measures:

- **Sensitization and Awareness:** We will conduct regular sensitization and awareness-raising campaigns for all staff, volunteers, and stakeholders to promote a better understanding of gender equality, gender identity, and the impact of discrimination. These efforts will foster empathy, respect, and tolerance among all individuals within the organization.
- **Zero-Tolerance Policy:** We will adopt a zero-tolerance policy towards all forms of discrimination based on gender. This policy will be communicated clearly to all members of the organization, emphasizing that discriminatory behaviour, including sexism, gender-based violence, harassment, and prejudice, will not be tolerated under any circumstances.
- **Reporting Mechanisms:** We will establish confidential reporting mechanisms, such as helplines or dedicated personnel, to encourage individuals to report incidents of discrimination, harassment, or violence. These mechanisms will ensure that complaints are handled sensitively, promptly, and with utmost confidentiality.
- **Support for Survivors:** In case of any reported incidents of discrimination or gender-based violence, we will provide comprehensive support to survivors. This may include access to counselling services, legal assistance, and any necessary protection measures, as well as ensuring that survivors' rights and wishes are respected throughout the process.
- **Inclusive Policies and Practices:** We will review and adapt our policies, procedures, and practices to ensure they are inclusive and respectful of diverse gender identities. This may involve implementing gender-neutral language, offering gender-inclusive facilities, and accommodating the specific needs of transgender and gender-nonconforming individuals.
- **Training and Capacity Building:** We will organize training sessions and capacity-building workshops for all staff and volunteers to enhance their knowledge and understanding of gender issues, discrimination, and best practices for promoting an inclusive and respectful environment.
- **Gender Equality in Leadership:** We will strive to achieve gender equality in leadership positions within the organization. This will involve actively encouraging and supporting women and individuals from diverse gender backgrounds to take on leadership roles.
- **Collaboration with Stakeholders:** We will collaborate with like-minded organizations, governmental agencies, and community leaders to promote gender equality and combat discrimination on a broader scale. By joining forces, we can create a more significant impact and foster an inclusive society.

2. Gender Mainstreaming: We will integrate gender considerations into all aspects of our organization's work. Gender mainstreaming involves recognizing the different needs, experiences, and contributions of women, men, and individuals with diverse gender identities in program design, implementation, and evaluation.

Gender mainstreaming is a vital component of our Gender Policy at the Civil Society Development Center Durres. We are committed to integrating gender considerations into all facets of our organization's work to ensure that the diverse needs, experiences, and contributions of women, men, and individuals with diverse gender identities are recognized and addressed. To effectively implement gender mainstreaming, we will adopt the following strategies:

- **Gender Analysis:** Before designing and implementing any program or initiative, we will conduct gender analyses to understand how gender norms and roles impact the target communities. This analysis will help identify the specific challenges, disparities, and opportunities that different genders face, allowing us to develop more targeted and impactful interventions.
- **Gender-Sensitive Program Design:** We will ensure that all our programs and activities are designed with a gender-sensitive approach. This means considering the different roles, responsibilities, and needs of women, men, and gender-diverse individuals to create interventions that are relevant and inclusive.
- **Inclusive Participation:** We will actively encourage the participation of women, men, and individuals with diverse gender identities in all decision-making processes. This includes involving them in program planning, implementation, monitoring, and evaluation, as well as in leadership positions within our organization.
- **Gender-Responsive Implementation:** During program implementation, we will continually assess and adjust our activities to respond to the specific needs and challenges faced by different genders. This may involve tailoring support services, creating safe spaces, or providing targeted resources as needed.
- **Gender-Disaggregated Data:** We will collect and analyze gender-disaggregated data to monitor the progress and impact of our programs on different genders. This data will inform evidence-based decision-making and ensure accountability for gender outcomes.
- **Gender-Responsive Training:** All staff and volunteers will receive training on gender mainstreaming and gender-sensitive approaches. This training will help them understand the importance of gender equality, recognize their own biases, and apply gender-sensitive practices in their work.
- **Partnerships and Collaboration:** We will collaborate with gender-focused organizations, experts, and activists to leverage their knowledge and expertise in gender mainstreaming. Through partnerships, we can collectively advance gender equality and share best practices.
- **Periodic Review and Reflection:** We will conduct regular reviews and reflections on our gender mainstreaming efforts to assess progress, identify challenges, and learn from experiences. This will enable us to continuously improve and enhance our gender-responsive approach.

3. Women's Empowerment: We are dedicated to empowering women and girls by providing them with equal access to education, training, resources, and leadership opportunities. We will actively support initiatives that challenge gender norms and promote women's participation and representation in decision-making processes.



At the Civil Society Development Center Durrës, women's empowerment is a central pillar of our Gender Policy. We recognize the importance of promoting gender equality and creating a society where women and girls have equal opportunities to thrive and contribute. To achieve women's empowerment, we will implement the following strategies:

- **Equal Access to Education:** We will work to ensure that women and girls have equal access to quality education. This includes addressing barriers such as gender stereotypes, early marriage, and financial constraints that may hinder their educational pursuits. We will advocate for policies that promote girls' education and support initiatives to improve the learning environment for all students.
- **Training and Skill Development:** We will provide women and girls with training and skill development opportunities to enhance their capabilities and employability. Through workshops, vocational training, and mentorship programs, we aim to equip them with the skills needed to participate actively in the workforce and pursue leadership roles.
- **Access to Resources:** We will support efforts to provide women with access to resources such as financial services, land ownership, and technology. By addressing economic inequalities, we can empower women to make informed decisions and have greater control over their lives and futures.
- **Leadership Development:** We will actively promote women's leadership development within our organization and in the communities we serve. This includes encouraging women to take on leadership roles in our programs, projects, and decision-making bodies. We will also support women's participation in local governance and community development initiatives.
- **Challenging Gender Norms:** We will challenge traditional gender norms and stereotypes that perpetuate inequality and limit women's opportunities. Through awareness-raising campaigns, media engagement, and community dialogues, we aim to promote more inclusive and equitable attitudes towards women and girls.
- **Women's Participation in Decision-Making:** We will advocate for increased women's representation and participation in decision-making processes at all levels, including in local, regional, and national governance. We will work with policymakers and stakeholders to eliminate barriers and create an enabling environment for women's political engagement.
- **Support for Women's Rights:** We will actively support and collaborate with women's rights organizations and initiatives that advocate for gender equality and the empowerment of women. This includes providing resources, amplifying their voices, and advocating for policy changes that advance women's rights.
- **Monitoring and Evaluation:** We will regularly monitor and evaluate our efforts to promote women's empowerment to ensure their effectiveness and impact. This includes setting specific targets and indicators to track progress and address any challenges that may arise.

4. Gender-Responsive Programming: Our programs and initiatives will be designed with a gender lens, considering the unique challenges and opportunities that different genders face. We will conduct gender analyses to identify specific gender-related barriers and opportunities, ensuring that our interventions are responsive to these realities.

Gender-responsive programming is a critical aspect of our Gender Policy at the Civil Society Development Centre Durrës. We recognize that gender is a significant factor influencing the experiences and opportunities of individuals. Therefore, we are committed to designing programs and initiatives with

a gender lens, addressing the unique challenges and opportunities that different genders face. To achieve this, we will implement the following strategies:

- **Gender Analysis and Inclusive Needs Assessment:** Before initiating any program or project, we will conduct a comprehensive gender analysis and inclusive needs assessment. This process will involve engaging with women, men, and individuals with diverse gender identities from the target communities to understand their specific needs, priorities, and concerns.
- **Gender-Sensitive Objectives and Indicators:** Based on the gender analysis, we will set gender-sensitive objectives and indicators to measure the impact of our programs on different genders. This will help us track progress, identify gaps, and ensure that our interventions address gender-related barriers effectively.
- **Targeted Interventions:** Using the insights gained from the gender analysis, we will design targeted interventions that address the specific challenges faced by different genders. These interventions may include promoting women's economic empowerment, engaging men and boys in gender equality initiatives, and supporting gender-diverse individuals in accessing services and resources.
- **Gender-Inclusive Implementation:** Throughout the implementation of our programs, we will ensure that all activities are gender-inclusive. This includes considering the different roles, responsibilities, and needs of women, men, and gender-diverse individuals in the planning and execution of activities.
- **Empowerment and Capacity Building:** Our programs will include empowerment and capacity-building components tailored to the needs of different genders. This may involve providing leadership training for women, offering financial literacy workshops, or promoting gender-equitable practices within communities.
- **Engaging Men and Boys:** Recognizing that gender equality is a shared responsibility, we will engage men and boys in our programs. We will work to challenge harmful gender norms and stereotypes while encouraging men's active involvement in promoting gender equality.
- **Continuous Learning and Adaptation:** We will continuously learn from the outcomes of our programs, reflect on our approaches, and make necessary adjustments. This iterative process will ensure that our interventions remain relevant, effective, and responsive to the evolving needs of different genders.
- **Collaboration and Partnerships:** We will collaborate with gender-focused organizations, experts, and community stakeholders to leverage their expertise and experiences in gender-responsive programming. By working together, we can enhance the impact of our collective efforts.

5. Inclusivity and Diversity: We embrace diversity in all its forms, including gender identity and expression. We will create a culture that is respectful and supportive of all individuals, regardless of their gender. Training and capacity-building efforts will promote awareness and understanding of gender diversity.

We are committed to fostering an inclusive and diverse culture that celebrates and respects individuals of all gender identities and expressions. Embracing diversity is a core value of our Gender Policy, and we strive to create an environment where everyone feels welcome, valued, and supported. To achieve this, we will implement the following initiatives:

- **Inclusive Policies and Practices:** We will review and update our policies and practices to ensure they are inclusive of diverse gender identities. This includes adopting gender-neutral language in

all official communications, offering gender-inclusive facilities, and providing equal opportunities for all individuals, regardless of their gender identity.

- Sensitization and Training: We will conduct regular sensitization and training sessions for all staff, volunteers, and partners to promote awareness and understanding of gender diversity. These sessions will address common misconceptions, biases, and stereotypes related to gender and provide tools to foster a more inclusive and accepting environment.
- Gender Diversity Advocacy: We will actively engage in advocacy efforts to promote understanding and acceptance of gender diversity in the broader community. Through awareness campaigns, workshops, and collaboration with other organizations, we will challenge discriminatory practices and create positive change.
- Supportive Resources: We will ensure that resources and support services are available to meet the specific needs of individuals with diverse gender identities. This may include access to gender-affirming healthcare, counseling services, and support groups.
- Safe and Respectful Spaces: We will create and maintain safe and respectful spaces where individuals can express their gender identity without fear of discrimination or judgment. This includes fostering a culture of respect and allyship within our organization and advocating for safe spaces in the wider community.
- Gender Diversity Representation: We will strive for gender diversity in leadership positions within our organization and encourage the meaningful participation of individuals with diverse gender identities in decision-making processes.
- Continuous Learning: We are committed to continuous learning and growth in our understanding of gender diversity. We will regularly review our practices and seek feedback from our stakeholders to ensure that we are creating an inclusive and supportive environment.
- Collaboration and Partnerships: We will collaborate with LGBTQ+ organizations, experts, and activists to learn from their experiences and expertise. By working together, we can better address the unique challenges faced by individuals with diverse gender identities.

6. Advocacy for Gender Equality: We will actively engage in advocacy efforts to promote gender equality at the local, regional, and national levels. By collaborating with like-minded organizations and stakeholders, we will work towards influencing policies and practices that advance gender equality.

Advocacy for gender equality is a vital component of our Gender Policy at the Civil Society Development Center Durres. We recognize that sustainable change requires concerted efforts to influence policies, practices, and societal attitudes. To effectively advocate for gender equality, we will implement the following strategies:

- Policy Research and Analysis: We will conduct research and analysis on gender-related issues and their impact on communities. This evidence will serve as the foundation for our advocacy efforts, helping us identify key areas where change is needed.
- Public Awareness Campaigns: We will organize public awareness campaigns to educate the community about the importance of gender equality and the benefits of an inclusive society. These campaigns will challenge gender stereotypes, raise awareness of gender-based discrimination, and promote positive attitudes towards gender equality.
- Collaboration with Like-Minded Organizations: We will collaborate with other civil society organizations, NGOs, and activists that share our commitment to gender equality. Through joint

efforts, we can amplify our advocacy messages, pool resources, and advocate for change more effectively.

- **Engaging Decision-Makers:** We will engage with policymakers and government officials at the local, regional, and national levels to advocate for gender-responsive policies. This may include participating in consultations, submitting policy recommendations, and engaging in dialogues with decision-makers.
- **Monitoring and Evaluation:** We will closely monitor the progress of gender equality initiatives and assess the impact of policies and practices. This data-driven approach will enable us to advocate for evidence-based solutions and hold stakeholders accountable for their commitments to gender equality.
- **Supporting Gender-Responsive Legislation:** We will advocate for the development and implementation of gender-responsive legislation that promotes gender equality and protects the rights of women and marginalized genders.
- **Empowering Community Voices:** We will empower individuals and communities to voice their concerns and advocate for gender equality. This may include conducting capacity-building workshops on advocacy skills and providing platforms for community members to share their experiences and recommendations.
- **Global Advocacy:** We will actively engage with international forums and networks to advocate for gender equality on a global scale. This involvement will allow us to learn from best practices, share our experiences, and contribute to the international discourse on gender equality.

7. Addressing Gender-Based Violence: We recognize that gender-based violence is a significant barrier to gender equality. We will implement measures to prevent and respond to gender-based violence, both within our organization and in the communities we serve. This includes providing support and resources to survivors of violence.

Addressing gender-based violence is a critical priority within our Gender Policy at the Civil Society Development Centre Durrës. We firmly believe that creating a safe and violence-free environment is essential for promoting gender equality and empowering individuals. To effectively address gender-based violence, we will implement the following measures:

- **Prevention Initiatives:** We will conduct prevention initiatives to raise awareness about gender-based violence, its impact on individuals and communities, and the importance of preventing such violence. Through community outreach, educational programs, and awareness campaigns, we aim to challenge harmful attitudes and behaviors that perpetuate violence.
- **Training and Capacity Building:** We will provide training and capacity-building workshops for our staff, volunteers, and community members to recognize and respond to gender-based violence. This includes equipping them with the knowledge and skills to identify warning signs, offer support, and refer survivors to appropriate services.
- **Support and Resources:** We will establish a support system for survivors of gender-based violence, offering them access to counseling, legal assistance, medical services, and other necessary resources. Our organization will collaborate with local service providers and support networks to ensure a comprehensive response to survivors' needs.
- **Safe Spaces:** We will create safe and confidential spaces for individuals to seek assistance and support in cases of gender-based violence. These spaces will be designed to protect survivors'

privacy and dignity while providing them with a safe environment to share their experiences and access help.

- **Reporting Mechanisms:** We will implement clear and confidential reporting mechanisms for gender-based violence incidents within our organization and the communities we serve. Encouraging individuals to come forward and report incidents will be a crucial step in addressing violence and holding perpetrators accountable.
- **Collaboration with Stakeholders:** We will collaborate with local authorities, law enforcement agencies, and other relevant stakeholders to address gender-based violence effectively. By working together, we can enhance the coordination of services and support for survivors and improve the overall response to gender-based violence.
- **Advocacy and Policy Change:** We will advocate for gender-responsive policies and legal frameworks that address gender-based violence and protect the rights of survivors. Through our advocacy efforts, we aim to influence systemic change and create an environment where violence is not tolerated, and survivors receive the support they need.
- **Empowerment and Education:** We will empower individuals with knowledge about their rights, consent, and healthy relationships. By promoting gender equality and respectful behavior, we seek to prevent gender-based violence before it occurs.

8. Gender-Equal Workplace: The Civil Society Development Center Durres is committed to maintaining a gender-equal workplace that ensures equal pay for equal work and promotes opportunities for professional growth and career advancement, irrespective of gender.

We believe that a gender-equal workplace is essential to uphold our values of fairness, equality, and inclusivity. We are dedicated to creating a work environment where all employees, regardless of their gender, have equal opportunities, recognition, and support for their professional growth and development. To achieve a gender-equal workplace, we will implement the following initiatives:

- **Equal Pay for Equal Work:** We will ensure that all employees receive equal pay for equal work, regardless of their gender. We will conduct regular pay audits to identify and address any gender pay gaps and take corrective measures to ensure pay equity.
- **Gender-Inclusive Hiring and Promotion:** Our hiring and promotion processes will be designed to be gender-inclusive and based solely on merit. We will actively seek to increase the representation of women and individuals from diverse gender backgrounds in all levels of our organization.
- **Flexible Work Arrangements:** We will offer flexible work arrangements to accommodate the diverse needs and responsibilities of our employees, such as remote work options, flexible working hours, and parental leave policies that apply equally to all genders.
- **Training and Capacity Building:** We will provide training and capacity-building opportunities to promote awareness of gender biases and stereotypes that may affect decision-making in the workplace. By fostering an inclusive and respectful culture, we aim to mitigate any unconscious gender biases.
- **Mentorship and Leadership Programs:** We will establish mentorship and leadership development programs to support the professional growth of all employees, with a particular focus on empowering women and individuals from underrepresented gender identities.
- **Gender-Responsive Workplace Policies:** Our workplace policies will be reviewed and revised to ensure they are gender-responsive and promote a supportive work environment for all

employees. This includes policies on anti-discrimination, sexual harassment, and work-life balance.

- **Employee Support and Wellness:** We will provide comprehensive support to employees who may experience gender-related challenges or discrimination in the workplace. This includes offering counseling services, support networks, and resources to address any issues that arise.
- **Gender Equality Monitoring and Reporting:** We will regularly monitor and report on gender equality indicators in our workplace. This will allow us to track progress, identify areas for improvement, and hold ourselves accountable to our commitment to gender equality.

9. Data and Research: We will collect and analyse sex-disaggregated data to monitor progress, identify gaps, and inform evidence-based decision-making. We will also support research on gender-related issues to contribute to knowledge and understanding in the field.

At the Civil Society Development Centre Durrës, we recognize the importance of data and research in advancing gender equality and informing evidence-based decision-making. To strengthen our efforts in this area, we will implement the following data and research initiatives:

- **Sex-Disaggregated Data Collection:** We will systematically collect data that is disaggregated by sex and gender, ensuring that we have accurate and comprehensive information on the experiences and outcomes of different genders. This data will be collected across all our programs and initiatives to assess their impact on various gender groups.
- **Gender Equality Indicators:** We will develop and use gender equality indicators to monitor progress and identify gaps in our work. These indicators will help us track outcomes related to gender equality and inform our strategies for improvement.
- **Data Analysis and Reporting:** Our organization will conduct regular data analysis to understand the patterns, trends, and challenges related to gender equality. We will prepare comprehensive reports that provide insights into the status of gender equality within our organization and the communities we serve.
- **Research Partnerships:** We will establish partnerships with research institutions, universities, and experts in gender studies to conduct research on gender-related issues. These collaborations will enhance our understanding of the root causes of gender inequalities and help design more effective interventions.
- **Evidence-Based Decision-Making:** We will use data and research findings to guide our decision-making processes. By relying on evidence, we can prioritize areas of intervention, allocate resources effectively, and evaluate the impact of our initiatives.
- **Knowledge Sharing:** We will actively share our research findings and data with other organizations, stakeholders, and policymakers to contribute to the collective knowledge on gender equality. Through knowledge sharing, we can promote best practices and inspire positive change beyond our organization.
- **Data Privacy and Confidentiality:** We are committed to upholding data privacy and confidentiality in all our data collection and research efforts. We will comply with relevant data protection regulations and ensure that individuals' privacy is always respected.
- **Capacity Building:** We will build the capacity of our staff and partners in data collection, analysis, and research methods. This capacity-building will enable us to conduct robust research and use data effectively in our gender equality initiatives.

IMPLEMENTATION AND MONITORING

To ensure the effective implementation of this Gender Policy, the following steps will be taken:

- a. All staff members, volunteers, and partners will be oriented on the Gender Policy and its principles.
- b. Gender focal points will be appointed to oversee gender mainstreaming efforts and monitor progress.
- c. Regular gender audits will be conducted to assess the extent to which gender considerations are integrated into our programs and practices.
- d. Feedback mechanisms will be established to encourage open discussions about gender-related issues within the organization.
- e. The Gender Policy will be reviewed periodically to reflect changes in societal norms and emerging gender-related challenges.

CONCLUSION

The Gender Policy of the Civil Society Development Centre Durrës serves as a roadmap for fostering gender equality, inclusivity, and empowerment. By incorporating a gender perspective into all our endeavours, we aim to contribute to a more equitable and just society. Through collaboration, advocacy, and evidence-based approaches, we are committed to advancing gender equality and promoting the rights and well-being of all individuals, irrespective of their gender identity.



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