

GENDER AND DIVERSITY



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GFA's vision is to improve the living conditions of people worldwide by promoting sustainable development, which means dedicating our work to the agenda 2030. We are committed to making our services as inclusive as possible by applying a gender transformative and diversity lens to the planning and management of our projects ensuring to Leave No One Behind. We start at our headquarters, with a gender mainstreaming strategy that goes from trainings to the continuous development of capacity development measures and tools for our projects. Our project teams are also regularly sensitized to gender equality in order to implement the projects in a gender responsive way. We strive to offer a team constellation that is diverse and gender-balanced to live the diversity we are aiming for. We insist on a gender transformative approach, which means that we work on the practical needs addressed directly by the project, but also keep in mind the overarching structural issues based on un-

equal power relations and that are reflected in cultural norms and stereotypes, questions of participation and decision-making, access, control and distribution of resources, as well as safety and health and that need special attention.

These structural interests in terms of gender equity need concrete measures and activities that GFA will propose, if not already foreseen by the clients. We also apply this systemic approach to address people with disabilities and chronic diseases as well as further marginalized groups as Leave No One Behind is a core value of ours. Our Gender & Diversity Technical Working Group is there to advise the project team on demand on technical gender and inclusiveness aspects. This solid expertise within GFA will enable us to provide effective technical backstopping and quality assurance throughout the implementation of the projects, programs and studies.



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