

GENDER EQUALITY PLAN

One Health Trust Policy

1. Statement of Commitment

One Health Trust is committed to fostering a diverse, equitable, inclusive, and respectful work environment where all individuals are treated with dignity and have equal opportunities to contribute and succeed.

OHT recognizes that gender equality is fundamental to achieving excellence in research, policy development, capacity building, and public health impact. We are committed to integrating gender equality principles into our governance, workplace practices, research activities, and partnerships.

2. Purpose

This Gender Equality Plan (GEP) establishes the OHT commitment to:

- Promoting gender equality and equal opportunities in recruitment, career development, leadership, and decision-making.
- Supporting work-life balance and employee well-being.
- Creating a workplace free from discrimination, harassment, and gender-based violence.
- Fostering an inclusive and respectful organizational culture.
- Integrating gender perspectives into research, policy, and program activities.
- Establishing accountability mechanisms for continuous improvement in gender equality outcomes.

3. Scope

This policy applies to:

- Board members of OHT.
- Employees and consultants.
- Research staff and project personnel.
- Interns, fellows, and volunteers.
- Partner organizations and collaborators, where applicable.



4. Key Objectives

OHT aims to:

1. Promote equal opportunity in recruitment, retention, and advancement.
2. Increase gender balance across all levels of the organization.
3. Ensure equal access to training, mentoring, and professional development.
4. Prevent discrimination, harassment, and bias.
5. Encourage gender-sensitive research and policy engagement.
6. Support a healthy work-life balance.
7. Establish accountability and continuous improvement mechanisms.
8. Ensure a workplace culture that promotes gender equality, inclusion, respect, and equal participation for all employees regardless of gender.

5. Recruitment and Career Development

OHT shall:

- Use transparent and gender-neutral recruitment processes.
- Encourage applications from qualified candidates of all genders.
- Ensure hiring decisions are based on merit, qualifications, competencies, and organizational needs.
- Provide equal opportunities for training, promotion, career progression, and leadership development.
- Ensure equal opportunities for recruitment, career advancement, and leadership roles regardless of gender.
- Monitor recruitment, retention, promotion, and advancement practices to identify and address potential biases or disparities.
- Encourage fair representation of all genders in candidate shortlists and interview panels where feasible.
- Promote mentoring, coaching, and professional development opportunities to support career growth.

6. Leadership and Decision-Making

OHT is committed to:

- Encouraging gender diversity in leadership and governance structures.
- Promoting equitable representation in committees, working groups, and decision-making bodies.
- Supporting emerging leaders through mentoring and professional development initiatives.
- Encouraging equal participation in strategic planning, project leadership, and organizational decision-making.

7. Equal Pay and Employment Conditions

OHT shall:

- Provide equal pay for equal work and work of equal value.
- Ensure fairness and transparency in compensation and benefits practices.
- Apply employment policies consistently across all employees.
- Periodically review employment practices to identify and address any gender-related disparities.

8. Work-Life Balance and Well-being

The OHT supports:

- Flexible work arrangements where operationally feasible.
- Maternity, paternity, adoption, and parental leave in accordance with applicable laws and organizational policies.
- Employee well-being and mental health initiatives.
- A supportive workplace culture that accommodates caregiving responsibilities.
- Work-life balance through family-friendly policies and flexible work practices.
- An inclusive environment that recognizes the diverse personal and family responsibilities of employees.
- Measures that support employees at different life stages and circumstances.

9. Prevention of Harassment and Discrimination

OHT maintains zero tolerance for:

- Sexual harassment.
- Gender-based discrimination.
- Bullying, intimidation, and retaliation.
- Any form of workplace misconduct that undermines dignity, inclusion, and equal opportunity.

OHT prohibits discrimination based on:

- Gender.
- Gender identity or gender expression.
- Marital status.
- Pregnancy or parental status.
- Sexual orientation.
- Any other characteristic protected under applicable laws and regulations.

OHT shall:

- Maintain appropriate grievance and reporting mechanisms.
- Ensure that complaints are handled confidentially, fairly, and promptly.
- Protect individuals from retaliation for raising concerns in good faith.
- Comply with applicable laws and regulations, including the Prevention of Sexual Harassment (POSH) framework.

10. Gender Equality in the Workplace

OHT is committed to creating and maintaining a workplace where all individuals have equal opportunities to participate, contribute, and advance regardless of gender.

OHT shall:

- Foster a culture of respect, inclusion, and equal treatment.
- Ensure that workplace policies, practices, and decisions are free from gender bias.
- Promote equitable participation in meetings, committees, projects, and leadership opportunities.
- Address barriers that may hinder equal participation or advancement.
- Encourage open dialogue and awareness regarding gender equality and inclusion.
- Support a safe, respectful, and collaborative work environment for all.

11. Gender Dimension in Research and Programs

Where relevant, OHT shall:

- Consider gender perspectives in research design, implementation, monitoring, evaluation, and dissemination.
- Promote sex- and gender-disaggregated data collection and analysis.
- Encourage inclusion of gender considerations in policy recommendations and program activities.
- Support research that advances understanding of gender-related health outcomes and inequities.
- Promote evidence-based approaches that recognize the impact of gender on health and development outcomes.

12. Training and Awareness

OHT may conduct periodic training and awareness programs on:

- Gender equality and inclusion.
- Prevention of harassment and discrimination.
- Unconscious bias.
- Respectful workplace behaviour.
- Diversity, equity, and inclusion principles.
- Applicable legal and organizational requirements related to gender equality.

13. Monitoring and Reporting

OHT shall periodically review:

- Gender representation across organizational levels.
- Recruitment, retention, and promotion trends.
- Participation in leadership, governance, and training opportunities.
- Workplace culture and employee feedback.
- Progress toward achieving the objectives of this Gender Equality Plan.

Progress against the objectives of this Gender Equality Plan may be reviewed annually by management and reported to the Board.

Where appropriate, action plans may be developed to address identified gaps and support continuous improvement.

14. Responsibility

Implementation of this Gender Equality Plan is the responsibility of:

- The Board of OHT.
- Executive Leadership.
- Human Resources and Administration.
- Managers and Supervisors.
- All employees, consultants, researchers, fellows, interns, volunteers, and associates of OHT.

All members of OHT are expected to contribute to a respectful, inclusive, and equitable workplace culture.

15. Review

This Gender Equality Plan shall be reviewed at least once every three years, or earlier if required by law, donor requirements, organizational needs, or significant changes in the OHT's operations.

Any revisions shall be approved by the appropriate governing authority of OHT and communicated to all relevant stakeholders.

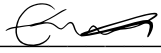
16. Approval and Implementation

This Gender Equality Plan is approved by the authorized management of One Health Trust and shall be effective from the date mentioned below.

Effective Date: 01.06.2026

Approved By: Erta Kalanxhi

Designation: Director of Partnerships

Signature:  _____

