

# Gender Equality Plan for the Association for Mothers and Newborns (AMAN)



The Association for Mothers and Newborns (AMAN) is committed to advancing gender equality as an integral part of its mission to improve the health and well-being of mothers and newborns in Pakistan. Recognizing the crucial role of gender equality in the achievement of sustainable development, AMAN aims to ensure that all women, men, and gender-diverse individuals have equal access to opportunities, resources, and decision-making processes within the organization and in the communities it serves. This plan outlines strategies and actions to promote gender equality across AMAN's operations, policies, and activities.

**Vision:** To create an equitable environment where women, men, and gender-diverse individuals can access and benefit from health and social services, with a focus on improving maternal and newborn health outcomes while fostering empowerment and equal opportunities for all.

**Mission:** AMAN will advocate for and implement gender-sensitive policies and practices that promote women's and men's rights, challenge gender-based violence and discrimination, and ensure equal participation in leadership, decision-making, and service delivery.

## Goals:

### 1. Promote Equal Access to Healthcare for All Genders

- Ensure equal access to maternal and newborn health services for all, including marginalized and vulnerable groups such as low-income women, rural populations, and gender minorities.
- Increase gender-responsive healthcare policies and practices in all AMAN's intervention health facilities and programs.

### 2. Foster Gender Balance in Leadership and Decision-Making

- Achieve gender balance in AMAN's leadership structure, including at the board and senior management levels.
- Ensure that decision-making processes within the organization are inclusive and take gender-specific needs into account.

### 3. Address Gender-Based Violence (GBV) and Discrimination

- Develop and implement programs that address gender-based violence, including intimate partner violence, in the communities served by AMAN.
- Establish clear anti-discrimination and anti-harassment policies for both the staff and beneficiaries of AMAN's services.

### 4. Increase Gender Awareness and Training

- Provide ongoing gender equality training for AMAN staff, health providers, and community health workers.
- Raise awareness about gender equality and reproductive health issues among the communities served by AMAN.

### 5. Empower Women and Girls

- Strengthen initiatives that support women's economic empowerment, education, and involvement in decision-making processes in the community and the family.
- Promote gender-responsive programs that ensure women and girls can access education, employment, and health services without discrimination.

### 6. Data-Driven Gender Equality Monitoring

- Establish gender-sensitive data collection mechanisms to track gender disparities in health outcomes, participation rates, and other relevant indicators.

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- Regularly assess and publish gender-disaggregated data on AMAN's services to evaluate progress towards gender equality goals.

## Strategies and Actions:

### 1. Strengthen Gender-Responsive Healthcare Delivery:

- Integrate gender-sensitive care models in AMAN's healthcare programs, ensuring that both women and men are treated with respect and dignity.
- Provide training for healthcare providers on gender-sensitive approaches to maternal and newborn care.
- Develop outreach programs to raise awareness about the importance of gender equality in maternal and newborn health.

### 2. Increase Female Representation in Leadership:

- Set specific targets for gender representation on AMAN's board of directors, senior management, and program leadership roles.
- Offer mentorship and capacity-building programs for women within the organization to ensure they are prepared for leadership roles.

### 3. Promote Gender-Based Violence Prevention:

- Develop a comprehensive approach to address and prevent gender-based violence in the communities served by AMAN, including awareness-raising campaigns, community mobilization, and survivor support services.
- Partner with local NGOs and governmental agencies to provide support for survivors of gender-based violence, including medical care, legal assistance, and psychosocial support.
- Include GBV awareness in AMAN's training programs for staff, volunteers, and healthcare providers.

### 4. Train and Empower Staff on Gender Equality:

- Organize regular workshops and seminars for staff to enhance their understanding of gender equality principles and practices.
- Develop a gender equality toolkit for AMAN staff and stakeholders, including best practices and key resources for ensuring gender-sensitive operations.

### 5. Promote Women's Empowerment in Communities:

- Implement community development programs that empower women to take active roles in decision-making, leadership, and economic activities.
- Offer vocational and livelihood training for women to increase their economic independence.
- Promote women's rights and reproductive health awareness in rural and underserved communities.

### 6. Monitor and Evaluate Gender Equality Efforts:

- Establish a gender equality monitoring and evaluation framework, including gender-disaggregated data collection and analysis.
- Use gender audits to assess AMAN's programs and operations and ensure compliance with gender equality standards.
- Regularly report progress on gender equality goals to stakeholders, donors, and the public.

### Key Performance Indicators (KPIs):

- Proportion of women in leadership roles (e.g., senior management, board).
- Number of gender-sensitive healthcare programs implemented.
- Percentage of AMAN staff trained on gender equality principles.
- Percentage of communities with access to gender-based violence prevention and support services.
- Gender-disaggregated data showing improvements in maternal and newborn health outcomes.

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- Number of women and girls involved in AMAN's economic empowerment programs.

### Implementation and Timeline:

- **Year 1:** Establish baseline gender equality data, revise policies for gender inclusion, initiate gender sensitivity training for staff, and begin the process of enhancing women's participation in leadership.
- **Year 2:** Launch gender-based violence prevention programs, roll out empowerment programs for women and girls, and implement gender-sensitive healthcare models.
- **Year 3-5:** Monitor and evaluate the progress of gender equality efforts, refine strategies based on findings, and scale up successful initiatives.

### Conclusion:

The successful implementation of this Gender Equality Plan will create a more inclusive and equitable environment for both AMAN's staff and the communities it serves. By fostering gender equality in healthcare, leadership, and community engagement, AMAN will contribute to the long-term well-being of mothers and newborns in Pakistan while empowering women and other marginalized genders to lead healthy, fulfilling lives.

### Signed by Senior Management Committee:

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