

# GENDER EQUALITY STRATEGY

## INTRODUCTION

It is Climate Analytics' vision to enable sustainable development and prevent dangerous climate change. To do so, we synthesise and advance scientific knowledge around climate change and provide support and capacity building to stakeholders. By linking scientific and policy analysis, we provide state-of-the-art solutions to global and national climate change policy challenges.

### What is Gender and why are we writing a Gender Equality Strategy?

Gender refers to the socially constructed characteristics of womanhood and manhood. These are the norms, behaviors and roles which are associated with being a man or woman, boy or girl.

Climate Analytics acknowledges the non-binarity of gender, acknowledges that gender is not prescriptive of behavior and recognizes that while sex is related to gender it is not prescriptive of gender identity or expression.

We are aware of the gender inequality that is present throughout society and the effect that it has on our vision and mission. Rigid gender-norms create and reinforce detrimental assumptions and create systems of privilege and inequality. These intersect with other forms of oppression based on historical unequal power relations and colonial history, racism and ethnic discrimination, ageism, ableism, discrimination based on sexual orientation, religious discrimination, and classism among others.

Prescriptive gender norms and gender inequality limit all of us, which is why there is a need for equality and ensuring equal opportunities and inclusion of all. Therefore, in our Gender Equality Strategy, we are committing to focus on eliminating gender inequality in all areas of our work, as the only way to achieve sustainable development for all.

## PURPOSE AND AIM

Climate Analytics' Gender Equality Strategy represents a major step in our commitment to approach gender equality in a coordinated and cohesive manner. The purpose of this document is to:

- Define and communicate clear commitments and consistent messages towards the advancement of gender equality within Climate Analytics and to our stakeholders
- Set the framework upon which actions will be taken to further internal Gender Equality at Climate Analytics
- Regular internal assessments of the gender equality status within Climate Analytics
- Continue strengthening efforts to work with other stakeholders to build upon each other's knowledge and experience

Overall, the Gender Equality Strategy provides the general structure for introducing the factor of gender & gender inequality in all areas of our work. This includes, but is not limited to,

organizational culture, work-life balance, leadership and decision-making, research content, outputs, team structure, recruitment and career progression, and the development of measures against gender-based violence including sexual harassment.

## CORE PRINCIPLES

Climate Analytics is an organization that contributes to sustainable development. As such Climate Analytics is committed to gender equality, universal human rights and the adoption of gender inclusion best practices among staff. Our gender commitments and principles are founded on the Human Rights Framework and globally agreed upon principles such as equality and non-discrimination. These are based on international law and regional standards as well as relevant soft laws and the global ambitions set out in the Sustainable Development Goals<sup>1</sup>.

This policy is consistent with Climate Analytics' vision and mission, as well as complementary to the set of standards of behavior that all Climate Analytics' employees are already expected to adhere to.

## COMMITMENTS

To enact the above-mentioned principles and aims, Climate Analytics commits itself to the following and will ensure to assess, apply, monitor, evaluate and report on the progress towards gender equality as part of its commitment to transparency and accountability.

1. Create a structure: **Establish the internal Gender Focus Working Group**, which will act as a focal point and main driving force for strengthening and promoting gender equality as a topic at Climate Analytics. **Climate Analytics commits itself to launch its first Gender Equality Plan**. The plan is developed by the Gender Focus Working Group, which sets measures and targets.
2. Assessment: **Undertake regular internal assessments** of the gender equality status at Climate Analytics according to the gender equality plan, which will be periodically updated accordingly.
3. Monitoring and Evaluation: Monitor and evaluate our work to ensure accountability and transparency in assessing progress towards gender equality through **establishing a set of internal gender equality indicators to be collected and accessed yearly**. Additionally, an effective M&E will further help to quickly respond to, and address, gender discriminatory practices, processes and situations.
4. Engagement: To this end we commit ourselves to establish the necessary channels and **commit the necessary resources required to engage with our staff and teams**

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<sup>1</sup> Including, but not limited: Universal Declaration of Human Rights (1948); Convention on the Political Rights of Women (1954); Convention on the Elimination of All Forms of Discrimination Against Women (1979); Declaration of the Elimination of Violence against Women (1993); Beijing Declaration and Platform for Action (PFA) (1995); Istanbul Convention on preventing and combating violence against women and domestic violence (2014).

**internally**, including facilitation of spaces for the exchange of ideas, continuous learning, and training. We will enhance our commitment to Gender Equality by **engaging externally with our partners in discussions and efforts directed towards gender equality where appropriate**. To this end we will ensure that our outputs and dialogues with third parties incorporate a “gender lens” and create open spaces for the exchange of ideas which improve gender equality.

5. Reporting and publication: We will regularly report to our stakeholders in our annual report on Climate Analytics’ progress towards gender equality. This will enhance transparency and trust in our efforts to enhance gender equality and reduce inequality to the furthest extent possible.
6. Capacity: **Systematically negotiating with donors and partners for adequate funding such that we can build the needed capacity and appropriately dedicate resources to enhance gender equality within Climate Analytics**. Adequate resourcing will allow us to integrate a gender dimension in our research and our outputs, as well as train our staff internally about gendered stereotypes and biases to meet our own commitments to gender equality.

## SCOPE OF APPLICATION

This Gender Equality Strategy applies across all Climate Analytics’ offices and staff. The established commitments are not only to be reflected in recruitment processes, job descriptions and performance reviews at all levels, but also in our research outputs and activities and work with third parties as well as in the way we hold each other accountable.

Where necessary our commitment to Gender quality will be codified into policies, such as our Conflict-of-Interest Policy, our Human Resource Management Policy, and any further codes or related policies defined by Climate Analytics.

## ROLES & RESPONSIBILITIES

Climate Analytics commits itself to raise awareness surrounding Gender Equality with its staff, and help build a safer, fairer, and more inclusive working environment for all regardless of Gender. Staff are hence expected to uphold the core principles and commitments outlined in this document while going about their work. The Gender Focus Group is defined at an organizational level to further gender equality as a topic of focus across all Climate Analytics’ entities, offices, and staff. The Gender Focus Group assumes responsibility for pursuing achievement of commitments and adherence to these principles, and both the Executive Team, Management Team and Team Leads will wherever possible assist in that.

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