



# Gender Policy

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This document is as approved by the REC Caucasus executive Body (Collegial Trio) and is set out at the end of the document.



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## Purpose

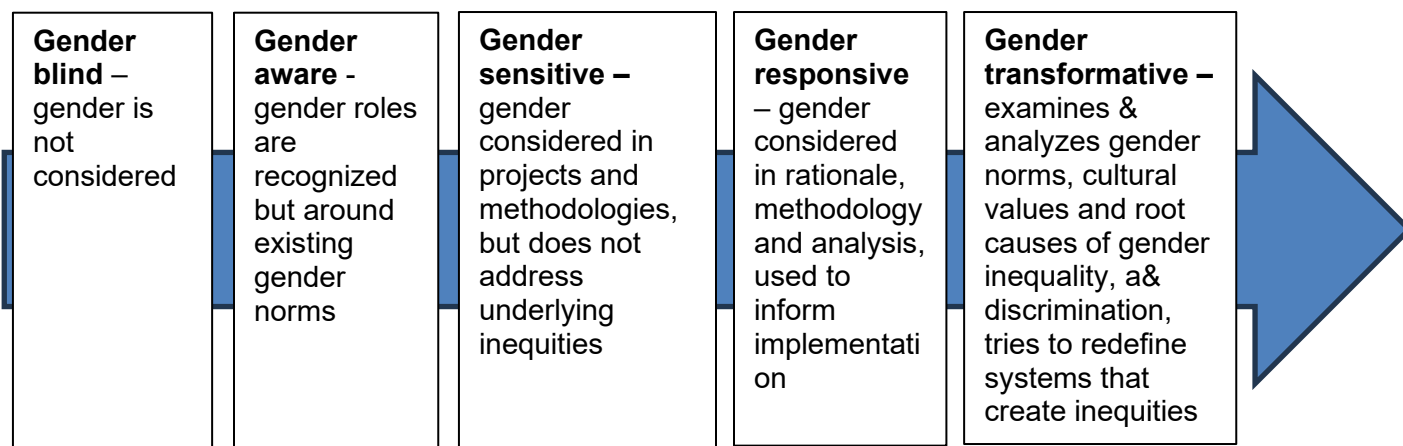
Nowadays, the word gender is in common use, as it is a source of conflicts. Integration of gender equality and gender balance into internal organizations is important process, that is why REC Caucasus expresses its commitment for promoting these values in the community.

This policy reinforces commitment, particularly in how gender perspectives are integrated into stakeholder engagement, transparency, communication, environmental and social safeguards, and internal capacity-building efforts. All projects shall include a gender assessment appropriate to the nature and scale of the intervention, to identify gender gaps, risks, and opportunities.

Gender equality isn't just a human rights issue, it is fundamental to achieving meaningful, inclusive, and sustainable development. True equality comes from ensuring equal access to opportunities, upholding non-discrimination, and making fair, merit-based decisions.

Before this process sets about, it is important to clarify what exactly gender is and why REC Caucasus cares about it. Gender refers to both women and men and the relations between them. In many international human rights instruments gender equality is accepted as inalienable and integral part of human rights and fundamental freedoms. The purpose of this policy is to set out principles in ensuring that it maintains a gender equality-based approach to all of its organizational operational activities.

Figure 1: Illustrating the Gender Integration Continuum



## Definitions

- **Gender** – Distribution of powers and roles between men and women, boys and girls. These roles are influenced by and intersect with social relationships, such as ethnicity, sexuality, religion, ability or disability etc. These relationships change over time. It covers not only the social traits and opportunities that go along with being female or male, and the relationships between women and girls and men and boys, but also how women relate to other women and how men relate to other men. These traits, opportunities and relationships are socially constructed — shaped by processes of socialisation — and are specific to context and time.
- **GAP** – Gender Action Plan

- **Gender aware** - understanding and acknowledging the different gender-based roles, rights, entitlements, responsibilities and obligations allocated by society, while also adapting to and navigating prevailing gender norms.
- **Gender balance** – Men and women, girls and boys, all holding a full range of positions in a society or organizations.
- **Gender-Based Violence (GBV)** - Gender-Based Violence (GBV) refers to any harmful act that is perpetrated against a person or group of people *because of their gender or gender identity*, or that disproportionately affects persons of a particular gender. GBV is rooted in unequal power relations and gender inequality and may include physical, sexual, psychological, economic harm, coercion, threats, or the deprivation of liberty.
- **Gender blind** - refers to the inability to recognize that women and girls, as well as men and boys, are assigned particular roles, rights, entitlements, responsibilities and obligations within distinct social, cultural, economic and political settings—leading to persistent inequities.
- **Gender equality** – Equal rights, opportunities, power distributing and dependence for both, man and woman. All rights, responsibilities and opportunities of individuals will not depend on whether they are born male or female.
- **Gender equity** – The term refers to ensuring fairness between women and men, and between girls and boys. It acknowledges that sometimes different treatment is required to correct social biases, power imbalances, or gender norms that have disadvantaged certain groups. It involves providing just and equitable treatment by recognising the differing needs of women, girls, men and boys.
- **Gender Gap** - imbalance or difference in the status, roles or conditions of women versus men in society — including disparities in participation, access to opportunities, rights, power to decide, incomes and benefits, and control and use of resources.
- **Gender Identity** - refers to a person’s deep-rooted, internal experience of their own gender.
- **Gender mainstreaming**: refers to a globally supported strategy for promoting gender equality. Mainstreaming involves the process of assessing the implications for women and girls, men and boys, including legislation, policies or programmes, in any area and at all levels, thereby increasing the effectiveness of interventions.
- **Gender responsive**: recognising how gender-norms, roles and relationships shape people’s lives, and actively taking steps to correct the inequalities that these create by changing the social setting
- **Gender sensitive** - refers to being aware of and taking into account gender norms, roles and relationships—but it does **not** necessarily involve taking actions to correct the inequalities that those norms, roles or relationships generate.

- **Gender-transformative:** Refers to methods that intentionally seek to interrogate, challenge and reshape entrenched gender norms, cultural values and power imbalances among different genders — targeting the root causes of gender inequality and discrimination, and working to redefine the systems and institutions that sustain such inequities. The aim is to turn harmful gender norms and unequal power relations into equitable ones, thereby hastening the realisation of gender equality.
- **Intersectionality:** Refers to how gender intersects with other social and cultural factors — such as race, ethnicity, migration status, religion or belief, health, age, class, caste, sexual orientation, gender identity, and patterns of inclusion/exclusion. Viewing issues through an intersectional lens is essential for grasping the full complexity and specificity of inequalities in the lives of women and girls, men and boys
- **Gender integration** – Integration of gender equality, initiative to enable men and women, girls and boys, equally to express their views and participate in decision-making.
- **Gender roles** – The roles, responsibilities and activities, men and women, girls and boys play in society.
- **Gender responsive GRM** – Gender Responsive Grievance Redress Mechanism - structured process for receiving, addressing and resolving complaints and feedback that is deliberately designed to recognise and respond to gender-based inequalities, barriers and power dynamics. It ensures that women, men, girls and boys — have equitable access to raise grievances, that their concerns are treated in a safe, inclusive and culturally appropriate manner, and that remedial action contributes to reducing gender-based disparities rather than reinforcing them.
- **GMO** – Gender Mainstreaming Officer – a person, who provides technical guidance and support to ensure gender concerns are systematically monitored.
- **ESP** – Environmental & Social Plan
- **Sexual Exploitation and Abuse (SEA)**
- **Sexual Exploitation:** Any actual or attempted abuse of a position of vulnerability, differential power, or trust for sexual purposes, including but not limited to profiting monetarily, socially, or politically from the sexual exploitation of another.
- **Sexual Abuse:** The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions, including any sexual activity with a person under the age of 18.  
Together, these are referred to as SEA and constitute grave violations of dignity and protection standards.
- **Sexual Harassment (SH)**
- Sexual Harassment refers to any *unwelcome conduct of a sexual nature* - verbal, non - verbal, or physical - that might reasonably be expected or perceived to cause offense, humiliation, or intimidation. It includes unwelcome sexual advances, requests for sexual favors, inappropriate gestures or comments, and the creation of a hostile or offensive environment. SH may occur in the workplace or in community/field settings and between any individuals regardless of gender.

- **Women's empowerment** - describes the process through which women gain control over their own lives and acquire the capability to make strategic decisions. This empowerment is achieved by expanding their agency - particularly through involvement in decision-making and participation in all spheres of life. Typically, it involves supporting and enabling women to:
  - (i) increase their awareness of their worth and rights;
  - (ii) exercise their right to make and determine choices;
  - (iii) gain access to opportunities and resources;
  - (iv) hold power to govern their lives both inside and outside the home; and
  - (v) influence the direction of social, political and economic change toward a more equitable order.

## Safeguard Requirements

### 1. Prevention

- Integration of GBV/SEA/SH risk assessments at all stages of programme development and implementation.
- Mandatory training for staff on recognizing, preventing, and responding to GBV, SEA and SH.
- Clear codes of conduct outlining unacceptable behaviours (including GBV, SEA, SH) and associated disciplinary measures.

### 2. Reporting and Response

- **Safe, accessible, and confidential** reporting mechanisms for survivors and witnesses, including options for anonymous reporting.
- Prompt, impartial investigations and appropriate disciplinary actions for policy violations.
- Survivor-centered response protocols that prioritize safety, confidentiality, dignity and access to support services (health, psychosocial, legal as appropriate).

### 3. Accountability and Support

- Zero tolerance for GBV, SEA and SH by staff, partners or any associated personnel.
- Clear roles and responsibilities for handling allegations, including protection from retaliation for those who report.
- Support and referral pathways for survivors, including internal and external services.

### 4. Mainstreaming Safeguarding

- Ensure that *all programmes and operations* consider safeguarding risks and mitigation measures, not only in direct service delivery but also in hiring, partnerships and community engagement.
- Regular monitoring, evaluation and learning to strengthen safeguarding across the organization.

## **Guiding Principles**

REC Caucasus is established for solving environmental problems and also for developing civic society in the countries. Awareness-raising and complicity of people are important in these processes. Gender balance and equality play an important role in them.

The Gender Policy aims to promote equality and fairness in all aspects of the organization's work—at both the organizational and project levels. Its foundation lies in addressing historic and ongoing inequalities, particularly the discrimination faced by women over centuries in economic, social, and cultural contexts.

This policy seeks to foster a culture where everyone, regardless of gender identity or background, can thrive and be treated with dignity.

REC Caucasus commits to establish a gender baseline in its projects by analyzing gender differences and risks in line with “do-no-harm” approach, while also promoting the empowerment of women and girls through the “do good” principle.

## **Commitment**

The Gender Policy commits that REC Caucasus is dedicated to integrating the promotion of women's human rights and the advancement of gender equality into all its internal and external operations, recognizing the intersectionality of existing gender inequality. This commitment aligns with international human rights frameworks and relevant domestic and international laws. To effectively implement its gender policy, REC Caucasus will allocate necessary resources and enhance its gender expertise, technical support, and oversight capabilities. This will be achieved through implementing and advocating for strategies and tools that proactively promote gender equality. These efforts will focus on addressing power imbalances, transforming unequal gender roles, and reducing gender-based discrimination and disparities across social, political, and economic spheres.

## **Scope**

REC Caucasus applies its gender policy to all its activities irrespective of project size, location, focus, etc. The policy will be implemented through all operational processes. It will encourage the promotion of empowerment of women and girls; Address the distinct gender needs identified through comprehensive assessments, ensure equitable participation of all genders in project activities and guarantee the fair distribution of benefits, resources, and rights among all gender groups.

All projects are required to develop and implement a Gender Action Plan (GAP). A GAP is a project-level planning instrument that translates gender analysis findings into concrete, gender-responsive actions, indicators, responsibilities, timelines and resourcing that strengthen gender equality outcomes throughout the project cycle. Its purpose is to ensure that gender considerations are systematically addressed and monitored in project design and implementation, regardless of project size or complexity.

**Gender analysis must be integrated into the organization’s Environmental and Social Management System (ESMS)** and into the ESMS risk categorization process. This means that:

1. **Gender analysis is part of the ESMS screening and risk assessment:** during project preparation and ESMS screening, gender analysis will be conducted to identify gender-related risks, inequalities, and opportunities that could affect participation, outcomes or risk exposure. Findings from this analysis will inform the risk categorization and determine whether a project requires a dedicated GAP.
2. **Risk categorization reflects gender risk:** projects with moderate to high gender risks or significant gender inequalities will be flagged through the ESMS risk categorization process to ensure that appropriate gender-responsive mitigation measures are included in the GAP or relevant management plans.
3. **Gender considerations are embedded in ESMS tools and processes:** the results of gender analysis will shape the development of environmental and social management plans, monitoring indicators, stakeholder engagement strategies and mitigation frameworks to ensure gender-responsive approaches are aligned with broader project safeguards and risk management.

## **Accountability**

REC Caucasus is accountable for its gender responsive results through its annual reports and other documents in a transparent manner. REC Caucasus accounts for the number of men and women beneficiaries of the projects.

Project teams must include gender-responsive indicators and sex-disaggregated monitoring data in all reports.

## **Objectives**

REC Caucasus shall strive to uphold women’s rights as universal human rights and to attain the goal of gender equality, the empowerment of women and girls and the equal treatment of people regardless of gender, including the equal opportunities for access to REC Caucasus resources and services, in all REC Caucasus operations through a gender mainstreaming approach.

REC Caucasus Gender Policy objectives are:

- a. To ensure that interventions address the challenges faced by women, men, girls and boys and their communities in a way that acknowledges overlapping vulnerabilities, and to avoid reinforcing existing gender-based inequalities but instead work to redress them and close current gender gaps.
- b. To offer women and men - regardless of their background, age, race, ethnicity, religion, social class, language, ability, gender identity or other sociocultural factor—the same opportunity to engage in, contribute to and get benefits from REC Caucasus projects. This will strengthen their agency, build their resilience, and increase their capacity to adapt to climate change and related challenges. It also recognizes the need for targeted efforts to guarantee women’s full and meaningful participation, and to address the role of men in

- supporting gender-responsive adaptation measures and the broader social changes this calls for;
- c. To identify and reduce potential risks for women, men, girls and boys in relation to the specific adaptation actions managed by REC Caucasus, in line with the REC Caucasus's Environmental and Social Policy;
  - d. To help fill the gaps in knowledge and data around gender-related vulnerabilities, and to accelerate learning about effective gender-equal adaptation strategies and actions;
  - e. To meaningfully incorporate the experiences, capacities and, where relevant, traditional/local and indigenous knowledge of affected women and girls, men and boys and their diverse communities throughout the REC Caucasus's processes — by following a gender-responsive, participatory, inclusive and fully integrated approach.
  - f. To ensure that gender-responsive budgeting is systematically incorporated throughout the organisation's financial planning and budgeting processes, in line with the Adaptation Fund's gender integration principles. Gender-responsive budgeting should be applied at the project level, where budgets for funded activities reflect targeted resources for gender-responsive actions (including gender analysis, gender-responsive indicators and monitoring), and at the institutional level, where organisational planning and resource allocation processes are designed to support and sustain gender equality commitments. This approach strengthens accountability for gender outcomes and aligns financial resources with measures that promote equal participation, benefits and resilience for women, men and other gender groups across all phases of the project cycle and institutional operations.

This Gender Policy is in line with all other REC Caucasus documents, policies and procedures including ESMS, ESP, HR Manual, etc.

## **Gender equality in the organization**

Gender equality in organizations refers to the fair treatment of all employees, regardless of gender, ensuring equal access to opportunities, resources, and recognition. This concept encompasses equal pay for equal work, equitable representation in leadership roles, and the elimination of gender-based discrimination.

Gender division of labor remains a key consideration in gender policy, men and women, girls and boys, all have important roles to play in an environmental conservation efforts. Therefore, REC Caucasus is committed to promoting gender equality in all areas of the organization - including staffing, governance, management, decision-making - ensuring that both women and men have equal opportunities to shape organization and its work. REC Caucasus recognizes the importance of balanced representation and equitable power distribution between men and women. This balance is maintained by ensuring fair representation of both sexes among employees and providing all staff members with equal working conditions and opportunities. Organization acknowledges equality between men and women and does not discriminate women or men. Employees share rights and responsibilities, and have opportunities regardless of their gender.

1. REC Caucasus will recruit staff on the basis of merit. Gender balance will be achieved throughout all levels of the organization so that all functions, levels of responsibility and influence are fair. Recruitment process will give consideration and to gender balance, male and female candidate for a position will be considered of equal merit, gender balance also will be considered in the final decision.
2. REC Caucasus will not permit in the organization any kind of discrimination on the basis of

gender,

3. Men and women, girls and boys will receive equal pay for equal work.
4. REC Caucasus will attempt to ensure that all decision-making processes consider different personalities and strengths of both, men and women, so that all voices may be doubtlessly heard.
5. REC Caucasus is committed to ensuring that workplace is characterized by gender sensitivity and grace.
6. Any incident of sexual or gender-based harassment at workplace will be investigated.
7. Men and women, girls and boys will enjoy equal access to the organization's resources and opportunities.
8. REC Caucasus will endeavor to ensure that any disadvantage will be redressed wherever it exists.
9. RECC Caucasus operates a zero-tolerance policy for sexual exploitation, abuse, and harassment, and will maintain clear reporting, prevention, and response procedures.

## **REC Caucasus's efforts for establishing gender balance**

Traditionally, men are expected to earn income for the family, while women take primary responsibility for household chores and childcare. When both men and women contribute to household and community livelihoods, their work often differs in nature, and women's contributions are frequently undervalued or remain invisible. These differences are rooted in gender relations.

It is therefore essential to assess the potential implications of any planned action — including legislation, policies, or programs - for both women and men at all levels. REC Caucasus works to strengthen civil society and promote sustainable development. In Georgia, communities rely on natural resources to sustain their families and livelihoods, with both men and women playing key roles in maintaining local economies and environmental resources. However, women are often excluded from certain types of work and from decision-making processes related to agriculture and resource management.

REC Caucasus projects actively integrate gender considerations. Recent research on women's roles in farming highlights the persistent challenges related to land degradation and resource management. Women generally do not own land or control access to natural resources. Focus group interviews with local farmers indicate that gender imbalances remain prevalent: men perform the majority of agricultural work, while women primarily manage households and childcare. Only a small proportion of women (approximately 1 in 7) own land, and some assist men in agricultural work, but they remain a minority.

Despite these challenges, women's participation and influence in agricultural work are gradually increasing. REC Caucasus is committed to encouraging and supporting women to engage fully in agricultural activities alongside men, demonstrating their capabilities and ensuring equal opportunities for contribution, leadership, and recognition.

1. REC Caucasus conducts and will continue conducting researches in the field of gender.
2. Organization will attempt to ensure that in countries farmers will receive gender-focused trainings to raise awareness and promote gender balance in communities.
3. Organization is committed to preventing all forms of gender-related discrimination against women farmers.
4. REC Caucasus will help to solve land degradation and other environmental problems
5. both for men and women, regardless of their assigned gender.
6. REC Caucasus will promote equal access to natural resources for both, men and women by giving them equal opportunity to use and manage natural resources effectively.
7. REC Caucasus will attempt to raise farmers' awareness in solving land degradation problems regardless their assigned gender.
8. The majority of women farmers lack adequate knowledge and experience in land management and agricultural practices. They require guidance on land productivity, appropriate seed selection and planting locations, effective use of pesticides, proper irrigation techniques, and other essential farming practices. Without this information, their efforts and resources may be wasted. To address this, REC Caucasus is committed to ensuring that women farmers receive the necessary information, training, and practical support to strengthen their skills and improve land management practices.
9. Research shows that women managing both household and agricultural work face heavy physical burdens. Limited access to tools and equipment hinders their effectiveness. REC Caucasus supports women farmers by improving access to the necessary agricultural technology for tillage and cultivation.

10. In agriculture, hunting and forestry average monthly salaries of women remain lower than men's. To address this, REC Caucasus supports education and training for young women in agricultural studies and land management, helping them access equal employment opportunities and equitable pay. It will guarantee their interest in working on equal jobs and equal salary.

All of REC Caucasus's arrangements include small-, medium-, and large-scale farmers, regardless of their economic status or gender;

## **Gender Responsive Grievance Redress mechanism**

REC Caucasus has Grievance Redress Mechanism, which supports affected project stakeholder women and men, girls and boys with transparent, fair and effective process of reviewing and addressing gender-related complaints and grievances.

## **Confidential Handling of SEA/SH Grievances**

All grievances related to Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) must be treated with special confidential handling.

- No grievance intake point or mechanism may reject a SEA/SH complaint; all channels must be prepared to receive these complaints.
- Information related to SEA/SH grievances must be maintained in strict confidence and only shared with the informed consent of the survivor, except in limited circumstances required by law for safety reasons.
- Confidentiality protocols must ensure that personal identifying details are not disclosed without the survivor's consent and that only non-identifying information is shared when necessary for reporting or monitoring purposes. This confidential handling aligns with good practice for sensitive grievance management and reduces survivors' risk of harm, stigmatization, and retaliation.

## **1. Survivor-Centered Procedures (Consistent with AF Standards)**

- Prioritising the dignity, safety, needs, rights, wishes, and choices of the survivor at every stage of the process.
- Ensuring that survivors only participate in interviews, investigations, or interventions with their informed and voluntary consent, and that they can withdraw consent at any time without pressure.
- Providing options for survivors to be supported by an advocate or representative of their choice.
- Offering information about available referral pathways to support services (e.g., health, psychosocial, legal, protection) in a manner that supports the survivor's agency and best interests.
- Survivor-centered approaches are consistent with established good practices in SEA/SH and GBV response frameworks.

## **2. Institutional Responsibility to Train Staff and Partners in Gender-Sensitive GRM Procedures**

- All staff, partners, and relevant stakeholders involved in grievance intake or response receive regular training on gender-sensitive and SEA/SH-specific GRM procedures.
- Training should cover recognition of SEA/SH issues, empathetic and non-judgmental listening, confidentiality requirements, referral pathways, survivor-centered handling, and how to escalate complaints appropriately within the organisation's GRM.
- Specialized training should also be provided to designated GBV focal persons or case managers who will play lead roles in SEA/SH complaint handling. This requirement ensures that personnel are equipped to implement the policy consistently and ethically.

## Gender mainstreaming officer

Gender Mainstreaming Officer (GMO) is a person, who plays a pivotal role in ensuring that grievance redress mechanism is gender-responsive and all issues and concerns related to gender are viewed and discussed according to project documents, international standards, human rights and best practices.

GMO ensures that gender grievances are integrated into design, implementation, monitoring and evaluation of projects and policies, advancing and embedding a gender equality perspective across all organisational functions, policies, programmes and processes. Working in coordination with GRM Focal Point, programme teams, management and relevant stakeholders, GMO promotes gender-responsive and gender-transformative practices. GMO also ensures that gender-disaggregated data, gender-analysis, gender-sensitive indicators and monitoring frameworks are in place and used. In addition, GMO monitors risks related to gender inequalities, documents lessons learned, and promotes continuous improvement of gender integration efforts across the organization.

GMO further ensures that employees receive equal pay for equal or comparable work, regardless of gender. REC Caucasus provides all employees with access to mentorship, training, and career advancement opportunities. In line with national legislation, it supports flexible working arrangements and equitable parental leave to accommodate employees' family responsibilities.

The GMO also oversees efforts to increase the representation of women and promote gender diversity in leadership positions, and encourages staff, especially men, to actively support gender equality initiatives and challenge discriminatory behaviors;

### References:

REC Caucasus Gender approaches are in line with the following documents:

- UNFCCC Gender Action Plan
- Paris Agreement (Article 7.5)
- Sustainable Development Goals (especially SDG 5 and SDG 13)
- CEDAW and national laws (e.g., Georgia's anti-discrimination and equality laws)
- Georgian Law "On the elimination of all forms of discrimination" 2014
- The Constitution of Georgia 2017
- AF's operational policies & guidelines regarding gender.

REC Caucasus recognizes Sustainable Development Goals (SDGs) adopted by countries on September 25<sup>th</sup> 2015, particularly Goal 5 on achieving gender equality and empowering all women and

girls. In Georgia, these principles are reinforced by the Law “On the elimination of all forms of discrimination”, which ensures equality of all individuals. Elimination of discrimination is also mentioned in the Constitution of Georgia (article 11).

**SDG Target 5.4:** Promote shared responsibility within the household and family as nationally appropriate.

Lack of shared household and family responsibilities remains a major challenge in rural municipalities, particularly among farming communities. In response, REC Caucasus conducts research on women’s household and agricultural roles and implements awareness-raising meetings and trainings for both women and men. These activities aim to foster understanding of gender roles and promote more equitable distribution of responsibilities within families and communities.

**SDG Target 5.5:** Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life. Georgia continues to make efforts toward achieving gender equality across all sectors. Awareness-raising is a crucial first step in this process, as public perception strongly influences progress. REC Caucasus’s research and focus group discussions have revealed that many women remain unaware of their rights and face barriers to exercising them. To promote women’s participation at all levels, REC Caucasus supports equal access to agricultural technologies, education, and other environmental fields. The organization also supports trainings and stakeholder meetings to strengthen women’s capacity for decision-making both within households and in their workplaces. Such efforts contribute to achieving gender equality in Georgian municipalities by 2030.

#### Review and Revisions:

REC Caucasus gender policy uses a gender mainstreaming approach and sets the long-term ambition of embedding gender equality across all operations. This requires enduring commitment and ongoing monitoring of progress. Gender integration is a strategic priority for REC Caucasus and is vital to the success of its planning and programming. Implementation will be guided by project-level Gender Action Plans that establish priority areas, time-bound measures, defined responsibilities and selected indicators. As REC accumulates experience and derives lessons from implementing the policy, it will adapt its approach. Accordingly, REC Caucasus will align periodic reviews and updates of the gender policy per the outcomes of its mid-term strategic planning.

The Gender Policy shall be reviewed at a defined interval - no less frequently than every three to five years - to ensure its continued relevance, effectiveness and alignment with organisational learning and evolving best practices.

This Gender Policy reflects REC Caucasus’s commitment to advancing gender equality as an integral component of its work in environmental sustainability, climate adaptation, and resilience-building, consistent with the Adaptation Fund’s principles that require gender-responsive and intersectional integration throughout project cycles. The organisation will continue to strengthen its gender-responsive planning, implementation, monitoring and evaluation practices, while enhancing institutional capacity to support gender-equitable outcomes. REC Caucasus aims to ensure meaningful participation of all gender

groups in decision-making, resource allocation and benefit-sharing across its initiatives, and will regularly review and adapt its approaches based on learning, evidence and emerging gender equality challenges in the region. Through these sustained efforts, REC Caucasus seeks to contribute to inclusive and equitable resilience outcomes that support both environmental goals and social justice imperative



This document was reviewed, adopted, and approved on [date] by the REC Caucasus Executive Body (Collegial Trio) in accordance with the organization's internal governance procedures, and shall enter into force as of the date of approval.

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