



hdri
Human Development
Research Initiative

GENDER EQUALITY POLICY

Equal Rights, Equal Opportunity, Equal Voice

Adopted by the Board of Directors pursuant to Article 31 of the HDRI Statutes

Paris, France



Human Development Research Initiative (HDRI)

50 Rue des Tournelles, 75003 Paris, France

Registration Number: W751275674

EU TRN: 892689452279-12

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PREAMBLE

Gender equality is not a peripheral concern for the Human Development Research Initiative ('HDRI' or 'the Organisation'); it is one of the five thematic pillars around which HDRI's research and advocacy work is organised, and it is, at the same time, a standard HDRI applies to its own institutional life. An organisation that publishes research and advocacy positions on gender equity cannot credibly do so while tolerating inequality, exclusion, or harassment within its own ranks. This Gender Equality Policy (the 'Policy') exists to close that gap between what HDRI says and what HDRI does.

This Policy is adopted by the Board of Directors pursuant to Article 31 of HDRI's Statutes (the 'Statutes'), and gives concrete, institutional effect to the equality of rights already guaranteed to every member by Article 9 of the Statutes and to the general standards of respect and non-discrimination set out in HDRI's Code of Conduct. It draws on the international and European legal framework within which HDRI operates as a Paris-based association enjoying Article 8 and Article 157 of the Treaty on the Functioning of the European Union, the Charter of Fundamental Rights of the European Union, the Council of Europe Gender Equality Strategy, and, as a matter of national law, Article 1 of the French Constitution and the equality principles embedded in the French Labour Code.

This Policy addresses gender equality both as an internal governance and employment matter, how HDRI treats its own members, Board members, staff, interns, and volunteers, and as a substantive dimension of HDRI's external work, recognising that gender-blind research and advocacy is, in most policy domains, simply incomplete research and advocacy.

This is the final and consolidated version of this Policy and supersedes any prior draft or informal statement of HDRI's approach to gender equality.

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TITLE I — GENERAL PROVISIONS

Article 1 — Purpose and Legal Basis

This Policy is adopted pursuant to Article 31 of the Statutes for the purpose of setting out HDRI's commitments, principles, and operational measures on gender equality, both within the Organisation itself and in the conduct of its research, advocacy, and programmatic activities.

Article 2 — Definitions

For the purposes of this Policy: **'gender equality'** means the equal rights, responsibilities, and opportunities of all persons, regardless of gender, and the equal valuing of their contribution to HDRI's work; **'gender mainstreaming'** means the practice of considering the gender-differentiated impact of a decision, programme, or piece of research before it is adopted or published; **'gender-based violence'** means any harmful act directed against a person because of their gender, including sexual harassment and sexual violence.

Terms defined in the Statutes, the Rules of Procedure, or the Code of Conduct and used but not separately defined in this Policy carry the meaning given to them there.

Article 3 — Scope of Application

This Policy applies to all members, Board members, staff, interns, research fellows, volunteers, and partners of HDRI, in respect of their involvement with the Organisation, and to all research, publications, events, and programmes carried out in HDRI's name.

Article 4 — Relationship with the Statutes, the Rules of Procedure, and the Code of Conduct

This Policy is subordinate to the Statutes and supplements HDRI's Rules of Procedure and Code of Conduct. Where conduct addressed by this Policy also amounts to harassment or discrimination within the meaning of the Code of Conduct, the reporting and disciplinary procedures of the Code of Conduct apply in full, and this Policy does not create a separate or lesser standard.

TITLE II — PRINCIPLES AND COMMITMENTS

Article 5 — Equal Treatment

HDRI treats all members, staff, interns, fellows, and volunteers equally regardless of gender, gender identity, or gender expression, in every aspect of their involvement with the Organisation, including admission to membership, appointment to office, recruitment, task allocation, evaluation, and access to professional development and advancement opportunities.



Article 6 — Gender Balance in Governance

HDRI is committed to a Board of Directors and committee structure that reflects a meaningful balance between genders. The Board shall use its best efforts to ensure that no single gender holds more than sixty per cent (60%) of Board seats at any time, and shall record, in its annual governance review, the gender composition of the Board and of any standing committee, together with the measures taken where that composition falls short of this benchmark.

This Article establishes an institutional aspiration and a basis for monitoring; it does not override the election procedures set out in the Statutes, nor does it affect the validity of a Board election conducted in accordance with the Statutes.

Article 7 — Equal Opportunity in Recruitment and Advancement

Recruitment criteria, job and internship descriptions, and selection panels shall be designed so as to attract and fairly assess candidates of all genders, and shall be free of criteria that indirectly disadvantage a particular gender without a genuine and proportionate justification connected to the role.

Article 8 — Equal Pay and Equal Value

Where HDRI remunerates staff or consultants, it shall apply equal pay for equal work or work of equal value, irrespective of gender, and shall periodically review its remuneration practices to identify and correct any unjustified gender-based disparity.

Article 9 — Work-Life Balance and Caregiving

HDRI recognises that unequal caregiving responsibilities remain one of the principal obstacles to gender equality in professional life. So far as its size and resources reasonably allow, HDRI shall offer flexible working or remote participation arrangements to staff, interns, and Board members with caregiving responsibilities, and shall not penalise a person, in any assessment of their performance or suitability for advancement, for having availed themselves of such an arrangement.

Article 10 — Prevention of Gender-Based Violence and Sexual Harassment

HDRI has zero tolerance for sexual harassment and gender-based violence in any form, whether committed by a member, Board member, staff member, intern, volunteer, or a third party such as a partner, donor representative, or event participant, in connection with any HDRI activity. Conduct of this kind is a serious breach of the Code of Conduct and shall be dealt with under the reporting and disciplinary procedures set out there, without exception for the seniority of the person concerned.



TITLE III — GENDER MAINSTREAMING IN HDRI'S WORK

Article 11 — Gender Mainstreaming in Research and Advocacy

Research and advocacy produced under HDRI's name, including outside the Gender Equity pillar, shall consider, where relevant to the subject matter, the differentiated impact of the issue at hand on people of different genders, and shall avoid the use of stereotyped or exclusionary language or imagery.

Article 12 — Gender Balance in Public-Facing Activities

In organising panels, conferences, workshops, and other public-facing events, HDRI shall make a genuine effort to achieve a balanced representation of genders among speakers, panellists, and moderators, and shall avoid, so far as reasonably possible, all-male or all-female panels on general policy topics that are not themselves specifically about gender.

Article 13 — Gender-Disaggregated Data

Where HDRI collects data on participants in its programmes, events, or membership, including through the registration procedures described in the Rules of Procedure, it shall, where practicable and consistent with its data protection obligations, collect that data in a manner allowing it to be disaggregated by gender, so that the Organisation can monitor its own performance against the commitments set out in this Policy.

Article 14 — Inclusive Language

HDRI's official communications, publications, and internal documents shall, so far as the conventions of the working language allow, use gender-inclusive language and shall avoid language that assumes a default gender for a given role or profession.

Article 15 — Partnerships and Grant Screening

Where HDRI enters into a partnership or accepts a grant that requires substantive collaboration with a third-party organisation, the Board shall have regard, as one factor among others, to whether that organisation's own conduct is manifestly and seriously inconsistent with the principles of this Policy, in the same manner as the due diligence exercised under Article 16 of the Code of Conduct.

TITLE IV — MONITORING, REPORTING, AND FINAL PROVISIONS

Article 16 — Gender Equality Focal Point

The Board shall designate a Board member or senior staff member as HDRI's Gender Equality Focal Point, responsible for monitoring implementation of this Policy, advising the Board on gender-related matters, and



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serving as a first point of contact for a member or staff member wishing to raise a concern falling within this Policy that they do not wish to raise through the general channel described in the Code of Conduct.

Article 17 – Reporting and Enforcement

A concern that conduct is inconsistent with this Policy is reported, investigated, and, where substantiated, sanctioned in accordance with Articles 26 to 30 of the Code of Conduct. Nothing in this Policy limits the protection against retaliation afforded by Article 27 of the Code of Conduct to a person who raises such a concern in good faith.

Article 18 – Annual Review

The Gender Equality Focal Point shall present to the Board, at least once a year, a short written review of progress against the commitments in this Policy, including the gender composition data referred to in Article 6 and Article 13, and any recommendation for further measures.

Article 19 – Amendment

This Policy may be adopted, amended, or repealed at any time by a simple majority decision of the Board, in accordance with Article 31 of the Statutes, and any amendment shall be communicated to all members within fifteen (15) days.

Article 20 – Entry into Force

This Policy enters into force upon its adoption by the Board of Directors and remains in force, as amended from time to time, until repealed by a subsequent decision of the Board.

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ADOPTION

This Gender Equality Policy, comprising Four Titles and Twenty Articles, was duly adopted by the Board of Directors of the Human Development Research Initiative (HDRI) at a duly convened meeting, pursuant to Article 31 of the Statutes, and constitutes, from the date of its adoption, the Organisation's sole and complete policy on the matters it addresses.

Gurgen Petrosyan

President of HDRI

Date: 11 September 2026

Signature:

Sofia Balas

Secretary General

Date: 11 September 2026

Signature:

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