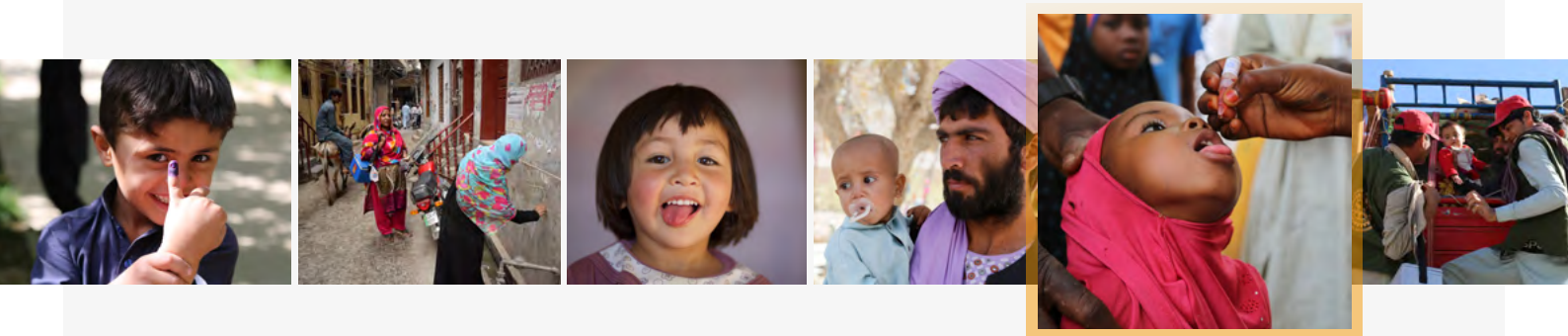




# GENDER EQUALITY STRATEGY 2019-2023







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2019-2023



Rotary



BILL & MELINDA  
GATES foundation

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# I FOREWORD

“If people like me won’t step up and work for important causes like children’s health, who will?” These are the words of Masuma, an 18-year-old vaccinator from Afghanistan’s Kandahar province who goes from one household to the next in her neighbourhood to vaccinate children against polio.

The successes of the global polio eradication effort are in large part due to brave and dedicated female health workers like Masuma, who are more able than their male counterparts to enter households in more conservative areas, vaccinate children and share important information about the health benefits of vaccines. Gender dynamics play a part in polio eradication efforts in multiple ways, from women’s participation in the delivery of immunization, to whether boys and girls have equal access to vaccination, to decision-making power within households and communities on whether children are vaccinated, among other factors.

On behalf of the Polio Oversight Board (POB), I am pleased to introduce the Global Polio Eradication Initiative (GPEI) *Gender Equality Strategy 2019–2023*. The Strategy provides direction and scope for advancing gender equality and strengthening gender mainstreaming in our programmatic activities as well as organizational policies and practices as we continue our determined efforts to eradicate polio.

Gender equality is a fundamental human right and a powerful driver for better health outcomes globally. If gender roles, norms and relations are

not adequately understood, analysed and addressed, polio interventions will not be as effective in reaching every last child with life-saving vaccines. Gender equality is central to achieving more effective and sustainable results in polio eradication.

Successful gender mainstreaming means changes to the way we work both internally and externally. This Strategy therefore highlights interventions related to the GPEI’s programmatic work as well as internal work environments and culture. We are fully committed to increasing women’s meaningful and equal participation and leadership at all levels of the GPEI. The GPEI is committed to providing its staff, and all those it serves, an enabling, safe and inclusive work environment.

This Strategy’s effective implementation requires support from all partners and staff at different levels. Strengthening delivery for all requires dedicated gender expertise, scaled-up resources and a greater understanding of gender by all staff. Together with the POB and the GPEI Strategy Committee, we will regularly review results, identify challenges and make adjustments to further strengthen this Strategy’s implementation.

We look forward to working with all our partners and colleagues to take concrete action and decisive steps to promote gender equality, strengthen gender-responsive programming and enhance women’s meaningful participation at all levels in our joint efforts to deliver a polio-free world.

Dr Tedros Adhanom Ghebreyesus  
*Chair of the Polio Oversight Board*

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## I ACRONYMS

<b>BMGF</b>	Bill & Melinda Gates Foundation
<b>CDC</b>	US Centers for Disease Control and Prevention
<b>C4D</b>	Communications for development
<b>FCV</b>	Female Community Volunteer
<b>FLW</b>	Front-line worker
<b>GPEI</b>	Global Polio Eradication Initiative
<b>NEAP</b>	National Emergency Action Plan
<b>NGO</b>	Nongovernmental organization
<b>POB</b>	Polio Oversight Board
<b>PSEA</b>	Prevention of sexual exploitation and abuse
<b>SDG</b>	Sustainable Development Goal
<b>SEA</b>	Sexual exploitation and abuse
<b>SOP</b>	Standard operating procedure
<b>TAG</b>	Technical Advisory Group
<b>UN</b>	United Nations
<b>UNICEF</b>	United Nations Children's Fund
<b>WHO</b>	World Health Organization

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