

March 1, 2023

**Subject: Commitment to Gender Equality and Inclusivity in Agriculture
Development Initiatives**

As **MIRRA** is deeply committed to advancing sustainable agricultural practices and empowering rural communities, we recognize the critical importance of fostering gender equality and inclusivity in all facets of our operations and projects. With this understanding, we affirm our dedication to integrating gender perspectives and promoting gender equity within our initiatives, particularly in collaboration with our esteemed partners.

Outlined below are the key commitments and measures we pledge to undertake:

1. **Dedicated Resources:** We commit to allocating adequate human resources and expertise in gender issues to implement gender-responsive strategies across our projects effectively. This includes fostering a diverse workforce and promoting gender mainstreaming in all aspects of our activities.
2. **Data Collection and Monitoring:** We recognize the importance of sex/gender disaggregated data in tracking progress and identifying areas for improvement. As such, we will systematically collect and analyze gender-specific information on personnel, students, and beneficiaries and incorporate this data into our annual reporting mechanisms to inform evidence-based decision-making.
3. **Training and Awareness:** We acknowledge the need to raise awareness and address unconscious gender biases among our staff and decision-makers. To this end, we will organize regular training sessions and workshops on gender equality and inclusivity, fostering a more inclusive work environment and promoting equitable opportunities for all.
4. **Minimum Areas to be Covered:** We are committed to implementing concrete measures and targets to address the following key areas:
 - Work-Life Balance and Organizational Culture: We will strive to promote a supportive work-life balance for all employees and cultivate an organizational culture that values diversity and inclusivity.
 - Gender Balance in Leadership and Decision-Making: We will promote gender balance in leadership positions and decision-making bodies, ensuring equitable representation and opportunities for all.

- Gender Equality in Recruitment and Career Progression: We will implement fair and transparent recruitment practices and provide equal opportunities for career advancement, irrespective of gender.
- Integration of Gender Dimension into Research and Teaching Content: We will integrate gender perspectives into our research and teaching activities, ensuring that our programs and curricula reflect all stakeholders' diverse needs and experiences.
- Measures Against Gender-Based Violence: We will implement robust measures to prevent and address gender-based violence, including sexual harassment, within our institution and project sites.

By adhering to these commitments and taking proactive steps to promote gender equality and inclusivity, we aim to create a more just and equitable society where all individuals, regardless of gender, have equal opportunities to thrive and contribute to sustainable development.

MIRRA's management endorses this pledge, and we remain steadfast in our commitment to advancing gender equality and inclusivity in all our endeavors.

Sincerely yours,



Majed Al Arqan
Director

Methods for Irrigation and Agriculture

