



بنك تنمية المدن والقرى
CITIES & VILLAGES DEVELOPMENT BANK

Gender Policy Statement 2026

Background

The Cities and Villages Development Bank (CVDB)'s mission "to provide the necessary funding, banking services, technical support and capacity building to municipalities and other parties implementing community development projects; and to enhance private sector partnership" CVDB recognizes that providing adequate support and success of its interventions requires full and equitable participation of both men and women in all areas and at all levels.

Jordan's Ministry of Planning and International Cooperation (MoPIC) has recognized the importance of gender and issued its own policy statement in 2011: "Despite many achievements and progress made in various areas, there still are many gender gaps in different fields and across all levels. This gap continues to restrict the participation of individuals based on equal opportunities and social justice. Maximizing the effect of developmental programs requires mainstreaming the gender perspective and analysis."¹

CVDB following MoPIC's lead is committed to promoting gender mainstreaming at both the organizational level and throughout its operations. As such, CVDB has issued its own gender policy statement that aligns directly with MoPIC's and intends to ensure more equal opportunities for both women and men, especially in accessing and controlling resources. It also ensures the adoption of a corporate culture that is in line with this approach, through communication and learning about gender issues.

The policy was approved by CVDB's Board on 22 December 2020 and will be periodically reviewed and updated.

Policy Statement

This Policy aims to present the commitment of the CVDB ensuring gender-based justice and equal opportunities for both men and women according to their different needs and interests, in accessing and controlling resources, and participating in decision-making processes within various fields and at both institutional and programmatic levels.

At the institutional level CVDB will mainstream a gender perspective into the policies, strategy, regulations, procedures and culture of CVDB, to ensure equal opportunities between both men and women and ensure non-discrimination on the basis of gender, marital status, disability, religion, age, race or social class in human resources systems and procedures.

At the programmatic level CVDB will mainstream the gender perspective into all aspects of the project cycle that CVDB handles directly. The process will be based on a rigorous gender analysis to ensure justice and equality in accessing and benefiting from available opportunities, and upgrading living standards for men and women.

¹ MOPIC, Gender Policy (2011)

As with any policy, CVDB's Gender Policy will be adjusted and refined over time. CVDB understands that full implementation of this policy will require involvement and commitment of all staff, especially senior management across the organization who have the ultimate responsibility for implementing this policy. Full implementation will be a long-term undertaking which will require strong internal leadership, systematic monitoring and periodic review of progress.

Overarching Principles

The following principles that underpin CVDB's commitment to gender mainstreaming include:

1. **Pursue an inclusive approach to foster equality:** This policy is inclusive of all women and men, girls and boys, regardless of age, disability status, religion, ethnicity, socioeconomic status, geographic area, or migratory status. CVDB will also be aware of the diversity of households and family structures, which require particular attention to domestic partners, child-headed households, single-person households formed by older adults, and the presence of secondary families formed by single parents within extended households. This inclusive focus will ensure that key gender gaps are reduced in ways that benefit all citizens, not just those who are the most visible, or vocal.
2. **Ensure accountability:** Promoting gender equality is a shared responsibility and depends on the contribution and collective commitment of all staff. CVDB will hold its self-accountable for implementing this policy by defining concrete quantitative and qualitative results
3. **Build partnerships:** CVDB will work with partners, government, non-governmental, international etc to ensure that efforts to mainstream gender into CVDB's operations are coordinated and non-duplicative.

Implementation

Implementing a comprehensive gender mainstreaming policy will be an iterative process that will require adaptive management to ensure that the program continually evolves to meet any identified short-comings, and to manage resources in the most efficient means possible. Metrics to assess the efficacy of the policy will be defined, and all relevant data will be analyzed as part of a continual monitoring and adaptive management mechanism.

Over the next two to three years, CVDB will focus on four main outcomes:

- 1) Develop process to integrate gender considerations into CVDB's portfolio
- 2) Raise awareness of officers and staff through training and dissemination of materials on the Gender Policy and associated guidance;
- 3) Update data gathering protocols to ensure tracking of gender related issues across CVDB's portfolio; and
- 4) Pilot implementation of gender mainstreaming through GCF project/programme development;

A summary table of the key indicators that will be used to track progress for these four outcomes is included in table 1.

The following table provides a summary of key indicators that CVDB will use to track progress against the initial set of outcomes presented in the Policy Statement. The details of the outputs and activities to be taken are further elaborated on in CVDB's *Gender Mainstreaming Guidelines and Tools*.

Table 1. Summary Table Key Gender Mainstreaming Indicators

| Outcome | Key Indicators |
|--|---|
| 1) Development of process to integrate gender considerations into CVDB's portfolio | (i) Gender Guideline with associated action plan developed (ii) Action plan implemented |
| 2) Raise awareness of officers and staff | (iii) Materials on gender approach disseminated to staff (iv) Officers and staff trained |
| 3) Update data gathering protocols to ensure tracking of gender related issues across CVDB portfolio | (v) Disaggregated data by gender collected and available |
| 4) Pilot Implementation of Gender Strategy with GCF Portfolio | (vi) Gender responsive proposals developed for GCF (vii) Gender assessments and action plans developed for GCF proposals |

Changes to Gender Policy

It is expected that CVDB will review this Gender Policy periodically to ensure compliance with relevant national and international guidance and alignment with requirements of major donors. The review will also ensure that the overall approach to gender mainstreaming remains relevant and aligns with global best practices and standards.

REFERENCES (ARABIC)

- 1952 Jordanian Constitution, with amendments to 2011
https://www.constituteproject.org/constitution/Jordan_2011.pdf?lang=ar
- 1948 Universal Declaration of Human Rights
https://www.un.org/ar/udhrbook/pdf/UNH_AR_TXT.pdf
- 1979 CEDAW
<https://www.un.org/womenwatch/daw/cedaw/text/0360793A.pdf>
- 1995 Beijing Women Rights Declaration
<https://www.un.org/womenwatch/daw/beijing/pdf/BDPfA%20A.pdf>