

**Gender Policy**

**Of**

**HIND YUVA SHAKTI**

**Address: -**

**Registered Office-**

**At- Pranwati Lane, Nilkhant Nagar**

**Post- Barahpura**

**District- Bhagalpur**

**State- Bihar**

**PIN- 812001**

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## **Gender Policy of – (( HIND YUVA SHAKTI))**

The Executive committee meeting of **HIND YUVA SHAKTI** held at organizational premises on **10<sup>th</sup> October 2017** The committee has approved the Gender Policies of (**HIND YUVA SHAKT** ) for the organization and it is w.e.f.**11<sup>th</sup> October 2017**.

### **BACKGROUND:**

Gender equity is a precondition recognized worldwide for achieving sustainable development. In order to achieve the goal of equity between women and men in all spheres of development, it is essential to design, implement and monitor, with the full participation of women and men, effective and mutually reinforcing gender sensitive policies and programmes.

The organization focuses is on gender rather than on women to ensure that changing women's status is the responsibility of both sexes. It acknowledges that development affects women and men differently and that it has an impact on relations between women and men. A focus on gender is required to ensure that needs of women and men (Set in the broader context of caste, class, ethnicity, race and religion) are given adequate attention.

### **MAINSTREAMING GENDER**

In Indian context, still women have less access to and control over resources. They are also less involved in decision making. A gender analysis reveals that the problems faced by women and men differ as a result of the social construction of their roles. The way this situation can be addressed is through mainstreaming gender.

Mainstreaming gender is the process of assessing the implication for women and men in any planned action, including legislation, policies of programmes, in any area and at all levels. It is both a technical and a political process, which requires shifts organization cultures and ways of thinking, as well as in the goal, structure and resource allocations. It requires changes at different levels in the organization from planning to execution.

### **GENDER EQUALITY**

Women and men have the same status, rights and responsibilities and participating equally at all levels. Gender equality presupposes that the gender roles assigned to women and men are socially constructed and hence changeable many differences between women and men are socially constructed and can be changed rather than being biological differences which cannot be changed.

### **GENDER EQUITY**

Is a process being fair to both women and men. To be fair and to assure equity of outcome, measures, must be put in places to compensate for historical and social disadvantaged that prevent women and men from otherwise operating at the same all

### **ORGANISATIONAL AIMS AND OBJECTIVES RELATED TO GENDER POLICY**

The overall objective of organizational Gender Policy is to mainstream gender into all its activities and policy decision within the organization and in its projects and programmes.

**GENDER RIGHTS PROTECTION GROUP (GRPG):**

There will be one Gender Rights Protection Group at the organizational level. This group will comprise of 4 to 5 persons, one each from The Executive Committee, Core Staff, Project Staff, General Body, staff and Target Community (preferably community women). There will be at least 50% or more females in the GPG. The Gender Rights Protection Group will be responsible and accountable for the implementation of the policy. The Gender Rights Protection Group will have a number of critical functions including developing an overall plan of implementation of the gender policy for the organization, developing a common analytical methodology for gender analysis and terminology to ensure a coherent approach in incorporating a gender perspective across programmes and implementing a strategy for capacity building across the organization. This committee will sit as per the need and forward recommendation to the Executive Committee of the organization. The role expected of this Group is capacity building, regular accompaniment and analysis of the implementation of the policy fight against any type of Sexual Harassment or will take up cases of harassment as and when they are reported or brought to light.

**REGULAR REVIEW:**

The Executive Committee of the organization will undertake periodic review to ensure that the Gender Policy is implemented properly and is achieving its set objectives/goal.

**(HIND YUVA SHAKTI)** believes in providing equal opportunities to women in every sphere so that they are equal partners in the development of the society. Our belief of gender equality is strongly embedded in us. Equality between men and women exists when both sexes are able to share equally in distribution of power and influence; have equal opportunities for financial independence through work or through setting up business; enjoy equal access to education, medical attention and the opportunity to develop personal ambitions. The core part of our policies programmes and projects are based on gender policy. This we believe is our basic thought and motivation.

**HIND YUVA SHAKTI** is committed to the following:

1. To help in making equal representation and participation of women in the decision making process.
2. To provide safe and friendly atmosphere for all women connected with the organization either directly or indirectly.
3. To do away with any gender disparities among gender in our programmes whenever it is brought to our notice.
4. To form a team for balanced gender for achieving our health related goals.
5. To provide reference to our partners/donors to develop a gender policy for their organization also.
6. To induct women as many as possible in the working process of the organization.
7. It strives to ensure participation of both men and women in its programmes.

**HIND YUVA SHAKTI** will try its best to provide the required facilities to the female staff as far as possible as per its capacity and knowledge. Few of these benefits and schemes/benefits are mentioned below:

**MATERNITY LEAVE:**

All confirmed female employees who have completed one year of service are eligible for maternity leave at the rate of six weeks before confinement and six weeks after confinement for two deliveries.

In cases of emergencies female employees are well looked after as vehicles are provided to carry them to nearest hospitals.

**PROTECTION TO WOMEN EMPLOYEES AT THE WORK PLACE:**

The organization is committed to ensure right to women workers/staff to work with utmost dignity and right to practice their profession and occupation. **HIND YUVA SHAKTI** recognizes the right to women workers to command respect in their work place and elimination of any discrimination against them in the field of employment in the organization.


Any type of harassment of working women in the organizational campus such as unwelcome sexually determined behavior (Whether directly or by implication) will be severely condemned, and immediate disciplinary action will be initiated against the accused within the shortest possible time namely. This will include: a). Physical contact and advances, b). A demand or request for sexual favors, c). sexually colored remarks, d) Showing pornography, e). any other unwelcome physical, verbal or non-verbal conduct of sexual nature

**GENDER EQUALITY STATEMENT:**

**HIND YUVA SHAKTI** is committed to practicing and promoting non-discrimination of all kinds, be it of sex, age, religion, caste, sexual identity both in urban and rural areas. The organization opposes discrimination of every kind on the grounds of sex and other forms what –so-ever it may be. It believes that men and women have equal opportunities and rights to receive the benefits of development programmes of the organization conducted with the support of various agencies including Govt.

The Secretary of (**HIND YUVA SHAKTI**) is the main responsible person in the organization for proper application of the gender policy at the organizational level.

**NOTE: Any change or modification in the policy is subject to the decision of the Executive Committee of HIND YUVA SHAKTI.**

  
**(HIND YUVA SHAKTI)**  
**(Secretary)**

