

GENDER POLICY OF JANANEETHI

Jananeethi recognizes that men, women and trans-gender often have different needs and priorities, face different constraints, have different aspirations and contribute to development in different ways. Gender equality, therefore, ensures that there is no sex-based discrimination in the allocation of resources, benefits or access to services in Jananeethi.

This gender policy of Jananeethi was conceptualized and was made into a policy statement in the context that millions of women in India –

- have to work harder than men to secure their livelihood
- have less control over income and assets
- have smaller share of opportunities for human development
- are subject to violence and discrimination
- have a subordinate social position
- are poorly represented in policy and decision making.

The inequality between men, women and trans-gender is deep rooted and it is manifested in discrimination against women and trans-gender in different forms. It needs conscious and continuous efforts to achieve a balanced environment both at organizational level and also in work with the partners at field level. Framing a Gender policy for Jananeethi is a commitment towards those efforts. The overall effort is to provide an enabling environment for women and trans-gender within the organization, its net-working partners and the communities with whom we are working. Promotion of gender equality and the empowerment of women and trans-gender is part of the social commitment of Jananeethi and of its core values.

Objectives of Gender Policy:

- To explicitly state the organizational commitment towards gender equality
- To provide direction towards building gender-equity related agenda
- To provide a framework for effectively integrating gender concerns into the organizational agenda and policy domain
- To ensure equality of opportunities and a conducive environment for women, trans-gender and men at work place
- To promote equal representation and participation of women, trans-gender and men in decision making at the professional/ programmatic and administrative levels.

For these aims the Board of Jananeethi on this day, the 31st of March 2016, approves, endorses and declares this policy to comply forthwith:

- Ensuring, without compromise on the quality and competence, Jananeethi recruits staff and consultants, as the case may be, with an objective of achieving a numerical gender balance in all posts at all levels
- Ensuring that the conceptual clarity and sensitivity on gender issues will be one of the important selection criteria in recruitment processes and capacity building efforts of staff
- Ensuring that staff access to and use of information technology is gender equitable
- Ensuring equal opportunities among male, female and trans-gender staff for personal growth, in promotion benefits, training and working conditions
- Ensuring equitable representation and participation of men, women and trans-genders in the Advisory Committee, Board of Directors and in various functional committees of the organization
- Providing a safe and secure workplace for women/trans-gender staff, free from sexual harassment with a Gender Complaints Committee to look into specific concerns.
- Providing an enabling and friendly work environment where men, women and trans-gender enjoy and actively participate in work. This includes providing flexible working hours and allowing working from home, in special cases.
- Extending work related concessions and relaxations for women/TG staff depending upon the situations and requirements; e.g. providing secure transport facilities when they work late hours; giving relaxation over travel time for the next day for those in the field; ensuring security measures along with minimum basic facilities for women staff travelling in the field.
- Reviewing the organizational structure, functioning, problems in relation to gender imbalances among staff and the work environment time to time and taking definite steps to address the same
- Affirming strategic orientation to staff in the field based programs and advocacy initiatives towards increasing women's/transgender access, control and ownership over the natural resources.
- Ensuring a woman employee of Jananeethi is given permission to abstain from work during the period of her pregnancy and after child birth as per common norms and for the good of the mother and the baby.
- Assuring the male members of Jananeethi permission to abstain from work for not more than 15 days when their spouses have children for primary parenting and child nurturing. In case of miscarriage / abortion, women staff can abstain from work for 2 weeks and spouses are allowed to abstain from work for one week.
- Refraining from engaging in any act or practice of discrimination against women/TG and ensuring that the public bodies and institutions shall act in conformity with this obligation.

- Making efforts to develop infrastructure for childcare facilities in the office premises in order to ensure that the parents can bring their children in circumstances in which the child cannot be left unattended.
- Ensuring equal wages to equal work for men, women and transgender and any other benefits accrued thereon shall be shared by all on equal terms.
- Facilitating capacity building processes and trainings to all members of Jananeethi staff to enhance their perspectives and conceptual clarity on gender concerns. It will be an important component of the induction programme
- Ensuring that all trainings (internal and external) facilitated by Jananeethi are gender-sensitive
- Conducting Gender trainings for all members of society and ensuring participation of all sections in all the field level meetings and trainings.

In the context the Board of Directors of Jananeethi is responsible for –

- Increasing awareness and skills of staff and volunteers considering the social differences between men, women and transgender when designing, implementing, monitoring and evaluating programmes,
- Conducting a systematic review of the institution's procedures to put in place gender analysis as part of programming or improving the existing systems,
- Re-enabling a gender balance in the different levels of the structures within Jananeethi, in particular to involve more women in the decision making process at all levels,
- Ensuring equal opportunities among all staff members and volunteers irrespective of their sexual status/orientation in the areas of recruitment, promotion, benefits, training and working conditions.

This Gender Policy of Jananeethi defines the organization's explicit commitments to support gender equality and the principles expressed in international agreements and in respective domestic legislations. This policy statement therefore strives to make our collective programming efforts more effective, builds on commitments made in the existing Policy Statements and reflects subsequent developments in gender equality policies at all levels. Through this policy Jananeethi seeks to promote realization of the dignity, freedom and all other human rights of girls, women, trans-genders and men in programmatic and organizational engagements/undertakings of Jananeethi.

JANANEETHI

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