

क्रमांक -

दिनांक 28/03/2022

Gender Policy – 'PRADEEPAN'

Vision:

To liberate disadvantaged, marginalized communities, and vulnerable groups from poverty and implement gender justice and climate justice.

Mission:

To promote participatory, inclusive development by engaging with governments and non-governmental donors, building best practices at the grassroots level, and sharing knowledge widely for sustainable development in the best interests of local communities.

1. About the Organization:

Pradeepan is a non-governmental, non-profit, and voluntary organization. It was registered in 1995 under the Societies Act, 1973, at the Firms and Societies Office, Bhopal. The organization is headquartered in Betul district. Pradeepan's Section 12A, 80G, and CSR-1 registrations, as well as its FCRA registration, are active and valid.

The organization's current jurisdiction covers four districts of Madhya Pradesh (Betul, Chhindwara, Mandla, and Dindori).

Pradeepan implements all its programs with a feminist ideology and perspective, in keeping with the principles of human rights protection and transformation, and is committed to maintaining the highest standards of governance.

Pradeepan works independently in Betul district, Madhya Pradesh, addressing issues of dignity and safety, including the prevention of crimes against tribal and Dalit women. Individual groups and small organizations are formed and trained at the community level. These organizations already work at the socio-economic and cultural levels in support of tribal, Dalit, women, and children, and have established social, economic, and governmental connections to protect the rights of women and children.

We work by connecting with women's organizations working on issues of equality and gender discrimination, transcending patriarchal ideology, and with organizations working for the human rights of vulnerable and disadvantaged groups, including women, children, and the disabled.

In the campaign against violence against women, the organization, supported by Anganwadi workers and teachers, monitors women's rights issues, analyses policies, and publishes issues related to departmental responsibility at various levels, including women's land rights, forest laws, and conservation responsibilities, and guides and motivates community empowerment.

By conducting self-study of the core problems at the grassroots level and applying a feminist perspective, we conduct awareness campaigns, village meetings, trainings, workshops, and exposure programs to address education, health, food security, livelihoods, traditional and organic agriculture, and access and control of natural resources for disadvantaged and marginalized communities.

Working to provide access to justice to needy children and women.

2. Background and Rationale: -

The Gender Policy defines Pradeepan's commitment to advancing gender equality, enhancing social inclusion, and advancing social justice, in accordance with the principles expressed in international human rights agreements that underpin our work. We believe that all people must have equal access to rights and opportunities to eradicate poverty and achieve gender equality.

Pradeepan believes that gender equality, or equality between women and men, refers to equal rights, responsibilities, and opportunities for women and men, and for girls and boys. Equality does not mean that women and men will become identical, but rather that the rights, responsibilities, and opportunities of women and men should not depend on whether they are born male or female.

Pradeepan recognizes that gender refers to socially constructed roles and relationships between women and men, which are learned, change over time, and vary within and between countries and cultures according to social, religious, historical, and economic factors. Recognizing that local legal frameworks exist to address these issues requires both cultural understanding and context-specific interventions.

Gender inequality hinders the ability of women, men, boys, and girls to achieve their full potential and limits the development of communities and their ability to escape poverty. Despite some progress in recent decades, gender inequality persists and is deeply entrenched in some parts of the world, hindering women's ability to reach their potential.

The continued and increased focus on gender equality in the Sustainable Development Goals (SDGs) highlights how women and girls are underrepresented in leadership, perform a disproportionate share of unpaid work, are denied access to education and healthcare, and are at an increasing risk of being victims of gender-based violence globally simply because of their gender. Much work remains to be done if we are to address this situation.

Our programs and projects, regardless of their focus, have immense potential to contribute to and benefit the elimination of gender inequality in our workplaces. Therefore, promoting gender equality objectives can be seen as both a means and an end goal to achieving and advancing our mission.

3. Purpose of the Policy: -

The purpose of this Gender Policy is to provide clear direction to Pradeepan staff and send consistent gender messages to our partners to strategically advance and reinforce gender equality goals within our programs, processes and systems, roles and responsibilities.

4. Guiding Principles: -

Pradeepan's Gender Policy is based on international standards and agreements, particularly the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and numerous other relevant conventions, trainings, workshops, and subject related experts. It is also inspired by internationally accepted global aspirations, such as those set out in the SDG5 enhanced gender equality target.

We recognize that because gender norms are socially constructed and systematically privilege some groups over others, we need to be vigilant in assessing and challenging these barriers in our work.

We acknowledge that there are also underlying imbalances of power that need to be addressed, and these can be codified in law and national policy. Therefore, to promote gender equality, we must challenge patriarchy at various levels, with the aim of achieving social justice for all over time. For example, improving women's economic empowerment will require not only increasing access to economic resources, but also enhancing women's ability to make decisions and use household income on equal terms with men.

Solutions may ultimately require structural solutions, such as challenging discriminatory gender-biased laws.

We also acknowledge that intersectionality is a problem when addressing gender issues, and that ethnicity, sexual orientation, ageism, disability, etc. are also factors that need to be considered as part of gender and social inclusion in general.

Recognizing the structural barriers that hinder the achievement of gender equality, we believe that solutions to eliminate gender inequality are the responsibility of men, women, governments, organizations, institutions, and entire communities. Therefore, interventions need to involve all our stakeholders.

5. Scope of the Policy

This policy applies to all employees and associated personnel and all of Pradeepan's activities.

'Employees' means: employees employed on full-time, part-time, short-term contracts, such as: consultants, contractors, researchers, photographers, journalists, and media personnel.

'Associated Personnel' means: volunteers, board members, visitors, and personnel from partner agencies who have a formal/contractual relationship with Pradeepan.

Monitoring and reporting on the progress and achievements of the implementation of this policy is the responsibility of Pradeepan's senior leadership team and the Gender Policy Formulation Committee designated by Pradeepan. Pradeepan's Executive Management Committee is responsible for translating this policy into strategic interventions and actions.

6. Policy Statement: -

Promoting gender equality is a fundamental and integral part of Pradeepan's vision. To this end, Pradeepan adopts a two-pronged approach to promoting the issue internally within the organization and within our project work:

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Pradeepan's organizational commitment is to:

- Ensure gender equality in all areas of the organization and ensure that both women and men are provided with equal opportunities to participate in the organization and its operations.
- Ensure that recruitment processes are based on individual merit and work experience. Where a male and female candidate are considered equally qualified for a position, gender balance will be taken into account when making the final decision.
- Ensure that the Pradeepan Board, senior management, and employees remain committed to integrating gender equality throughout the organization. Discrimination based on gender (including transgender) will not be tolerated.
- Ensure that employees receive training to comply with Pradeepan's gender policy.
- Comply with anti-discrimination laws, including ensuring that women and men receive equal pay for equal or similar work, and ensuring that our human resource management policies reflect the principles described in this policy.

Pradeepan's program commitment is to:


- Ensure that women, men, boys, and girls benefit from and participate in all Pradeepan programs and are exposed to gender equality concepts through their participation.
- Integrate gender considerations into all phases of the project cycle.
- Pradeepan will be informed by gender analysis when designing its programs and projects, regardless of their focus. Project action plans will mainstream gender perspectives and activities and articulate gender-related indicators and outcomes. Gender-disaggregated data and other gender-related information will be collected and analysed during evaluation to ensure that the contribution of programs and projects to gender equality impacts is documented, understood, and shared.
- Work closely with partners to build their capacity to understand and address gender inequality, providing guidance and training, and facilitating dialogue and conversation aimed at identifying gender issues and supporting community action to address them.
- Encourage partnerships with relevant gender-based organizations so that our work is informed by other stakeholders and groups directly involved in this area.
- Use evidence from our work to promote learning within our organization and our wider network, fostering respect and understanding and enabling us to advocate for and influence others to bring about positive change.
- Women will be given priority for necessary/available positions within the organization.

- Widows, destitute, Dalit, and tribal women will be prioritized based on merit.
- Women workers will be given prominence and access to decision-making in higher management positions within the organization.
- Women will be prioritized for acquiring specialized skills in the field of technology and skill development.
- Maternity leave will be provided for up to six months as per government regulations.
- Equal qualifications and equal pay will be ensured according to the position.
- Violence against women employees will not be tolerated at the organization level, and if it occurs, the organization will provide necessary legal assistance.
- Women employees will be provided with an enabling environment within the organization so that they can perform to their full potential.
- Women working in the field will be provided access to transportation.
- 50% of the available positions in the organization will be filled by women.
- In the event of any incident of harassment of women within the organization, a committee constituted within the organization will conduct a thorough investigation and will make every effort to ensure justice for the victim.


 Secretary
 "PRADEEPAN" SANSTHAN
 Borgaon (Jeen) Betul (M.P.)

Rekha Gujre
 Secretary
 Pradeepan
 Betul (MP)

28/03/2022.


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Vimla Wagnare
 President
 Pradeepan
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Siyaram Chandelkar
 Treasurer
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