

SRF (Dr. Shambhunath Singh Research Foundation)

Policy On Gender Equality



Framework for Gender policy

Over the time, it was realized that SRF should have its Gender policy formally written, approved and publicized so that it not only gives direction for the organization in practice, but also holds the organization accountable. It also comes from the understanding that, inequality between men and women is deep rooted and it is manifested in discrimination against women in different forms. To whatever extent, one might be sensitive; 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 is a commitment towards those efforts. The overall effort is to provide an enabling environment for women within the organization and the communities with whom we are working and strengthen the gender sensitivity among all.

Objectives of Gender Policy:

- To explicitly state the organizational commitment towards gender
- To create gender sensitive environment at all levels.
- To provide a framework for effectively integrating gender concerns into the organizational agenda and policy domain
- To create equal opportunities and a conducive environment for women and men at work Place
- To help to promote equal representation and participation of women in decision making at the professional/ programmatic and administrative level.

Elements of Gender Policy:

What we mean by Gender...

Gender refers to the attributes and opportunities associated with being male and female and the socio-cultural relationships between women and men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context specific and changeable. Gender is part of the broader socio-cultural context, which also takes into consideration factors such as class, race, economic status, ethnic group and age. Only

with a gender perspective can a complete picture of human relationships can be built up. The gender policy is an integral part of all its organizational policies, programmes and projects and involves building a culture that understands the issues and policies, which respect diversity and gender, related concerns. Towards achieving the above objectives, clear indicators need to be defined to evaluate and assess the organizations commitment towards gender equity on a periodic basis.

A) Staff composition/representation

- Recruiting not less than 30% women staff and ensuring the balance with an objective of achieving a numerical gender balance in all posts at all levels
- Ensuring equal opportunities among male and female staff for personal growth, in promotion benefits, training and working conditions
- Ensuring equitable representation and participation of men and women in the Board of trustees and in various functional committees of the organization.

B) Workplace

- Providing a safe and secure workplace for women staff, free from sexual harassment with anti sexual harassment committee to look into specific concerns. The nominated members of this committee are Ad. Mrs. Vijayshree, Ms. Ranjana Gaur, Dr. Mrs. Rolee Singh.
- Providing an enabling and friendly work environment where both men and women enjoy and actively participate in work. This includes providing flexible working hours and allowing working from home, wherever possible.
- Extending work related concessions and relaxations for women staff depending upon the situations and requirements; e.g. providing secure transport facilities when they work 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.
- Placing Gender in existing committees: A woman employee who has put in 1 year of service after confirmation shall be entitled for 2 months of Maternity Leave on full pay.
- Men employees when their spouses have children shall be entitled for 1 week of leave for primary parenting and child nurturing.

- 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 taken.
- Analysis of gender disaggregated roles and work patterns, and make special efforts to reduce the work load of women.
- Ensuring equal wages to equal work for both men and women in the works as part of the programs.
- Making special efforts to constantly identify vulnerable women and provide them the necessary support and guidance
- Sensitizing the men and mobilizing their support towards gender balance
- Building awareness and sensitivity by processing information and publishing communication material in diverse media to appeal different strata of people in our functional domain.
- Curbing practices that result in gender based discrimination, prejudice or inequality.

Date of Revised Approval – 17th June 2013

Signature of Chief Functionary