

2018

GENDER EQUALITY POLICY



The policy documents includes the definition of gender equality form the organizational perspective, objectives of the policy and strategies in strengthening gender equality within the organization and when working with stakeholders.

ABC Nepal

Koteshwor Narephat

015149846/015149772

Back ground

Agro-Forestry, Basic Health and Cooperatives is a human right organization pioneering the campaign against human trafficking since 1987. The organization advocates gender equality by promoting women's, children's and adolescent girls' social, economic, and educational empowerment and raising awareness in all issues that affect women the most. The organization believes gender equality as a goal and gender equity as a means of achieving the goal. Hence, various strategies and made by the organization for achieving the goal. The policy is hence developed as a reminder to the commitment of the organization towards the goal of Gender Equality. This policy provides an enabling for women to work within the organization, strengthening relation with partners and stakeholders maintaining their dignity by strengthening gender sensitivity among all the partners and stakeholders we deal with.

Scope

This gender equality policy implies to all full time and part time employees, board members, resource persons, contractors, visitors, beneficiaries and anyone else whom employees come into contact with at work.

Definition:

Gender Equality includes equal access to resources and opportunities regardless of gender, which also includes the economic decision making. Additionally it believes and respects the diversity in needs of both male and female as a part of its gender equality understanding.

Objectives:

- To promote gender equity and empowerment in all aspects of organization
- To explain the commitment of the organization towards gender equality
- To integrate gender issues within the working environment and culture of the organization
- To increase women's participation as a part of gender equity and promote safer environment for women's work
- To increase the decision making environment of women at administrative and programmatic level

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Strategies

Organizational level:

- Recruiting adequate women staff and ensuring the balance also at decision making level
- Ensuring equal opportunities among male and female staff for their growth within the organization
- Providing a safe and secure workplace for women staff, free from sexual harassment with a Complaints mechanism and steps.
- Support partners who are aligned to our gender principles, and work to inform and influence those who are not
- Helping women by providing the flexible working hours when and where needed especially for lactating women staff
- Reviewing the organizational guideline and policies and orienting among the staffs
- Supporting the women by providing needed facilities in during her work.
Example: A woman employee who has put in 3 months of service after confirmation shall be entitled for 2 months of Maternity Leave on full pay and under probation; she will be eligible for leave without pay for the same length of period. Men employees when their spouses have children shall be entitled for 15 days of paternity leave
- Following all statutory requirements related to maternity and paternity leaves.
- Arrangements should be made for recording all information and open access for reviewing the performance of tasks mentioned at organizational level regularly in different forums from staff meetings to Annual meetings.
- Mainstreaming gender issues in every program as cross cutting issue of the organization and reporting on it on specific interval of time

In the field

- Facilitating participation and even representation of women in various created community structures as SHGs, SAMVAD, SMC, Women's Groups, Mother's group and so on.
- Analysis of gender disaggregated roles and work patterns, and make special efforts to reduce the work load of women
- Regular orientation to field levels staffs and stakeholders regarding the gender sensitivity.
- Making special efforts to constantly identify vulnerable women and provide them the necessary support and guidance

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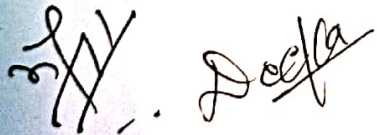
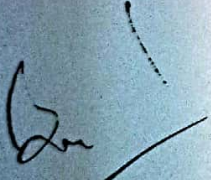
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- Sensitizing the men and mobilizing their support towards gender balance
- Building awareness and sensitivity by processing information and publishing communication material
- Conduct Gender trainings and ensuring participation of female staffs at trainings and meetings

ABC Nepal is a right based organization focused on the promotion and strengthening of women's rights, and gender equality is an internationally recognized human right so it is must for the organization to adhere to the strategies of the policy. Trafficked, Vulnerable, Marginalized and Dalit Women and girls have always been a primary beneficiary of the organization so it is must for the organization to maintain gender sensitivity in working with these groups.

Implementation of this policy

ABC Nepal will ensure that this policy is widely disseminated to all relevant persons. It will be included in the staff handbook. All new employees must be trained on the content of this policy as part of their induction into the company and should sign this policy. The policy will be reviewed timely and the organization will evaluate the effectiveness of this policy and make changes when needed.



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