

SISTRY FOUNDATION

**(Social Infrastructure for Schedule Tribe & Rural
Youth Foundation)**



GENDER POLICY

Our Sistry Foundation

Vill- Prangopalnagar, Nabadwip, Nadia

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Introduction:

Sistry Foundation is a non-communal, non-political and non-profit making NGO at the state level. Sistry Foundation is committed towards the all-round and sustainable development of the vulnerable and marginalized segment of the society with a prime focus on the poverty-stricken farmers and farm women, distressed women and children belonging to tribal, dalits and minority communities. Sistry Foundation mainly works for the empowerment and sustainable development of the marginal farmers and farm women and sharecroppers through sustainable and eco-friendly agriculture in backward villages in Purba Bardhaman, Nadia, Paschim Bardhaman districts in West Bengal. The main activities of the foundation include but are not limited to sustainable agricultural development through transfer of need-based, result-oriented and climate friendly agro technologies among the marginal farmers and farm women, promotion of FIG and farmers producers company, development of seed bank of improved indigenous variety of crops, agricultural marketing, promotion of organic farming among the farmers and farm women, women's rights, gender equality, livelihood promotion through skill development, environmental protection programme, disaster management and emergency relief programme. The organization emphasizes on gender equality and conducts different programs for checking gender related violences.

GENDER POLICY STATEMENT OF SISTRY FOUNDATION

With a view to fulfilling the vision and mission of SISTRY FOUNDATION, the organization is committed to advancing and promoting gender equality within the organization and in the implementation of all its programs and also in management of its office. The organization recognizes that in our societies are biased and stereotypes and social norms prevent women and men from exercising their free choice and from taking full and equal advantage of opportunities for individual development, contribution and reward. The organization is committed to promoting gender equity within the organization through the management of human resources and the organizational culture, and within the communities served through the implementation of different programmes and projects.

A. OVERALL GOAL AND BASIC PRINCIPLES

The overall goal of this policy is to support and facilitate staff in their efforts to advance gender equity.

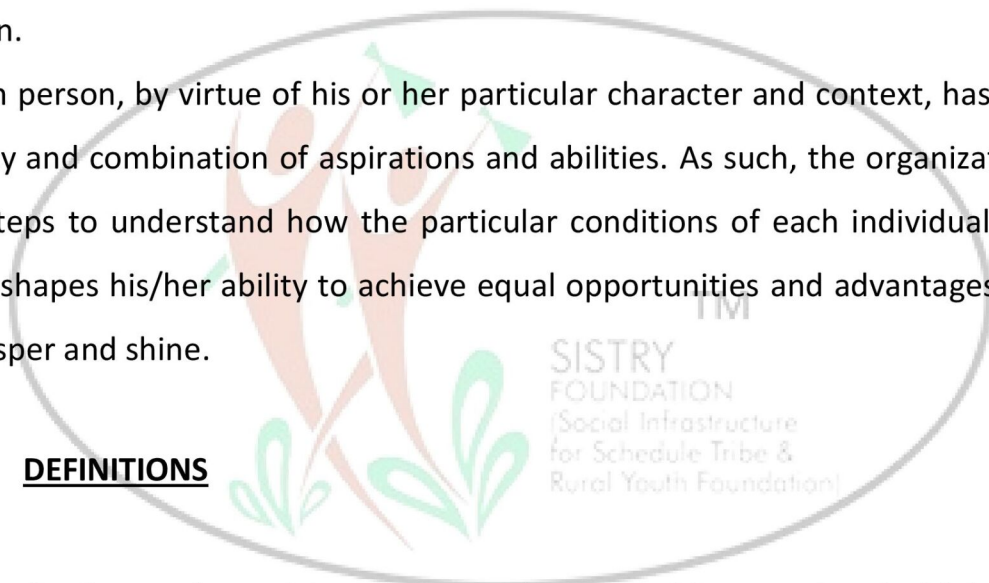
This policy is guided by the mandate of the organization in relation to gender equity, in particular the UN Convention on the Elimination of All Forms of Discrimination against Women (1979). The following basic principles will be the cornerstone of the organization for the formation of basic principles in the organization's structures, staff policy and efforts in the area of gender equality and empowerment, irrespective of cast, creed or religion.

- All people, regardless of cast, creed or religion by virtue of their shared humanity, will have equal dignity and rights. As such, the organization always tries to affirm and uphold equal rights and opportunities of women and men, regardless of cast, creed or religion.
- Each person, by virtue of his or her particular character and context, has a unique identity and combination of aspirations and abilities. As such, the organization must take steps to understand how the particular conditions of each individual or social group shapes his/her ability to achieve equal opportunities and advantages for each to prosper and shine.

B. DEFINITIONS

“Gender” refers to the social attributes and opportunities associated with being male and female and the relationships among and between women, men, girls and boys. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context- and time-specific and changeable. Gender determines what is expected, allowed and valued in a woman or a man in a given context.

“Gender equality” refers to equal rights, responsibilities and opportunities of women, men, girls and boys. Equality does not mean that women and men will become the same



but that rights, responsibilities and opportunities of women and men will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration in recognition of the diversity of different populations of women and men. Gender equality is not a “women’s issue” but should concern and fully engage men as well as women. Equality between women and men are seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-oriented development.

C. THE MAIN GENDER POLICY OF SISTRY FOUNDATION

C.1 Gender-sensitive policies:

SISTRY FOUNDATION will adopt and Practise Gender-sensitive language and gender equality principles incorporated into policies.

C.2 Role in leadership and decision making:

Leaders regularly communicating and demonstrating their commitment to organizational gender equality, e.g. through the recognition of efforts to advance policy objectives. In leadership of the organization in both its structure, staff policy and program implementation there should be no gender disparity or discrimination. Both the men and women will play the equal role in leadership and decision making. In the selection of beneficiaries of any program or project if there is any part of leadership on the part of the beneficiaries, there should be equal opportunities for both men and women in leadership in selection of beneficiaries as well as in taking part in project implementation.

C.3 Gender training:

Gender capacity-building training opportunities should be made available to staff, e.g. through trainings and e-learning platforms on a regular basis.

C.4 Staff policy:

Gender-sensitive and gender-equitable practices integrated into:

- Job recruitment and hiring
- Performance evaluations
- Remuneration-related processes to ensure equal pay for equal work.
- There should be no gender disparity in career development or promotion. Both men and women will have equal opportunities in promotion or career development.
- In case of fringe benefits or perks, both men and women will have equal advantages.

- In case of transport facilities or use of office vehicles there should be no gender discrimination indicating that both men and women will enjoy same facilities for transport.
- In case of use of office furniture, computer, laptop, internet connection, telephones, both men and women will have equal facilities or access.
- In case of medical expenses or medical insurance, both men and women will have equal facility.
- In case of T.A/D. A or other allowances both men and women staff will have equal facility.
- In case of engagement of any labour for any daily work there should be no wage discrimination on the basis of gender.

C.5 Project implementation:

In the implementation of any project or program there will be no gender discrimination. Both men and women will equally participate in the planning, implementation, monitoring and evaluation of the project. In particular, in the selection of beneficiaries there should be gender parity and equality. In providing facilities to the disadvantaged beneficiaries both men and women will get equal facility.

C.6 Office environment:

The office environment will be gender friendly. Both men and women will have equal access to the equipment's and other facilities in office. No male staff should use any language or show any attitude or behaviour that degrades the dignity of the women staffs. To tackle the menace of sexual harassment of women at work place, the Indian Parliament has passed the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. This Act will be strictly followed. Any male staff violating this law will be immediately sacked and will be punished as per existing law.

C.7 Toilet facilities:

There should be separate toilet for both gents and female in the office. The women staff will enjoy their privacy in toilet.

C.8 Maternity leave:

The women staff while becoming pregnant will have maternity leave as per existing law.

D. ACCOUNTABILITY

SISTRY FOUNDATION commits to undertaking an organizational gender self-assessment to learn from its ongoing gender integration work and to identify opportunities for improvement.



Signature: 

Date: 15/05/2023

Executive Director
Sistry Foundation
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