

GENDER POLICY-



Background:

AADHAAR's analysis of existing situation of discrimination in society provides the basis for identifying the poor and marginalized especially women. It believes that gender discrimination necessitates focusing upon changing women's roles and status, as agents and leaders of change. AADHAAR's core values that inform its interventions, therefore, include mainstreaming gender-justice and equity through analysis of social reality, organisational policies, systems and structures, and programme priorities and plans as integral to its vision. Taking recognition of these and adhering to its commitment to gender-justice and equity may be defined at two levels- institutional and programmatic.

(a) Institutional Level:

- **Staff Policies:**

All staff policies, service rules and regulations of the organization shall be gender sensitive. Periodic reviews of the same would be done through a gender lens to ensure that gender sensitivity is maintained. These policies would be in line with the government provisions.

- **Recruitment & Induction:**

AADHAAR will have a gender sensitive *recruitment policy* where preference would be given to women candidates in appointments.

All new staff members joining the organisation shall be oriented to AADHAAR's gender policy and the role and functions of CASH committee (Committee against Sexual Harassment) within the organization.

- **Performance Reviews:**

All performance review forms of individuals by self or supervisors/peers/subordinates will have indicators to assess gender sensitivity in the overall performance.

- AADHAAR would be committed to creating and promoting a *gender sensitive work environment* within the organization and offices. Towards achieving this goal, it would organize regular workshops/seminars and exposure to a variety of other inputs. All AADHAAR organized events/programmes, both internal and external, will have a gender component and address gender specific needs of the participants.

- **Sexual Harassment:**

Through CASH, AADHAAR would also address complaints relating to sexual harassment made by staff members, guests, and participants to workshops etc. The

organization shall be responsible to set up structures where staff members may feel free to seek redressal of their complaints.

(b) Programmatic level:

AADHAAR would set up systems to ensure that gender equity forms an essential element of all project planning, implementation and monitoring with specific indicators to measure the progress that has taken place with respect to the same. All reports and evaluations would also include a specific focus on the gender component.

In an attempt to focus on, address and integrate issues of gender equity within the organization the CASH will play a key role in the mainstreaming of gender within the organization.

The basic principles to be followed in mainstreaming gender will be:

- Establishing adequate accountability mechanisms for monitoring of progress within the institution as well as programmatically.
 - The identification of issues and problems within the organization should focus on the gender differences and disparities wherever they exist.
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