Gender Mainstreaming Policy

Philosophy:-

CAIM believes that gender mainstreaming is collective responsibility of all.

Goal:-

The goal of the gender mainstreaming policy is to support the achievement of equality between women and men to ensure sustainable development

Objectives of gender policy:-

- To explicitly state the organizational commitment towards gender equality.
- To provide a framework for effectively integrating gender concern into the organizational agenda and in all aspects of the programme
- To create equal opportunities and a conducive environment for women and men at work place
- To promote equal representation and participation of women & men in decision making at the programmatic and administrative levels.
- To enhance women's capacities for better access & control over resources
- To reduce gender inequalities in access to and control over the resources and benefits of development.
- To address the need to build the capacity of programme partners to promote gender sensitive process of community development.
- To Ensure equitable participation by rural men and women in technical assistance and technological transfer activities under agricultural and microenterprise activities
- To guarantee equitable access to productive resources for both men and women;
- To create an enabling environment for women to play an effective and broad role in all project-generated actions

Guiding Principles:

- Achieving gender equality requires the recognition that every policy program and project affects women and men differently;
- Achieving gender equality does not mean that women become the same as men;
- Women's empowerment is central to achieving gender equality;
- promoting the equal participation of women as agents of change in economic, social and political processes is essential to achieving gender equality;
- Gender equality can only be achieved through partnership between women and men;
- Achieving gender equality will require specific measures designed to eliminate gender inequalities

The Achievement Of Gender Equality Requires:

- Every individual understands and demonstrates attitudes and behaviours that promote gender equality and equity;
- All work is continuously monitored against gender indicators;
- Cross-cutting nature of gender concerns is recognised (gender equality is both everyone's responsibility and an area that warrant specialised attention and resources).
- Assumptions that issues or problems are neutral from a gender-equality perspective should never be made.
- Gender analysis should always be carried out so that gender disparities and differences are effectively dealt with.
- Clear indicators to measure gender mainstreaming process & adequate accountability mechanism for monitoring progress.
- Clear political will and allocation of adequate resources for mainstreaming, including additional financial and human resources if necessary, are important for translation of the concept into practice.

- ➢ Efforts be made to broaden women's equitable participation at all levels of decision-making.
- ▪ Mainstreaming does not replace the need for targeted, women-specific policies and programmes, and positive legislation; nor does it do away with the need for gender units or focal points.
- ▪ Mainstreaming includes gender-specific activities and affirmative action, whenever women or men are in a particularly disadvantageous position. Gender-specific interventions can target women exclusively, men and women together, or only men, to enable them to participate in and benefit equally from development efforts. These are necessary temporary measures designed to combat the direct and indirect consequences of past discriminate Mainstreaming is not about adding a "woman's component" or even a "gender equality component" into an existing activity. It goes beyond increasing women's participation; it means bringing the experience, knowledge, and interests of women and men to bear on the development agenda. It may entail identifying the need for changes in that agenda. It may require changes in goals, strategies, and actions so that both women and men can influence, participate in, and benefit from development processes. The goal of mainstreaming gender equality is thus the transformation of unequal social and institutional structures into equal and just structures for both men and women.

Scope:-

The policy will be applicable to all CAIM staff & implementing agencies employees' .It will be integral part of their day to day work and programme. The policy will be examined and revised at the end of every year, given the impact dynamic factors such as changing context, operational experiences and internal/ field learning.

ELEMENTS OF POLICY:-

1. **At Organizational level:**

A) Staff composition/representation

- Recruiting adequate 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 female and male staff for personal growth, in promotion benefits, training and working conditions
- Ensuring equitable representation and participation of women and men in the core group and in various functional committees of the organization.

B) Staff & implementing agency capacity building

- Facilitating staff & implementing agency ongoing capacity building processes and trainings to enhance perspectives and conceptual clarity on Gender issues.
- Ensuring that all trainings (internal and external) facilitated by the organization are gender-sensitive.- a) training content/methodology/mode of facilitation b) logistics part -time/location of venue

C) Staff benefits

- Following all statutory requirements related to maternity and paternity leaves.
- Ensuring that staff access to and use of information technology is gender equitable
- Providing health insurance, medical facility, first aid box, toilet facility etc.

D) Workplace

- Providing an enabling and friendly work environment where both men and women enjoy and actively participate in work.
- Providing a safe and secure workplace for women staff, free from sexual harassment with a Gender Complaints committee to look into specific concerns.

- Extending work related concessions and relaxations for women staff depending upon the situations and requirements; e.g. providing secure transport facilities

when they work late hours; giving relaxation over travel ensuring security measures along with minimum basic facilities for women staff travelling in the field .Routine late working hours should be avoided.

- 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

- Any women/men in the organisation shall not be discriminated on the basis of vulnerable diseases(such as HIV/AIDs, Cancer etc)

Organizational policies and systems

- Making all HR systems and policies gender-sensitive and responsive, and integrating gender indicators into staff performance appraisal systems.

- Incorporating and explicitly mentioning gender sensitivity as an essential element in the tasks/job profiles in all terms of reference, including TORs for external consultants.

- Ensuring that the conceptual clarity and sensitivity on gender issues will be one of the important selection criteria in recruitment processes and capacity building efforts of staff

- Initiating and building the advocacy around gender balance and making efforts to integrate gender concerns into the scaling up and mainstream developmental program

Research:-

- Collaboration with academic institutions and NGO for research to improve its policies and programmes and will collaborate with partners in assessing the impacts of its interventions.

Networking:-

CAIM would proactively make efforts in promoting gender concerns in the work with partners. It involves extending support to partners in organizing training programs, conducting gender studies, preparing resource material, providing documentation support.

Center for gender equality will create a network of partner organizations, govt officers as well as academic institution on the issue of gender equality for creation of enabling environment for gender mainstreaming.

Responsible Authority:-

Project Director will act as an Authority for Implementation of Gender Policy. Under her/his chairmanship, in consultation with Additional Project Director the Gender Expert shall monitor the work at Programme Management Unit and at District Programme Management Unit; District Project Manager will monitor the work. The report in accordance with Gender Policy shall be obtained after every quarter and the strategy of the programme will be defined in future accordingly.

"**There is no time to lose if we are to**

reach the Millennium Development

Goals by the target date of 2015. Only
by investing in the world's women can
we expect to get there."
- Kofi Annan
United Nations Secretary General