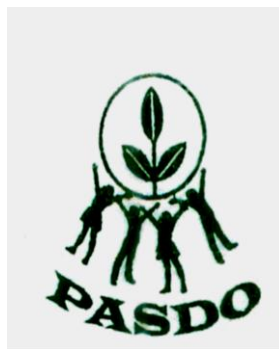


GENDER POLICY



**PARTICIPATORY ACTION FOR SUSUTAINABLE DEVELOPMENT
ORGANISATION**

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**GENDER POLICY OF
THE PARTICIPATORY ACTION FOR SUSTAINABLE DEVELOPMENT
ORGANISATION
(PASDO).**

INTRODUCTION:

Gender and Women's Empowerment is a current issue of Development at Global Level. PASDO, which has a mission of facilitating community's action towards a vision of just, humane, and empowered society considers addressing inequality in the society to be the first step towards the journey to its vision. As such PASDO commits to mainstream gender and women's empowerment at organisational structure and programme level.

Gender refers to a socio-cultural definition of men and women and is different from sex which is a biological/physical definition. Societies slowly transforms a male (sex) or a female (sex) into man or a woman, into masculine and feminine with different qualities, behaviour patterns, roles, responsibilities, rights, and expectations and gives gender identities. Gender identities of men and women are psychologically and socially, which means historically and culturally determined. Gender relationship is unequal power relationship between men and women. This unequal power relationship resulted in deprivation of equal rights and opportunity to girls/women. Girls are discriminated against education, leadership, participation in decision making, property rights etc. There is unequal division of labour and responsibility.

Unequal gender relationship results in disharmony, conflict and violence in family and society. Development cannot take place where there is disharmony, violence and conflict. It is our commitment to work for elimination of all forms of inequality, discrimination, subordination, conflict and disharmony in the society.

In this document we share our analysis of the social reality and spell out our commitment /policy towards bringing gender equality in the society.

GENDER ISSUES IN THE COMMUNITY CAN BE ANALYSED AS BELOW:

1. Gender Division of Labour:

Through PRA Exercise in villages of the Tangkhul Community, it was found that 60-70% of the household work and child care was performed by women folks. Women are obviously over burdened with multiple responsibility. Generally men tend to obstinate from household responsibility.

This tradition has deteriorated women's health; women are malnourished/undernourished and anemic not because there is no enough food to eat, but because they have no time to properly prepare the food and take them. Workload for household management does not allow them to come out of their house/ village to interact with outside world which have affected access to information and leadership development. We need to change this sex stereotype role. Community needs to understand that household work child care etc. are not related to sex. These are learned behaviour and skills. Sharing workload of housework, childcare, economic production is a matter of taking responsibility and concern for each other.

2. Women's Participation in Decision Making Body:

Women do most of the work but their leadership and participation in decision making body is very low. Their participation is not allowed in village authority and Tangkhul Long. Though there is no restriction in other social institutions their leadership is not encouraged. As a result their voice is not heard in decision making of the community. They have every right to participate in decision making of the society as they form about 50% of the society.

3. Women and Employment:

Majority of women are engaged in low incentive, unorganized, informal sector mostly in agriculture sector.

Men hold most of the white collar jobs, administration, executive and managerial posts. According to 1991 census in Ukhrul District 7.18 % of women are in other workers category against 36.45 % of men. This other workers category is categorized as better off employment position like employment in Govt. Departments and other institutions with regular salary. There is no incentive in the work which women do in agriculture or weaving sector due to marketing difficulties. Because of the hardship and low incentives of agricultural activities and also under the influence of monetized economy, many girls who are dropped out at High school level have migrated to metro cities in search of job.

4. Women and Property Rights:

Women are economically very active in Manipur. However, they have no property rights. The field they till and toil and the resources they make do not belong to them. While it is relevant to have customary law which protects the ancestral properties within the clan/family and inter -village transfer of land is prevented, it is just to have a woman a right to the properties acquired by her parents or by herself. Wife who has no male offspring should have the right to manage/maintain the property of her family as long as she lives.

5. Women and education:

The Literacy rate of female is much lower than the male (75.40% for male and 61.91 % for female for 2001 census).

Knowledge is power. So if we have to empower women, educating them is the first step.

6. Women and Health:

Ukhrul is one of the Districts which had been having lowest sex ratio. As per 2011 census The sex ratio was 948 females per 1000 males as against 920 females per 1000 males in 2001 census. Majority of the women are ill health, because of over load of work, ignorance about nutrition and reproductive health, poverty and lack of health education. HIV/AIDS is another emerging health issue for women.

7. Violence against Women and Children :

Cultural erosion and moral degradation has affected the family peace. Most of the husbands/boys are affected by the problem of substance abuse. Violence against women, domestic violence mostly under the influence of intoxicant such as alcohol and opioid substance is becoming a regular incidence.

Objective:

1. To become a gender sensitive organisation.
2. Equal participation of men and women in leadership and decision making.
3. Mainstreaming gender in structure, programme policy, recruitment, participation and decision making and capacity building process.
4. Changing social attitudes, traditional practices which discriminate women.
5. Promoting violence free and humane society.

1. Policy on Organisational Structure:

- i) At least 50% of the member of Executive Committee should be women from the next term onwards.
- ii) In all the sub-committees women's participation should not be less than 50%.

2. Policy on Recruitment:

- i) The Recruitment Board will consist of equal number of men and women.
- ii) Women will be given preference to recruit as staff.
- iii) There will be no disparity in pay structure, with regard to difference in sex.
- iv) Equal opportunity will be provided in respect of skill, capacitation (Training, exposure etc.), health care, insurance, staff, welfare schemes etc.

3. Policy on Staff:

1. Equal number of male and female at the Managerial level.
2. Maternity leave will be given for a period of 3 months at pre and post natal for two children. Thereafter for one month only for the third child onwards.

3. Equal opportunity will be provided in respect of skill capacitation (training, exposure etc.) health care, insurance, staff welfare schemes etc.
4. **Policy on Capacity Building:**
 1. As the knowledge is the only sustainable resource, capacity building of staff as well as women leaders will be given main emphasis in the programme.
5. **Policy on Non-discrimination and Violence Against Women:**
 1. There will be no discrimination against any staff with regards to sex, caste and religion.
 2. No sex stereotype role will be promoted/encouraged in the office duty. It will be organizational value and principle to promote healthy attitude, mutual respect and cooperation between men and women.
 3. Preference for Skill Training will be imparted to the women staff and they will be updated with the necessary skill for efficient and smooth working of the office.
 4. Women Staffs should also be given equal preference in technical training and exposure visits relating to the projects.
 5. Violence, especially, gender based violence/violence against women will not be tolerated in the organization.
 6. Women should be respected equally in the organization and at home. Any domestic violence in the family of any worker/staff will be viewed seriously and may attract disciplinary action against the perpetrator.
 7. Harassment of another staff member which may amount to sexual harassment will not be tolerated in the organisation and it will be viewed as misuse of conduct and be dealt with as per the policy of the organisation.
6. **Policy on Programme:**
 1. Addressing Gender inequality and women's empowerment will be the underpinning principle of all the programme of the organisation.
7. **Policy on Networking:**
 1. Networking and alliance building on women's issues will be promoted to strengthen solidarity and women's empowerment.

Sd/-
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