



Gender Policy

Global Concerns India is committed to providing a secure and empowering work environment to our mentors, volunteer staff, and participants – a place of work that is gender-sensitive and recognizes the role of women and men as equal players, change agents, and leaders in their families, communities, and society.

The objectives of this gender policy are:

- a) To espouse the cause of the right to gender equality and right to dignified livelihood
- b) To foster a social, physical, and psychological environment that will enable mentors/volunteer staffs/participants to work productively
- c) To strive for gender justice at both institutional and programmatic level

Global Concerns India defines gender policy guidelines at two levels: institutional and programmatic.

1. Institutional Level

- a) **Staff Policies:** All staff policies, rules and regulations shall be gender sensitive and will be reviewed periodically.
- b) **Recruitment:** [Organization] seeks gender balance in staffing. Women candidates will be encouraged to apply for all vacancies including management and leadership positions both at the field and head office. There will be adequate representation of women in recruitment and interview panels.
- c) **Performance reviews:** Gender sensitivity will be one of the performance indicators for assessing employees.
- d) **Capacity building for gender sensitization:** We will organize workshops, training programs and discussions for promoting and enabling a gender sensitive work culture. Also, regular trainings will be conducted on awareness and confidence building of field staff, with special focus on women staff.
- e) **Harassment:** Our Anti-Sexual Harassment policy is gender neutral and is in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.

2. Programmatic Level

- a) All programs will be implemented with the objective of building skills and capacity in regard to gender perspectives. All programs will strive to enable greater participation by all sections of community.
- b) All programs will promote the equal participation of all stakeholders. To promote and assess the inclusion of gender equality in each project, managers will prepare and use a gender equality checklist.

Committee on Gender Sensitization

The composition of our committee on gender sensitization is in accordance with the committee provisions of the Sexual Harassment of Women at Workplace (*Prevention, Prohibition and Redressal*) Act 2013.

Applicability

This policy applies to all regular and contractual staff of Global Concerns India. In case of a complaint filed in response to an act by a third party, management will take the necessary preventive and reasonable action to support and assist the affected party.

Reporting

Programme Lead Team will report annually to the Trustees on implementation of this policy. *[Updated 27th Jan 2021]*