

PACE Gender Policy ts.Mj ySafx d lekurk

Process of Gender analysis by PACE incorporates role, and responsibility of the Male and female under different socio-economic activity. These activities are performed in community, household, workplace to satisfy different need of the individual in consonance with organizational objectives. Moreover, social culture, social setup, social belief and framework affect roles and responsibility of an employee in the organization which get reflected in the form of power, position, and exercise of rights. Assessing the factors of inequality in terms of power, position, and rights, organization felt, the immediate need to address the problems of unequal and differential process and present the solution by reflecting back to the policy documents.

isl laLFkk }kjk ts.Mj fo"ys'k.k ?kj] leqnk;] dk;ZLFky] lkekftd & vkfFZkd xfrfof/k;ksa esa efgyk vkSj iq:'k ds }kjk fd;s tkus okys fofHkUu dk;ksZa] Hkqfedkvksa vkSj ftEesnkfj;ksa dks ns[kk le>k tkrk gS tks fd ml LFkku ij vleku vf/kdkj] IRrk] vkSj "kfDr ds dkj.k mriUu gksrh gSA vr% laLFkk dh ;g ftEesnkjh curh gS fd og efgyk vkSj iq:'k ds thou ij bu fofHkUurkvksa vkSj lekurkvksa ds dkj.k iM+us okys izHkkoksa dks igpkus] le>s vkSj mudh HkykbZ ds fy, lk/kuksa] ykHkksa vkSj fu.kZ; ysus dh {kerk ds fu;a=.k gsrq vko";d dne mBk;saA

Objective of PACE directs that all the programme and policy should create equal opportunity for women and men. It further restricts the blocking factors that promote social difference between men and women and hinder their process of self-development. Moreover, PACE accept the gender discrimination as a problem and challenge, which get its way through biased social justice, structural inequity towards education, unemployment, restricted preference on livelihood opportunity, poor health.

isl laLFkk dk y{; gS fd uhfr;kW dk;Zdze vkSj ;kstuk,sa efgyk o iq:'kksa ds fy, volj iSnk djsa u fd lkekftd HksnHkko dh Hkqfedkvksa dks etcwr djsa tks muds fodkl esa ck/kd gSA

isl laLFkk dk ts.Mj ds izfr n`f'Vdks.k mu lkekftd fo'kerkvksa dks Lohdkj djrk gS tks efgyk] rFkk iq:'k ds fy, lkekftd U;k;] f"kk{kk] csjkstxkj] vkftfodk] LokLF; o vU; ifj.kkeksa esa vlekurkvksa ls izdV gksrh gSA

The emphasis will be on Gender rather than on women, recognizing that the inequality of women cannot be understood by looking at women alone, but must be based on a fuller understanding of the relationship between women and men working in the PACE. It also

means that the policies, projects, and planning will address all issues concerning women and men. The position of one sex or Gender cannot be changed without addressing the position of the other.

1. Gender within the organization:

During the working tenure of women, the organization is responsible for providing safe environment. Organization will strive to attain this environment.

- efgykvksa dks dk;kZy; esa dke dk lqjf{kr okrkoj.k miyC/k djuk laLFkk dh ftEesnkjh gSA bls fy, laLFkk InSo iz;Ru”khy jgsxA
- Organization will create conducive environment for the discussion on the issues relating to equality among men and women
- L=h iq:’k lekurk ds eqn~nksa ij ppkZ ds fy, vuqdwy okrkoj.k dk fuek.kZ djukA
- The number of men and women staffs in the organization will be equal.
- laLFkk esa dk;Zjr efgyk ,oa iq:’k dh la;k cjkj gksuh pkfg,A
- Organization’s head will treat every staffs equally on the ground of salary, position, distribution of resources. Gender equity will be important aspect, which will set the track for this activity.
- laLFkk izeq[k }kjk IHkh dk;ZdrkZvksa ¼ efgyk ,oa iq:’k ½ ds lkFk osru] in] lalk?ku vkfn esa ts.Mj lekurk dk O;ogkj fd;k tk,xkA
- Strict action will be taken by the organization on any complaint regarding indecent behavior, eve teasing, and body touch with any women staff.
- efgyk dk;ZdrkZvksa ds lkFk fdlh Hkh izdkj dk vHknz O;ogkj] NsM++ [kkuh] vupkgk “kkjhfd LiZ”k vkfn dh f”kdk;r feyus ij laLFkk }kjk dM+k ,D”ku fy;k tk,xkA
- Verbal communication among the organization should not include abusive gender sensitive language.
- ySafxHkkokFkZ okys v”yhy okD; o fvli.kh dk iz;ksx laLFkk esa oftZr gSA
- Meeting and discussion among staff, which involve both men and women, should not be organized in closed doors.
- dk;kZy; esa fdlh cSBd ds nkSjku ppkZ esa tc efgyk ,oa iq:’k dk;ZdrkZ gSa rks dejs dk njoktk can dj ds ppkZ u djsaA

lqfo/kk;sa

During the working tenure of women, the organization is responsible for providing her safe environment.

- efgykvs dks dk;kZy; esa dke dk lqjf{kr okrkoy.k miyC/k djuk laLFkk dh ftEesnkjh gSA bls fy, laLFkk InSo iz;Ru”khy jgsxA
- Organization should have gender sensitive facility like separate bathroom for women with dustbin, crèches.
- tsUMj laosnu”khy lqfo/kk,sa tSlS efgykvs ds fy, vyx ls “kkSpky; dh O;oLFkk gksuh pkfg, ftlesa ,d MLVfou gksuk vko”;d gSA
- Two hours break should be provided to the lactating mother for feeding their baby.
- /kk=h efgyk LVkQ dks vius cPps dks nw/k fiykus gsrq fnu esa nks ?kaVs dh NwV nh tk,xhA
- Women staff can enjoy half day leave in each month (especially during their *Mahawari*).
- efgyk LVkQ gj efgus vk/ks fnu dh NqV~Vh dk ykHk mBk ldrh gaSA^{1/4}fo”ks’k :lk ls ekgokjh ds le; ^{1/2}
- During pregnancies (1-3 month and 6-9) a woman can enjoy medical benefits in consultation to a medical doctor.
- xHkkZoLFkk ds nkSjku ^{1/4}1&3 ekg vkSj 6&9 ekg^{1/2} MkWDVj dh fgnk;r ds vuqlkj mDr lqfo/kk dk ykHk mBk ldrh gSA bls fy, esfMdy fjiksZV nsuk vfuok;Z gSA

fu.k;Z izfdz;k

In course for promoting gender equity, organization should involve men and women in decision-making process. PACE feel the responsibility to promote women in every aspect of decision making activity, primarily focusing their need, thoughts, priorities and capacity by relating with their community, office, and region.

- laLFkk ds vUnj ts.Mj lekurk dks c<+kok nsus ds fy, ;g vko”;d gS fd iq:’kksa ds lkFk efgykvs dks Hkh fu.k;Z izfdz;k esa “kkfey fd;k tk,A ;|fi efgykvs dh vko”;drkvksa] izkFkfedrkvksa] {kerkvksa rFkk :fp;ksa dks de egRo fn;k tkrk gSA vr% isl dh ;g ftEesnkjh curh gS fd {ks=} leqnk;] dk;kZy; esa muds fopkjksa] vko”;drkvksa] izkFkfedrkvksa] {kerkvksa dks gj Lrj ij fpfUgr fd;k

tk lds vkSj fu.kZ; izfdz;k esa mudh lgHkkfxxrk dks lqfuf"pr fd;k tk ldsA

- Every staff (men and women) will get equal opportunity for sharing their view in the process of ascertaining the programme. Special attention will be paid to the decision presented by women.
- laLFkk ds dk;Zdiksa ls lacaf/kr fu.kZ; esa IHkh dk;ZdrkZvksa ¼efgyk ,oa iq:'k½ dks gj Lrj ij fu.kZ; izfdz;k ls tksM+k tk, A efgykvsas }kjk fy, x, fu.kZ;ksa ij fo"ks'k :i ls fopkj fd;k tk,A
- Organization will ensure participation of each and every women and ascertain the programme by prioritizing their need.
- gj dk;Zdze esa efgykvsas dh lgHkkfxxrk lqfuf"pr dh tk, vkSj mudh vko";drkvsas] izkFkfedrkvksa ds vk/kkj ij dk;Zdiksa dk fu/kkZj.k fd;k tk,A
- Organization will ensure that Process of Planning, implementation and evaluation should include participation of community (men and women).
- dk;Zdiksa dh ;kstuk cukus] fdz;kfUor djus rFkk ml ds ewY;kadu esa Hkh leqnk; ¼efgyk ,oa iq:'k½ dh lgHkkfxxrk lqfuf"pr djsaaaaaaaA

vodk" k

Organization will follow maternity act for providing maternity leave to its women employee. Each woman will get benefit of three months for the maternity leave.

- ekr`Ro vodk" k gsrq eSVjfufV ,DV dk vuqlj.k fd;k tk,xkA IHkh efgyk dk;ZdrkZvksa dks rhu ekg dk ekr`Ro vodk" k iznku fd;k tk,xkA
- Each male employee of the organization will enjoy 15 days paternal leave.
- fir`Ro vodk" k IHkh iq:'k dk;ZdrkZvksa dks 15 fnu dk fir`Ro vodk" k iznku fd;k tk,xkA¼ fir`Ro vodk" k dk mi;ksx ekW rFkk cPps dh ns[kHkky ds fy, gh fd;k tk ldrk gSA ½
- Employee will be consulted in advance for providing their service on the Leave days. His/Her service on the leave days will be valid in the same week. Organization will not provide leave if the employee provide his/her services to the organization on leave days according to his/her willingness.
- vodk" k ds fnuksa esa dk;Z ds fy, cqykus ij] mDr vodk" k mlls lacaf/kr dk;ZdRrkZ ls fopkj dj mlh llrkg esa fdlh Hkh fnu fy;k tk ldrk gSA ;g vodk" k mlh llrkg esa ekU; gksxkA ;fn dk;ZdrkZ viuh bPNk ls

vodk" k ds fnuksa esa dk;Z djrk@djrh gS rks cnys esa vodk" k ughsa fy;k tk ldrk gSA

dz-la-	dkj.k	izdkj	fnuksa dh la[;k
1	ekr`Ro vodk" k	Maternity Leave	90
2	fir`Ro vodk" k	Paternity Leave	15
3	Ekgfyk ulcanh@ekgo kjh	Special Leave	7*
4	iq:'k ulcUnh	Special Leave	05**

* ekgfyk ulcUnh lfoZl :y esa mYysf[kr fpfdRlk vodk" k 4 fnu esa "kkfey fd;k tk,xkA ekgokjh lacaf/kr leL;k gksus ij ekWxs tkus ij 3 fnu dk vfrfjDr vodk" k fn;k tk ldrk gSA

** iq:'k ulcUnh lfoZl :y esa mYysf[kr fpfdRlk vodk" k 4 fnu esa "kkfey fd;k tk,xkA bls lacaf/kr leL;k gksus ij ekWxs tkus ij 1 fnu dk vfrfjDr vodk" k fn;k tk ldrk gSA

Sr.No.	Cause	Types	No.of Days
1	Maternity Leave	Maternity Leave	90
2	Paternity Leave	Paternity Leave	15
3	Female (Vasectomy/ Mahawari)	Special Leave	7*
4	Vasectomy	Special Leave	05**
5	Abortion	Special Leave	05

* 4 days leave is included for the treatment according to the Female vasectomy service rule. 3 days extra leave will be provided for treatment of *mahawari* related problem.

** 4 days leave is included for the treatment according to the Female vasectomy service rule. 1 day extra leave will be provided for the any problem related the same.

2. External Environment

Displine should be mainted during the field visit by the employee.

□ QhYM esa tkrs le; vuq"kklu dk ikyu djuk vfuok;Z gSA

□ Employee/workers should be cautious on their behavior on working with the target community.

□ dk;ZdrkZ@d=h xkWo esa vius O;ogkj] vkpj.k vkfn ds izfr lpsr jguk pkfg,

- Employee/workers should not use any abusive words and language (which will affect someone belief, emotion, ideals and personal thought) happening of such event organization will take necessary step against the accused employee.
- dk;ZdrkZ@d=h xkWo esa fdlh ds fy, viekutud “kCnksa o Hkk’kk dk iz;ksx u djsa ¼ftlls fdlh dh laosnukvksa dks Bsl igqWpsa½ ,slk gksus ij laLFkk }kjk nks’kh O;fDr ds f[kykQ dne mBk;k tk,xkA
- Strict action will be taken against those employee who will involve in misbehaving, eve-teasing, indecent touch with women employee.
- efgyk dk;ZdrkZvksa ds lkFk fdlh Hkh izdkj dk vHknz O;ogkj] NsM+ [kkuh] vupkgk “kkjhfd LiZ”k vkfn dh f”kdk;r feyus ij laLFkk }kjk dM+k ,D”ku fy;k tk,xkA
- Organization’s vehicle which is use for the purpose of field work should have First aid box supported by sanitary napkin.
- ;fn laLFkk ds ikl xkM+h gS vkSj og efgyk dk;ZdrkZvksa dks ysdj QhYM tkrh gS rks ml esa QLV ,M ckWDI ds lkFk ,d IsusV^ah usidhu gksuk vfuok;Z gSA

2. Capacity Building

There is two level of training designed by the organization. First level of training based on Gender sensitization for all the staff members.

In the second level special training for women workers to sensitize Gender, health, societal analysis and their role in the organization.

3. Gender and Sexual harassment mitigation Cell

- The Gender mainstreaming committee will be formed in the organization consisting of senior women employees members of PACE.
- The committee conducted its meetings on regular basis.
- The women members will meet and share their problems and views about working with PACE along with male members.
- The issues related to sexual and Gender will be discussed and solutions for each are fixed which needs to be accepted by all staff members.
- Part time women employees and women volunteers from field can also register their problems and complaints in written to the committee.

Guiding principle and values:

Values:

Inclusiveness: Enhance participation of all the men and women by providing common social platform at all level on basis of Gender equality and through process of empowerment.

Participation without discrimination, religion, caste and creed, disability, and age.

Transparency: openness to all

Integrity: Honesty and Accountability

Social sensitiveness: Responsible and supportive feeling among the community members irrespective of their caste, creed, belief, ideals, and thoughts. Faith and trust among the end member of the community.

Learning creativity and innovation.

Systematic and integrated approach.

Policy Statement:

The PACE gender policy will give wider thought in mitigating the presence of disparity and discrimination between women and men, which arose as challenge during the passage of time. Although, process of gender relation within the organization always get their direction to the external environment. Hence Organization accepts transitory and transformatory social process as important line, in consonance with the attempt to **change the lives of people** by placing every individual at a same platform.

All the organizational activity will be guided by the framework w