



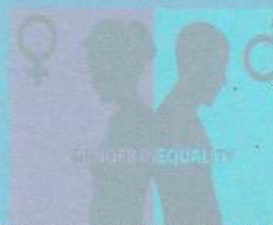
GENDER POLICY



PALLI CHETANA

(An Organization for Social Development)

**Jordia, Bangdaha
Satkhira**





GENDER POLICY

POLICY TITLE : **Gender Policy**

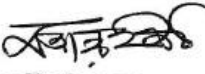
WRITTEN BY : **Its senior management team**

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President, Executive Committee and
Md. Anisur Rahman
Secretary, Executive Committee**

DATE OF APPROVAL : **July 25, 2020**

DATE OF EFFECTIVENESS : **July 25, 2020**

ATTESTATION SIGNATURE : **Signature** 
Md. Anisur Rahman
Director, Palli Chetana
DIRECTOR
PALLI CHETANA
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PREFACE

Palli Chetana aims to assist developing the basic needs of their landless poor people. To date, men and women have not shared equally in the benefits of development, and there remain wide disparities in opportunities available to women and men in economic, social and political spheres. A strong emphasis on full and equitable partnership between men and women is required for the advancement of women, to reduce poverty, and promote sustainable development.

Since 2001 women in development (WID) policy has been refined and developed with a special emphasis on improving the quality of program design. Training of staff and contractors, development of women strategies within programs and projects, provision of special funding for Innovative women-specific projects, and monitoring progress against women in development objectives have been features of approach. In accordance with Palli Chetana's new gender and development policy is committed to actions that will meet women's immediate needs and address the underlying causes of women failing to benefit equally from development.

The amendment process of this gender management policy has been done with participation of the Senior Staff and Executive Committee. The final draft has been passed duly approved by the Executive Committee held on June '2020. In this connection, I (Director) hereby offered and obliged all of you to follow and implement this Policy consistently with sincere commitment.

All humans are born free and equal in dignity and rights.

Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.

...Universal Declaration of Human Rights, 1948

APPROVED

Gender Policy


President
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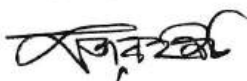

DIRECTOR
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ANNEXURE-1 Assessment Concept and Definition



01 Introduction

The issue of gender has gradually become a hot topic in recent developments around the world. The Millennium Development Goals specifically state that poverty alleviation or development is not possible without gender equality and women's empowerment. And it has now become a major goal in the national development of Bangladesh. Palli Chetana Sangstha is implementing its development activities in different areas of Satkhira district in the south-west coast of Bangladesh. The agency realized that poor and vulnerable women in the area were at grave risk. Which is a big obstacle in the way of development of Bangladesh? From this realization, Palli Chetana Sangstha has been working on the issue of gender with utmost importance from the very beginning of its activities in its area of work. In order to implement this goal in a smooth and structured manner, Palli Chetana Sangstha feels the need for a gender policy and formulates a policy.

Palli Chetana supports national commitments to gender equality. The purpose of guaranteeing the exercise and enjoyment of human rights and fundamental freedoms on the basis of equality with women is not only to amend discriminatory laws, but also to enact laws and policies to ensure the practice of discriminatory practices, practices and procedures within governments. Ensure that harmful cultures do not behave and change stereotypes. Bangladesh ratified this convention in 1974. The Beijing Platform for Action has recommended two parallel approaches to achieving gender equality; Integration of specific issues, programs and agencies for women's empowerment and the issue of women's issues and gender equality in the allocation of all policies, programs and agencies. The goal of sustainable development is to achieve gender equality and empower all women and girls. In 2011, the Government of Bangladesh has already formulated a Women's Development Policy and a National Action Plan, which aims to promote gender equality in the mainstream.

02 Attitude is the last foundation

According to sociologists, the first process of exploitation begins between men and women. Due to the physical differences between men and women, it is not possible for women to do all kinds of work when they are pregnant. As a result, the division of labor between men and women started from that ancient time. From that period onwards the ownership of the production passed into the hands of men and the patriarchal family system was introduced. In the mentality of this patriarchal family system, women society is degraded in the society, state, family, economically and legally. And this is how inequality between men and women is created. Socially formed gender identity, socially differentiated gender between men and women, the role of men and women determined by society which is changeable and different depending on the culture of the society. Gender is therefore also called social gender. Gender is not only a development priority, but also an important human right. All people need to have equal rights. And any kind of inequality or inequality between men and women is predominant. Discrimination and inequality will be considered in any way depriving women society of their rights and availability at the family, society, or state level.



Women are victims of dual exploitation. As a woman she is exploited by the whole male society, just as she is exploited by the rich as poor. This dual system of governance is the main reason why women have not been promoted to the same level as men. At present, even if both men and women are given equal opportunities, it will not be possible for women to show equal merit. In order to ensure equal qualifications, women should be given increased opportunities as compared to men so that women can come to the same level very quickly from this backwardness.

13 The basis of the policy

Efforts to add gender equality to Palli Chetana have been guided by the following principles:

- ☞ Equality is a right. It has been supported on the basis of CIDO, CRC, SDG and national policies.
- ☞ The programs and activities of Palli Chetana are directed or conducted on the basis of human rights values and principles.
- ☞ The root causes of gender inequality must be addressed. This requires addressing the existing discriminatory norms in society and at the same time focusing on organizations that promote gender inequality, enacting necessary laws and policies that reinforce gender inequality, structural constraints and unequal gender-based power relations. The only thing that can be done is to make a transformational change.
- ☞ Gender equality is a ubiquitous issue. There is a need for this policy to mainstream the issue of gender in all program endeavors and institutional arrangements, as well as to incorporate it appropriately into the activities of the organization.
- ☞ The policy seeks to help Palli Chetana incorporate the goal of gender equality into all its formulated programs and institutional processes and structures so that it can be internalized and institutionalized at the same time.
- ☞ This process ensures the inclusion of equitable and non-discriminatory policies throughout the organization and in all its programs.

14 The goal of gender policy

To promote both men and women on equal merit and equal status on the basis of mutual good relations

15 Objectives

Ending all forms of exploitation between men and women-

- ☞ Poverty alleviation by ensuring equal participation of men and women in the decision making and implementation process.
- ☞ Creating wealth for women and ensuring wealth ownership.
- ☞ Eliminate conventional labor divisions and ensure fair prices for women workers.
- ☞ To create opportunities for women to overcome their backwardness.
- ☞ Changing patriarchal attitudes.
- ☞ Take necessary steps to avail other public-private facilities.



- ↳ Ensuring the representative role of women in the family, society and the state.
- ↳ Achieve economic independence of women and eliminate legal inequality.
- ↳ To undertake various types of promotional activities to create a gender friendly environment.

06 Opportunity for policy

There are opportunities as well as challenges to ensure gender equality within Palli Chetana's own organization and through programs, partnerships and advocates. This Gender Policy applies to all staff, beneficiaries as well as partners and partners of Palli Chetana. It is felt that a policy document, including guidelines, will help the Palli Chetana and its staff to translate specific goals and policies into reality, thus contributing to the elimination of inequality and discrimination.

07 Strategies

The following policy objectives will be achieved through the following strategies:

1. Sensitivity and capacity building of employees at all levels based on the adoption of principles and practices of gender inequality in personal and professional life.
2. To ensure translation and dissemination of the policies of all persons employed in Palli Chetana.
3. Creating awareness to address responsibilities, sensitivities and management, gender committee and individual staff issues in day-to-day work relationships as well as gender concerns in programs and projects.
4. Taking a clear advocacy role in gender equity development.
5. Ensuring that Palli Chetana's collaborators have gender equality policies and practices consistent with SNS.

08 Organizational arrangements

The following areas will be accepted:

- ↳ Political will
- ↳ Institutional culture
- ↳ Technical capabilities
- ↳ Accountability
- ↳ Budget allocation

The top three points are at 8 and the last two points are at 12.

08.01 Political will

Political will: will be demonstrated by establishing a broad gender policy that will translate into practice at all levels. Bringing overall adaptation to gender equity will require adequate technical and financial resources as well as a commitment to structural changes. The principle of equal opportunity for all workers (female, male and third gender) needs to be institutionalized. It



includes access, use of resources and facilities, and gender balance (not in numbers) for all positions, especially at the strategic level, through which all employees are considered equal.

Adopting gender equity as a strategic aspect of programming must be supported by adequate institutional capacity and appropriate adaptation of staff. The following written action will be taken:

- ↳ Formation and empowerment of gender committees for regular monitoring of policies and other institutional measures adopted to achieve gender equity. Members of the Board of Directors, members of the middle class program and finance secretary team (2) and members of the Gender Committee will represent the support staff.
- ↳ Gender Committee Reference Terms will be prepared in consultation with Palli Chetana staff.
- ↳ Positive steps in hiring women A guiding principle for achieving a fair worker sex ratio, especially at the senior management level.
- ↳ All organizational policies and procedures will be amended according to gender policy. The strategic plan of the organization will reflect the commitment of Palli Chetana to gender equality and will be consistent with this principle.
- ↳ The performance appraisal system will not include any criteria that are objectionable to achieve gender balance in organizations. Instead it will include criteria that assess the commitment of staff members to gender equality policy and the ability to translate between their works.
- ↳ In special circumstances (pregnancy etc.), some positive steps like parental leave, flexibility in leave, time for staff and female staff will be encouraged in case of advantages / disadvantages for nursing female staff assistant etc.
- ↳ Arrangements will be made to make a baby corner for children or for children's sports.
- ↳ Potential staff and career development plans will be organized in consultation with individual staff to take on new and / or larger responsibilities for potential employees, keeping in mind the overall goals of ensuring gender balance within the organization as well as enhancing women leadership.

18.02 Organizational culture

It is the responsibility of the heads of all departments, especially the members of the management team and all the staff of the organization as a whole, to create and maintain an organizational environment or culture that is conducive to the programming goals of "Gender Equity". A capable and integrated workplace environment will be developed that eliminates inequality, inequality and bias. The following written action will be taken:

- ↳ A gender sensitive sensitivity will be ensured that will face both latent and subtle inequalities and discrimination in the workplace.
- ↳ Promoting equitable sharing of power and decision making between men and women at all levels of the organization. This will include recruitment, training and leadership and support for women in other positions.



- ↳ All genders need to be able to access the facilities (support services) and opportunities (research tourism, etc.) needed to address their special needs. The organization will try to provide security for the safety of its employees.
- ↳ Ensure the right of all employees to disclose when, what and how to disclose information regarding their sexual orientation or gender identity and to select all individuals from the intentional or unwanted disclosure or threat of disclosure of such information by others.
- ↳ "Zero tolerance policy" will be taken towards sexual harassment. The procedure to deal with this includes the principle of operation. These practices will be reviewed and revised to ensure that they comply with the guidelines of the Bangladesh High Court on sexual harassment. A sexual harassment complaint committee will be formed accordingly.
- ↳ Assist women in developing professional and work skills that will enable them to be effective in the organization. This will include developing social, communication, time management and management skills. It includes instructions and advice on how and when needed in difficult environments and remote situations.

18.03 Technical ability

The following steps will be taken to enhance the technical skills of the organization to equip the staff with the skills and knowledge required to make Palli Chetana a gender sensitive organization and its programs gender responsive:

- ↳ Awareness training of staff will be undertaken with an emphasis on developing skills to create sensitivity to issues and issues of need for women and to address the special needs of women.
- ↳ Staff participation in sex training will be given positive priority and annual training goals should be aimed at improving gender sensitivity and building skills in gender analysis in all projects, departments and divisions.
- ↳ Providing sex training is a part of the SNS commitment and its relevance and use must be clarified in terms of both employee performance standards as well as program enhancement criteria.
- ↳ Wherever possible, gender training should be combined and other trainings (project specific) or monitoring and evaluation training should be included and considered at the planning stage of the project so that it is clearly stated in the "Framework".
- ↳ Ensuring follow-up training and refresher training on gender sensitivity and gender analysis.
- ↳ Design training that will ensure the most direct application of the tools used in learning (e.g., modification or management training, including draft project design and project needs assessment for gender analysis).
- ↳ Special initiatives will be taken for the development and advancement of female employees, if necessary, in consultation with female employees facing domestic violence / violence in the organization, as well as confidential counseling for female employees facing sexual harassment / sexual abuse in the workplace.
- ↳ Competition will be built on the conceptual transparency of gender analysis and equality.



- ↳ Violence against women will be built into special attention training.
- ↳ Special emphasis will be placed on building capacity of x gender focal points and gender committee members.
- ↳ Special training on conflict will be provided to correct tensions and lack of resistance to the issue of x equality.
- ↳ Gender sensitive monitoring indicator design skills will be improved during project preparation.

9 Implementation methods

Gender issue will be at the center of all activities of Palli Chetana Sangstha. Gender coordination will be conveniently done in each program. Because the Palli Chetana thinks that all the theories of development are rooted in gender equality. The organization will also take up independent Gender Equality Development Project with the support of donor agencies as a more effective step towards gender equality development.

10 Gender managements

A. General Assembly

According to the constitution, the number of members of the general assembly of Palli Chetana Sangstha is 21. In the current situation, there will be at least 06 women members. In the future, by increasing this number step by step, the equality of the number of members will be maintained.

B. Executive Council

At present the number of members of the executive council of Palli Chetana Sangstha is 08. Where there should be presence of at least 2 women, care must be taken to ensure the presence of beneficiaries in the executive council. Arrangements will be made to bring the number of members in phases in future. The executive council consists of members who have a thorough understanding of sexual harassment, safeguarding, child protection policy, early warning policy, risk management, etc.

C. Recruitment

- ↳ Candidates who will participate in the recruitment process will have to take question papers on oral and viva board on sexual harassment, safeguarding, child protection policy, early warning policy, risk management etc.
- ↳ In the recruitment of all types of staff, maximum importance should be given to the provision of equality between men and women.
- ↳ In all cases women should be more qualified than men for the same position.
- ↳ In cases where recruitment of female staff is convenient, women must be given priority.
- ↳ Recruitment of women shall not be less than one third in all activities of the organization.



- ↳ Provision will be made for equality of men and women in the number of members of each recruitment committee. If it is not possible, there will be at least one third female member.
- ↳ Any male or female applicant for the job has to mention the names of their father and mother. Married male candidates should mention the names of their fathers and mothers along with the names of their wives.

D. Formation of committee

The inclusion of women in the membership of any committee or sub-committee of Palli Chetana including Job Recruitment Committee, Program Review Committee, Procurement Committee, and Security Committee shall not be less than one third.

E. Team formation

- ↳ Palli Chetana Sangstha always gives priority to women in forming teams or becoming members of associations.
- ↳ Women and men teams or associations will be different. That means members of the same team will not be mixed. However, mixed groups can be formed to form different types of federations.
- ↳ Men from the same family can be included in the men's committee and women in the women's committee.
- ↳ There will be an attempt to keep the ratio of men's association and women's association. However, if it is possible to increase the number of women's associations to at least two-thirds, it should be done.

F. Federation

- ↳ The federation will consist of representatives of ward, union and upazila based associations.
- ↳ Federation will be gender based. In other words, the federation at any level will consist of male and female representatives.
- ↳ Each level federation will be two-tiered. In other words, the federation at each level will have a general council and an executive council. Each executive council must be composed of members of the general council.
- ↳ The number of members of the General Assembly shall be determined on the basis of the number of associations. For example, there will be one member from each of the men's and women's associations formed at the ward level in the general assembly. The number of members of the executive council should be proportional between men and women.

G. Formation of civil society

- ↳ Ward, union, upazila and district based civil society will be formed.



- ☞ One-third of the members of the civil society will be members of the association. In civil society, women and men representatives from the federation of the association will be kept in proportional rate.
- ☞ Women members of the Union Parishad of the concerned area will be considered as ex-officio members of the civil society. In case of Upazila Committee, one woman Union Parishad member from each Union will be included in the committee. Similarly, 03 people will be included in the district committee through election from among the women members of the union parishads included at the upazila level.
- ☞ At least one-third of the other members of civil society will be women.

1. Formation of cell to prevent violence against women

- ☞ Committees called Prevention of Violence against Women will be formed at Union, Upazila and District level.
- ☞ There will be 07 members of the union committee. The committee will include 1 woman member of the Union Parishad as president and the remaining 02 women members of the Union Parishad as general members. Besides, the union committee will include 02 NGO representatives and 02 civil / civil society representatives.
- ☞ Upazila committee will be formed consisting of presidents of each union committee, 03 NGO representatives and 03 civic committees / civil society representatives.
- ☞ District committee will be formed consisting of presidents of upazila committee, 01 NGO representative, 01 citizen committee / civil society representative, district women's affairs officer and 01 social service officer.
- ☞ Legal aid will be provided to the oppressed poor women through the Committee for Prevention of Violence against Women.

2. Special benefits

2.1 Staff stage leave

- ☞ Women workers will be able to enjoy paid maternity leave for 180 days due to childbirth.
- ☞ The male worker will be able to enjoy paternity leave for the next 07 days from the date of birth of the child for the maternal support of his wife.

2.2 Beneficiary members

- ☞ Women members of the association will be provided advice on maternal health care and medical services if required.
- ☞ If the female members of the association are not able to come to the office during maternity leave or any other type of illness, the organization will take special measures for her.

3. Security

- ☞ The organization will pay special attention to the safety of women workers of Palli Chetana Sangstha and all women members of the target population. In this regard, the



company will take appropriate action if any allegation of negligence is proved against any male employee.

- ☞ The agency will take care of the arrival of female workers at home during the evening overtime and related security measures.
- ☞ The company will have the opportunity to give special consideration to the transfer of female staff during pregnancy, field inspection, duration of work, etc.
- ☞ Children up to one year of age can be brought to the office with the mother, the children of the organization can be kept in the corner and the mother can use the time required for child care.

1. Arrangement of the program

1.01 To facilitate long-term structural change

SMS will implement long-term strategies for social change to address the causes of gender-based exclusion and discrimination.

- ☞ Gender inequality Social inequality is compound. Women and girls in tribal communities are twice as discriminated against. As members of the community and as women and girls. This is true of third gender members. Therefore Mobile Alignment Mobibella's efforts will address gender inequality as a specific area as well as other causes of inequality.
- ☞ Gender equality will be improved by challenging male gender and other root causes of gender inequality.

1.02 Integrating gender into program / project cycles

Written programs will be followed to ensure that actions are included to promote gender analysis and gender equality.

- ☞ Gender analysis and interventions will be included in Palli Chetana's own impact / business, thematic papers and LFA / Outcome Framework and indicators set accordingly. The SMS project will integrate gender equality measures at all stages of the cycle, including analysis, planning, implementation and monitoring.
- ☞ Basic problems and needs as well as strategies for women, men and transgender people to identify and prioritize past interests.
- ☞ The staff capacity of the program's gender analysis will be enhanced and their effectiveness in facilitating the gender responsiveness program of partner organizations will be assessed.
- ☞ Gender Specific Elements or Gender Dimensions All dimensions of the log-frame or the results framework of the partner organization will be included.
- ☞ Gender is an essential component of project evaluation, analysis and research.
- ☞ Ensuring active participation of women at all stages of project implementation.
- ☞ Gender Advisors will play an important role in supporting activities related to gender integration within the program project cycle.



11.03 Involve partners with a joint approach to promoting gender equality and women's rights.

SMS mainly implements its programs through various partners. Gender sensitivity of partners will be an important criterion in choosing a partner. The following steps will be taken to address gender equality in the development of partnerships:

- A. SMS will ensure gender integration at different stages of the project cycle during the negotiation and revision of the project. The projects of the Gender Committee will be reviewed and arranged to reflect the relevance with the broader framework of HR and G (Human Rights and Governance).
- B. Project proposals from PNG will be reviewed using a gender lens.
- C. PNGOs will be supported for the development and implementation of gender policies.
- D. Partners will be encouraged to maintain gender balance in recruitment.
- E. Palli Chetana will promote gender sensitive measures among NGOs and provide the necessary budget for such initiatives.

11.04 Strengthen SMS efforts to support equal rights for women, men and third gender men.

- A. Palli Chetana conducts national priority work on governance and rights of an elected majority. In the case of gender equality, organizations will legislate and formulate policies that support gender equality or discriminatory law and policy reform so that they do so.
- B. Women will reassure the countryside as part of advocacy. Listen to the voices of girls and transgender people and they can set their own priorities and concerns so that the agenda for SHS advocacy work is set.
- C. Gender equality will be promoted through the promotion of issues that will prioritize the prevention of gender equality. This may include equal pay for work and accountability for women. SMS will help gender dimension building partners in their campaigns.

12 Effective policy changes

Gender policy promotion will be arranged to ensure transparency among staff at all levels, especially at the levels of management and program leadership. Both policy principles as well as the policy making process must be well understood by all. To implement this policy and to bring gender equality across the work and organization of SMS

The adoption of gender equality as a strategic aspect in programming to ensure that leadership resources and technical capacity are required will be supported by adequate institutional capacity and appropriate staff orientation.

12.01 Administration and accountability

The gender policy will be approved by the SMS Board and will be responsible for managing

Gender Policy

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Implementation and monitoring.

- A. Gender Advisors will monitor gender policy implementation and gender issues. S / he will prepare annual action plan, annual budget and annual review of progress. This annual plan will be presented to its board by annual based SMS management for information and approval.
- B. Gender Advisors will be monitored regularly and recommendations (SMT Management Committee) meetings will be set up for discussion and decision making.
- C. Every employee issue of SMS plays an important role in supporting the Gender Equality Policy. All members of the committee are responsible for implementing the commitments made in the policy.
- D. Management will ensure that all employees understand gender concepts and are aware of their role and responsibilities in implementing the policy.
- E. Internal action plans will be included, including specific liability-deliverables and responsibilities.
- F. Indicators for employee performance will be described and performance appraisals for compliance with gender policy will be included. This will be especially important for senior level staff.

2.02 Develop technical capabilities

- A. All staff equipped with all the skills and knowledge required to create a gender sensitive organization of Palli Chetana will be ensured and regular training and adaptation arrangements will be made.
- B. All new employees will be included in sex training and training related to sexual harassment.
- C. Joining staff will be provided with a copy of the Code of Conduct Guidelines.

2.03 Asset allocation

Necessary allocation of resources will be made for the promotion of gender transformation / distribution initiatives across the organization's delinquents.

2.04 Monitoring and evaluation

- A. Establish and use monitoring and evaluation mechanisms that determine the gender impact (positive or negative) of projects and programs, and will include a process for review and corrective action.
- B. Review and revise monitoring tools and processes to address gender dimensions and problems and ensure data collection and analysis.
- C. Intermediate and final evaluation of projects and programs to ensure that gender is integrated as an important criterion for evaluation.
- D. Donor-led assessments such as output-objective review cluster reviews or any other review to determine the gender sensitivity of the organization.



- E. A gender audit will be done every three years.
- F. The staff responsible for the project is fully integrated into the gender equality issues across the program and the gender integration monitor trend trends as far as they are concerned.

13 Special kind of program in gender focus

In all activities of Palli Chetana Sangstha, women development will be given priority and special programs will be implemented to strengthen gender issues.

A. Activities to eliminate division of labor:

Emphasis will be placed on the involvement of men in the work of women in general and women in the work of men in the work of the family. Such programs will be adopted where there are opportunities for income generating work.

B. Attitude change:

From birth onwards, the organization will take steps to create a vision between the boy and the girl so that the family members do not see any difference other than gender and give the boy and girl equal opportunities in all other social matters including education and food.

C. Skill Development:

Women will be turned into human resources so that the development of leadership reaches a stage where representation can be ensured in any social activity and activities can be undertaken to become proficient in income generating activities.

D. Information Expedition:

Social perspectives are a big problem in the implementation of gender issues. For this, various motivational activities will be implemented. To this end, workshops, seminars, dialogues, trainings, publications, billboards, video displays, cultural activities, dramas, rallies and miking, rallies, day celebrations, etc. will be taken seriously.

E. Legal Aid:

This program will be adopted to eliminate social oppression. Such activities will be undertaken to make people aware of the laws related to gender equality or women's development and to create a tolerant environment of mutual respect between men and women.

F. Advocacy and lobbying

This program will be undertaken to make the community concerned with gender equality more gender oriented and involved in activities. For this, communication, coordination and joint programs will be taken up with different quarters. This issue will be given more importance at the local level.



14 Engaging partners in a joint process to ensure gender equality and women's rights

Palli Chetana mainly implements its programs through various partners. Therefore, their gender sensitivity will be considered as an important factor in the selection of partners. Steps will be taken to ensure gender equality among the partners.

14.01 Palli Chetana will ensure gender inclusion at various stages of the project cycle during project discussions and revisions. A guideline will be prepared for this purpose and through the use of that guideline the Gender Committee will consider whether the issues and perspectives are being reflected in the larger framework of human rights and good governance.

14.02 Project proposals submitted by PNGOs (partner NGOs) will be reviewed with a gender lens.

14.03 Assistance will be provided to PNGOs in formulating and implementing gender policies.

14.04 Partners will be encouraged to maintain gender balance when hiring staff.

14.05 Palli Chetana will help PNGOs to take gender sensitive steps and allocate the necessary budget for them to take these steps.

15 Strengthen the efforts of Palli Chetana to ensure equal rights for women, men and third genders

15.01 Palli Chetana advocates at the national level on a number of selected issues of good governance and rights. In the field of gender equality, the organization will continue to work to develop laws and policies that support gender equality or amend discriminatory laws and policies so that they can play an effective role in gender equality.

15.02 As part of the advocacy, Palli Chetana will ensure that women, girls and third genders are heard so that they can share their priorities and concerns. To ensure this, the agenda of Palli Chetana's advocacy program needs to be set.

15.03 The campaign will highlight gender equality so that the barriers to ensuring gender equality are prioritized. This should include issues such as salaries / allowances for women and girls, work and accountability. Palli Chetana will also help their partners to add gender dimensions during the campaign.

16 Formation of committee

Palli Chetana Gender Committee has 03 members. 01 focal person and 02 members. The focal person of the committee will be determined from Palli Chetana and the other 02 members will be



from other organizations.

17 Policy restructuring

This policy is a living document that cannot be run year after year. At most, it must be reviewed every 3 years. This gender policy of Palli Chetana will be considered effective from 25 January 2019. In case of any change in the work of Palli Chetana, a meeting of the Executive Committee will be convened to discuss the matter in detail and this committee will be able to take necessary steps to update, review, and change and modify the policy.

ANNEXURE 1: Evaluation concept and definition

A. The penis is blind

Gender blindness refers to both biological as well as socially constructed autonomy and not recognizing the differences between the sexes and the differences that exist between these considering the needs and interests of women and men. Gender blindness, without consciously considering these inequalities, tends to be biased towards existing gender relations and as a result excludes women and advocates for male rights.

Written practice has led to gender blindness:

- ↳ **Divisionalization:** Individual division refers to the practice of treatment of women and men in social realities even though they are isolated from each other and have no relation to each other. The predominance of segmentation therefore reinforces male-female dichotomies, such as technical and social macro and micro.
- ↳ The aggregate refers to the use of aggregate segments that hide inequalities and inequalities within the segments (e.g. poor families, labor force, etc.) It brings together women and men in these segments with the same needs and interests.
- ↳ Externalization refers to gender characteristics and the tendency to regard gender relations as essential and absolute (i.e. assumes that they cannot be changed) to shed light on the rationale for stabilizing the distribution of existing resources, opportunities and rights of men and women.
- ↳ Ubdarsar: Parangraham refers to a general tendency for women to engage with the private sphere and outside the realm of political interference, and for men in general.

B. Gender conscious

Gender awareness is the recognition that developing actors are influenced and compressed in different fields with different interests in women and men in different productions. Gender blind policy through gender analysis has been identified as a gender-conscious policy as a result of reconsideration of assumptions and practices and learning about gender differences.

C. Gender Awareness Policy Departments 7

- ↳ There is no need to adopt gender fair policy as soon as one becomes gender neutral or gender conscious. After becoming aware of the differences between the needs and interests of women and making an accurate assessment of the existing gender distribution

Gender Policy

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of resources and responsibilities, one can adopt a gender neutral policy so that existing gender relations do not change. Such policies can contribute to the correction of male bias in the latter case and ensure both the target and the benefit of both in practical need without resolving the change in the relative social position of women and men.

- ↳ Gender uses knowledge of gender differences to meet the practical needs of specific women or men.
- ↳ Gender Jabfarangtrannarab Goals seeks to transform relationships and identities into a new divisive perspective and existing gender roles by eliminating gender inequality and existing inequalities.

D. Gender difficulty

The overall impact of past-present inequalities on women and existing inequalities between women and men in socio-political economic and health indicators. Difficulties have a controlling effect on access to opportunities and resources.

- ↳ **Acute Gender Disadvantages:** Women face the same disadvantages as men in the same class or socio-economic category, but these are even more severe in the case of women due to the additional gender inequality in organization and distribution of responsibilities.
- ↳ **Gender Defined Disadvantages:** Women in classes and subdivisions suffer a general subordination and are more vulnerable. However, their subordination differs as to the extent of weakness and the nature of the class division.
- ↳ **Gender Difficulties:** Some groups have the ability to make their norms, prejudices and stereotypes universally applicable and appropriate to all, resulting in additional hardships that are not part of the reality of the target group.

E. Gender equality

An equal right for men and women means responsibility and opportunity. This does not mean discrepancy. In other words it does not refer to equal rights, responsibilities and opportunities or it does not refer to equal numbers or percentages. Equality includes both quantitative and qualitative aspects. Quantitative refers to issues related to distribution where quality refers to value.

F. Mainstream

Refers to effective on-enrollment and system-wide integration into the core of the root. When used in mainstream gender equality and development, it is understood that the focus should be on equality between women and men, spreading all development policies, strategies and interventions. It is not only about women's participation, but also about the consideration and integration of recognition of equality concerns in problem analysis, policy formulation, program and project planning processes, as well as institutional practices. This suggests that it is done effectively by both women and men.



G. Practical gender required

Practical gender needs refer to all those needs that are expressed in daily life so that men and women can perform the socially recognized roles and responsibilities prevalent in a given culture at a particular historical moment.

H. Strategic gender interests

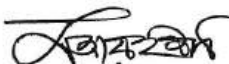
Strategic gender interests stem from the underlying structural inequalities of sources, rights and responsibilities that determine and define inequality in a given culture, gender needs of men and women. Men and women have different positions in defending or transforming existing gender.

I. The possibility of conversion

Transformative potential is a conceptual criterion that seeks to overcome the everyday practical concerns of women and men with the larger goal of social change.

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