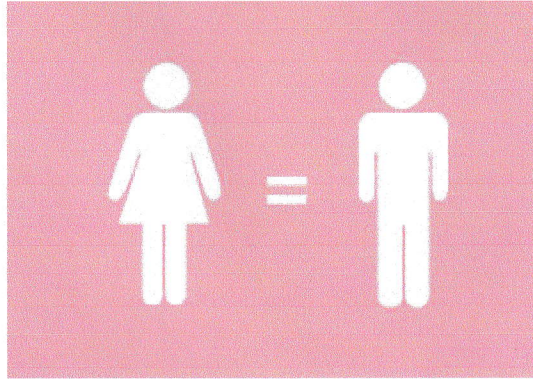


# GENDER POLICY



RAISE HAND GENDER EQUALITY



## PRERAK

Saksham Centre, Gariyaband Road,  
At/Post - Rajim, District - Gariyaband,  
Chhattisgarh State, India-493885.

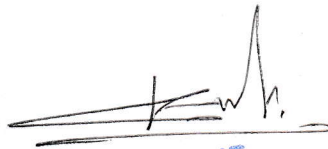
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PRESIDENT  
PRERAK SAMITI

## About Prerak-

PRERAK was started in 1988 for promoting the social, economical, political, educational and cultural life of the under privileged and marginalized sections of the society. It was founded by a few intellectual and experienced community volunteers to empower these communities and provide them with the required skills and capacity to fight against any social injustice. At PRERAK, we focus on preparing innovative strategies to create awareness in communities about their fundamental rights and duties and help them utilize their rights to live with dignity.

PRERAK, the social development organisation was registered under Madhya Pradesh society registration act 1873, Foreign Contribution Regulatory Act under the ministry of home affairs of the government, PWD act under the department of Panchayat and social welfare and also 12A Income tax act under Government of India, ministry of finance.

## Rationale for gender policy

Prerak is working in all most all the districts of Chhattisgarh and even working in other neighboring states with networking channels. But its focus areas are within the state Chhattisgarh. It is primarily focuses in achieving gender equality in all of its projects. In community levels it has formed different CBOs with focus in achieving 5:5 ratio memberships in future. In effort we have achieved the ratio of 4:6 ratio in present working areas. Though we have not got amount of 5:5 members in CBOs formed by us but we have able to provide equal right to access power and give opinion to all the people in respective all gender. In CBOs formed by Prerak is pure democratic and in regular election with each quarter of year. In this process man and woman getting chance to stand in selection for honorary post in CBOs. Where as other members are having equal right to put their opinion on any relevant issues which could develop the CBOs.

In organization level Prerak provides equal right to all its staffs to have their rights and benefits from organization irrespective of all gender. It provides equal right

1. To participate in decision making process in all the meeting held in organization.
2. To use available resource of organization to all the staffs
3. To access equal opportunity for all staffs to do their work with its own innovative skills
4. To admittance all the benefits of organization schemes without any differentiation of any gender
5. To admittance moral support in crises of all staffs without any differentiation.

This rationality has enabled organization established its position in state level competition in the service of mankind especially in sphere of child right and child protection.



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## Goal and objectives-

### Goal-

- Gender balance and Gender equality with all scope for progress.

### Objectives-

1. To participate in decision making process in all the meeting held in organization.
2. To use available resource of organization to all the staffs
3. To access equal opportunity for all staffs to do their work with its own innovative skills
4. To admittance all the benefits of organization schemes without any differentiation of any gender
5. To admittance moral support in crises of all staffs without any differentiation.

## Scope of Policy-

### 1. Recruitment-

Prerak is recruiting its staffs on the basis of merit and inner potentiality of interviews to handle the risk occurring in community and organization level. All the staffs are selected through same process of recruiting without any differentiation. There is no differentiation in selection of male and female staff. In recruitment process its tries to select staffs for any project in 5:5 ratio. The recruitment of women staffs will be prefer in comparison to male. The training and other facility will be provided to female cope up with other male colleagues in offices.

### 2. Staffs Development

#### Counseling-

Prerak is regularly counseling all the staffs and tries to motivate them to do their best. It tries to develop feeling of gender equality among all the staffs and forms team with of different gender to achieve the objectives of organization. It tries to provide moral support to all the staffs especially female in their crises and helps them to recover from sorrow.

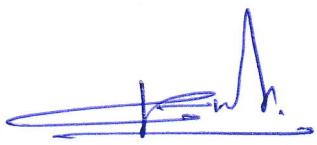
#### Performance Appraisal-

It conducts Performance Appraisal of all the staffs by our H.R. Department. The HR Department takes a test of all staffs on their perception on gender equality through psychological test and though recreational activities in each month of year.

#### Training on gender equality-

Prerak conducts training programme in community level and organization level to promote gender equality in society and among staffs. It generally conducted through programmes in project and annual day ceremony of Prerak. It also send their staffs to other organization on gender equality training programmes.



  
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### **Motivation videos, film and street play on gender equality-**

In each quarter of a year Prerak tries to motivate their staffs through different movies and films and street play on gender equality through different project activities.

#### **3. Equal wages/remuneration/ salary**

There is equal wages/remuneration/ salary distribution among works/ employees on the basis of their effort without any gender biasness. In end of month all the staffs are getting salary, where workers min. wages are as per the govt. rules irrespective of their genders.

#### **4. Equal opportunity**

Prerak encourages that all the staffs are getting same scopes to show their talents and inner potentiality to achieve the objective of project without any gender biasness. It gives motivation to all the employees irrespective of all gender to show their talent in any of cultural programmes and sports and to do their best. Making provision for equal participation from women.

#### **5. Work condition**

Prerak tries to provide best work atmosphere to all the staffs to work smoothly. It tries to provide peaceful atmosphere to work, provides portable drinking water, hygienic toilet, first aid, fire fight tools for safety of all the staffs irrespective of their gender. It provides all the official support to all the staffs without any gender biasness with a fixed period of time. During pregnancy, women's should be provided with some relaxation in her responsibilities. Fixed and appropriate working hours for women.

#### **6. Respect for Diversity:**

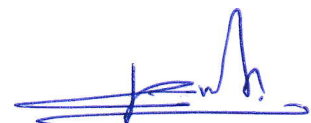
Prerak celebrates richness of culture, diversity, equality and inclusion in the workplace. Prerak tries to hire employees from diverse background for which it tries and promote to invite applications from candidates having diverse background. We will not tolerate discrimination, biases, and harassment or bullying of any kind regardless of race, socio-economic status, age, disability, religion, sexual orientation, nationality, gender, caste, religion, ethnicity, belief, practices or marital status, we are an organization that celebrates the richness of our country.

#### **7. Safety and freedom from violence**

We are very conscious about safety and freedom of all the staffs. Tries to provide security to all female from evil minded people. Provides travel support to female staff to their house during the night time. Will take strong steps against culprit of women victim and conducts legal procedure. Strong rules for safety and Security of Women in the workplace and while they are on field. There should be some set of behaviours avoidable at work place.

#### **8. Equal right to participation in decision making process management and community level Organizational Decision making Process-**



  
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All the staffs of Prerak has right to participate in decision making process without any gender differentiation on basis of potentiality. Both man and woman of governing body have every right to put their opinion on decision making process.

**Community Level-**

Prerak promotes all the community people to put their opinion on decision making process in meeting without any out biasness. Both man and woman are getting chance for nominees in election for president and secretary in different CBOs made by Prerak. One male and female will be selected as president and secretary or vice versa.

**9. Promotion and termination**

The promotion and demotion of staffs depends on their potentialities without any gender biasness. But if any person found guilty of indulging in bad practices or found breaking the values of the above state principles, or promoting gender inequality within the organization may result in loss of his job or have to face harsh decision and penalty decided by the committee or the board.

**A set of questionnaire for employees and volunteers to regularly evaluate the implementation of Gender Policy.**

Our future plans to strengthen the gender equality

- Project on gender equality in community to speed up the process of gender equality.
- Staffs training on promotion of gender equality
- Campaign on Zero tolerance on gender biasness
- Punishment on rumors in favor of gender biasness

Follow up mechanism

- Questionnaire to judge the mindset of staffs on gender equality
- Presentation on organization's facility and schemes or provisions by all the staffs
- Hidden letter from staffs regarding gender equality

*Approved by Governing Body*



*[Signature]*  
**PRESIDENT  
PRERAK SAMITI**