



"I measure the progress of a community by the degree of progress which women have achieved."

- Dr. B.R. Ambedkar



GENDER POLICY



DALIT BAHUJAN RESOURCE CENTRE

Towards Empowerment of **MARGINALIZED COMMUNITIES**

DALIT BAHUJAN RESOURCE CENTRE

GENDER POLICY

Policies of DBRC on Gender

- DBRC believes in exercising the equal opportunities for both men and women without any discrimination. Very cautiously DBRC promotes participation of women at project implementation level, governance and promoting the leadership.

DBRC provides equal opportunities to both men and women in its organizational set up and functioning. These opportunities include representation in institutions; decision making opportunities/ functions; growth opportunities and provision of support systems. DBRC ensures that around 50% of women occupies very important positions in governing body and general body. In other committees such as purchasing committee etc. of the society women representation would be more than 50%. The project staff is also more women are encouraged to take up key positions such as District leaders, and ensures that 50% of women are encouraged to take up leadership in community committees at various levels.

- DBRC recruits adequate and capable persons (women and men) and ensures gender balance at various levels including senior levels. During recruitments, preference would be given to dalit women who are most marginalised.
- DBRC takes affirmative action to identify women with potential and train them in a planned manner to assume total responsibility for designated positions in a time bound manner.
- DBRC displays a positive discrimination towards less empowered persons, which is essential for strengthening them. Providing additional support to women is an important consideration. (Eg: mentoring; priority to women in capacity building opportunities; any other)
- All policies of DBRC (Human Resource Development Policy; Leave Policy; Administrative Arrangements and Procedures and so on) will be sensitive to gender concerns. From time to time, these policies would be reviewed by the organisation.
- Necessary provisions such as separate sanitation facilities, working hours, special transport facilities in case of late working hours, establishing governance systems in case of any kind of harassments are made available to ensure that working environment for women is conducive and free from sexual harassment.
- DBRC provides capacity building inputs to its staff on gender issues and ensures that its team members are equipped to internalize gender concerns within projects/ partners/ policies. DBRC ensures that the conceptual clarity and sensitivity on gender issues will be one of the important selection criteria in recruitment processes and capacity building efforts of staff.
- All efforts of DBRC (all fields of action of DBRC) would be particularly sensitive to gender concerns and stand for gender integrated approaches. (Eg: Ensure that training content/ methodology/ mode of facilitation are sensitive to gender concerns and do not reinforce existing inequalities in the society. The arrangements during training programs are also sensitive to the needs of participants, particularly women - Eg: time/location of venue/ crèche facilities/ other logistics/ first-aid kit/ others)

- Working environment would be enabling and friendly where both men and women enjoy and actively participate in work. This includes providing flexible working hours and allowing working from home, wherever possible, without compromising quality of work, team spirit and outputs.
- Women staff get work related additional support depending upon the situations and requirements; eg: providing secure transport facilities when they work late hours; ensuring security measures along with minimum basic facilities for women staff travelling in the field. Mention above can delete
- DBRC incorporates and explicitly mentions gender sensitivity as an essential element in the tasks/job profiles in all terms of reference.
- DBRC ensures that staff access to and use of information technology is gender equitable.
- DBRC ensures equal opportunities to male and female staff for personal growth, in promotion benefits, training and working conditions.
- DBRC would further strengthen linkages with the other institutions/ networks working on issues related to gender mainstreaming / various women issues. Supporting and expressing solidarity with partners who take up issues of discrimination or harassment against women; participation and contribution to the common platforms like synergy group of women employees of all Solidarity Institutions are some of such initiatives.

Key Strategies of DBRC in improving Gender relations and Gender Equality

The organization realizes gender inequalities (any form of injustice) intensify poverty, perpetuate one generation to next and weaken women and child / vulnerability and dependency unless it is addressed.

- Addressing of unequal power relations to overcome inequalities at work place and community
- Focused and proactive measures for strengthening women leaders and girl children to eliminate inequalities.
- Gender bias in all working environment is consciously monitored and controlled.
- Gender disaggregated data is collected, monitored and updated for scaling up gender equality and gender empowerment interventions.
- Conscious efforts will be made to ensure that not less than 50% representation of women in governance, management, and key positions
- As part of addressing inequality, discrimination / exploitation and all forms of violence against women and other vulnerable are monitored, addressed and controlled.
- All women CBOs and mass organisations linked to macro level alliances, networks and campaigns for furthering the cause of their empowerment.
- DBRC is determined that gender biased terminology is consciously monitored and eliminated.
- Gender Policy and Work Place Policy are in place to address various forms of gender concerns, discrimination and sexual harassment.

Human Dignity

Social Justice

Social Democracy



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