

GENDER POLICY

Gender discrimination leads to a variety of social problems that can be associated with gender inequality and imbalance such as gender relations and power relations, access to basic services, economic empowerment, and participation in decision-making, legal and judicial problems. Safeguards are required against possible elements that can exploit women and their situation. Women's empowerment is critical to achieving equality, equity and sustainable development. Empowered women can contribute to accelerating the socio-economic advancement as well as improve the living standards of the population.

Gender safeguards are inbuilt into all programs of PRO RURAL.

1. Pro rural shall promote equal opportunities and shall not be discriminated against on the basis of gender or sexual orientation of persons either at the organization level or the employee levels.
2. The organization consciously make effort for fair representation of gender at all levels of the organization – the General Body, the Board of Governance and the employee levels
3. The organization will advocate gender justice at all levels and in fora so as to achieve social justice in society.
4. Pro Rural consciously make work spaces a gender friendly environment. Office set up ensures gender sensitivity with installation of covered dustbins in wash rooms and office chambers and provision of drinking water facility. The work environment promises a safe and congenial atmosphere for men and women to work on equal terms and with respect.
5. Any case of sexual harassment is considered a serious offense and may attract immediate action by the management. The Grievances cell headed by the Vice President will entertain any complaints and the case will be taken up by the cell and treated with outmost priority.

Pro Rural Policy Doc:

Approved and adopted in BOD meeting 2017

