

# **GENDER POLICY**

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**National Association of Man for Mankind  
(NAMM)**



## **ABOUT NAMM:**

NAMM (National Association of Man for Mankind) is a registered voluntary organization started its journey in the year of 1994. The organization was established by few youth volunteers who had an interest to serve the society. Since the beginning the organization engaged with and brought many new young volunteers to its fold and mobilized them to work for the community. The organization is currently working in the state of West Bengal and Odisha. NAMM evolved with the intuitive vision to serve the marginalized and down trodden communities, vulnerable women and children and weaker sections of the society. The organization believes and works towards integrated social development, ensuring sustainable livelihood options and emphasizes on the need of socio-economic reconstruction while focusing on community Health and Education.

## **VISION of NAMM:**

We visualize an equitable society where men, women and children, especially from the marginalized sections can freely realize their full potential, fulfill their rights and perform their responsibilities, where everyone is leading their life with dignity and self-respect.

## **MISSION:**

Our mission is to work towards integrated social development, ensuring sustainable livelihood options, exploring the areas of alternative livelihood and emphasizing on the need of socio-economic reconstruction while focusing on community health and education and other basic services.

## **CORE VALUES:**

- Non Violence
- Transparency and accountability
- Democratic and participatory decision making
- Secularism
- Gender Equity

## **Purpose of Gender Policy:-**

The purpose of this policy is to define the main approach to address gender issues in NAMM and its actions. The gender policy is expected to contribute in improving the condition and the position for both women and men, through development interventions giving due attention to gender considerations and promote equity and equality between women and men. NAMM analyses and address gender issues in planning, implementation, monitoring and evaluation of its policies and programmes in order to achieve the following objectives:

- Increase coverage, effectiveness and efficiency of interventions;
- Promote equity and equality between women and men and ensure that interventions do not promote inequitable gender roles relations;
- Provide qualitative and quantitative information on the influence of gender on development issues
- Support other CBOS/NGOS/partners on how to undertake gender-responsive planning, implementation and evaluation of policies, programmes, and projects.

NAMM focuses more on gender, rather than specifically on women. NAMM believes that gender refers to the roles, responsibilities, needs, interests and capacities of both men and women which have been considered appropriate by the society. These are influenced by social and cultural factors. In other words gender policy affects the whole organization. The goal of the policy is to reduce poverty by advancing gender equality and empowering women. The policy provides direction for setting priorities. A gender perspective is essentially required to ensure that men's and women's specific needs, vulnerabilities and capacities (set in the broader context of class, ethnicity, race and religion) are recognized and addressed.

**Principles:**

- “Gender” refers to the socially constructed roles, behaviors, activities, and attributes that a given society considers appropriate for men and women.
- Women are disproportionately represented among the poor, most marginalized, and oppressed in the region.
- Gender discrimination is often compounded by other axes of discrimination such as class, caste, ethnicity, disability, sexual orientation
- Women are active agents of change.
- Men and women often play different roles in society and accordingly they may have different needs.
- Gender is not just the number of women in the management of an organization, or in the number of projects directed towards women

**Programmes and Strategies** (measures to achieve desired results)

As stated earlier, the goal of NAMM’s interventions is to benefit men and women equally, according to their different needs and with the input and equal participation of men and women at all levels. NAMM is committed in taking the necessary steps towards achieving this goal, in particular recognizing that the integration of a gender perspective into NAMM’s action is an important strategy towards the fulfillment of the vision/mission of NAMM to improve the lives of the most vulnerable. The Director/Governing board of NAMM will ensure that

- The gender policy is understood by all in the organization and implemented at appropriate level for desired impact
- It has women staff in its roll and has been posted at important position as well. The organization intends to maintain ratio of 50% men and women staff all the time.
- It operates in communities with socio-eco backgrounds as such it needs to take a sensitive approach with regard to mainstreaming a gender perspective in its work/programmes.
- It has provision for granting 90 days maternity leave for its eligible women staff and permits nursing/lactating women staff flexible office timing to attend their jobs
- It ensures equal opportunities among female and male staff members and volunteers in the areas of recruitment, promotion, benefits, training and working conditions. It ensures gender equality, but also increases the efficiency and effectiveness of the work of the organization by promoting full participation of both women and men in all interventions;
- It ensures gender sensitivity in its existing programmes and implements projects to assist special groups of men or women.
- It proactively works and challenges policies and practices that make and keep women poor, marginalized and oppressed and will strive for that their strategic gender interest are met with.
- It continues to be a dynamic and learning organization that places empowerment of vulnerable communities(especially women) at the heart of its work
- It puts in place institutional procedures which ensure that the needs of boys, girls, men and women are all met equitably, vulnerability reduction formulate measures to ensure that gender-specific vulnerabilities and capacities of men and women are systematically identified and addressed;
- It ensures that base line information is disaggregated by sex for needs assessment and programme planning and gender analysis is integrated into programme design, implementation, monitoring and evaluation for programme effectiveness;
- Supports and network with organizations run by and for women/vulnerable.
- It Endeavour to secure support to work on gender and women's rights, including training programmes and public campaign work.
- It promotes the creation of structures and opportunities for women's participation in decision-making at all levels.
- It ensure that women's and girls' voices are heard in mainstream development processes
- It undertakes capacity building to strengthen women's organizations/groups, and organizations working towards gender equality.
- It designs strategies for capacity building in gender mainstreaming as part of institutional development with special attention to staff training on gender analysis skills
- It integrates gender equality/equity perspective in all campaign and influencing/advocacy work.
- It supports women/girls (vulnerable) to secure their economic, social, political, civil and cultural rights through appropriate programmes/mechanisms.

- It promotes women's and girls' independent access to and control over land, resources, employment, services and institutions, including their ability to exercise rights over their own bodies and find protection against violence.
- It supports other csos who are aligned to our gender principles, and work to inform and influence those who are not, with the option of breaking the alignment in cases where positive change fails to occur.
- It ensures that all staff is sensitized and understands the gender policy and has ability to apply in their working area. It also Ensure programme staffs take responsibility for promoting gender equality.)
- It ensures that all staff is responsible for reflecting NAMM's values on gender equality and equity in their attitudes and actions.
- It attempts in increasing awareness and skills of staff/volunteers in considering the social differences between men and women and their vulnerabilities when designing, implementing, monitoring and evaluating programmes.
- It conducts a systematic review of the organization's procedures to put in place gender analysis as part of programming or improving the existing systems;
- It assesses the implications of policies and decisions for men/women, and thus ensures that policies and programmes are gender sensitive.
- It ensures that reporting and accountability mechanisms for activities and results in gender mainstreaming are put in place. This includes performance evaluations, budget allocation analysis and actions to enable the full participation of men and women on an equal and meaningful basis in all activities at all levels.

### **Implementation and accountability/Responsibility**

In order to ensure that gender policy is in place and being implemented at all level, the Director/Governing Board is responsible for appropriate action. The impact/changes experience by the staff/target community will be reviewed periodically at appropriate level collectively. The Director and the Board will review the policy from time to time for updating it and introducing amendments to ensure its relevance and effectiveness. The Director/Board is also responsible to attend/resolute all cases/complaints of gender discrimination/violence immediately

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