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GENDER POLICY OF BMM

**Bheemabhai Mahila Mandali
(A Non Profit Organization)**

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GENDER POLICY OF BMM

1. Introduction:

BMM is an Organization instituted for the uplift of Dalit Bahujans with a Gender perspective and has been instrumental in sensitizing the stake holders, Government machinery and local Leaders through various Gender mainstreaming activities in the operational area since beginning. BMM has formulated its Gender Policy and is binding on the BMM Team in implementing the Gender Policy in the functioning of the Organization and implementation of the programs.

PURPOSE: To see that all BMM Activities and Programs reflect its Gender Policy.

SCOPE: All the members who are associated directly or indirectly with BMM and its activities.

2. Objectives of the Gender policy of BMM:

- To express clearly the organizational commitment towards Gender equality.
- To provide a framework for effectively integrating gender concerns into the organizational agenda and policy domain.
- To create equal opportunities and a conducive environment for women and men at work place.
- To promote equal representation and participation of women in decision making at the professional/ programmatic and administrative levels.
- To impart the women about their statutory and birth rights in order to realize themselves regarding their inherent powers and capabilities.
- To involve the women in sustainable development process by minimizing the Gender inequalities.
- To protect the dignity and honor of the women in every activity of the organization.

3. Strategy for the promotion of Gender equality:

- Recognizing, unleashing and fostering the potential of the women and enhancing their productive capacity and minimizing the obstacles hindering their participation in the decision-making process.
- Support process that increase women's self-confidence develop their self-reliance and help them set their own agenda.

4. At Organizational level:

BMM has designed its Gender Policy to bring a qualitative change in the organization in order to maintain the Gender equality and extending equitable social justice to the women staff.

- BMM team should have a clear understanding on Gender perspective and Gender issues.
- While appointment of new staff importance should be given to those who uphold the ideology of Gender Equality.
- All new comers shall be given required Orientation to sensitize them on Gender Equality and Gender mainstreaming in implementation of the programs.
- Ensuring 50% of women representation in BMM Team.
- No Gender discrimination in providing growth opportunities, payment of remuneration, working conditions etc.
- BMM Society was registered as women's organization and 100%of women represent in its Governing Body and General Body.
- Ensure women participation in planning, implementing, monitoring and evaluation
- In implementation of the project/ programs emphasis will be given for women participation in large number.
- All resolutions and decisions are made keeping Gender Sensitivity in mind.
- More Women resource persons will be encouraged in the project.

5. Staff composition / Participation

- Recruiting adequate women staff with an objective of achieving a numerical gender balance in all posts all levels.
- Ensuring equal opportunities among male, female staff for personal growth, in promotion benefits, training and working conditions.
- Equal representation and participation of men and women will be ensured in the core group.
- 50% of women representation will be maintained in BMM staff.
- No Gender discrimination in providing growth opportunities, payment of remuneration, working condition.

6. At Workplace

- Forming gender committees with an equal representation of women and men for providing safety make free from sexual harassment and respond rapidly on women issues.
- Creating a friendly work environment for both women and men to work actively and to enjoy job satisfaction.
- A women employee who has put in 3months of service after confirmation shall be entitled for 4 months of Maternity Leave on full pay and under probation; she will be eligible for leave without pay for the same length of period.
- Men employees when their spouses have children shall be entitled for 12 days of leave.
- If any Gender in balances among staff and the work environment are found, a time-to-time review will be undertaken and the necessary action will be followed up.

- Conducting Gender trainings for both women and men and ensuring participation of women in all the field level meetings and trainings,
- All trainings both Internal and external, facilitated by the organization are aimed at the Gender-sensitiveness.

7. Organizational procedure and systems

- Gender –sensitiveness and responsibility will be focused in all Human Resource systems and procedures and the gender indicators will be integrated into staff performance appraisal systems.
- Conceptual clarity and sensitivity on gender issues will be given priority in the staff recruitment selection and capacity building processes.
- Creating a disciplined environment for protecting the women staff's dignity and honor.