



Gender Equality

GENDER POLICY



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JP Global Governance And Development Foundation (JPGGADF)

Gender Policy of JPGGADF

1. Introduction and Rationale

JP Global Governance and Development Foundation (JPGGADF) affirms that gender equality is a cornerstone of sustainable development, human rights and social justice. The organization recognizes gender not merely as a biological distinction, but as a socially constructed framework that shapes roles, responsibilities, access to resources and power relations among individuals across diverse socio-economic and cultural contexts.

Gender relations are deeply embedded within societal structures and are influenced by traditions, customs, institutional norms and historical inequalities. These factors often create systemic barriers that limit equitable participation and access to opportunities, particularly for women and marginalized genders. Such inequalities manifest in disparities in education, employment, leadership, health outcomes and decision-making authority.

JPGGADF adopts a rights-based and equity-driven approach to address these disparities. Through continuous gender analysis, the organization seeks to understand how its programs and operations impact individuals differently and to identify gaps that hinder inclusive development.

This Gender Policy provides a comprehensive framework to institutionalize gender equality across all levels of the organization. It aims to eliminate discrimination, promote inclusivity and ensure that all individuals - regardless of gender - are empowered to realize their full potential with dignity and respect.

2. Objectives of the Gender Policy

The overarching goal of this policy is to mainstream gender equality into all organizational structures, programs and practices. JPGGADF is committed to fostering an environment where equal opportunities are not only promoted but actively realized.

Specific Objectives:

- To institutionalize gender equality across governance, management and program implementation.

- To identify, prevent and address all forms of gender-based discrimination, bias and exclusion.
- To ensure equitable access to education, healthcare, livelihoods and leadership opportunities.
- To challenge and transform harmful social norms, stereotypes and practices that perpetuate gender inequality.
- To promote the empowerment of women and marginalized genders through capacity building and leadership development.
- To integrate gender perspectives into planning, budgeting, implementation, monitoring and evaluation processes.
- To create a supportive organizational culture that values diversity, equity and inclusion.

JPGGADF recognizes that gender inequality stems from structural imbalances in access to resources, institutional biases and socio-cultural constraints. Addressing these challenges requires sustained and intentional efforts at multiple levels.

3. Gender Approach and Philosophy

JPGGADF adopts a gender-transformative and inclusive approach that goes beyond addressing the needs of women alone. The organization emphasizes the importance of transforming unequal gender relations and engaging all genders as active participants in the process of change.

Core Philosophical Principles:

- Gender equality can only be achieved through the active involvement of all genders, including men and boys as allies.
- Sustainable change requires addressing underlying power dynamics and social norms.
- Empowerment of one group should not occur at the expense of another but should lead to collective progress.
- Gender perspectives must be integrated at every stage of organizational functioning—from design to evaluation.

This approach ensures that interventions are holistic, inclusive and capable of creating long-term social transformation.

4. Gender Equality within the Organization

4.1 Safe, Respectful and Inclusive Work Environment

JPGGADF is committed to fostering a workplace culture that upholds dignity, respect and equality for all employees.

The organization will:

- Ensure a zero-tolerance policy towards harassment, discrimination and any form of gender-based violence.
- Promote a culture of openness where employees feel safe to express concerns without fear of retaliation.
- Ensure equitable recruitment, retention and promotion practices.
- Maintain gender balance across teams and leadership roles, wherever feasible.
- Guarantee equal pay for equal work and equitable access to resources and opportunities.
- Enforce strict disciplinary measures against misconduct, including sexual harassment and inappropriate behavior.
- Prohibit the use of offensive, discriminatory, or gender-insensitive language in all communications.

All professional interactions, meetings and decision-making processes will be conducted in a transparent and inclusive manner.

4.2 Gender-Sensitive Infrastructure and Facilities

JPGGADF recognizes that a supportive physical and institutional environment is essential for gender equality.

The organization will provide:

- Safe, hygienic and separate sanitation facilities for women and men.
- Childcare support mechanisms such as crèche facilities, where feasible.
- Flexible working arrangements to support work-life balance.
- Adequate provisions for lactating mothers, including private spaces and flexible breaks.
- Menstrual health support, including access to sanitary products and awareness initiatives.
- Medical support and flexibility during pregnancy, postnatal care and other health-related needs.

These provisions aim to create an enabling environment that supports the well-being, productivity and dignity of all employees.

5. Participation and Decision-Making

JPGGADF promotes inclusive governance and participatory decision-making processes.

- Equal opportunities will be provided to all genders to participate in planning, implementation and evaluation.

- Special measures will be taken to ensure that women’s voices are heard, valued and reflected in decisions.
- Leadership development initiatives will be implemented to strengthen women’s representation at all levels.
- Programs will be designed based on gender-sensitive needs assessments.
- Community engagement strategies will ensure the participation of both men and women to foster shared responsibility and inclusive development.

6. Leave and Welfare Provisions

JPGGADF is committed to ensuring employee welfare through gender-responsive policies aligned with national laws and best practices.

- **Maternity Leave:** Minimum of 90 days or as per prevailing legal provisions.
- **Paternity Leave:** 15 days to encourage shared parenting responsibilities.
- **Menstrual and Health Leave:** Provision for women to address health-related needs with dignity.
- **Medical Leave:** Support for medical procedures including reproductive health services.
- **Flexible Work Options:** Where feasible, to support caregiving responsibilities.

The organization promotes a healthy work-life balance and ensures that employees are not disadvantaged due to legitimate leave utilization.

7. Gender Sensitivity in External Engagements

All representatives of JPGGADF are expected to uphold the organization’s gender values in external interactions.

- Maintain professionalism and respect in all community engagements.
- Demonstrate cultural sensitivity while upholding principles of equality and dignity.
- Ensure safety and security of women staff during travel and fieldwork.
- Provide necessary logistical and health support during field operations.
- Avoid any behavior or communication that may reinforce stereotypes or discrimination.

Any violation of these standards will result in strict disciplinary action.

8. Capacity Building and Training

JPGGADF prioritizes continuous capacity development to strengthen gender awareness and leadership.

- Level 1 Training: Mandatory gender sensitization for all employees and volunteers.
- Level 2 Training: Advanced modules focusing on leadership, rights awareness, gender analysis and social inclusion.
- Regular workshops, seminars and exposure visits to enhance understanding of gender issues.
- Integration of gender learning into organizational knowledge systems.

These initiatives aim to build a workforce that is informed, sensitive and capable of driving gender-equitable change.

9. Gender and Sexual Harassment Redressal Mechanism

JPGGADF will establish a robust and transparent grievance redressal system.

- Formation of a Gender and Sexual Harassment Committee in compliance with legal standards.
- Representation of trained members, with adequate inclusion of women.
- Confidential, accessible and survivor-centric complaint mechanisms.
- Time-bound investigation and resolution of complaints.
- Protection against retaliation for complainants and witnesses.
- Documentation and periodic review of cases to strengthen institutional learning.

This mechanism ensures accountability, justice and a safe working environment.

10. Guiding Principles and Core Values

The Gender Policy is guided by the following principles:

- **Inclusiveness:** Equal participation and representation of all genders.
- **Equity and Justice:** Fair treatment based on needs and context.
- **Non-Discrimination:** Zero tolerance for bias based on gender, caste, religion, disability or background.
- **Transparency and Accountability:** Open systems and responsible governance.
- **Integrity:** Ethical conduct in all actions and decisions.
- **Respect for Diversity:** Valuing differences and promoting harmony.
- **Continuous Learning:** Commitment to improvement and innovation.
- **Systematic Integration:** Embedding gender across all organizational processes.

11. Policy Statement

JPGGADF is fully committed to promoting gender equality and eliminating all forms of gender-based discrimination. The organization strives to create an environment where every individual enjoys equal rights, opportunities and respect.

Recognizing that gender dynamics evolve over time, JPGGADF adopts both transformative and adaptive strategies to respond to emerging challenges. This policy serves as a living document that guides all organizational actions and decisions.

All programs, partnerships and internal systems will align with this policy to ensure inclusive and equitable development outcomes.

12. Implementation, Monitoring and Review

Effective implementation of this policy requires systematic planning and accountability.

- Integration of gender considerations into all policies, programs and operational frameworks.
- Development of gender indicators for monitoring progress.
- Regular internal audits and evaluations.
- Periodic review and updating of the policy to maintain relevance.
- Incorporation of feedback from staff, stakeholders and beneficiaries.
- Assignment of roles and responsibilities for gender mainstreaming.

Through continuous monitoring and learning, JPGGADF will ensure that its commitment to gender equality translates into measurable impact.

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