



# Gender Policy

## Bangla-German Sampreeti (BGS)

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## 1. Introduction:

Discrimination against the role and the women - a widely discussed topic in the world today. Especially involved in development activities. We are all deeply aware that women are being discriminated against in various ways in the society. It is not just Bangladesh that exists, the same trend is breaking all over the world. Its levels are relatively low or high, especially in the field. We also know that initiatives to eliminate this inequality have a historical context. In 1979, women's representatives from all over the world came together to protest against the growing inequality and violence against women, and the United Nations drafted a historic convention, the United Nations Convention on the Elimination of All Forms of Discrimination against Women (UNCEDAW) Familiar. Bangladesh is a signatory to the Convention. In addition, the Millennium Development Goals (MDGs) set by the United Nations in 2000 set specific goals for eliminating inequality in women's health, education and economic development, and reducing maternal mortality.



Therefore, it has become essential to eliminate discrimination against women in all respects and ensure their equal participation in every development work, that is, to uphold the rights of women in every field of family, society and state and to involve them in the overall socio-economic development and progress of the country. Acts as a guide to gender policy.

## 2. Background of BGS Gender Policy Formulation:

Bangla-German Shamprithi (BGS) has been working for the socio-economic development of the extremely poor, neglected, deprived and backward communities in remote rural areas for more than two decades. In addition to poverty alleviation, BGS is implementing various projects aimed at other areas of development such as education, health, environmental development, agriculture, technical training and human resource development. The organization is working for the empowerment of women and development of equal rights through various activities. The organization's constitution and staff management policy have various commitments to ensure equal rights for women.

In this context, BGS realizes that in order to empower women, ensure equal rights for men and women and build a non-discriminatory society, the organization needs to have its own "Gender Policy", which will help implement the organization's activities and achieve its goals and objectives.

## 3. Areas of application:

The areas in which BGS "Gender Policy" will make a special contribution are as follows:

- A) To play necessary role in providing support and implementation of various national and international level charters and memoranda of understanding etc.

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- B) This gender policy will play a role in the adoption and implementation of various development activities of the organization.
- C) This gender policy will play a role in determining the beneficiaries, staff selection and other facilities at all levels of the organization.
- D) Will play a supportive role in taking any step for the development of women.]

**4. Specific areas of application of BGS "Gender Policy":**

- A) Women will be given priority in the selection of beneficiaries.
- B) Women workers will be encouraged in all work on priority basis.
- C) Special consideration will be given to women in determining the facilities of the organization.
- D) Women will be involved in various trainings at the field level such as disaster management, social forestry etc.
- E) Women will be given priority in poverty alleviation.
- F) Women's participation in the decision making process will be ensured.



**5. The primary purpose of BGS "Gender Policy" is:**

- A) To establish the concept of "Gender" as a universal consideration.
- B) Creating "gender" sensitivities among employees at all levels.
- C) To make the division of labor and the role of "gender" understandable to all.
- D) To work for the elimination of gender inequality.

**6. General scope of BGS "Gender" policy:**

It is important to know the true meaning of gender. Many of us understand gender to mean "gender". Such as male or female gender etc. But gender is a biological or innate or creator-given identity that distinguishes a woman or a man. Some "genders" have a socially recognized aspect which is stated below.

**6.1. What is gender?**

"Gender" is a socially generated issue that determines the differences in the responsibilities and duties of men and women in society. It is mainly caused by men in the family, society and culture which is changeable. Moreover, it is reflected in the thoughts, consciousness, behavior, expectations, etc. of men and women.

**6.2. "Gender" Analysis:**

- "Gender analysis is the collection and analysis of data of different genders. In other words, we can say that the impact of policies and activities in the process of equitable socio-economic development is systematically analyzed and verified. It helps to determine the organization's approach.

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### 6.3. Discrimination against women:

- Means significant deprivation, segregation or withholding in recognition of women's work, opportunities or benefits. This inequality occurs in the acquisition of political, economic, social, cultural and civil rights, human rights and fundamental rights.

### 6.4. Empowerment:

- Empowerment means that both men and women will be able to make and implement their own decisions in order to set goals in their lives, gain skills, build self-confidence, solve problems and be supportive.

### 6.5. Gender equality:

Gender equality means that equal conditions will apply to the attainment of human rights of both men and women and they will be able to share and fulfill their responsibilities equally in social, economic, cultural and political spheres.

### 6.6. Gender Fairness:

- Gender fairness is an impartial development process between men and women.

### 6.7. Gender Awareness:

- Recognizing the different needs, wants, desires, interests and preferences of men and women in development which will help in bringing about gender equality.

### 6.8. Gender Introduction:

To socially accept the different thoughts, activities and feelings of men and women in the society. The role of gender is constantly changing in society and culture.

## 7. Gender policy and scope

This Gender Policy has been formulated to provide guidance to all levels of BGS, especially field level workers, so that gender equality is established in the family, society and workplace. As well as the organization gained recognition in the society as a gender sensitive organization. Gender equality will apply in the following cases.

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### 7.1. Beneficiary selection:

- A) Women will be given utmost importance and priority in the selection of beneficiaries at the field level and at least 50% women beneficiaries will be selected in all cases.
- B) Among women, especially widows, divorced women and socially backward women will be given rights.

### 7.2. Recruitment process:

- A) In case of recruitment of employees of the company, it will be ensured that at least 50% of the employees will be recruited in phases.
- B) Preference will be given to qualified women in all appointments and it will be given in the notification Mention will be made and similar facilities and preference will be given in case of recruitment.
- C) It will be ensured that the workplace of women workers is women friendly.
- D) Gender sensitivity will be maintained in the workplace.

### 7.3. Workplace determination and transfer:

- A) In selecting the workplace of any female employee, the need of the company as well as the tolerant attitude towards the employees as much as possible will be taken into consideration, as if the employee is her husband. May be with or near children.
- B) In case of change of workplace in case of pregnant women, the worker will be transferred conveniently in consultation with her.
- C) The position of his wife will be taken into consideration in case of change of workplace of the male employee.

### 7.4. Promotion:

- A) In case of promotion of employees working in the company, promotion will be given by evaluating both men and women equally.

### 7.5. Gender violation and punishment:

- A) Sexual harassment at all levels of the organization will be considered as a highly punishable offense. The office will not forgive such offenders in any way and will provide maximum punishment.
- B) In addition, if many married male workers, any worker who abuses women or any worker is considered to be involved in activities against women's rights, he/she will be considered ineligible for employment in this organization.

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#### 7.6. Holidays and other benefits:

- A) The female officer-employee of the organization can take 120 (one hundred and twenty) days maternity leave. These two can be divided into 60 (sixty) days before delivery and 60 (sixty) days after delivery. If the concerned officer-employee wishes, the matter before and after the leave can be relaxed. Maternity leave while on leave The salary of the participating officer-employee will be transferred to the bank. However, this leave cannot be taken more than 2 (two) times.
- B) If there is special complication during maternity leave, she will be able to take 1 more month leave without pay.
- C) A male officer-employee may take 6 (six) working days leave each time to give time to his wife during the delivery of his wife's 1<sup>st</sup> and 2<sup>nd</sup> children.
- D) Women officers or employees working in the company can use 2 (two) seats while traveling alone. However, the officer or employee of that grade must travel in the transport prescribed for him. Comma will be paid the same amount as the actual rent of the vehicle used for the trip in case of any travel for the work of the company.

#### 7.7. Personnel Development:

- A) An ongoing process of personnel development organization. In this case too, the organization will give utmost importance to the issue of gender equality.
- B) If any female employee of the organization wants to go abroad for higher education, to participate in various trainings, workshops, meetings and seminars, the organization will provide appropriate assistance and support as per the employment rules.
- C) Women workers will be given priority in any training so that they can fully enjoy their rights.
- D) All types of policy papers, modules and policies etc. of the organization will be prepared keeping in view the needs and demands of women.
- E) Initiatives will be taken to involve all the male and female staff in the organization in training and other activities related to the district.

#### 7.8. Networking

- A) Coordination will be established with local, national and international organizations for the implementation of all programs for the advancement of women and establishment of women's rights.
- B) Initiatives will be taken for networking with various women's development organizations nationally.
- C) Attempts will be made to become members of various women's organizations in the national and international arena.

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