

Policy on Elimination of Gender Discrimination

Naripokkho

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Table of Contents

Introduction:	2
Areas of Work:	2
Principles of Organization:	2
Major Strategies of the Organization:	2
Aims and Objectives of Gender Discrimination Policy:	3
Goal:	3
Objective:	3
Organizational Steps:	3
Measurable Organizational Results:	4
Program Related Steps:	4
Measurable Outcomes of the Program:	4
Strategy for the Implementation of Gender Discrimination Elimination Policy:	4

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Introduction:

Naripokkho was founded in 1983 to combat violence, injustice, and prejudice against women, while also advocating for their human rights. Since its inception, members have met for a weekly meeting every Tuesday. These meetings serve as a platform for discussing various women's issues, and this dialogue process serves as the focal point for all Naripokkho's activities, programs, and movements.

Naripokkho's dream: Naripokkho envisions a Bangladesh where women are recognized as citizens with rights and dignity within the family, society, and the state.

Aspiration of Naripokkho: To vigorously pursue the achievement of equal rights and equal status for women through specific targeted and diversified programs.

Areas of Work:

Naripokkho is currently working in the following five areas:

- Prevention of violence against women and establishment of women's human rights
- Women's health and reproductive rights
- Political empowerment of women
- Communal harmony
- Economic rights of women

Principles of Organization:

1. Equal status for all women irrespective of class, religion, caste, race, ethnicity, profession, language, community, sexual orientation, etc.
2. Ensuring democratic values and practices in organizational structure, decision-making processes, and representation.
3. Supporting women who are victims of discrimination, oppression, and violence to overcome their victim status and become advocates for human rights.
4. Enabling opportunities for self-expression in a personalized manner.

Major Strategies of the Organization:

- Bringing changes in existing norms and practices by creating public opinion to eliminate discrimination against women in family, society, and state
- Working towards special facilities and institutional measures in laws and state policies related to women for the establishment of equal rights of men and women and the advancement of women
- Taking steps to abolish and reform discriminatory laws and policies against women
- Helping female survivors of violence to become strong and encourage fighting spirit
- Supporting women in confidence-building and leadership development

- Building networks and forums among organisations involved in women's development and social transformation
- Taking steps to increase awareness and knowledge about the status and position of women in society
- Expressing Naripokkho's ethics through media relations
- Conducting evidence-based advocacy
- Capacity building of individual women and women's organizations
- Ensuring the expression, recognition, and reflection of women's lives and experiences in discussions, movements, and programs of Naripokkho.

Aims and Objectives of Gender Discrimination Policy:

Elimination of gender discrimination means equal status for all women, men, and third-gender people irrespective of class, religion, caste, race, ethnicity, profession, language, community, sexual orientation, disability, etc. According to Naripokkho's principles, the third gender includes individuals of different physical, psychological, and social identities regarding sex, such as Hijra, etc.; however, priority will be given to women of all kinds in all actions and beliefs.

Goal:

Naripokkho endeavor's to achieve gender equality among women, men, and the third gender through justice, while prioritizing the needs and interests of women and working towards eliminating discrimination against all women.

Objective:

To promote equality among women, men, and the third gender across organizational and programmatic domains, spanning research, advocacy, movement-oriented activities, training, and projects.

Organizational Steps:

1. **Organizational commitment:**

- Mainstreaming gender discrimination policies into the organization.
- Ensuring human resource and financial allocation.
- Ensuring a safe and conducive working environment for all employees and members.

2. **Awareness creation:** Creating awareness and knowledge about women, men, and the third gender at all levels of the organization to achieve equality.

3. **Supportive environment:** Creating and keeping an enabling environment for open discussion and considering the needs of women.

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4. **Encouragement of affiliates/partner organizations:** Encourage all affiliates/partner organizations of Naripokkho to adopt a Gender Discrimination Elimination policy and ensure its proper implementation.

Measurable Organizational Results:

- Greater awareness of the social status and position of women, men, and the third gender among the staff and members of the organization.
- Specification of accountability and responsibilities of all organizational councils, committees, and working groups of Naripokkho regarding gender issues.
- Ensuring 100% recruitment of women in decision-making positions.
- Revision of all policies and procedures of Naripokkho in light of the gender discrimination elimination policy.
- Creation of a conducive working environment for all, including men and women and the third gender.

Program Related Steps:

- Protecting the rights of women through various activities based on the analysis of their status and position of women, men, and the third gender.
- Facilitating the conceptualization, expansion, and implementation of key areas of work of Naripokkho.
- Prioritizing women in all programs as a women's organization.
- Creating, developing, expanding, and sustaining women's leadership through all programs.

Measurable Outcomes of the Program:

- Development of project proposals based on the analysis of the status and position of women, men, and the third gender.
- Ensuring the participation of women, men, and the third gender at all levels of project/program implementation.
- Collection of disaggregated data for men, women, and the third gender in project monitoring.
- Creation, development, and expansion of alternative women's leadership.

Strategy for the Implementation of Gender Discrimination Elimination Policy:

- Approval of Naripokkho's Executive Committee for the Gender Discrimination Elimination Policy and commitment to its implementation.
- Review and amendment of all organization policies, procedures, and rules, including employment rules, in light of the gender discrimination elimination policy.

- Responsibility of the Central Coordinating Committee for the implementation of the policy.
- Allocation of adequate technical and financial resources for policy implementation.
- Appointment of women to all project/program coordinator, director, and managerial positions, including organizational and program decision-making positions.
- Initiatives to raise awareness about issues and policies related to the elimination of gender discrimination.
- Action based on analysis of gender equality/disparity between women, men, and the third gender in projects, advocacy, research, movement-oriented activities, and training programs, where applicable.

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