

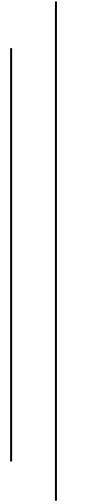
"A Prosperous Society Where Children Enjoy Their Rights"



CHILDREN-Nepal

Inclusion and Gender Policy

2075 BS (2018 AD)



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Introduction:

Children Nepal has been working for the child rights and sustainable livelihood development, environment protection, promotion of Fair Trade , education, empowerment of rights and inclusion, social mobilization, good governance, capacity building, rehabilitation and research along with management sector for the poor, socially underprivileged group, women, dalit, children, indigenous, minorities and handicapped since 2052 B.S. Children Nepal has developed and endorse this inclusion and gender policy 2075 to insure and promote meaning full participation with respect and acknowledgement of different cast, ethnical group, gender, disable, dalit, mdhesi and minorities indigenous groups and individuals in it's service delivery and organization management process .

This Inclusion and Gender Policy 2075 B.S. will play vital role in implementing the institutional development, good governance, the policy of social inclusion in practical and effective way.

Objectives:

- a. To raise the issue of gender and inclusion and try to create the environment room for addressing and ensuring the rights of women,
- b. To create gender friendly environment with equal participation of women and men in every policy and program,
- c. To discourage the violence against the gender and backwardindigenous based group in families and societies,
- d. To implement and promote the policy framed by Nepal Government in Gender and Inclusion as well as ethnicity,
- e. To maintain gender balance in each and every activity and decision making level,
- f. To promote social justice and mainstreaming within and outside the organization through this policy.

Concept:

The concept will be implemented regarding the norms and values of social justice, equity based society, meaningful participation, inclusive responsibility, accountability, devotion to transparency and promotion in the following points of the organization's policy and program:

- a. **Celebration and Participation:**Gender equality, equity and meaningful participation will be made in annual celebration and day to day Program.

- b. Socially Inclusive:**It shall move ahead following the principle of having meaningful participation of socially underprivileged persons and groups, dalit, women, children, people with disability in each and every activity and process.
- c. Women Rights:**Protecting, ensuring and promoting the rights of women in the activities of the organization shall minimize socialinjustice and discrimination against women and have positive effects.
- d. Social Justice:** The organization shall advocate for social justice.
- e. Sustainability:**The organization believes that women can also work like men as per the vision, mission, objectives and programs of the organization. Proper gender friendly environment is necessary to ensure it. We should move ahead creating an environment to feel co-existence of men and women like the wheels of same cart for practical sustainability.
- f. Diversity:** To include the geographically deprived people in management aspect and implementation level.
- g. Ensuring legal treatment:**To inform the concerned authorities for immediate legal treatment from the concerned regarding gender or caste based discrimination as crosscutting issues.
- h. In the Institutional Level:**
 - i. Capacity building of staff,volunteers, members, stakeholders and authority personals through training.
 - ii. Ensuring equal and meaningful participation in formulating program, implementation, decision making and monitoring and evaluation level.
 - iii. Keeping women empowerment, gender equality and social inclusion at the top while mobilizing human and economic resources of the organization in each and every activity.
 - iv. Ensuring women employees' special privilegessand leaves that may occur to them while framing the rules and regulations.
 - v. To develop discrimination less gender system in advertisement, recruitment, research, evaluation, documentation and report.

Points to be considered for Institutional Strategy and Functional System

- a. To give priority towomen, dalit, janajati and people with disability people on merit based recruitment.
- b. To provide 2 month maternal leave(60 day) for the women staff before and after the pregnancy.
- c. To provide one hour daily breastfeeding time for six months after delivery.
- d. To manage separate toilet to the female employees.
- e. It is not allowed to abuse and harass women employees or women target groupsby their male staff either orally or through gestures.

- f. It is not allowed to torture anyone physically or mentally. In case it is proved intentionally done, punishing those as per the statutory provisions up to the optimum level.
- g. The woman staffs who has become the victim of such case, has to report her section chief clearly about the date, time, place. The evidence of her abuse should be documented in written form.
- h. If any woman employee has to work until 8 o' clock in the evening, she will be dropped to her residence for her social security.

Necessary time will be provided to victim or victimizer both sides for explanation and clearance regarding the above points.