

ROSI FOUNDATION'S GENDER POLICY



ROSI FOUNDATION strongly believes that gender relations and inequalities are fundamental causes of poverty. Women and girls do not enjoy the same status, power or access to and control over resources as men and boys. This situation is unacceptable. Principles of equity and social justice require us to work to ensure that everyone has equal opportunity for expressing and using their potential, irrespective of sex, race, colour, class, caste, religion and ethnic background.

So, it clearly talks in its VISION about gender concern as “Creation of a free society without existing exploitations, oppressions and deprivations between people to people in the name of caste, creed, religious, colour, gender and race through sustainable empowerment of community / concern people on gender, human rights, economic, environment, traditional and cultural rights’.

ROSI FOUNDATION is committed to the principle of gender equity and seeks to make it alive in all areas of our work at Management, trust member, staff, beneficiaries and CBOs.

- (1) Above fifty percent of the members of the trust will be women in the board of the trustee and executive committee. The decision making committee (executive committee) is also dominated by women.
- (2) Above fifty percent staff at both administration level and field level are women.
- (3) Beneficiaries in all programme above fifty percent will be women and in the most of the programme women will be direct beneficiaries.

POLITICAL COMMITMENT

We believe that women are disproportionately represented among the poor, most marginalised, and oppressed in the world.

We recognise that women are not a homogenous group and that gender discrimination is often compounded by other axes of discrimination such as caste, class, race, ethnicity, disability and sexual orientation.

We recognise the pluralism and diversity of women.

We believe that women are active agents of change. We see women as `makers' of their empowerment rather than `takers'.

We will challenge policies and practices that make and keep women poor, marginalised and oppressed.

We will strive to be a dynamic and learning organisation that places women's empowerment at the heart of our work.

POLICY/PROGRAMMES

We will keep NGOs/SAGs for join programme and networking who share our vision for a gender just and equal world.

We will implement programme mainly for women. We will assure that above 50 percent beneficiaries will be women in all programme.

We will ensure that our policy priorities reflect in field experiences in working on gender equality and women's rights.

We will promote a stronger understanding of the links between gender and good governance for us.

We will endeavour to secure resources to support CBOs work on gender and women's rights, including training programmes and public campaign work.

COMMUNICATIONS AND FUNDRAISING

We will challenge language that normalises women's oppression and reinforces sexist and patriarchal stereotypes.

We will promote women as active agents for change and avoid using negative stereotyped images of women and girls in fundraising materials.

ORGANIZATION

We will ensure coherence between and among all our human resources policies – disability, diversity, gender, equal opportunities, health and safety, and grievance.

We will ensure that appropriate gender competencies are built into our job descriptions across the organization that the strength of women in staff (administration and field) will be more than 50 percent.

We will actively promote our gender commitment through recruitment, selection, induction and appraisal processes.

IMPLEMENTATION AND ACCOUNTABILITY

We will ensure that all staff understand the gender policy and have appropriate tools to implement it in their sphere of work.

All staff will be responsible for reflecting ROSI FOUNDATION'S values on gender equality and equity in their attitudes and actions.

The Director will be responsible for ensuring implementation of the policy across the organisation.

The policy will be reviewed annually to ensure that it is relevant and reflects progressive debate on gender equality and women's rights.

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