

Gender and Social Inclusion "GESI" Policy 2067/068



Right to Access Nepal "RAN" Kathmandu, Nepal 2066

22nd Ashoj, 2067

RAN is a non-governmental and non-profit making organization committed to overall development of the citizens of Nepal. It was established in 2066 B.S. (2009 A.D.) by a team of active youths. It is registered under Society/Organization Registration Act, 2034 (B.S.) at the District Administration Office of Kathmandu. It is affiliated with the Social Welfare Council (SWC) and others districts of Nepal. The Executive Committee of RAN consists of seven women and two men represented also from *dalit*, *janajatis* and *madhesi* communities. It functions through its central office established in Kathmandu and branch offices established in other district of Nepal.

Rational of GESI Policy

Right to Access Nepal "RAN" recognizes importance of social and economic role of women and socially excluded groups/communities and the necessity of their meaningful participation in development activities. This GESI Policy is intended to serve as a guiding principle in achieving equality of men and women and the socially excluded groups and communities. The policy is also intended to enhance an environment of equal opportunity. The GESI policy takes into account different factors from a GESI perspective such as:

- Equal representation of staff/volunteers in the staff composition within the organization
- Equal career development opportunities for all
- GESI friendly organization culture and administrative system
- Meaningful involvement in program development and management
- Special consideration to GESI in the selection of implementing partner

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Policy Statement

RAN believes in friendly environment for all by promoting a positive discrimination policy for maintaining equity and equality. It recognizes to support women and socially excluded groups/communities specific program/projects and organization to build up their capacity, self confidence as equal partner in development.

Goal

To enhance GESI sensitivity and commitment to equity and equality in terms of equal access to resources and services and equal representation in decision-making levels of organization and programs.

Policy guidelines

Within Organization Level

Provision for at least 33% women and 33% socially excluded group's representation in RAN board member/Staff Composition and Position

- ❖ Provision of higher preference for women and socially excluded groups among competing candidates in terms of qualification and competence, during recruitment
- ❖ Provision for preference to women candidates and socially excluded groups in all types and position of jobs
- ❖ Provision for priority to women, until a balance of 50% is reached. In case of failure to find a suitable women candidate, men candidate will be considered with the consent of the Selection Committee

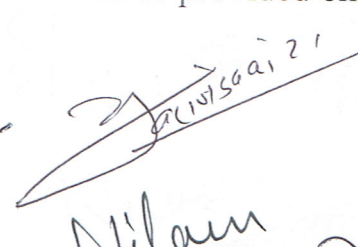
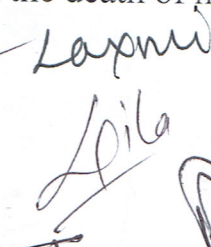
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- ❖ Provision for at least one women at program and management team
- ❖ Provision for the representation of women in the interview panel
- ❖ Provision for the use of GESI sensitive tools for selection to evaluate the commitment and gender biases
- ❖ Provision of GESI Focal team with comprising men and women staff members of the organization
- ❖ A continuation of special arrangement for a women staff while traveling alone in the remote project field area
- ❖ Provision of allowing time in a day for a lactating staff mother to feed her baby up to one year age
- ❖ Provision for food, lodging and transportation facilities for the child minder and the baby of a breast-feeding staff mother while travelling to the remote project field areas
- ❖ Provision of 2 months paid maternity for each birth will be provided to women staff up to two-child birth. An additional 2 months of unpaid leave will be provided in case of complication and as per the recommendation of the doctor and the decision of the management team;
- ❖ Provision of 7 days paid leave in addition to the maternal and paternal leave for both the staff before the delivery date;
- ❖ Provision of paid 15 days paternity leave for the men staff for each birth (up to 2 children)
- ❖ Provision up to 15 days of paid leave can be provided to the married women staff on the death of the spouse, child, the father-in-law and the mother in-law. However, only 5 days of paid leave will be granted on the death of her parents. In the case of single, unmarried women staff, 15 days paid leave will be provided on the death of her parents


The bottom of the page contains several handwritten signatures in black ink. From left to right, there is a signature that appears to be 'S. K. Shrestha', a signature that appears to be 'Laxmi', a signature that appears to be 'Sita', and a signature that appears to be 'Mridula'. There are also some handwritten notes in Nepali script above the signatures.



- ❖ Provision of 5 days paid leave for the women staff and 5 days for the men staff as marriage leave

At Program Level;

GESI friendly Program Development and Management :

- ❖ Men, women and socially excluded groups equal representation/participation in the training program, management committee and any other development activities.
- ❖ Provision for food and lodging for the child and child minder of lactating mother participants during the training and seminars, and exposure trips.
- ❖ Provision of GESI sensitivity while forming user groups with maintaining at least 33% women and 33% socially excluded group representative;
- ❖ Provision for positive discriminatory opportunity for women and excluded groups at the decision making level in program management.

GESI Sensitive Implementing Partner Organizations:

- ❖ Provision for open membership for men and women at implementing partner organization;
- ❖ Provision of men and women and socially excluded group at least 33% of each representation at all levels of structure.
- ❖ Sensitivity towards the importance of equity and equality of women and men representation in the executive committee within the implementing partner organization;



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- ❖ Provision of GESI sensitive policies by implementing partner organizations

NOTE: The GESI Focal team member will responsible for the monitoring and evaluation of the implementation of the GESI policy at the organization and program level.

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