**Parent Federation of Persons with Intellectual Disabilities - (PFPID) Nepal**

**Gender & Social Inclusion Policy 2075**

**1. Background**

Gender inequality is unequal treatment and opportunities due to perceived differences based on society on issue of gender. Nepal is among the least developed countries in terms of gender equality. Girls and women in Nepal, and especially those living in rural areas, continue to face discrimination and violence due to the patriarchal culture, and their lack of knowledge and skills, psychological support and economic opportunities. The general, discrimination in Nepal, mainly due to deep rooted systems of social exclusion on which gender is one dimension. Ethnicity, social status and caste discrimination add to the already weak status of women.

The ability of women in Nepal to influence the decision has been reduced due to slower economic and social status of women. Boys are encouraged to speak their mind while girls are told to be submissive and do what their parent. families and guardians want. In simple word we can say that girls simply being a girl does not have right to take own decision. In our society, women are frequently discriminated against simply because they are women. According to the article by the stste department (Nepal 2016 Human Right Report) "early and forced marriage, and rape, and domestic violence against women including dowry related death remains a serious problem. "

Despite significant efforts from Government of Nepal, International Agencies, non-governmental organization and civil societies, Nepal girl and women continue to face major socio economic discrimination. Gender based violence is an increasing trend. It has been prevalent in society in past and continue to thrive in future too. Women are compelled to tolerate domestic violence because they are not self dependent, have no rights over parental property and lacking job opportunities. Women are forced to induce the violence silently.

In our society, women are frequently discriminated against simply because they are women, and if woman with a disability then they are at a double (Multiple /Triple) discriminated. There is inequality between men and women with disabilities in the sharing of power and decision making at all levels, and unmet health needs of women with disabilities

**2. Legislative Framework**

Nepal’s Constitution does not permit discrimination on the basis of sex and advocates special legal provisions to protect and advance the interests of women. In part 3 of the constitution of Nepal, under fundamental rights and duties, article 18 refers to the right of equality. While going to the constitution of Nepal it can be said that the new constitution is progressive in term of gender and social inclusion..

Constitution of Nepal 2072 sets cornerstones in gender inclusion by two arrangements. First ensuring right of women as fundamental right through legislation under article 38 and Secondly the constitutional provision setting aside 33% representation of women in Nepal's all state machineries.

In last couple of years number of policies have been issued which in one way or another help women to come out of the barriers. The government declared 2010 as the year to end Gender Based Violence. A National Action Plan has been formulated by an inter-ministerial committee and work is on-going for its implementation. A National Action Plan (NAP) on UNSCRs 1325 and 1820 has been developed with the effort of donor community and engagement of the Ministry of Peace and Reconstruction.

The Ministry of Local Development was the first to incorporate gender issues in development programs in the early 1980s. Its major achievements include the institution of the Production Credit for Rural Women program, field-based Women Development Officers, the promotion of affirmative action for women and the requirement that User Groups must have at least 30 percent women members.

Nepal has committed itself to important international conventions such as United Nations Millennium Declaration, the Beijing Platform for Action, and the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), all of which have a strong gender dimension .

Convention on the Rights of the Child (CRC) , and the Convention on the Rights of Persons with Disabilities (CRPD) enables more comprehensive human rights- based approach and brought powerful framework to ensure the rights of women and children.

**3. What Is Gender Policy?**

Gender policy is the statement of assessing different implications for gender of planned action including programs in all areas and level. Gender equality is a human rights and development issue. It is not only a women’s issue, as men also experience discrimination and disadvantage based on social expectations and stereotypes.

But in the context of Nepal the overall status of women is too poor so for the upliftment of female and bringing them in the same level as men, Gender policy mainly focuses on overall development of women.

Girls experience the most severe impacts of gender inequality. Women are over-represented among the poor. This explains the development of the 3rd Millennium Development Goal which focuses on promoting gender equality and the empowerment of women. The picture of women’s disadvantage is clear.

**4. Why Gender Policy?**

Gender policy is to address the gender equality and issues in an organization and its work. Gender policy will help organization to promote gender sensitivity environment.

**5. Objectives of Gender Policy**

The main objective of gender policy is to make all levels. areas, projects and programs gender friendly by making active involvement and participation of females and marginalized group including persons with disability. and bringing them in development.

**6. Purpose**

the main purpose of gender policy is to provide guidance as how to bring women in the mainstreaming of PFPID activities.

**7. Implementation**

Analyze organization through gender and social inclusion prospective and implement accordingly. create a friendly working environment between male and female, they are given equal roles, works and responsibilities without any discrimination. But the organization can follow the rules of positive discrimination in order to motivate females and marginalized group.

**7.1. In Organization**

* Include at least one objective to address Gender, disability and marginalized group In strategic level.
* At least 33% of female representation in a board
* 40% representation of female, persons with disability or marginalized group among employees.
* At least 33% female representation in AGM.
* 33% female or person's with disabilities' representation in all committees of an organization.

**7.2. Working Environment**

* Develop and implement Code of Conduct regarding abuse of power and sexual exploitation, workplace harassment. Adopt measures to handle harassment of all forms at the workplace.
* Provision of flexible working hours for female staff. A lactating staff mother shall be allowed a free one hour daily (up to one year) for feeding her baby. However, she will not be allowed to work at other jobs, if found, the management will take serious action and may even ask for forced retirement.
* Provision of 60 working days paid maternity leave for each birth will be provided to women staff.
* Provision of 15 days of compassionate leave annually for both male and female staff in case of the spouses or children being hospitalized.
* Organize meeting on gender friendly time, not to start early or finish too late.

7.3. Representation

* All Employees are given equal opportunities in capacity building activities, If there is a provision for only one then priorities will be given to female or disability staff.
* Deliberate efforts have to make to increase the number of women staff especially in managerial positions.
* At least one gender sensitive training needs to organized for board and staff.
* Parents of children with intellectual disability should be included in any opportunity

7.4. Activity Level

* Conduct gender analysis before, during and after implementation of projects and actions. Design, implement and evaluate a program from Gender and social inclusion lenses.
* Advocacy on gender issues at all levels of the program.
* Venue sensitive to women’s need.
* Design and implement at least one program in a year to address gender issues.

Monitor national and International instrument from the lenses of disability and Gender.