

Gender Policy

Society for Urban, Rural, Economic and Socio Habitation”

Thavanampalli -517 131, Chittoor District, A.P., India

1 .Purpose.

S.U.R.E.S.H recognizes that gender inequality continues to be a major barrier to social justice and inclusive development in rural and marginalized communities of Andhra Pradesh. Women and girls, particularly those belonging to Scheduled Castes, Scheduled Tribes, and economically weaker sections, experience limited access to education, livelihoods, health services and decision-making platforms. This policy is designed to address these structural inequalities by promoting gender equality, strengthening women’s agency, and ensuring equitable access to opportunities and resources. It aligns with the United Nations Sustainable Development Goals especially SDG 5 on Gender Equality and supports inclusive and sustainable development outcomes.

2 .Scope.

This policy applies to all members of the organization including the Governing Body, Executive Committee, management, staff, volunteers, field teams, consultants, partners, and beneficiaries. It is applicable across all thematic areas such as women empowerment, livelihoods, community health, child rights, disability inclusion, water and sanitation, environmental sustainability and social justice programs. The policy is implemented in rural, tribal, drought-prone, and disaster-affected regions where gender disparities are more pronounced and require focused intervention.

3. Policy Statement.

S.U.R.E.S.H is committed to mainstreaming gender equality across all its programs and institutional systems. The organization ensures that women and marginalized genders have equal access to services, resources, opportunities and participation in decision-making processes. Special emphasis is placed on empowering women through Self Help Groups, financial inclusion initiatives, skill development programs, and leadership promotion. Gender equality is treated as both a cross-cutting theme and a core program priority contributing to SDG 5 and SDG 10 on Reduced Inequalities.

4. Key Principles.

S.U.R.E.S.H upholds equal rights and equitable access to opportunities, resources, and services for all genders. The organization promotes active participation of women in leadership roles within community institutions and governance structures. It follows a zero-tolerance approach towards gender-based discrimination, violence, exploitation and harassment. Special focus is given to inclusion of vulnerable groups including single women, women with disabilities and tribal women. All programs and workplace environments are designed to be safe, dignified, inclusive and gender-sensitive.

5. Implementation Strategies.

S.U.R.E.S.H integrates gender analysis into all stages of program planning, implementation, and monitoring to identify gaps and design inclusive interventions. Women empowerment programs are strengthened through formation of Self Help Groups, livelihood training, financial literacy, and entrepreneurship development, contributing to poverty reduction and economic growth. The organization ensures that at least 50 percent of beneficiaries across programs are women and actively promotes their participation in decision-making platforms. Awareness campaigns are conducted on gender rights, prevention of child marriage, access to government schemes and social protection. Special initiatives ensure inclusion of women with disabilities and socially excluded groups in all development interventions.

6 .Workplace Practices.

S.U.R.E.S.H ensures equal opportunities in recruitment, training, performance appraisal, and career advancement for all employees. Equal pay for equal work is strictly followed across all levels. The organization maintains a zero-tolerance policy towards sexual harassment, discrimination, and abuse, supported by a structured grievance redressal mechanism. Safe, secure, and supportive working conditions are provided for all staff, including field-level personnel, with emphasis on dignity, respect and inclusiveness.

7.Roles and Responsibilities.

The Governing Body and Executive Committee are responsible for policy oversight, strategic direction, and ensuring compliance. The Executive Director ensures effective implementation and integration of gender across all programs. Program teams incorporate gender indicators into planning and ensure active participation of women beneficiaries. Finance and Monitoring teams maintain gender-disaggregated data and track progress against defined indicators. All staff members are responsible for promoting gender equality and adhering to policy principles in their day-to-day work.

8.Monitoring and Indicators.

S.U.R.E.S.H monitors gender outcomes through measurable indicators such as the number and percentage of women beneficiaries, participation of women in leadership roles, income enhancement among women participants, and access to essential services. Existing program data shows that more than 1,450 women are organized into Self Help Groups with cumulative savings exceeding Rs.75 lakhs and credit linkages of Rs.2.5 Crores. These indicators reflect strong progress in women's economic empowerment and contribution to SDG targets. Regular monitoring, field reviews and reporting mechanisms ensure accountability and continuous improvement.

9.Review and Learning.

The Gender Policy is reviewed periodically to incorporate field-level experiences, community feedback, emerging challenges, and evolving legal frameworks. Lessons learned from program implementation are used to strengthen gender-responsive strategies and

improve institutional effectiveness. Continuous learning ensures that the organization remains adaptive and responsive to changing socio-economic conditions.

10 .Compliance.

All staff, partners, and stakeholders are required to comply with this policy. Any violation including discrimination, exclusion, harassment, or abuse will result in appropriate disciplinary action as per organizational rules and applicable laws. S.U.R.E.S.H is committed to maintaining transparency, accountability, and a safe, equitable environment for all while contributing to inclusive and sustainable development.

11. Approvals:

This Gender Policy is reviewed and approved by the authorized representatives of S.U.R.E.S.H and comes into effect from the date of signing. The approval signifies commitment to uphold gender equality, inclusion, safety, and dignity across all programs and organizational practices. All staff, stakeholders, and partners are required to adhere to this policy and ensure its effective implementation.

S.No.	Name	Designation	Signature	Date
1		Chief Functionary		
2		Executive Director		
3		Managing Committee Chairperson		