

RRR EDUCATIONAL SOCIETY POLICIES

SPECIFIC POLICIES:

Mainstreaming HIV/AIDS:

MISSION:

To promote systems that foster primary health care and reduce the impact of HIV/ AIDS, STIs on the poor and vulnerable in a sustainable manner.

To strengthen networks and linkages between formal and informal institutions that can foster and sustain the impact of development initiatives.

Work Place Policy:

- Priority for appointments to PLHAS
- Positive discrimination while assigning works.

RRRES Gender Policy:

Gender perspective and Targeting of women and Girls:

RRRES shall ensure that a gender perspective is fully mainstreamed into the programs activities and policies. In particular, it shall be guided by the principles of gender equality, equal representation of women in decision making processes, equal protection of human rights of women and girls and the participation of women in relief, rehabilitation and development. Strategies to target women and girls include.

- Ensuring equitable participation of women in planning and decision making.
- Ensuring that women can be registered in their own right.
- Improving the use of gender disaggregated information for planning and monitoring.

RRRES Work Place Policy:

- To have equal number of women members in RRRES Governing body / General Body, including in decision making process.
- To fix the maternity leave for the staff to 90 days.
- To make provision for 15 days paternity leave
- To ensure that women staff are equal not only in numbers, but also in the decision making process
- To provide opportunities for women staff to enhance their knowledge and skills, that's why RRRES should have positive discrimination towards women staff.

- To provide space for women staff to express their grievance and constitute a committee comprising women staff from all levels.

RRRES personnel are sensitized on Gender and have under gone the process. RRRES three member team who have under gone ToT on gender will initiate the process.

Mandatory for the Grievance cell and Harassment Committee to meet on a quarterly basis and if need arises to call for a meeting within 24 hours to discuss the issues.

Gender perspective and Targeting of women and Girls:

RRRES will ensure that a gender perspective is fully integrated into the program activities and policies. In particular, they will be guided by the principles of gender equality, equal representation of women in decision making processes, equal protection of human rights of women and girls and the participation of women in relief, rehabilitation and development. Strategies to target women and girls include.

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