

Gender Policy

Ver.3 dated 19th August,2026

Disclaimer: This policy has been developed and is being practiced by Indian Grameen Services (IGS) as part of its commitment to strengthening organizational governance, transparency, accountability, and responsible practices.

Approved by Board of Directors, Indian Grameen Services on 19th August 2026

Signature: _____

Name: Radheshyam Solanki

Designation: Chief Executive Officer



INDIAN GRAMEEN SERVICES

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IGS CIN No- U85320DL1987NPL027141

Indian Grameen Services is a national-level Registered Non-Profit Organization (RNPO) with over four decades of journey as a development catalyst, established in 1987 under Section 8 of the Companies Act, 2013. We are committed to address complex challenges in India, by design and implementing innovative, demand-driven, impact-oriented, and cost-effective Livelihood solutions. Its work is primarily focused on resource-deficient marginalized communities, vulnerable and poverty-affected geographies, in Central, Eastern, and North-Eastern India. IGS contributes to the broader goal of promoting sustainable livelihoods, with a strong emphasis on improving the wellbeing of rural and peri-urban communities, including women and marginalized populations.

A Gender Policy establishes IGS's commitment to promoting gender equality, inclusion, non-discrimination, and equal opportunities across its workplace, programmes, and community interventions. It is needed in IGS to ensure that women, men, and individuals of diverse gender identities have equitable opportunities to participate, access resources, take leadership roles, and benefit from organizational and programme activities. It provides a framework for preventing gender-based discrimination and harassment, promoting a safe and inclusive workplace, integrating gender considerations into programme design and implementation, and strengthening accountability, diversity, equality, and social inclusion across the organization.

Definition

The word "gender" refers to the socially determined ideas and practices of what it is to be female or male. Whereas the term "gender analysis" is the systematic gathering and examination of information on gender differences and social relations in order to identify, understand and redress inequities based on gender. Again, "gender discrimination" is the systematic, unfavorable treatment of individuals on the basis of their gender, which denies those rights, opportunities or resources.

Gender equality means that women and men enjoy the same status. Gender equality means that women and men have equal opportunities for realizing their full human rights and potential to contribute to political, economic, social and cultural development, locally, nationally and internationally, and to benefit from the results. Sameness of treatment and opportunity does not necessarily ensure equality because women and men differ in biological and other ways. Gender equality must continue to recognize sexual difference but be consistently mindful of the parameters of equity

Values and Commitment to Gender Policy

- Each person by virtue of her/his particular character and context has unique identity and combination of aspiration and abilities
- IGS core vision affirms and supports equal dignity and rights of all individuals.
- IGS will enhance the ability of women and men to work creatively and effectively in the organization and in communities in the developing world by increasing awareness of gender inequities and will work with women and men to change the conditions that create and maintain gender inequities
- IGS will ensure equal opportunity and non-discrimination in recruitment, selection, placement and career progression, based on merit, competence and suitability, while actively promoting greater representation and participation of women across all levels and functions of the organization.
- IGS will advance gender equity within the organization through management of human resources and promoting organizational culture that promotes women.

[Signature]

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INDIAN GRAMEEN SERVICES

Code of Conduct

- Promote equal opportunities for male and female staff and create a gender sensitive working environment at the workplace.
- Promote and ensure gender equity and equality (in terms of rights and access to resources, responses and services) in strategies, projects and programmes to reflect the efforts and aspirations of the marginalised and disadvantaged target communities in IGS intervention areas who are the ultimate program participants and owners of local development processes.
- Act as an effective deterrent against gender discrimination and harassment both in workplace and in programme intervention areas.

Reporting or Breach of Policy

IGS will speed up the process of gender equity within organization. IGS holds all employees accountable for achieving measurable progress towards a situation where women and men enjoy equal opportunities, rights, and access to resources.

If IGS found any discrimination against gender, then IGS will take the strict action against that.

 