

†RÛvi bñŹgvj v *(Gender Policy)*



†mvmvBwU †W†fj c†g>U G†RÝx (GmWVG)

cUqvLv j x

†RÛvi bwxZgvj v

fvgKv t

evsj v††ki tgvU RbmsL`vi A†aℝ n†`Q bvi| †`†ki Dbq̄b mWk fvte Ki†Z PvB†j G A†aℝ Rb†Mvôxi A_ℙ bixi Dbq̄b Ri`ix| Gi Rb` mgv†R bixi Ae`v I Ae`vb `†Uvi B BwZevPK cwi eZℙ Avb†Z nte| Avi G `†Uvi Dbq̄b PvB m†z bwxZgvj v Ges wKQy D†`vM| bixi `†fweK MwZkj Zv ep̄xi Rb` wewfbc cÛZôv†b bixi AskMôY evov†Z nte GwU thgb mZ` †Zgwb GUvl mZ` th, cÛZôv†b GKwU bixi K†gv†hvMx cwi tek `Zixi e`e`v Ki†Z nte| G Rb` tm ms`vq GKwU †RÛvi bwxZgvj v _yKv Ri`ix, hvi Av†j v†K bix KgxℙY wbf†q I `†Q†` ms`vi j ††K ev`Í evqb Ki†Z cv†i| †RÛvi bwxZgvj v `Zix I ev`Í evqb wbf†K†i ms`vi m†lgZvi Dci| ms`vi m†ze`e`vcbvi Rb` GmWVG, GKwU MôY†hvM`Zv m`úbc††RÛvi bwxZgvj v cÛq†bi D†`vM MôY K†i| Gi B avivevwnKZvq GmWVG, m`vc-evsj v†`k Gi mnvqZvq †RÛvi bwxZgvj v `Zix K†i†Q| bwxZgvj wU w†Wv, wC Avi Gm wC, w†j w†vq †W†fj c†g>U †Mvj (GgwWwR) Ges RvZxq bix Dbq̄b bwxZgvj vi Av†j v†K `Zix Kiv n†q†Q|

GB bwxZgvj v **ÛGmWVG †RÛvi bwxZgvj v/20070** bv†g AveinZ nte| GB bwxZgvj vi †Kvb aviv, Dcaviv, w†q A_ev GB bwxZgvj vq Lp̄B Ri`ix wQj A_P AšÍ f†B nqwb Ggb wel q w†q †Kvb RvUj Zv †`Lv w`†j Kvhℝix KvgwU w×všÍ B PevšÍ etj wetePZ nte| bwxZgvj wU ms`vi mKj Kgxℙ mv†_ Av†j vPbv mv†c††† `Zix Kiv n†q†Q Ges Kvhℝix KvgwU ðviv Ab†gww` Z Kiv n†q†Q|

G†B bwxZgvj v GmWVGôi mKj `vqx I cKí wfvEK Kgxℙ Rb` cÛhvR` nte|

†RÛvi i msAv t

†RÛvi/Gender n†`Q mvgwRK fvte M†o I w bix-cj`†li cwi Pq, mvgwRKfvte wba†i Z bix-cj`†li ga`Kvi m`úK†ngvR KZℝ Av†iwcZ bix-cj`†li cwi Pq, mvgwRKfvte wba†i Z bix-cj`†li ga`Kvi m`úK†ngvR KZℝ Av†iwcZ bix-cj`†li fvgKv hv cwi eZℙxq| G†K eZ†v†b mvgwRK wg_ (Myth-AwZK_v, Kí w†K I ev†bvqU wel q) w††m†el AvL`v †`qv nq| †RÛvi mgvR, ms`wZ I ††Mwj K Ae`v ††` wfb††Z cv†i |

D†i`k` t

- ms`vi me`Í†i bix-cj`†li mgvb AskMôY, mgvb AwaKvi I mgvb m†hvM-m†eav w†wÛZ Kiv|
- †RÛvi fvgKvq bixi fvgKv I Ae`vb†K gv_vq ti†L bix w†kl Pwv`v c††Yi Rb` BwZevPK c`†††c MôY|
- bixi `†fweK MwZkj Zv eRvq ivLvi Rb` †RÛvi m†e`bkxj cwi tek `Zix Kiv|
- †RÛvi I Dbq̄b cÛZôv†bKxKiY

†††† t

1. Awℙℝ I Ab`vb` `el wqK m†eav
2. w†qvM, QyU, c†`vbwZ, tcvós, e`w†j, Ae`vrvwZ I eiLv`Í
3. ††ŠZ I w†kl wKQym†eav
4. KgxℙDbq̄b

ewil R QyU, Amy ZvRwbZ QyU, ^bwgWEK QyUi weavb brix-cj“l Dftqi t¶¶t GKB| wKš' brix Kgx® Rb“
gvZZRwbZ QyUi weavb itqtQ| hv vbgiefc:

GKRb brixKgx®gvZZRwbZ Kvi tY mšÍ vb cñeKvj xb mgtq cY®teZtb tgvU 16 mBvn/ 4 gym QyU cvteb|
c0qvrtb Amy ZvRwbZ QyU, ewil R QyU Ges webv teZtb QyU| Gi mt½ hy³ ntZ cvti | (ms-vi c¶¶ t`qv
m³e ntj)

xi mšÍ vb cñeKvj xb mgq Ges cieZxKtqKwU w`b Zvi cvtk me¶¶Y Dcw`Z t_†K Zv†K gvbwmK mg_®
c0vb Ges mšÍ v†bi c0vgK cwi Phiq mnthvMZ Kivi Rb“ ms-v cj“l Kgx® i t¶¶t wZZRwbZ QyUi
weavb Kti tQ hv vbgiefc:

c0Z`K cj“l Kgx® xi mšÍ vb cñeKvj xb mgtq wZZRwbZ QyU wntmte cY®teZtb 5-7 w`b QyU cvteb|

2.3 tcwós I e`wj

G t¶¶t brix I cj“l Kgx® i Rb“ GKB bwxZ Abymwi Z nte| Zte brix Kgx® i t¶¶t KtqKwU BwZevPK
ব্যতিক্রম করা হবে:

K) brixKgx® tcwós I e`wj i mgq Zvi eveh, gv ev `vgxi Kg®j /Ae-vb wetePbvq tbqv nte| GKBfvte
cj“l Kgx®K e`wj i mgq| Zvi xi Kg®j wetePbvq ivLv nte|

L) MfRvj xb mgq A_® c0g gym t_†K mšÍ vb fwg0 nI qvi 5 gv¶mi gta“ GKRb brix Kgx®th Gj vKvq
Kg®Z tmLv†b Zv†K Ab“ tKv_vl e`wj Kiv hvtebv|

vet `t `vZv ms-vi wbtqvMKZ Kgx® i t¶¶t `vZv ms-vi ci vgk®Abhvqx ev`Í evqb Kiv nte|

2.4 kw`Í I eiLv`Í

brix-cj“l wwek†l mKj Kgx®ms-vi bwxZgvj v Abhvqx KZ_tj v we†kl Kvi tY ms-vi PvKwi tZ kw`Í Ges
eiLv`Í i weavb ivLv ntqtQ| Zte cj“l Kgx®v brix Kgx® i mv†_ tRÜvi mnbkxj I bvxix c0Z k³vKxj
AvPiY bv Kivi Rb“ A_ev brix mnKgx® c0Z A†kvfb AvPib Kivi Rb“ AvPiYMZ wetePbvq ms-v t_†K
Avj v`v Avj v`v kw`Í i weavb _vKte| brix Kgx® c0Z kw`Í thvM“ AvPiY_tj v vbgiefc ntZ cvti:

- A†kvfb Dw³
- I ivj tm·
- A†kvfb `wnK m³úK®

Avevi, hw` tKvb cj“l Kgx®brix Kgx®K `wnKfvte wbh®Zb wKsev Zv†K al¶ Ktib Ges Zv c0gvYZ nq Zte,
H cj“l Kgx®K PvKwi t_†K eiLv`Í Kiv nte| cvkvcwk tKvb brix Kgx®D†k“ c0Yw` Zfvte tKvb
cj“l Kgx® wei`tx bwj k A_ev AwfthvM Av†bb Ges tm AwfthvM wgv` I D†k“ c0Yw` Z c0gvYZ nq Zte,
tm¶¶t I H brix Kgx®K PvKix t_†K eiLv`Í Kiv nte|

vet `t velquU ms-vq vR†iv Uj v†iY wntmte vetevPZ nte|

3. t†SZ I Ab`vb we†kl mjeav

brix Kgx® i Rb“ ms-v th mg`Í t†SZ I we†kl mjeav`i e`e-v Ki te tm_tj v nt“Q:

K) brix Kgx® i Rb“ c_ K AwZw_ K¶ I ev_i“g _vKte|

L) ms-vq brix I cj“l Kgx® i Rb“ c_ K c_ K Uqtj U _vKte|

M) mšÍ vb fwg0 nI qvi ci t`o eQi chšÍ brix Kgx® ¶ti Lvevi mgtq Aa®NvUv tewk mgq wbtq A_®
tgvU GK NvUv mgtqi Rb“ wki mšÍ v†K e†Ki `¶ LvI qvevi Rb“ evmvq th†Z cvteb|

N) tKvb KgmP†Z AskM0†Yi mgq brix Kgx®v Zvi `¶ tcvl“ wki†K Av†Z cvteb| wZwb mv†_ GKRb
cwi PhKvixl Av†Z cvtib, Zte cwi PhKvixi hveZxq e`q Aek`B Zv†K enb Kiz nte| (Wv³vix ci vgk®
Abhvqx)

0) MfRvjxb mgq I mšÍvb fwgô nI qvi Pvi gym chšÍ bviX Kgx©tgvUi mvBtKj Pjv vtbv t_†K weiZ _vK†Z cvi teb|

4. Kgx©Dbqb t

- ms⁻vi †Kvb bZb Kgx© Rb^o †RÜvi weI qK I wi †q†Ukb Ges cök¶†Yi e⁻v ivLv nte|
- Kgx© i Dbq†bi Rb^o ††ki wfZi I ††ki evB†i D^oP wk¶v jvf Ges cök¶†Y, tmvgbvi I Kgrvjvq AskMö†Yi m†hvM w†q _v†K| Gai†bi cök¶†Yi AskMöYKvix vbeP†bi mgq I cök¶†Yi m†hvM jv†fi †¶†† bviX Kgx© i AvbyvZK cöZvbaZjvbwöZ Kiv nte|
- সংস্থায় যত ধরনের প্রকল্প প্রস্তুতাবনা এবং ডকুমেন্ট তৈরী করা হবে সেখানে জেভারকে একটি 'ত্রুস কাটিং Bmjö w†m†e mshy^o Kiv nte|

5. bviX Kgx© i mjbw © mgm^ovmg†ni mgvavb

- ms⁻vi wfZ†i †RÜvi mgZv vbwöZ Kivi j†¶^o ms⁻vq GKwU KwguU _vK†e, thLv†b †RÜvi mste`bkxj Ges mK†j i Kv†Q MhY†hvM^o GKRb †RÜvi tdvKvj c†qU w†m†e KvR Ki teb| bviX Kgx© i mgm^ov m†ú†K^oAewZ nI qv, mgm^ov vPwY^oZ Kiv mgm^ov mgvav†b cöqvRbxq c⁻†¶c MhY I m†vwi k cövb nte G KwguUi Ab^oZg Kibxq| GQvov `†hM^oKvjxb mg†q bviX I wk†† i mj¶vq ms⁻v mvg⁻Abhvqx fvgKv ivL†e|

6. gj^o†eva/AvPiY veva

- bviX-cj^o†I i mgZv ms⁻vi Ab^oZg cövb gj^o†eva w†m†e wetevPZ nte| cöZ^oK Kgx©K GB gj^o†ev†ai vekymx n†Z nte|
- ms⁻v bviXi Rb^o †Kvb w†kl KvR vbw © Ki†e bv eis mKj ai†bi KvR†K Zvi Rb^o Db†^o ivL†e|
- cöZ^o¶/c†iv¶ f†e bviX Kgx© cöZ AegvbbvKi gšÍe^o ms⁻vq vbw × Ges kw^o††hvM^o Aciva w†m†e wetevPZ nte|
- bviX I cj^o†I Kgx©ev D††qi Dc†hvMx GKwU Kg©cwi†ek `Zixi Rb^o mKj ch†q Kgx© i †RÜvi mnbkxj I bviXi cöZ k^ovKxj n†Z nte|

7. †RÜvi ev⁻†evq†b gvbuvi s

†RÜvi bxwZgvj v ms⁻vq h_vh_ cöqvM I ev⁻†evqb n†^oQ wkbv Zv gvbuvi s Ki†e †RÜvi KwguU| G†Z tbZZj I cöqvRbxq WK†gU `Zix Ki†e †RÜvi weI qK tdvKvj c†qU|

wet `† ms⁻v G bxwZgvj v ev⁻†evq†b ex cwi Ki| Z†e ms⁻vi m¶gZv mv†c†¶ GB bxwZgvj vi cöZ^oKwU বিষয়ে পর্যায়ক্রমে বাস্তুবায়িত nq| bxwZgvj wU mgq, ev⁻†evZv I Pwn⁻vi tcö¶†Z cwi eZ^o, cwi ea^o Ges w†qvRb Kiv hv†e|

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