

Gender policy for SOND.

All the activities of the organization have been included according to the policy that males and females are equal or same.

The gender policy is often followed

in appointing directors.

In the selection of beneficiaries .for project or on the programme.

Selection of participants for the training, more equality is maintained.

It is hereby prove that in every aspect the gender balance is maintained.

The opportunities have been increased to provide awareness to the women who are considerable low in status in societies and encouragement for learning has been provided. The priority is given in library facilities and English language classes for women.

Though the women are in certain extent back in some activities, the equal opportunity and encouragement has been given to keep them in balance.

Women are encouraged in new staff positions.

The women participation is encouraged in decision-making by giving them opportunities.

The gender balance is in practice in our organization in all aspect.

In our present director board, there are five people of them three are women. Though the president is in male, the secretary is female. In our organization management structure, the superior position is in the hand of a male but the second position goes to female. The officers in charges the Coordinating secretary in two offices are females.

In our staff, most of them are females. When duties and trainings equal opportunities are given. As duties and responsibilities are allocated equal opportunities to both.

We are appointing field staff in all the five district where we are working and we always appointing a male and a female as field staff and maintain the gender balance.