

# NATIONAL DISABILITY & DEVELOPMENT FORUM (NDF) SHAHEED BENAZIRABAD



## GENDER POLICY

***ALL POLICIES HAVE BEEN APPROVED IN THE GENERAL ANNUAL BOARD OF DIRECTORS  
MEETING HELD AT NDF OFFICE, NAWABSHAH ON DATED 14<sup>th</sup> January 2021***



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## **Vision**

To promote a society in which everybody including poor, marginalized and disadvantaged communities have equal opportunities and facilities and work to their potential and be self-reliant with justice, equity and pride.

## **Mission**

Empowerment of people with disabilities through awareness, access to health, education, livelihood & recreational services

Enhancing the life standard in qualitative and quantitative terms so as to integrate the marginalized and vulnerable sections and help them to participate in the mainstream society.

## **Introduction**

National Disability & Development Forum (NDF) was established in 2002 by group of young persons with disabilities to advocate the rights, safe & dignified access of persons with disabilities (including women, men, Transgenders, children, young & ageing people) towards the basic human needs i.e. Food, Shelter, Health, Environment, Education & Empowerment, NDF adhering twin track approach, decided its operations in two major components.

- **Service Delivery**
- **Advocacy**

*Service delivery* refers to inclusion of people with disabilities in mainstream activities.

*Advocacy* refers to advocate the rights of people with disabilities at District, National and international level.

## **OUR COMMITMENT FOR GENDER EQUALITY**

Gender equity is the process of being fair to women, men and transgender. To ensure fairness, measures must often be available to compensate for historical and social disadvantages that prevent women, men and transgender from otherwise operating on a level playing field. Equity leads to equality. Gender equality means that women, men and transgender enjoy the same status. Gender equality means that women and men have equal conditions for realizing their full human rights and potential to contribute to national, political, economic, social and cultural development, and to benefit from the results. Gender equality is therefore the equal valuing by society of both the similarities and differences between women and men, and the varying roles that they play.

The goal of NDF's gender equality policy is to support equal opportunities of growth and participation of men, women and transgender in development.

### **The objectives of gender policy are:**

- To provide an equal platform for men, women and transgender to participate in development process equitably
- To support women's participation in the realization of their full human rights
- To reduce gender disparities in access to and control over the resources and benefits of development

### **NDF's policy on Gender Equality is rooted in the following principles:**

1. Gender equality must be considered as an integral part of all NDF policies, programs and projects including its Board of Governance where equality between male, female and



## ***NDF GENDER EQUILITY POLICY***

transgender must be met if possible otherwise efforts must be done in order to meet minimum gender equality ratio in its board of Governance.

2. Equality means that one's rights or opportunities do not depend on being male or female
3. Harassment Act 2010 implement at NDF to reduce Workplace Harassment
4. NDF considers women empowerment central in achieving gender equality
5. NDF provides equal opportunities to men, women , transgender, disabled and other disadvantaged social groups in job placement, training and capacity building
6. NDF steps up to involve men, women and transgender in the program activity wherever it launches its program interventions
7. Promoting livelihoods of economically vulnerable segments of society