

Internal Company Policy on Women Empowerment

Introduction

Public Organization "Partners for Development" (PO "Sharikon Baroi Rushd") is committed to promoting gender equality and empowering women within our organization and the communities we serve. We believe that fostering an inclusive and supportive environment for women enhances our capacity to drive sustainable development.

Objectives

1. **Promote Gender Equality:** Ensure equal opportunities for women in all aspects of our operations and decision-making processes.
2. **Support Career Development:** Provide resources and opportunities for the professional growth and leadership development of women.
3. **Create a Safe Workplace:** Maintain a safe, respectful, and supportive work environment for all employees, with zero tolerance for harassment and discrimination.

Key Principles

1. **Equal Opportunities**
 - Ensure fair recruitment, hiring, and promotion practices that provide equal opportunities for women.
 - Implement policies that support work-life balance, such as flexible working hours and parental leave.
2. **Capacity Building and Development**
 - Offer training programs and workshops aimed at enhancing the skills and competencies of female employees.
 - Encourage mentorship and sponsorship programs to support women's career advancement.
3. **Safe and Inclusive Workplace**
 - Maintain strict policies against any form of harassment, discrimination, or violence in the workplace.
 - Establish clear reporting mechanisms and support systems for addressing complaints and incidents related to gender-based issues.
4. **Community Engagement**
 - Promote women empowerment initiatives within the communities we serve, particularly in areas related to our projects.
 - Collaborate with local organizations and stakeholders to support women's rights and gender equality.

Implementation and Responsibilities

- **Management Commitment:** The management team is responsible for ensuring the implementation and monitoring of this policy.
- **Employee Involvement:** All employees are expected to adhere to and support the principles outlined in this policy.
- **Continuous Improvement:** Regularly review and update the policy to ensure its effectiveness and relevance.

Review and Monitoring

This policy will be reviewed annually to assess its impact and make necessary adjustments based on feedback and evolving best practices.

Date: 1st of March , 2022

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