

GENDER POLICY

of

TEZPUR SOCIAL SERVICE SOCIETY (TSSS)



New Revision Dated: 18/8/2025

Address

Head office: Bishop's House, Tezpur

District: Sonitpur, Assam-784001

www.tsss.org.in



ABOUT US

TEZPUR SOCIAL SERVICE SOCIETY(TSSS) the social wing of Diocese of Tezpur is statutorily established as non-profit and non-political organization rendering humanitarian services among remote-poor and marginalized people in the six districts namely **Sonitpur, Biswanath, Darrang, Lakhimpur, Nagaon and Udalguri BTR** of Assam.

VISION: “Our vision is formation of a just and Self Sustainable Society based on the Human values”

MISSION: “ Our Mission is to promote the integral development of the poor and marginalized through conscientization and people’s Organization.

The TSSS Society was registered during the year 2005 vide Society Registration No.RS /SPR/242/C/02dated 4/4/2005. TSSS is also registered with the Ministry of Home Affairs, Govt of India under the foreign Contribution Act (FCRA) 1976 and Under Income Tax Act vide FCRA NO. 020620012 with 12 A Registration 22/12A (a) CIT/GHY-1/2011-12, 80G Registration, Society PAN no-AACAT4455F and TSSS NGO DARPAN ID –AS/2017/0177301

Rationale:

In most societies there are differences and inequalities between women and men in activities undertaken, access to and control over resources, decision-making opportunities as well as exercise of human rights. These differences are socially constructed and learned through socialization processes and are therefore context specific. These gender inequalities intersect with other factors such as class, race, economic status and ethnic group resulting in inequitable patterns of exposure to conflict, in justice and exploitation, and differential access to and utilization of information, care and services. This creates an imbalance between the development outcomes for men and women, as issue which is increasingly being recognized and emphasized in the international development for as well as academic circles.

Taking cognizance of this reality and in keeping with its long-standing concern with peace, justice and equity TSSS will, as a matter of policy and good development practice, initiate gender mainstreaming in all spheres of its work. This action is in consonance with the gendering of the International Development Policy as witnessed in the UN Women Development



conference from Mexico City (1975); Copenhagen (1980); Nairobi (1985); Beijing (1995); Engendering of other UN Conferences Rio De Janeiro (1992), Vienna (1993) Cairo (1994). This action is also necessary in terms of the gender disparity in basic human development in India as evidenced by the skewed population sex ratio (940 in 2011) as well as the negative imbalance between the gender Related Development Index (GDI) value and the Human Development Index (HDI) values of India, making it rank below (134) countries out of (187) countries with both HDI and GDI values in 2011.

Understanding of Gender:

The terms sex and gender are often used interchangeably in the vernacular. However, in a medical and technically scientific sense, these words are not synonymous. Increasingly, the term gender is being accepted to define psycho physiologic processes involved in identity and social role. Therefore, it is not uncommon to hear references to "gender". It is defined by one's own identification as male, female, or intersex; gender may also be based on legal status, social interactions, public persona, personal experiences, and psychologic setting.

Sex: Identifies the biological differences between men and women, such as women can give birth, and men provide sperm. Sex roles are universal.

Gender: Identifies the social relations between men and women. It refers to the relationship between men and women, boys and girls, and how this is socially constructed. Gender roles are dynamic and change overtime.

OR,

- That gender refers to the attributes and opportunities associated with being male, female and transgender and the socio-cultural relationships between women and men
- These attributes, opportunities and relationships are socially contracted and are learned



through socialization processes

- These area recontext specific and be changed.
- The actual differences and inequalities between women and men are in activities undertaken, access and control over resources as well as decision-making processes and opportunities.
- Gender is part of the broader socio-cultural context which takes into consideration several factors such as race, ethnic group, caste, economic status, class, group and age.

Gender mainstreaming initiatives are in sync with the efforts towards gender equality of Caritas India, the development wing of the Catholic Church in India, which strives towards gender justice in all its development intervention as well as institutional set ups. This policy also falls into the broader context of the five-year Strategic Planning of the TSSS.

Aims and Objectives:

Gender policy of TSSS is to ensure that all research, policies, programmes, projects and initiatives with TSSS involvement address gender issues. This will contribute to increase the coverage, effectiveness, efficiency and ultimately the impact of development interventions for women and men. At the same time contributing to achievement of the broader United Nation's Goal of Social Justice and the Millennium Development Goal (MDG) agenda of poverty eradication and women empowerment. This policy will focus, address and integrate gender issues at the institutional and programme level ensuring gender justice and equity.

Institutional Level:

- Promote equal representation and participation of women in decision making at the administrative levels.
- Maintain gender sensitivity in all policies pertaining to staff recruitment induction,



and performance reviews

- Create an enabling working environment within the organization that attracts and retains gender sensitive staff
- Women representative in its general and governing bodies.
- Support member of TSSS ORGANIZATION in undertaking gender- responsive planning, implementation and evaluation of policies programmes, and projects.
- Provide guidance and technical help to likeminded NGOs in this aspect.

Programme Level:

Integrate gender equity across the programme management cycle and in strategic planning

- Carryout gender analysis, gender budgeting and gender audits for all programme interventions
- Focus on the gender component in all evaluations and reports
- Provide qualitative and quantitative information on the influence of gender on priority intervention areas of the northeast region such as education, health, HIV/AIDS, disaster management, micro-credit, human rights, peace and conflict resolution, and violence against women.

Organizational arrangements for implementation:

TSSS has been working on issues of women and men through women empowerment interventions through various social activities and programs. It has become sensitive to gender issues and concerns. It also believes in restoring dignity to women respecting their fundamental rights for equal opportunities and equal wages.

Gender Desk will:

- Collaborate with Gender Consultants and assist the Director to plan for and take necessary steps to ensure that the policy is translated into action in both technical and management aspects of TSSS programmes.
- Work in collaboration with director to ensure the successful incorporation of gender



mainstreaming at institutional and programme levels.

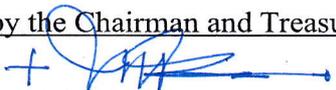
- Will assist and support the development of methodologies and material for gender analysis, standard terminology to ensure coherent communication about gender issues, a strategy for appropriate capacity building across the organization and mechanisms for monitoring and evaluation.
- Collect and disseminate on-going information such as case studies of “good practice” in mainstreaming gender in various development issues and contribute to the building of an appropriate evidence-base on priority gender-related issues in northeast India.
- Collaborate with gender desk in the Organization , to ensure continuous implementation of this policy.

The organization Director will be expected to institutionalize mechanisms for building capacity among the staffs by providing information, training or technical support from gender consultants to ensure the policy’s success.

Conclusion:

A gender policy is essential for promoting equality, inclusivity, and social justice. Effective implementation requires commitment, resources, and accountability. This gender policy not only gives directions to TSSS in practice but also holds TSSS accountable in its commitment towards gender justice and equity. Successful realization of this policy will contribute towards providing an enabling environment for both women and men within the organization, various partners and the communities with whom TSSS is working and strengthen the gender sensitivity among all.

Approved by the Chairman and Treasurer of TSSS


Most Rev. Michael Akasius Toppo, DD
Chairman

Chairman
Tezpur Social Service Society
Bishop's House, Tezpur
Sonitpur, Assam


Rev. Fr. Christoraj Lakra,
Treasurer of TSSS

Treasurer

Tezpur Social Service Society
Bishop's House, Tezpur - 784001
Sonitpur, Assam, India

