



Diversity Policy

Created: September 2018

Contact Information: 17/18, N block, Gulberg II, Lahore – PAKISTAN.

Telephone: 042-35779030-1

Website: www.bargad.org.pk

Table of Contents

Table of Contents	2
Organizational Profile	3
1. Definition	Error! Bookmark not defined.
2. Guiding Principles	5
3. Objectives	Error! Bookmark not defined.
4. Accountability and Responsibility for this Policy	5
5. Compliance	6
6. Application of Policy	Error! Bookmark not defined.

Organizational Profile

Bargad is a youth development organization actively working to promote peace, justice and cooperation amongst the youth¹ in Pakistan. The organization has focused on creating opportunities and amplifying the voices of the youth ever since its inception in 1997, leading to a vast network of around 3000 youth volunteers, known as the Bargad Volunteer Network (BVN) throughout the country.

Bargad's Vision:

Politically, socially and economically empowered youth and women, respect, protect and promote peace and harmony

Bargad's Mission:

1. Engage vulnerable youth and women in all diversity to their full potential through education, mentorship and innovative interventions designed to enhance their overall well-being.
2. To invest in youth-led and youth-centred ideas, to convene key stakeholders in the sector and advocate for systems and policy changes that meet youths' needs.
3. Engage youth to end violence against women.

Bargad has implemented more than 100 projects on youth training², youth mobilization and policy advocacy, including the provision of technical assistance to all the provincial governments of Pakistan, regions of Gilgit-Baltistan and the State of Azad Jammu Kashmir (AJK) for the formulation of their respective youth policies. These policies have been approved by the provincial governments of Punjab (2012), Khyber Pakhtunkhwa (2016) and Sindh (2018), resulting in governments' pledges to allocate 4% budget to sports and youth affairs, 15% on the women employment quota, implementation of the E-Rozgar programs, and on youth participation in the local governments, respectively. Bargad has also conducted Capacity Enhancement workshops on youth development with officials of the youth affairs departments of Punjab, Balochistan and Sindh.

Bargad has a youth network of 782 individuals, civil society organizations and government institutions, with Youth engagements with 76 Universities, 46 Colleges and 35 Higher Secondary Schools, 33 student societies in 84 Districts from 6 provinces and regions.

The organization has previously partnered with 26 membership based student organizations and 15 Youth Groups over Pakistan; producing the largest pool of research

¹ Adolescents: 12-19; Youth age bracket in Pakistan: 15-29

² Since 2003, the organization has trained 7880 youth activists and young faculty only through training workshops and peer sessions in issues of social development.

and publications on various aspects of youth than any other civil society organization in Pakistan, while also pioneering a youth track of peace and diplomacy in the South Asian region.

The hallmark of the organization is that its core youth volunteers participate in all aspects of the projects - from action-planning to project execution, while also mapping in the course of its work; issues as well as challenges identified by the youth across the country³.

³ The Youth in the mapping is part of the Youth Cohorts in the districts where Bargad has actively worked or is presently working.

1. Definition

Diversity includes ethnicity and cultural background, gender, age, sexual orientation, physical abilities, family status, religious beliefs, perspective and experience. It also refers to diverse ways of thinking and working. Our approach to diversity encompasses the cross section of people and community we work with.

2. Guiding Principles

Our guiding principles with respect to diversity are:

- To treat all employees, prospective employees, consultants, suppliers and volunteers, fairly and equally, regardless of their gender, age, sexuality, culture/ethnicity, language and religious beliefs, and regardless of any disability or flexible workplace practices.
- To value diversity by maintaining a safe work environment and taking action against inappropriate workplace behavior including discrimination, harassment, bullying and victimization.
- To promote an organizational culture that values diversity and tolerates differences by developing and offering work arrangements that help to meet the needs of a diverse work force.
- To promote the recruitment of employees and directors impartially from a diverse field of suitably qualified candidates.
- To provide learning and development strategies and opportunities to develop the knowledge, skills and experience of all employees.

3. Objectives

Our objectives include:

- Ensure diversity through gender equality in the governance and in the leadership of the organization
- Diversity of experience, thought and skill set on the Board and staff
- Supportive and flexible work practices
- Fostering a culture conducive to respect and equality

4. Accountability and Responsibility for this Policy

Executive Director has overall accountability for the implementation of this policy. The Operations department has responsibility for the administration, monitoring and ongoing review of this policy. Management, employees and consultants have responsibility for understanding and adhering to the terms of this policy.

5. Compliance

The BARGAD will meet all obligations with respect to state and federal legislative, regulatory and reporting requirements in relation to diversity and discrimination.

6. Application of Policy

This Policy applies to all employees of the BARGAD, members of the Board and its committees. This Policy does not form part of any employee's contract of employment.