

POLICY ON PARTICIPATORY DEMOCRACY



Approved by: Executive Committee of Shibganj Integrated Development Society

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**SHIBGANJ INTEGRATED DEVELOPMENT SOCIETY
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Policy on Participatory Democracy

Purpose

This policy affirms Shibganj Integrated Development Society's commitment to participatory democracy as a guiding principle in all aspects of our work—internally and externally. It ensures that stakeholders, particularly communities we serve, have meaningful involvement in decision-making processes that affect their lives.

Background

Participatory democracy empowers citizens not only to vote or voice opinions but to be actively involved in decision-making processes. For NGOs, this means moving beyond top-down approaches to collaborative, inclusive methods of planning, implementation, and evaluation.

Scope

This policy applies to all levels of the organization including board members, staff, volunteers, partners, and program participants.

Principles

- **Inclusiveness:** All voices, especially marginalized and underrepresented groups, must be heard and respected.
- **Transparency:** Information will be shared openly to facilitate informed participation.
- **Accountability:** Decisions made through participatory processes will be documented and reviewed regularly.
- **Empowerment:** Building the capacity of community members to participate effectively.
- **Equity:** Creating spaces where power dynamics are acknowledged and balanced.

Practices

To uphold participatory democracy, Shibganj Integrated Development Society commits to:

- Conduct regular community consultations before designing or implementing programs.
- Establish participatory governance structures (e.g., community advisory boards, participatory budgeting).
- Involve stakeholders in planning, monitoring, and evaluating programs.
- Use participatory tools like focus group discussions, citizen juries, and digital surveys.
- Provide training and resources to build capacity for democratic participation.

Internal Governance

- Encourage participatory decision-making within staff structures (e.g., staff councils, open forums).
- Foster a culture where leadership is shared and feedback is encouraged.
- Promote gender and social equity in leadership roles and organizational representation.

Monitoring and Evaluation

- Regularly assess participatory practices and make adjustments based on feedback.
- Include participatory indicators in program evaluations.
- Publish reports summarizing community involvement and its impact on decisions.

Review and Amendments:

This policy will be reviewed every two years in consultation with staff, partners, and community stakeholders to ensure it remains relevant and effective.

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