

Gender Policy

Background and Rationale

This Gender Policy of CUTS is derived from its Human Resources (HR) Policy document that captures the basic tenets, namely, “A fair, unbiased and consistent approach, which will help maintaining a positive work environment and equal opportunity.” The HR Policy is further strengthened by two other relevant flanking policies: anti-harassment and equal opportunities policy.

This Gender Policy statement strives to give women and men substantive justice in all aspects of human development, substantial options and opportunities to make educated choices and the equal power to access resources and shape outcomes.

Policy Statement

CUTS is committed to make the Gender Equality an integral part of its policies, programmes and procedures thus developing a culture where everyone is able to achieve their full potential through mutual respect, and work together with dignity and harmony.

Objectives

The Gender Policy aims at:

- elimination of gender discriminations between men and women and to empower women;
- ensuring relevance to CUTS’ philosophy as well as coherence with national and international declarations;
- reinforcing CUTS’ initiatives in promotion of gender equity, elimination of discriminations based on sex and advancement of women through its projects and programmes and processes as also any other such initiative; and
- using the policy as a sounding board in spheres as varied as writing out project proposals, planning, monitoring, evaluation, promotions, management, service rules and regulations of CUTS.

Implementation

- ensuring responsibility of different verticals of organisation for the achievement of gender equality;
- increasing the awareness and skills of the staff;
- ensuring consistent and active participation by all staff; and
- revisiting the policy periodically to ensure continuity of the commitment of senior management.