CRPM Center for Research and Policy Making

…policy impact since 2004

Gender policy

Principles:

CRPM believes that gender integration and improving gender equity in programs is essential to program success and building strong, sustainable citizen participation in communities. Gender equality means the equal visibility, empowerment, and participation of both women and men in all spheres of public and private life. Achieving gender equality involves a process of taking gender relations into account in all areas of activity, consciously acknowledging unequal power relations between men and women in society, and consciously working towards the promotion of gender equality, the advancement of women, and changes in attitudes of men and women.

Gender equality is an indispensable element of sustainability. If there is gender inequality neither women's nor men's talents, energies, and aspirations are fully utilized in all aspects of society. To achieve gender equality, CRPM will give deliberate attention to gender-based differences in needs and participation, rather than making the assumption that women and men will benefit equally from gender-neutral development interventions.

Objectives:

CRPM is committed to taking actions that promote the full participation and empowerment of women and men in existing and future programs so as to ensure that CRPM programs benefit each equally.

CRPM's staff members strive to be a skilled group of professionals that shares a strong commitment to gender equity. CRPM communications material shall reflect this commitment as shall CRPM's work environment.

KEY ACTIONS

The realization of gender equality is a vital element for the socio-economic development of peaceful societies. Access to crucial political and economic resources enables more women and girls to participate fully in society and achieve their true potential. CRPM promotes behaviour and attitudes that ensure the opportunities, rights and obligations of both women and men are recognised and respected in all spheres of life. CRPM will:

2.1 Listen to women, men, girls and boys to understand and address the root causes and effects of discrimination and gender inequality.

2.2 Lead by example: Address gender inequality and ensure women's rights are respected in all we do.

2.3 Empower women and girls to live more fulfilled lives.

2.4 Work closely with all parts of society, including men and boys, to drive lasting economic, political and social change towards women's and girls' rights and gender equality.

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