

ACES Policy Document Gender Equality and Equity

Afghanistan Center for Epidemiological Studies

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INTRODUCTION

The Afghanistan Center for Epidemiological Studies recognizes the fundamental importance of gender equality and equity in all aspects of its work. We are committed to promoting and upholding the principles of gender equality, eliminating gender-based discrimination, and creating an inclusive and equitable environment for all staff members, researchers, and participants.

This policy aims to guide our actions and ensure that gender equality and equity are integrated into all aspects of our work.

DEFINITION OF GENDER EQUALITY AND EQUITY

a. **Gender Equality:** Gender equality refers to the equal rights, responsibilities, and opportunities for all genders, including women, men, and individuals who identify as non-binary or transgender. It involves addressing historical and social inequalities to ensure fairness and justice in all areas of life, including health, education, employment, and decision-making.

b. **Gender Equity:** Gender equity refers to the fair distribution of resources, opportunities, and benefits to individuals, recognizing that different genders may have different needs and experiences due to historical, social, and structural factors. It entails providing targeted support and interventions to address gender-based disparities and promote equal outcomes.

COMMITMENT TO GENDER EQUALITY AND EQUITY

a. The Afghanistan Center for Epidemiological Studies is committed to promoting and achieving gender equality and equity in all aspects of our work, including research, policy development, capacity building, and collaborations.

b. We will actively challenge and work towards eliminating gender-based discrimination, stereotypes, and biases within our organization and the broader community.

c. We will ensure that gender equality and equity considerations are integrated into our strategic planning, policies, and practices.

RESEARCH AND DATA COLLECTION

a. We will strive to include gender-disaggregated data collection and analysis in our research projects. This will enable us to identify and understand gender-specific health issues, disparities, and barriers to access and use this knowledge to develop evidence-based interventions.

b. We will promote the inclusion and participation of women, men, and individuals of all genders in our research studies, ensuring their voices are heard, and their experiences are considered.

CAPACITY BUILDING AND TRAINING

a. We will provide training and capacity building opportunities to staff members and researchers on gender equality and equity, including understanding gender biases, promoting gender-sensitive research methodologies, and integrating a gender perspective into research design, implementation, and analysis.

b. We will support and encourage women and individuals of all genders to pursue leadership positions and career advancement opportunities within the organization.

POLICY DEVELOPMENT AND IMPLEMENTATION

a. We will develop and implement policies and guidelines that promote gender equality and equity within the Afghanistan Center for Epidemiological Studies. These policies will address issues such as equal pay, work-life balance, parental leave, and protection against gender-based discrimination and harassment.

b. We will establish a mechanism to monitor and evaluate the implementation of gender equality and equity policies, ensuring accountability and identifying areas for improvement.

COLLABORATION AND PARTNERSHIPS

a. We will collaborate with national and international partners, governmental and non-governmental organizations, and academic institutions to promote gender equality and equity in the field of epidemiological studies.

b. We will actively seek partnerships with organizations that share our commitment to gender equality and equity and work together to develop and implement joint initiatives.

COMMUNICATION AND AWARENESS

a. We will raise awareness among staff members, researchers, participants, and the wider community about the importance of gender equality and equity in promoting health and well-being.

b. We will ensure transparent and inclusive communication channels that encourage the exchange of ideas, experiences, and feedback related to gender equality and equity within the organization.

CONCLUSION

The Afghanistan Center for Epidemiological Studies acknowledges that gender equality and equity are essential for achieving sustainable development and improving public health outcomes. By implementing this policy, we aim to foster an inclusive and equitable environment where everyone, regardless of gender, can contribute, thrive, and benefit from our work.

We recognize that promoting gender equality requires ongoing commitment, collaboration, and continuous improvement, and we are dedicated to upholding these principles in all our endeavors.