

APPENDIX 1: ACIAR'S POLICY ON GENDER AND HUMAN RIGHTS IN AGRICULTURAL RESEARCH AND DEVELOPMENT

ACIAR operates internally and externally within a human rights framework, respecting all people, including their rights and heritage. All ACIAR employees have the right to be treated equally and with respect and to work in an environment that is free from intimidation and harassment.

A fair and diverse workplace is important to ACIAR and its employees. The Centre's values reflect and give effect to the APS Values, in particular those that are central to the matters of equity and diversity in employment.

ACIAR's values are a commitment to all our stakeholders and partners to value them as we value one another.

The Australian Government is strongly committed to being at the forefront of efforts to empower women and girls and promote gender equality in the Indo-Pacific region. The government has set a target requiring that at least 80% of investments, regardless of their objectives, will effectively address gender issues in their implementation.

ACIAR's gender policy places gender equity as central to the achievement of true gender equality. It recognises that specific barriers and constraints to gender equality must be addressed.

By working to better understand access to, and decision-making power over, productive resources such as land, livestock, agricultural equipment, extension knowledge and credit, ACIAR is better able to guide research on agricultural interventions so that benefits are accessible to women, men, girls and boys.

ACIAR assesses gender equity issues during project design, implementation and impact assessment to bring sustained change to women and men by influencing policies and laws, increasing access to services, and changing attitudes and beliefs about women's and men's roles in the Centre's agricultural research projects.

As a continuous learning organisation, ACIAR has processes in place to learn from its dealings with gender research and development issues, and feed these back into its organisational and future project design. Lessons learned on gender mainstreaming, from participating in wider research partnerships such as with CGIAR, are considered in the application of gender issues in ACIAR.

As ACIAR learns how best to achieve gender equity and participation, its processes and policies will be modified. Within the processes, structures and templates that ACIAR currently has in place, questions will be integrated into new project proposals to help ensure that the Centre has a positive impact on gender equity and participation in its workplace and in the communities with which it works.