

ASM Gender Equality Policy

Introduction:

ASM is dedicated to promoting gender equality and ensuring a diverse and inclusive working environment. This policy outlines our commitment and strategic approach to achieve gender equality within our organization, reflecting our values and goals.

Dedicated Resources:

ASM commits to allocating the necessary human resources and expertise to implement gender equality initiatives effectively. We will establish a dedicated team with gender expertise to oversee the implementation and progress of this policy.

Data Collection and Monitoring:

In order to monitor progress and ensure accountability, ASM will collect sex/gender disaggregated data on personnel and relevant stakeholders regularly. We will conduct annual reporting based on key performance indicators to evaluate our gender equality initiatives and make informed decisions.

Training and Awareness:

ASM will conduct regular awareness-raising sessions and training programs focusing on gender equality and addressing unconscious gender biases. These initiatives will target all staff and decision-makers to foster an inclusive and equitable workplace.



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Key Focus Areas and Measures:

1. Work-Life Balance and Organizational Culture:

- Promote flexible working arrangements to enhance work-life balance for all employees.
- Foster an organizational culture that values diversity and inclusivity, ensuring all voices are heard and respected.

2. Gender Balance in Leadership and Decision-Making:

- Implement strategies to achieve gender balance in leadership roles and among decision-makers within the company.
- Encourage mentorship and sponsorship programs to support the advancement of underrepresented genders in leadership positions.

3. Gender Equality in Recruitment and Career Progression:

- Ensure recruitment processes are free from gender bias, promoting equal opportunities for all applicants.
- Facilitate career development initiatives that support gender equality in career progression.

4. Integration of Gender Dimension:

- Incorporate gender perspectives into research and teaching content to ensure diverse viewpoints and inclusive knowledge dissemination.



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5. Measures Against Gender-Based Violence

- Establish clear policies and procedures to prevent and address gender-based violence, including sexual harassment.
- Provide support systems and resources for affected individuals.

Conclusion

ASM is committed to advancing gender equality through dedicated resources, strategic initiatives, and continuous improvement efforts. By upholding this policy, we aim to create a respectful, inclusive, and equitable workplace for everyone.



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