

Gender Equity & Inclusion

ARNECH Research and Consulting Office · Governance & Compliance Framework

ARNECH is committed to gender equity and inclusion in both its research practice and its own institutional composition: from equitable field team staffing to the integration of gender-disaggregated analysis across our health, financial inclusion, and social policy studies.

Institutional Composition and Field Staffing

Gender equity begins with how ARNECH builds its own teams. Recruitment and deployment of field enumerators, research assistants, and project staff are managed to give women and men equitable access to roles, supervisory positions, and career progression across our studies. This applies equally to core staff at the Modelling and Simulation Unit and to short-term field teams engaged for data collection.

Gender-Disaggregated Analysis in Research

Sex- and gender-disaggregated data collection and analysis are built into study design from the outset, not added retrospectively. Where relevant, our health, financial inclusion, and social policy studies are designed to capture differential outcomes, access, and exposure by gender, and to report findings in a way that makes these differences visible to decision-makers and partners.

Integration Across Business Units

The Economic & Social Business Unit and the Global Health Policy Unit incorporate gender-sensitive methods as standard practice across their study designs, analysis plans, and reporting outputs, rather than as a supplementary consideration.

Collaborative and Independent Work

This commitment is reflected across ARNECH's collaborative and independent work, which has included financial inclusion research, equity in clinical trials in California, and evaluation missions focused on minority and vulnerable populations.

Assessment and Accountability

ARNECH assesses its research portfolio against the OECD-DAC Gender Equality Policy Marker, using this framework to review the extent to which gender equality is reflected as an objective within individual studies and to guide continuous improvement in how gender is addressed across our work.

Reference standard: [OECD-DAC Gender Equality Policy Marker](#)

