



Terms of Reference (TOR)

Internship Afghan Women Support (AWS) -

1. Background

Afghan Women Support is a Switzerland-based non-governmental organization dedicated to empowering Afghan women and girls through education, employment, and psychosocial support.

Since the Taliban's return to power in 2021, Afghan women and girls have faced unprecedented restrictions. Girls are banned from education beyond Grade 6, women's mobility has been restricted, and several international human rights organizations have described the situation as gender apartheid. In December 2025, the Permanent Peoples' Tribunal in The Hague ruled that the treatment of women under Taliban rule constitutes a crime against humanity.

Despite these conditions, Afghan Women Support has developed innovative programs enabling women and girls to continue learning, working, and supporting one another through digital platforms and local initiatives.

In 2025, AWS supported:

- 130 students participating in educational programs
- 30 volunteers, including educators and professionals
- 20 paid staff members in Afghanistan (teachers, coordinators, guards, tailors)

AWS programs include:

- the English Bridging Program, enabling girls banned from school to continue their education online
- Robotics and mathematics classes for girls
- Handicrafts and design workshops supporting women's economic independence
- a digital mental-health program providing psychological support through volunteer clinicians
- international advocacy and representation at academic and policy forums.

2. Purpose of the Internship

The purpose of this internship is to support Afghan Women Support's activities while contributing to a Global Health analysis of the challenges faced by Afghan women and girls under conditions of structural gender exclusion.

The internship will explore the intersection between:

- gender and health
- access to education
- psychosocial well-being
- social determinants of health
- community resilience in restrictive environments.



3. Objectives

The internship aims to:

1. Analyze the health, educational, and psychosocial challenges affecting Afghan women and girls under current political conditions.
 2. Document the impact of Afghan Women Support's programs on women's empowerment and resilience.
 3. Contribute to strengthening evidence-based advocacy related to women's rights, education, and mental health.
 4. Support AWS in identifying opportunities to strengthen its programs from a Global Health perspective.
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4. Scope of Work

Under the supervision of Afghan Women Support, the intern will contribute to the following activities:

Research and Literature Review

- Conduct a literature review on women's health, gender inequality, and access to education in Afghanistan.
- Review reports from international organizations and NGOs addressing the situation of Afghan women.

Program Documentation and Analysis

- **Document and analyze AWS initiatives including:**
 - English Bridging Program
 - Robotics and mathematics classes
 - Handicrafts and economic empowerment programs
 - Digital mental-health support initiatives.

Global Health Analysis

- Examine how education, mental health support, and economic empowerment contribute to women's health and resilience in restrictive environments.
- Explore the relationship between education and health outcomes for women.

Advocacy and Communication

- Support the preparation of policy briefs or communication materials related to women's rights and health.
 - Contribute to documentation used in international advocacy events.
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5. Expected Outputs

The internship will produce the following outputs:

- A literature review on the health and social determinants affecting Afghan women.
 - A program analysis report examining AWS initiatives and their contribution to women's empowerment.
 - A Global Health briefing paper highlighting key challenges and recommendations for supporting Afghan women and girls.
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6. Duration

The internship duration will be a minimum of three months depending on academic requirements.

7. Supervision

The intern will work under the supervision of representatives of Afghan Women Support and maintain regular communication with the organization's coordination team.

8. Ethical Considerations

All work conducted during the internship must respect:

- confidentiality
- cultural sensitivity
- ethical research practices.

Particular attention must be given to the protection of participants and respectful representation of Afghan women's experiences.

9. Organizational Information

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