



Gender Mainstreaming in HALO Cambodia

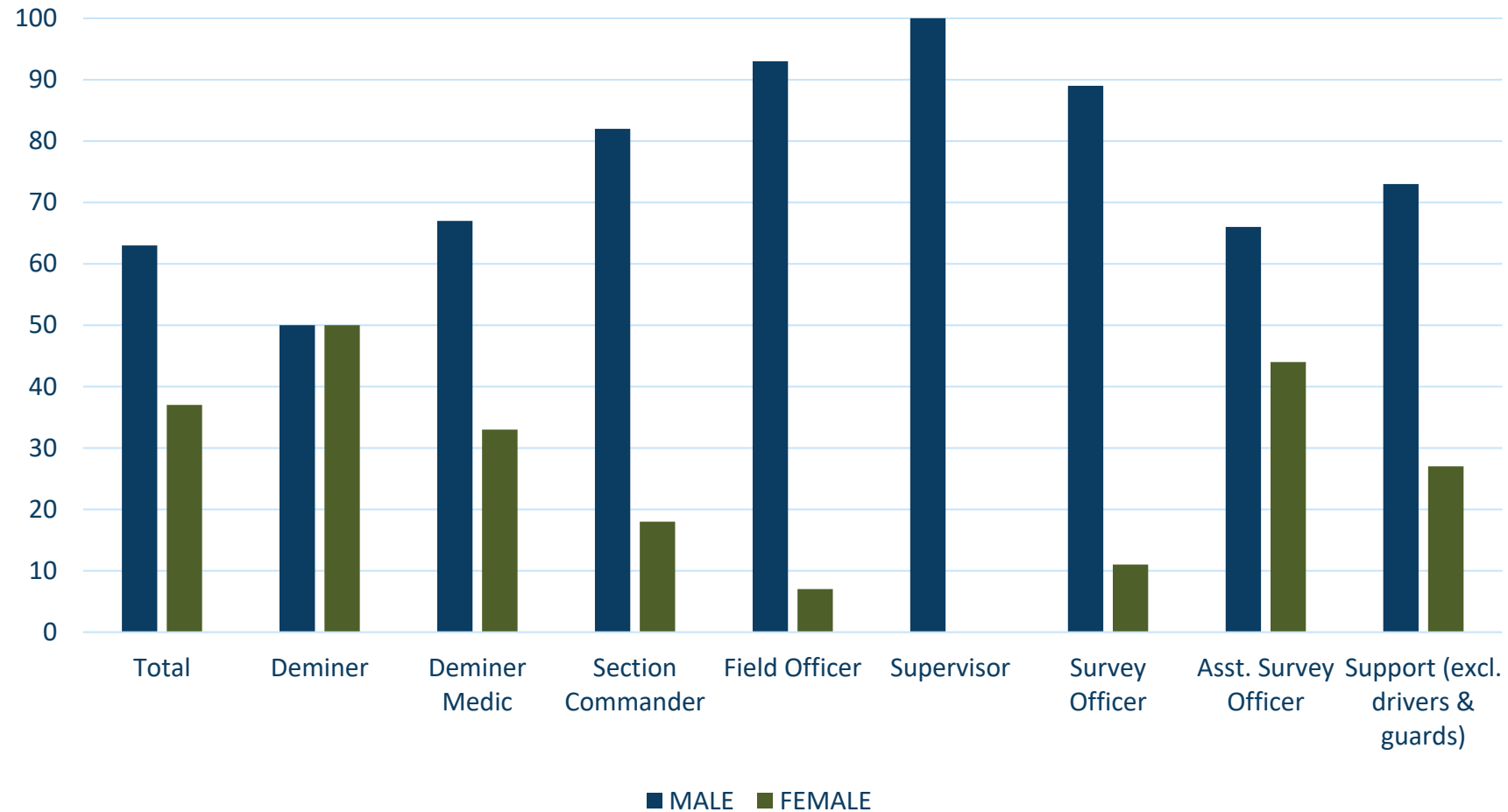


What We're Doing

- Recruitment
- Support for Female Staff
- Facilities
- MRE Policies
- Gender-Inclusive Planning
- Beneficiary



Gender balance by job



Recruitment



- Equal Pay for Equal work
- Village Chief informed we are looking for both men and women. Staff asked to share available positions.
- Information about female-friendly travel, maternity, and accommodation policies given

Investing in women



Health

Access to healthcare

Maternity care

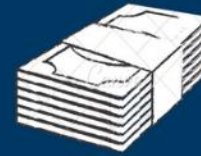


Participation

Deminers' Committee

Survey and MRE

Safeguarding



Pay

Equal pay

Maternity pay



Career Progression

Training

Education



Support for Female Staff



- Female management members always available by phone for HALO staff
 - Clear reporting, discipline, and support structures to deal with harassment and discrimination

Facilities



- Separate accommodation for men and women working in the field and at HALO's other locations
- Safe, clean, private bathrooms and latrines in all locations

MRE Policies

- All MRE teams are composed of one man and one woman
- Sessions are tailored to participant needs based on risk analysis for men, women, boys, and girls
- Different gender group availability is considered when scheduling MRE



Gender-Inclusive Planning

- Prioritisation and planning take community voices into account
- Discussions are held at convenient times and locations for women and men
- Women are fully included in the handover and land release process



Beneficiaries

