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

- Total
- Deminer
- Deminer Medic
- Section Commander
- Field Officer
- Supervisor
- Survey Officer
- Asst. Survey Officer
- Support (excl. drivers & guards)

**MALE**

**FEMALE**
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

2010
5% women
95% men

2018
42% women
58% men

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