

## GENDER AND DIVERSITY POLICY

### 1. OBJECTIVE AND DEFINITIONS

The objective of this policy is to state how gender and diversity considerations are integrated in all aspects of GMAP's work. The policy represents GMAP's current vision on how to promote key gender and diversity issues in its working practices and human resources.

#### Terms and Definitions

**Diversity:** Differences in values, attitudes, cultural perspective, beliefs, ethnic background, sexual orientation, gender identity, ability or disability, skills, knowledge, age and life experiences, etc.. These differences are recognised, understood and valued by the GMAP. The organisation's vision is that all groups of people should be able to equally benefit from and participate to mine action.

**Equal opportunities:** The development of practices that promote the possibility of fair and equal chances for all to develop their full potential, in all aspects of life, and the removal of barriers to discrimination and disadvantage experienced by certain groups.

**Gender:** A term used to describe socially constructed roles and values for different groups based on their biological sex and the local culture. It is also an acquired identity that is learned, changes over time and varies widely within and across cultures.

**Gender and Diversity Mainstreaming:** The process of addressing the implications for different gender and diversity groups of any planned action, in all areas and at all levels, to ensure that all groups benefit and participate equally from GMAP's activities.

### 2. PROMOTING GENDER AND DIVERSITY IN WORKING PRACTICES

The key objective of GMAP is to promote the integration of gender and diversity considerations into all mine action interventions. GMAP provides awareness raising, research and technical assistance including training and capacity building to assist mine action practitioners and policy makers ensure that landmine/ERW victims, survivors, families and members of affected communities benefit on an equal basis from mine action activities.

GMAP is therefore committed to:

- Ensuring gender and diversity mainstreaming in all projects
- Working with partners to ensure that their policies and interventions are based on an adequate understanding of the different needs, priorities and capacities of different groups in the affected communities and involve them and benefit them equally
- Enhancing its staff's capacity through training to ensure that gender and diversity analysis is mainstreamed throughout its work
- Building links and drawing on the knowledge of partner organisations that already have tools and expertise on gender and diversity
- Filling the gaps in terms of research and tools on gender and diversity in mine action and similar fields

### 3. PROMOTING GENDER AND DIVERSITY IN HUMAN RESOURCES

GMAP is an equal opportunity employer and provides a supportive environment with appropriate conditions of employment for everyone. GMAP commits to:

- practicing fair and non-discriminatory recruitment and selection procedures which seek to include under-represented groups
- promoting gender and diversity within recruitment processes and in the individual terms of reference of staff members and consultants
- seeking gender and diversity balance in the appointment of personnel to management positions

### 4. ACCOUNTABILITY, RESPONSIBILITY AND MONITORING OF POLICY IMPLEMENTATION

Responsibility for implementation lies with each and every staff member and consultant at every level. In order to hold ourselves accountable and to ensure the policy is effectively applied and achieves expected results, GMAP intends to:

- Include the promotion of gender and diversity in individual staff/consultants' terms of reference;
- Include the promotion of gender and diversity in individual staff appraisals.