



Equality Myanmar

Gender and Disability inclusion Policy

ကျားမရေးရာ နှင့် မသန်စွမ်းသူများဆိုင်ရာ
လူတိုင်းအကျုံးဝင်ပါဝင်မှုဆိုင်ရာမူဝါဒများ

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စတင်အသက်ဝင်သည့်နေ့ - ၂၀၁၈ ခုနှစ်၊ မေလ (၁၆) ရက်နေ့

I. Vision

As Equality Myanmar has always showed the utmost respect to the human dignity and human rights culture and every activity that we are doing have to be considerate about the participation of every kind of Gender and Disabilities inclusion while promoting them in the meantime.

II. Mission

- Starting from 2018, Equality Myanmar will seek to include Gender and Disability Inclusion policy in every process and this policy will be understood and practiced by every single staff in the Equality Myanmar.

III. Principles

- Respect for inherent dignity and human rights as human beings.
- Eliminating the discrimination and acknowledging the equality especially on gender and disable people and giving them the equal opportunity to participate.
- Capacity Building of the women, disable, non- disable people and LGBTIQA while giving them the equal opportunities.

IV. Programs and Planning the Design

a. The perspective of women and men, disable and non-disabled and LGBTIQA are included in our planning and design

To achieve this, we will:

- Obtain the views, data and impact of women, men, disable person and LGBTIQA inclusion in the design of our programs/projects.
- Ensure program outcome is of direct benefits to disabled beneficiaries
- Manage systematically for the inclusion of women and their participation in the decision making process.

b. Women and men, disabled and non-disabled and LGBTQIA experience our programs/projects as beneficial to their lives.

To achieve this, we will:

- Invite all the disabled to our future human rights training lead by Equality Myanmar starting from 2018.

- Provide opportunities for women and men, disabled and non-disabled to express their priorities and interests to shape according to the surveys taken.
- Always try to hold meetings and trainings at convenient times and with childcare support to enable women, LGBTQIA to participate fully.
- Always use the reasonable accommodation, special needs, training tools and infrastructure to ensure full participation of people of all disabilities.
- Always give opportunity to express the interest, objectives and opinion of men and women, disabled and non-disabled, LGBTQIA people and to participate in the activities.
- Create the tools for the all kinds of participants and the teaching methods should be changed to the design accepted by all kinds of participants.
- Invite to all kinds of level to participate in our training, campaigns, workshops and events especially to women, disabled and LGBTQIA and coordinate with them by using all kinds of techniques and requirements to support the process.
- Put women, LGBTQIA and disabled to be the target group of Equality Myanmar.
- Use the various methods in HRETV Program broadcasted by the organization to enable and empower the disabled.
- Ensure prior consent of people with disabilities is obtained to use their image and stories.

Aim and objective of Monitoring and Evaluation

- c. **Key actions to take for women and men, disabled and non-disabled and LGBTQI experience in our programs/projects and to support them for that we have to:**
 - Monitor the impact of our programs/projects to men and women, disabled and non-disabled, LGBTQIA people.

V. Leadership Role of the Organization

- a. **Communication of the Policy to Staff, Partners and Other stake holders realizing the importance of gender and disability inclusion policy adoption. Key functions are:**
 - Include the opinion and participation of the staff on identifying and analyzing the Mission and Strategic plan of the organization.

- Enable the fair representation gender and disability in every level of the organizational structure, administrative and management level.
- Inform the partner organization on the adoption of this policy and negotiate and discuss and advocate them to implement this policy.

Human Resource

b. Our organization reflects diversity and inclusion in its staffing and human resource policy

To achieve this, we will:

- Implement a proactive approach to create a fair balance of women and men, disabled and non-disabled and LGBTQIA in the organization.
- Consider the flexible working arrangements for people with disabilities in a management job description requirement.
- Ensure our maternity and paternity provisions are in accordance with the Myanmar labour Law.
- Priority to be given to the disabled according to the recruitment section in HR policy. (Create a position where they can work, and after the appointed to the respected job position then creating a working environment for the staff)
- Collect statistics to track changes on the inclusion of women and men, disabled by contacting with the partner organization while recruiting the staff.

Culture

c. Organization reflect and respect diversity and inclusion in its culture

To achieve this activity we will:

- Conduct staff orientation about the gender and disability inclusion policy and individual staff responsibilities
- Conduct the orientation and refresher orientation about the gender and disability inclusion policy and individual staff responsibilities for better implementation of the policy.
- Discuss about the complaint mechanism and procedures for the staff to understand not only in the staff orientation but also in the annual meeting.
- Take immediate action if there is any complaint and if needed will be announced and explained to every staff.

Advocacy Campaign and Communication

d. Our advocacy campaign and communication reflect an inclusion perspective

To achieve this, we will:

- Include total participation of women, LGBTQIA and disabled in all the current advocacy process in the organization.
- Advocate the staff to promote for the inclusion policy of women, LGBTQIA and disabled not only in our organization but also out of our organization.

VI. Responsibilities to promote and implement the Inclusion Policy

a. Key Responsibilities of all managers

- Make efforts to address inclusion based on gender, disability inclusion policy, a criterion in the annual job performance review of all staff.
- Complaint mechanism will be included in the Gender and Disability Inclusion policy and it's the same complaint mechanism stated in the HR policy.
- Program or Project Manager will take the lead in arranging for the policy refresher training.

All employees must:

- Attend the gender and disability inclusion policy and its related awareness training with absent.
- Monitor the policy and its related activity.
- Ensure not engaging in any behavior which could be bullying, discrimination or harassment and every staff have to monitor for the better input in the policy.
- Follow the policy and in addition they must strengthen and promote the policy.

b. Monitoring and Evaluation of the Policy

- Form a Gender & Disable Inclusion working group comprised of Program Coordinator. (Preparing the Indicator Form, discuss and adopting)
- Quarterly Report will be submitted to the M-Com from Gender and Disabled Inclusion Working Group.
- Management Committee will announce/warning should be given in the nearest Staff meeting.

- Collect the statistics from the monitoring and evaluation stage and amend the policy as well as consider to add these data in future project/program design.

c. Communication of the Policy

- Distribute the policy to every member of staff.
- Summary of Gender and Disability Policy should be adhered to the notice board for everyone to view.
- Every networks, meetings, grants giving ceremony concerning with the organization should be informed of this policy.
- Policy should be shared and discussed with everyone who attends the training, workshops, and meetings, events whose show the desire to know or should know.

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LGBTIQA

Lesbian: A woman who is primarily attracted to other women.

Gay: A person who is attracted primarily to members of the same sex. Although it can be used for any sex (e.g. gay man, gay woman, gay person), “lesbian” is sometimes the preferred term for women who are attracted to women.

Bisexual: A person who is attracted to both people of their own gender and another gender. Also called “bi”.

Transgender: People who do not identify with their assigned gender at birth or the binary gender system.

Intersex: A person whose sexual anatomy or chromosomes do not fit with the traditional markers of "female" and "male"

Queer: An umbrella term sometimes used by LGBTIQA people to refer to the entire LGBT community.

Asexual: A person who generally does not feel sexual attraction or desire to any group of people. Asexuality is not the same as celibacy.

What Is Disability And Who Are Persons With Disabilities?

The term persons with disabilities is used to apply to all persons with disabilities including those who have long-term physical, mental, intellectual or sensory impairments which, in interaction with various attitudinal and environmental barriers, hinders their full and effective participation in society on an equal basis with others. However, this minimum list of persons who may claim protection under the Convention does not exhaust the categories of the disabilities which fall within the it nor intend to undermine or stand in the way of wider definition of disabilities under national law (such as persons with short-term disabilities). It is also important to note that a person with disabilities may be regarded as a person with a disability in one society or setting, but not in another, depending on the role that the person is assumed to take in his or her community. The perception and reality of disability also depend on the technologies, assistance and services available, as well as on cultural considerations.

Mobility and Physical Impairments: Disability in mobility can be either an in-born or acquired with age problem. It could also be the effect of a disease. People who have a broken bone also fall into this category of disability.

Vision Disability: These injuries can also result into some serious problems or diseases like blindness and ocular trauma, to name a few. Some of the common vision impairment includes scratched cornea, scratches on the sclera, diabetes related eye conditions, dry eyes and corneal graft.

Hearing Disability: People that are completely or partially deaf, (Deaf is the politically correct term for a person with hearing impairment.

Cognitive or Learning Disabilities: Cognitive Disabilities are kind of impairment present in people who are suffering from dyslexia and various other learning difficulties and includes speech disorders.