



Institutional Policy

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## Gender policy

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Federal Executive Division  
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# Gender policy

1. NON-DISCRIMINATION AND PROTECTION AT WORK
2. DUAL INCLUSION OF GENDER AND DISABILITY, WITH A PARTICULAR FOCUS ON DISCRIMINATION AGAINST DISABLED WOMEN
3. THE GENDER APPROACH AS A PROJECT QUALITY CRITERION

The ethical principle of non-discrimination underlies all Handicap International's actions. It is at the very heart of the organisation's engagement alongside people with disabilities and in support of equal opportunities.

All its activities are underpinned by a commitment to equal access to fundamental rights for men and women, who must be fully and individually empowered to enjoy their economic, social, cultural, civil and political rights.

Handicap International is conscious that situations of precarity mainly affect women, often excluded from development initiatives, and are also a factor in a disability creation process that increases the vulnerability of women with disabilities. The organisation therefore strives to increase gender sensitivity in its actions and to equitably promote the qualities of both women and men in all life activities.

The organisation applies the following principles:

## 1.

### **Non-discrimination and protection at work**

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In accordance with the principle of non-discrimination, the organisation ensures equal treatment of men and women.

This means that in its working environment and its human resources management, the organisation ensures professional equality and equal pay between sexes and full participation of both men and women in the running of the organisation. It encourages access to and facilitates the retention of positions of responsibility for women, whilst respecting family commitments (notably by facilitating maternity and parental leave and changes to part-time contracts).

Handicap International's social, pay and training policy reflects this commitment towards equality by monitoring the career development of its male and female staff.

Finally, with regard to protection, the organisation ensures that the working environment in the different countries of intervention is respectful of women and that women's posts and working conditions are adapted to the cultural context.

## 2.

### **Dual inclusion of gender and disability, with a particular focus on discrimination against disabled women**

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Handicap International's mandate is to take action, both operational and political, to help people with disabilities benefit from the same rights as men and women without disabilities.

The organisation also endeavours to ensure that the sexual identity of the men and women with whom it works is not obscured by their disability.

Depending on the contexts, cultures and sectors in which we work, the association of disability and gender issues can result in a double discrimination of which women with disabilities are the primary victims.

Handicap International therefore concerns itself with policies, practices and representations of disability and gender to help it identify inequalities, reduce vulnerabilities and fight discrimination.

## 3.

### **The gender approach as a project quality criterion**

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Incorporating gender issues improves the quality and impact of actions: changing attitudes and the way people look at disability calls for a subtle understanding of the social organisation of communities and of issues surrounding the representations of men and women's roles. Consequently, Handicap International endeavours to take account of differences, experiences, concerns and needs specific to both sexes so that the projects it implements benefit both men and women to the same extent.

The gender approach is a way of increasing the impact of a project by using the vector best suited to the needs identified.

Depending on the context, specific activities for women may have to be introduced to reduce inequalities between the sexes.

Handicap International intends to generalise the use of gender-sensitive indicators to assess the impact of its actions on the situation of men and women and the relations between them. It is working to increase the means and tools available to its teams for mainstreaming gender issues into its activities (documentary resources, training, etc.).



*Handicap International condemns all forms of gender-related abuse and violence.*

*For Handicap International, the respect and protection of women is to be seen not only in operational activity, but also in individual attitudes and behaviour, communication and the use of images.*



**On any matters concerning  
the implementation of this policy,  
please contact: [genderpolicy@  
handicap-international.org](mailto:genderpolicy@handicap-international.org)**



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## Photo credits

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## Gender policy

This paper presents Handicap International's approach to gender issues in the workplace and on its project, with a particular focus on discrimination against women with disabilities.

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### THE HANDICAP INTERNATIONAL NETWORK

#### FEDERATION

14, avenue Berthelot  
69361 Lyon Cedex 07  
France  
[contact@handicap-international.org](mailto:contact@handicap-international.org)

#### BELGIUM

67, rue de Spa  
1000 Bruxelles  
[info@handicap.be](mailto:info@handicap.be)

#### CANADA

1819, boulevard René-Lévesque Ouest  
Bureau 401  
Montreal (Quebec) H3H 2P5  
[info@handicap-international.ca](mailto:info@handicap-international.ca)

#### FRANCE

16, rue Étienne Rognon  
69363 Lyon Cedex 07  
[info@handicap-international.fr](mailto:info@handicap-international.fr)

#### GERMANY

Ganghofer Str. 19  
80339 München  
[kontakt@handicap-international.de](mailto:kontakt@handicap-international.de)

#### LUXEMBOURG

140, rue Adolphe-Fischer  
1521 Luxembourg  
[contact@handicap-international.lu](mailto:contact@handicap-international.lu)

#### SWITZERLAND

Avenue de la Paix 11  
1202 Genève  
[contact@handicap-international.ch](mailto:contact@handicap-international.ch)

#### UNITED KINGDOM

27 Broadwall  
London SE1 9PL  
[info@hi-uk.org](mailto:info@hi-uk.org)

#### UNITED STATES

6930 Carroll Avenue - Suite 240  
Takoma Park, MD 20912  
[info@handicap-international.us](mailto:info@handicap-international.us)

[www.handicap-international.org](http://www.handicap-international.org)