



Hosted by the World Health Organization

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## PMNCH Justice, Equality and Inclusion Policy

As a partnership hosted by the World Health Organization, PMNCH has a legal obligation to adhere to WHO's administrative and fiduciary policies. Within this context, one of the key policies adhered to is WHO's [Diversity Equity and Inclusion policy](#) which PMNCH is firmly committed to embedding into all of its programmes and operations.

### Staff Recruitment and retention

Recruitment procedures set out by WHO are followed, meaning PMNCH is committed to creating a diverse and inclusive environment of mutual respect. PMNCH therefore offers equal opportunity and seeks to employ staff of different disability status, sex, gender identity, sexual orientation, language, race, marital status, religious, cultural, ethnic and socio-economic backgrounds, or any other personal characteristics. Persons with disabilities, women, young people and people from underrepresented countries are encouraged to apply to positions. Persons with disabilities can request reasonable accommodations to enable participation in the recruitment process. PMNCH is committed to achieving gender parity and geographical diversity in its workforce. PMNCH has consistently achieved gender parity, as evidenced in the [Global Health 50:50 Report](#), and continues to adopt means of verification ensuring that 50% of the workforce are female, and that at least 50% of staff have at least one nationality from a LMIC.

Furthermore, PMNCH aligns itself with WHO policies around retention, therefore, staff members have access to parental leave and 90 days of teleworking per year, allowing staff members flexibility to balance demands of work and family life.

### Persons with disabilities

WHO's policy on persons with disabilities, which PMNCH adheres to, is comprehensive in scope, and is designed to ensure that persons with disabilities are meaningfully included in all aspects of the organization and in all programmatic areas of work. The disability policy therefore addresses issues related to recruitment, selection and appointment; career guidance and development; mobility and travel; training opportunities; promotion or reassignment; job retention; teleworking from home; and return to work. In addition, persons with disabilities can request reasonable accommodations to facilitate day to day work, by for example, requesting the provision of assistive software or support in the form of sign language interpreters, or personal attendants.

Further to the types of organizational policies described above, the rights of persons with disabilities at PMNCH are protected on an equitable basis with others, including the right to favorable conditions of service, to equal opportunities and equal remuneration for work of equal value. This also includes the provision of safe and healthy working conditions, including protection from harassment and mechanisms for redressing grievances.

In addition, PMNCH also has measures in place to support staff members who have dependents with disabilities (for example, through an entitlement of a special education grant for disabled children).

### Recruitment of Board, Committee and Working Groups members and organizations

When running Calls for Nominations for the selection of Board, Committee and Working Group members, key DEI information is solicited, and taken into account during the selection process. This is done by developing questionnaires specifically seeking key DEI information, such as gender, nationality, languages, disabilities and



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geographic location to ensure that there is a good mix of global north and global south institutions. Furthermore, PMNCH strives to ensure equal representation in working groups of member organizations working at global, regional and national levels allowing all voices to be heard.

### **DEI in PMNCH's communications products**

PMNCH continues to implement mechanisms to facilitate active and inclusive participation of all its members. Digital communications materials are therefore developed to facilitate access to all members. This includes making user friendly information accessible on mobile phones in addition to computers, to take into account persons with limited access to IT devices and network availability. Intentional colour pairing is adopted when developing communications materials to accommodate persons with colour vision deficiencies. Closed captions are used in PMNCH videos. Where possible, sign language interpretation is used to accommodate for persons who are deaf or hard of hearing. Quarterly Townhalls are conducted twice in the same day (morning and afternoon) in order to accommodate people in different time zones.