

# ANNUAL REPORT 2017



**gender &  
mine  
action**



## FOREWORD

While 2016 marked GMAP's 10th anniversary, 2017 confirmed the main two trends that had been highlighted in last year's foreword:

- That there continues to be a need for GMAP's expertise in the mine action community.
- That GMAP's accumulated expertise from mine action can and is being applied in other human security-related and development fields.

This annual report gives multiple examples of these two trends and showcases the important work done by GMAP.

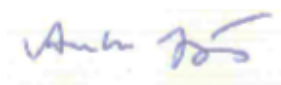
With regards to the first trend, we're pleased to note not just that demands are coming from new mine action actors, but also that multiyear partnerships have developed and sustained, for example in Colombia, where GMAP has been involved with The HALO Trust since 2015 and continues to provide support and monitor the implementation of GMAP recommendations. I believe that such continuous cooperation will greatly contribute to positive longer-term impact on the ground, and within the partner organizations themselves.

As relates to the second trend, the involvement of GMAP in issues beyond the mine action sector - which also forms part of GMAP's strategic objectives - we have seen a number of examples of this in 2017. This has been done through two main methods:

- Applying GMAP's expertise to related areas (such as demobilisation and reintegration of fighters in Colombia) and,
- Sharing the experience of gender mainstreaming in mine action through different human security and development fora (e.g. the Arms Trade Treaty, International Conference on Standards for the SDGs by the United Nations Economic Commission for Europe).

GMAP is also an active member of the Maison de la Paix Gender and Diversity Hub, which intends to go beyond siloes and foster inclusive security practices through collaboration.

These are encouraging trends, and I take the opportunity to thank the GMAP operational team for all their work in 2017, as well as the long-standing and new partners and donors for their interest and commitment towards mainstreaming gender and diversity.



*Dr. Ann-Kristin 'Anki' Sjöberg, President*

## ACKNOWLEDGEMENTS

**GMAP** was able to carry out its activities and reach its objectives thanks to the work of the Director, Programme Manager, Programme Officer, Junior Programme Officer, and with the invaluable support of Programme Assistants, as well as strong partnerships with a number of donors and other organisations.

GMAP would like to take this opportunity to thank all those who have supported our work in 2017, with a special mention to:



The Government of Australia



The Geneva International Centre for Humanitarian Demining



The Government of Italy



from the British people



United Nations Mine Action Service – UNMAS



The Government of the Netherlands



United Nations  
Development Programme



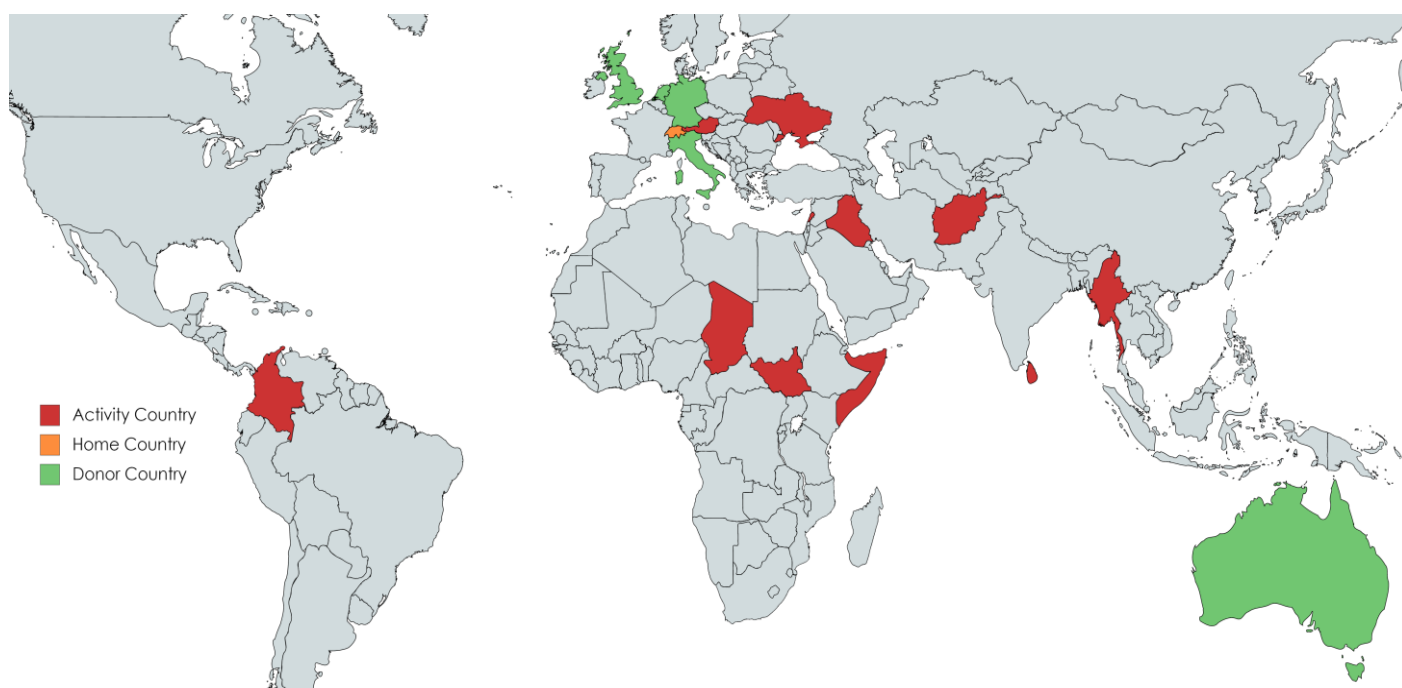
The Government of Germany

GMAP often works as a subcontracting NGO to larger organisations conducting work across the mine action sector, such as clearance operators or the GICHD. GMAP receives donor funding through these partners as a result of this subcontracting relationship, as well as directly from donors in some cases.

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## GMAP'S GLOBAL FOOTPRINT IN 2017



### Countries supported

- Afghanistan
- Chad
- Colombia
- Iraq
- Lebanon
- Myanmar
- Sri Lanka
- Somaliland
- South Sudan
- Tajikistan
- Ukraine



**8 Gender & Diversity  
Assessments & Monitoring Visits**



**18 Trainings Conducted  
266 Trainees (152 M/ 114 F)**



**3 Countries Supported through  
Technical Assistance**



**2 Research Projects Conducted**

## ABBREVIATIONS

APMBC	Anti-Personnel Mine Ban Convention
CCM	Convention on Cluster Munitions
CMC	Cluster Munition Coalition
CSSF	Conflict Stability and Security Fund
C4SI	Collaborate for Social Impact
DCAF	Centre for the Democratic Control of Armed Forces
DFID	Department for International Development
EOD	Explosive Ordnance Disposal
ERW	Explosive Remnants of War
G&D Hub	Maison de la Paix Gender and Diversity Hub
GICHD	Geneva International Centre for Humanitarian Demining
GMAP	Gender and Mine Action Programme
HALO	The HALO Trust
HQ	Headquarters
IASC	Inter-Agency Standing Committee
ICBL	International Campaign to Ban Landmines
ICRC	International Committee of the Red Cross
IEDD	Improvised Explosive Device Disposal
IP	Implementing Partner
ISU	Implementation Support Unit
MAG	Mines Advisory Group
MAPA	Mine Action Program for Afghanistan
MRE	Mine Risk Education
NATO	North Atlantic Treaty Organisation
NGO	Non-Governmental Organisation
NMAS	National Mine Action Standards
NPA	Norwegian People's Aid
NTS	Non-Technical Survey
PDR	People's Democratic Republic of Lao
QA	Quality Assurance
SADD	Sex and Age Disaggregated Data
SDGs	Sustainable Development Goals
SOPs	Standard Operating Procedures
UN	United Nations
UNDP	United Nations Development Programme
UNECE	United Nations Economic Commission for Europe
UNMAS	United Nations Mine Action Service
UNSCR	United Nations Security Council Resolution
UXO	Unexploded Ordnance

## ABOUT GMAP

The Gender and Mine Action Programme (GMAP) is an international expert organisation based in Geneva, Switzerland working to make mine action more inclusive, effective, efficient and equitable through the mainstreaming of gender and diversity perspectives. GMAP also works towards the implementation of UN Security Council Resolution (UNSCR) 1325 through the promotion of women's empowerment and participation in decision-making in mine action programmes. GMAP is based in Geneva, Switzerland and is hosted by the Geneva International Centre for Humanitarian Demining (GICHD).

**GMAP** focuses on developing the capacity of mine action programmes, authorities and stakeholders to mainstream gender and diversity, to improve the impact of humanitarian mine action interventions on affected women, girls, boys and men from diverse groups. This is done through undertaking assessments and providing tailored training and advice on gender and diversity in mine action. GMAP carries out demand driven research to collect evidence, raise awareness and provide guidance on specific aspects of gender and mine action.

GMAP contributes to the implementation of the Anti-Personnel Mine Ban Convention (APMBC) and the Convention on Cluster Munitions (CCM) through its advocacy work. GMAP is a learning organisation with a strong commitment to ensuring the delivery of high quality services and products that meet the expectations and requirements of external partners in terms of organisational learning, behaviour change and results.

## VISION

A world in which women, girls, boys and men from diverse groups are safe from mines/ERW and equally participate in and benefit from mine action.

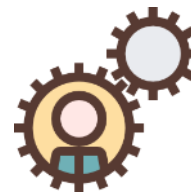
## WHAT WE DO



**Assessment**



**Capacity  
Development**



**Technical  
Assistance**



**Research**



**Monitoring**



**Advocacy**

## WHO WE ARE



GMAP is guided by a committee of dedicated gender and diversity champions. GMAP wishes to specifically thank Committee President, Dr. *Anki Sjöberg*, Secretary, Mr. *Mark McCarthy*, and Treasurer, Mr. *Martin Damary*, and GMAP members: *Åsa Massleberg*, *Lorraine Serrano*, *Olivier Cottray*, *Kristin Valasek*, *Luigi De Martino*, *Aurélie Lamazière*.

### Staff

#### Director

*Arianna Calza Bini*

#### Programme Managers

*Lilla Schumicky-Logan* from December 2016 to April 2017

*Dominic Wolsey* from May 2017

#### Programme Officer

*Marion Provencher* from September 2017

#### Junior Programme Officer

*Vanessa Sampaio* from September 2017

### Programme Assistants

GMAP benefited greatly from the voluntary work of programme assistants and students throughout 2017

*Beth Cloughton*

*Giulia Coppola*

*Tina Kalamar*

*Maria Popovich*



## 10 YEAR ANNIVERSARY

GMAP board, members and staff celebrated the 10<sup>th</sup> anniversary of its creation with friends and partners in January 2017.





## Objective One:

**An inclusive approach to mine action interventions that increases relevance, effectiveness, and efficiency**

### **OUTCOME 1: GENDER AND DIVERSITY-SENSITIVE MINE ACTION LAWS, POLICIES, STRATEGIES OR ACTIONS PLANS ARE ADOPTED, IMPLEMENTED, AND MONITORED BY PARTNERS**

In 2017, GMAP conducted a number of direct country visits to assess both operators and national authorities and provide practical action plans to further gender mainstreaming. GMAP also supported the development of policies and strategies in 2017 and contributed to a number of other formal commitments on gender equality and mainstreaming by mine action partners. This year there was a particular focus on in-country assessments, resulting in the drafting of strategies, policies and action plans to seven country programmes: Afghanistan, Colombia, Iraq, Myanmar, Somaliland, Sri Lanka and Tajikistan.

The National Mine Action Strategies for Bosnia Herzegovina and Zimbabwe were also reviewed for gender and diversity mainstreaming.

## Afghanistan

### Assessment of HALO Afghanistan Programme January – Royal Netherlands Government funding



In January, GMAP visited HALO Trust's mine action programme in Afghanistan to learn about the programme, discuss gender and diversity in mine action with the staff and identify gaps and good practices. GMAP provided concrete recommendations on ways the programme can further include and benefit women affected by landmine contamination. An action plan was developed by HALO to implement the recommendations and monitor the programme's contribution to gender equality.

## Myanmar

### Assessment and staff training to HALO, MAG and NPA in Myanmar March – Department for International Development (DFID) - UK funding



GMAP visited Myanmar to conduct gender and diversity training with MAG, NPA and The HALO Trust. The visit was part of a global consortium project funded by DFID. The consortium members work across several states in Myanmar, mainly on a combination of Mine Risk Education (MRE) and Non-Technical Survey (NTS). GMAP provided training covering a range of topics including community liaison to 56 members of staff across the three organisations. In addition, GMAP conducted an assessment of the programme, recommending that the standard MRE curricula be adapted to district specific realities and translated into the several local languages.

## Ukraine

### Gender and Diversity in the Mine Action Law

February and September – GFFO funding



GMAP conducted an interactive session on gender and diversity in mine action in the framework of a GICHD-OSCE organised workshop on the mine action draft bills for all Ukrainian mine action stakeholders in Kiev. As a follow up, GMAP drafted two case studies on how Colombia and Tajikistan have integrated gender and diversity in their normative framework for mine action, which were translated into Ukrainian and provided to the stakeholders.

## Tajikistan

### Development of Gender and Diversity Strategy for Tajikistan Mine Action Programme

July – United Nations Development Programme funding



GMAP was contracted by UNDP to facilitate a policy workshop in Tajikistan and to assist the national authority with the development of a Gender Strategy for the national Mine Action Programme. The Gender Strategy was developed and is expected to become government policy for the 2018 start date. This built on an assessment of the Tajikistan Mine Action Programme conducted in 2016 by GMAP and subsequent work to facilitate the creation of gender and diversity guidelines. Thus the adoption of the strategy is the successful culmination of a number of years of collaboration between GMAP, UNDP, and the Tajikistan National Mine Action Centre.

## Somaliland

### Assessment of HALO Trust Somaliland Programme August – Royal Netherlands Government funding



GMAP's Programme Manager and Junior Programme Officer visited Somaliland to conduct a Gender and Diversity Assessment of The HALO Trust's Mine Action Programme and conduct training for local staff. The assessment focused on gender balanced recruitment in prevision of a scaling up of operations in Southern Somalia. The recommendations made will serve to ensure that the programme is equipped with gender and diversity sensitive practices when it expands its operations.

## Colombia

### Assessments for National Gender and Diversity Policy for Mine Action October and November – Australia and Germany Governments funding



In October and November 2017, GMAP conducted gender and diversity assessments in mine-affected communities in the municipalities of Vistahermosa (Meta) and Algeciras (Huila) with the support of NPA and Campaña Colombiana contra Minas, and in cooperation with the Colombian National Mine Action Authority (Dirección Descontamina Colombia). The findings will inform the design of a National Gender and Diversity Policy for Integrated Mine Action in Colombia in 2018. Focus group discussions and interviews were held with survivors, indirect victims, community members, representatives of local authorities and humanitarian demining NGOs. A third assessment in Cauca is planned for January 2018.

## **OUTCOME 2: GENDER AND DIVERSITY-SENSITIVE STANDARDS ARE APPLIED AND GMAP TOOLS ARE USED BY PARTNERS**

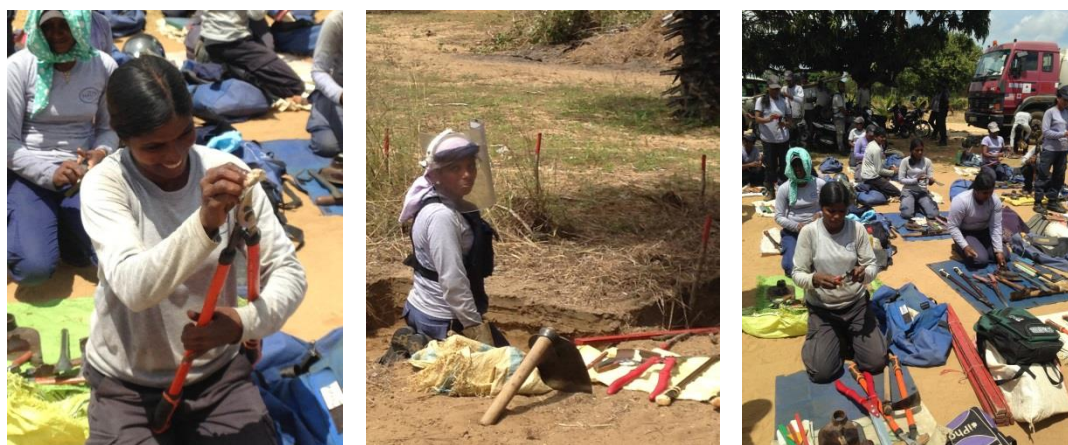
Mine action standards (international and national) are a key opening for ensuring that the needs, priorities, and capabilities of women, girls, boys and men from different groups are taken into consideration in programming and operations. In 2017, GMAP reviewed international and national mine actions standards in addition to Standard Operating Procedures (SOPs) to ensure that gender and diversity had been included at all levels. This covered seven countries in addition to standards which cover the sector as whole.

GMAP thus contributes to ensuring that gender and diversity considerations are built into the institutional knowledge of organisations and the mine action sectors. As GMAP is hosted by the GICHD, GMAP contributes to a wide range of internal and external policies, strategies, standards and other outputs, offering a gender and diversity lens.

### **Sri Lanka**

#### **Assessment of HALO Sri Lanka Programme**

March – Conflict Stability and Security Fund (CSSF) - UK funding



GMAP was contracted by the HALO Trust to conduct a gender and diversity assessment of their programme in Sri Lanka in the context of the resettlement process. The HALO Trust programme puts special emphasis in engaging with war widows and those women heading single-headed households to give them and their families livelihood opportunities. GMAP provided recommendations for further steps that can be taken to build on the progress made on a programme which employs a large number of women.

## Colombia

### Monitoring visit to HALO Colombia

May – Royal Netherlands Government funding



The visit aimed to assess the implementation of the recommendations from a GMAP assessment to the HALO Colombia programme in 2015. Several positive developments were observed: human resources policies and procedures are well developed and mostly gender sensitive. A more diverse workforce has been recruited from affected communities with the growth of the programme from less than 200 to 335 staff. Female staff went from 20% to 31% including several supervisors. Persons with disabilities, former combatants, indigenous and Afro-Colombian people are all represented and working harmoniously and respectfully together. This diversity allows the programme to have access to and benefit all affected groups.

## Iraq

### Gender and Diversity Assessment

November –Germany Government funding



GMAP visited Iraq to conduct a gender and diversity baseline assessment with the Directorate for Mine Action (DMA) in Baghdad. A particular focus of the assessment was DMA's Gender Unit, created in 2017 with the aim of improving women's participation in operations. GMAP will assist the DMA in the continuation of this process. During the visit, GMAP also facilitated a training session focused on the core principles and value of gender and diversity in mine action. GMAP also visited the Iraqi Kurdistan Mine Action Authority offices in Erbil to meet with the Director and senior operational staff to discuss future collaboration on gender and diversity in the KRG in 2018.

## Summary

### Review of Mine Action Standards:

- Sri Lanka National Mine Action Standards
- Participation to the IMAS Review Board, where the question of how victim-activated IED and their victims are currently being recorded by operators was raised, and the collection of sex and age disaggregated data emphasised. In addition, GMAP provided comments for suggested changes to the IMAS to include language on IED.
- The UN IEDD standards (improvised explosive device disposal) were reviewed and comments from a G&D perspective were provided

### Review of SOPs:

- HALO Afghanistan
- HALO Somalia
- NPA Myanmar
- MAG Myanmar
- HALO Myanmar
- HALO Colombia
- HALO Sri Lanka

### Review of other tools:

- DMA Iraq internal policies, contracts and data collection forms
- GICHD Operations Assessment Framework
- GICHD Information Management Assessment Framework
- JANUS/UNMAS South Sudan Quality Management Tools



## **OUTCOME 3: KEY PARTNERS' SERVICES AND OUTPUTS ARE GENDER AND DIVERSITY-SENSITIVE**

Throughout 2017, GMAP continued to closely collaborate with existing partners while forging new relationships. These include mine action authorities, international organisations, and non-governmental organisations.

### **Mine Action Authorities**

GMAP supported the mine action authorities of the following countries by facilitating **gender and diversity mine action workshops and training courses**:

- **Colombia**
- **Iraq**
- **Lebanon**
- **Tajikistan**

### **International Organisations**

GMAP's closest partner is the Geneva International Centre for Humanitarian Demining (GICHD). GMAP has been hosted by the GICHD since 2010 and works in close collaboration, providing gender and diversity mainstreaming support to the GICHD in both its internal and external activities. The GICHD provides GMAP with office space and support services such as accounting and IT. Furthermore, since September 2016, a new shared JPO position was created by the GICHD to support the GICHD's and GMAP's work on gender and diversity and further strengthen the collaboration between the two organisations.

In 2017, GMAP provided support to training courses and workshops on non-technical survey, quality management and operational efficiency. Additionally, GMAP was involved in the GICHD Donors Seminar, provided training on gender and diversity in mine action to new staff, and gave advice and support on increasing participation of women to GICHD training courses. GMAP also reviewed and provided inputs for GICHD studies and publications, namely *Leaving No One Behind: Mine Action and Sustainable Development Goals* (joint GICHD-UNDP publication); and a study on the interaction between mine action and small arms light weapons. GMAP also writes up and shares country profile backgrounds with the GICHD, enabling the Centre to include a more holistic approach to gender and other diversity issues in their project proposals or in preparation for mission.

GMAP also collaborated with the GICHD to develop research on the strategic place of gender and diversity in the mine action sector in the coming years. Finally, is an active member of the GICHD Gender and Diversity Working Group and of the Advisory Board.

## Operators

### South Sudan

#### Gender and Diversity Assessment and training to JANUS

April – United Nations Mine Action Service funding



GMAP visited South Sudan to provide training to programme management staff and the National Mine Action Authority on the consideration of gender and diversity in quality management for mine action. GMAP also provided support on gender and diversity related quality assurance to JANUS, the QA provider for UNMAS in South Sudan. As a result the training introduced participants to a new way of thinking about quality in operations with a broader definition of 'customer focus' and 'evidence-based decision making'.

### Germany

#### Gender and Diversity in Non-Technical Survey in Hammelburg

May – Geneva International Centre for Humanitarian Demining



GMAP participated in the GICHD's Non-Technical Survey training course with a session on Gender and Diversity in Non-Technical Survey. The 20 participants were sent by mine action authorities, armed forces, international organisations and operators. GMAP also provided support and assistance to the course's practical exercises, and to the drafting of the participants' individual action plans, ensuring the inclusion of gender.

## Lebanon

### Gender and Diversity Training to LMAC Regional Training School

November – Royal Netherlands Government funding



GMAP's Director visited Lebanon in early November to conduct a training workshop for the Lebanese Mine Action Centre and partners on Gender and Diversity in Mine Action. This is the first step in the process of developing the LMAC's capacity to mainstream gender and diversity in the Lebanese Mine Action Programme, in collaboration with MAG and with the financial support of the Netherlands.

## Chad

### Training for a gender and diversity assessment of the context for mine action related activities in Chad - HI

October – European Union funding (PRODECO)

GMAP trained the gender focal point of HI's programme in Chad on gender and diversity. The purpose of the training was to train HI gender focal point on gender and mine action to raise awareness to the topic in HI Chad's mission. HI Chad's Inclusion Action Plan, meant to ensure disability mainstreaming in the mission was also revised to include a gender perspective. GMAP also developed a methodology for the implementation of a gender and diversity analysis to be conducted in Northern Chad. The gender and diversity analysis will serve to adjust and inform socio-economic activities targeted to persons with disabilities and communities facing the threat of mine/ERW.

## Other collaborations with mine action partners

In 2017 GMAP worked closely with Handicap International (HI - now Humanity & Inclusion). Support was provided to HI on gender and diversity sensitive victim assistance. In turn, HI also collaborated with GMAP on research towards sector-wide guidelines for mainstreaming gender and diversity in victim assistance.

GMAP collaborates with the Implementation Support Units of the **APMBC** and the **CCM**, and is a member of the **International Campaign to Ban Landmines (ICBL) – Cluster Munition Coalition (CMC)**.

In March 2017 GMAP's Director became an International Gender Champion (IGC), pledging to fulfil annual goals relating to gender and diversity. The IGC Network is an international leadership network launched in 2015 in Geneva, focused on increasing diversity on panels and in organisations, and making gender equality a reality.



☰

**CHAMPION**

**Arianna Calza Bini**

*Director, Gender and Mine Action Programme*



**“ Gender and diversity are at the heart of good, fair, and efficient work. With GMAP, we work towards creating a world in which women, girls, boys and men from diverse groups are safe from explosive remnants of war, and are able to fully participate in and benefit from mine action. ”**



**I support the IGC Panel Parity Pledge.**

# Objective Two:

Gender and diversity are mainstreamed by mine action organisations in broader human security intervention



## **COMBINED OUTCOMES: COOPERATION BETWEEN GMAP, MINE ACTION ACTORS, AND OTHER HUMAN SECURITY ACTORS IS STRENGTHENED**

In 2017, GMAP has continued seeking to expand the scope of its activities to broader human security initiatives. GMAP can thus share its experience and expertise with a variety of actors in the broader human security sector, and create new fruitful partnerships. GMAP has strengthened cooperation with the Maison de la paix Gender & Diversity Hub partner organisations, different disarmament fora, and other gender or security related initiatives.

## Maison de la Paix Gender & Diversity Hub



These include the **Maison de la Paix Gender & Diversity Hub (G&D Hub)**. This initiative, led by organisations based at the Maison de la Paix (MdP), aims to share expertise on gender and diversity in the security sector and foster inclusive security policy and practice. In 2017, the Hub was composed of six organisations: GMAP, GICHD, Geneva Centre for the Democratic Control of Armed Forces (DCAF), Geneva Centre for Security Policy (GCSP), IHEID Gender Centre and Small Arms Survey (SAS). GMAP is a founding and active member of the Gender and Diversity Hub and has participated in all the activities in 2017, some of which are highlighted below.

### Breaking Free, Releasing Joy: Detention and Disappearance During the Syrian Conflict

February



Three Syrian women came together to share the memories and struggles of Syria's detained and disappeared persons. The event has provided an opportunity for these women, as well as representatives of Syrian civil society groups to discuss the ways to continue advocacy for those detained or disappeared.

### Research Frontiers in Gender and Sustainable Peace

June

The half-day event aimed to discuss the role played by gender relations in the creation of sustainable peace. The day was composed of two panels with scholars and practitioners, followed by a discussion. This event provided an opportunity for interested stakeholders in the international Geneva policy network to engage with



recent scholarship in the field of gender and peacebuilding.

### **Living Peace: The Story of Abby & Kyalu** A Geneva Peace Week Event – November



As part of the Geneva Peace Week, the G&D Hub organised a film screening followed by a discussion with Mr. Benoît Ruratotoye, Director of Research and Training at the Living Peace Institute (LPI) in the Democratic Republic of the Congo. The film, produced by Promundo-US and the Living Peace Institute, tells the story of Abby and Kyalu who were abducted by a rebel group in eastern Democratic Republic of the Congo (DRC) in 2008. This short movie tells their journey of recovery as part of an initiative called Living Peace, currently led by Living Peace Institute, a member of the Promundo Global Consortium.

## **Other collaborations**

### **Mansplaining Gender and Disarmament** September – Arms Trade Treaty



At the margins of the Third Conference of States Party to the Arms Trade Treaty, GMAP participated in a panel titled Mansplaining Gender and Diversity, organised by the Geneva Disarmament Platform. The humoristic panel featured a highly-qualified mansplainer who interrupted and answered questions based on no real expertise or

knowledge. GMAP was part of the panel of genuine gender and security specialists that brought in their knowledge and set the mansplainer straight. The panel touched on women representation in disarmament, masculinity, militarism, and the differential impact of weapons proliferation on women.

### International Conference on Standards for the SDGs

November - UNECE



#### INTERNATIONAL CONFERENCE ON STANDARDS FOR THE SDGs

28 (pm) – 29 (am) NOVEMBER 2017 | ROOM VII | PALAIS DES NATIONS  
| GENEVA\*

#standards4SDGs



GMAP participated in a United Nations Economic Commission for Europe - UNECE initiative on gender-sensitive standards, sharing the experience of the IMAS as good practice. A joint GMAP-GICHD paper on the experience of mainstreaming gender into the International Mine Action Standards was presented at the International Conference on Standards for the SDGs in the panel on Gender-responsive standards at the Palais de Nations in Geneva in November.

### Gender Hackathon

November – foraus, Think Tank Hub, Impact Hub

In November, GMAP proposed a challenge for the SDG Accelerator #PolicyHack for Gender Equality, hosted by Think Tank Hub Geneva, foraus, the Impact Hub Geneva, and Switzerland's Federal Department of Foreign Affairs. GMAP asked how humour



could be used to convey the message of gender equality and make feminism more accessible. It was an event in which 60 people got together for two and a half days to develop new tools and ideas to reach SDG 5. The group that picked GMAP's challenge called themselves the "Pregnant Men", suggested producing videos where gender roles would be inverted and thus

would raise awareness to different topics, including harassment. The use of the hashtag #whatif would encourage people to film and share these videos while promoting discussions around inequality issues.



# Objective Three:

UNSCR 1325 on Women, Peace, and Security is implemented by mine action organisations



## **COMBINED OUTCOMES: INCREASED FEMALE EMPLOYMENT AND PARTICIPATION IN MINE ACTION, INCLUDING INTERNATIONAL MINE ACTION MEETINGS**

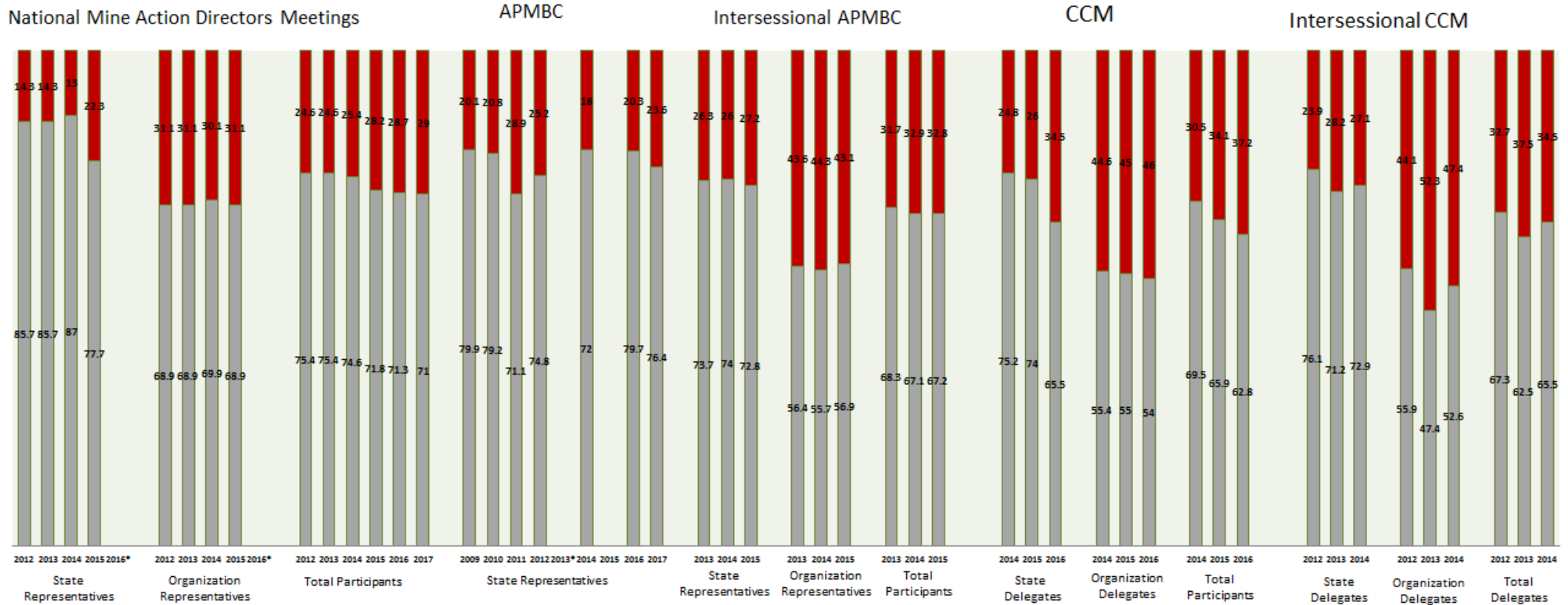
GMAP works to promote women's participation and full inclusion in mine action decision-making forums from the level of multilateral policy instruments down to the local community in mine-affected countries. This supports the Women Peace and Security Agenda and GMAP encourages this approach amongst all partner organisations. Improving the participation and inclusion of women strengthens efforts towards peace and security and helps to make mine action more effective by avoiding bias from existing patriarchal power structures at all levels. Often GMAP's direct work with operators is focused on improving their recruitment and retention of female staff, as was the case with GMAP's assessment and training with HALO's Somalia programme.

## Gender Balance at Mine Action Meetings

GMAP monitors statistics of female/male participation at mine action meetings as a proxy for the decision-making power in the sector. The data demonstrates slight improvements in women’s participation at the National Directors Meeting and the CCM, with organisational representation significantly higher than state representation. The main conclusion from the data is that progress is slow at best in women’s participation at these major meetings and that significant work remains to be done. Mine action continues to be a male-dominated sector and GMAP will continue to monitor and follow up on the participation gap.

**Participation in Mine Action Conferences Over Time (%)**

■ Men ■ Women



\*Missing data

## Participation in International Mine Action Meetings

### 20th International Meeting of Mine Action National Programme Directors and United Nations Advisors in Geneva February - UNMAS



During the 20<sup>th</sup> International Meeting of Mine Action National Programme Directors and United Nations Advisors in Geneva, GMAP held a side event titled "Reciprocal Empowerment: Women and Mine Action". The panel explored the different ways women change mine action, and how mine action in turn changes women. A timeline of the past 20 years of gender in mine action was shown, followed by a research conducted in Lebanon and Colombia that looked at the agency gained by women after being employed in mine action. Norwegian People's Aid explored the key challenges and successes it faced striving towards gender equality. Habbouba Aoun, professor at the University of Belmand in Lebanon disclosed the conclusions of a research that documented the capacity of female deminers to identify themselves as agents of change. Finally, Margaret Arach Orech, survivor, founder and director of the Ugandan Landmine Survivor Association, shared the story of how she survived an attack in which she lost her leg and the impacts that had on her life.

GMAP also delivered statements in the plenary on the progress of gender in mine action in the last 20 years, and at the Mine Action Support Group on plans and priorities for 2017.

### 7<sup>th</sup> Meeting of States Parties to the Convention on Cluster Munitions September – Italy



The Permanent Mission of Italy to the UN in Geneva and GMAP hosted a side event on gender and diversity-responsive victim assistance in mine action at the 7<sup>th</sup> Meeting of States Parties to the Convention on Cluster Munitions. The event was a working group session to

get inputs and feedback from key stakeholders on guidelines that GMAP is drafting in collaboration with HI. These guidelines aim to disseminate good practices and practical guidance on gender and diversity-responsive victim assistance in mine action, and in the broader disability and human security sector.

**16th Meeting of States Parties to the  
Anti-personnel Mine Ban Treaty in Vienna, Austria**  
December- Canada



GMAP's participated to the 16 Meeting of State Party to the Anti-Personnel Mine Ban Convention, which took place in Vienna. GMAP co-hosted a side event on women's empowerment with the Delegation of Canada. GMAP Director Arianna Calza Bini moderated the panel, which featured speakers from the ISU-Convention on Cluster Munitions, the HALO Trust, MAG, the Landmines Resource Centre for Lebanon from the University of Balamand, Mines Action Canada, and Global Affairs Canada. Each panellist illustrated the various ways mine action can create the conditions for women's empowerment, and richly contributed to this on-going conversation in the sector.

## COMMUNICATION AND ENGAGEMENT



4,618 Visitors

Searched 7,582 Times

31,220+ Website Visits

Top visit by location

1. Switzerland
2. United States
3. United Kingdom
4. France
5. Italy



1,033 Fans

160+ Additional Likes

1,890 People Reached at a Given Time

Followers by location

1. Switzerland
2. Iraq
3. France
4. United States
5. Afghanistan

50% men and 50% women

GMAP does not use Twitter as a primary form of communication, but has been using it more often to communicate, especially during events. In 2017, GMAP gained 585 Twitter followers and was mentioned directly 69 times. Overall, compared to 2016, the total number of Website visitors, searched times, and website visits are slightly lower. GMAP passed the 1,000 followers mark on Facebook in October 2017, however the number of people reached was lower. This is partly due to the lack of a dedicated communications capacity at GMAP.

## RESEARCH

In July 2017, GMAP published a case study on Laos, illustrating how mine action can both contribute to and benefit from greater social inclusion. The paper demonstrates how a complex array of factors including gender, age, disability, ethnicity, geographical location, language, religious affiliation, and economic and educational status are enabling or constraining social inclusion of people in different contexts. The paper was published in the Journal of Conventional Weapons Destruction from James Madison University.

*Social Inclusion of Marginalized Communities: Mine Action in Laos*  
Tina Kalamar – July 2017



by Tina Kalamar [ Gender and Mine Action Programme ]

A complex array of factors including gender, age, disability, ethnicity, geographical location, language, interviews, five were conducted with national staff and one with international staff.

### Gender and diversity responsive victim assistance

Thanks to financial support from Italy, and the partnership with HI, GMAP worked on research and operational guidance on victim assistance responsive to gender and other diversity aspects to be published in June 2018. GMAP reviewed 104 guidelines, reports, academic articles, blogs, case studies and testimonies, and conducted interviews with 37 persons from 13 different countries.





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