

# ANNUAL REPORT 2018



GENDER AND MINE ACTION  
PROGRAMME

gender &  
mine  
action



# FOREWORD

The 2018 Annual Report is a very special one for GMAP, as it will be the last as an association. It has been a marvellous journey, from the foundation as a programme of the Swiss Campaign to Ban Landmines in 2006, to “independence” as association in 2011, to integration into the GICHD as a division on 1 March 2019.

As GMAP’s governance, we approved this change as we believe that this will be a mutually beneficial venture, the logical consequence of a close 11-year collaboration. Gender and diversity-mainstreaming efforts in the sector and beyond will be strengthened as GMAP becomes formal part of the GICHD. We also believe that this integration will help GMAP overcome some of the challenges outlined in the 2017 Annual Report, such as the small size of the team and mainly project-based funding.

In the GMAP governance year after year we keep on congratulating the operational team on the quality and quantity of work done. This Annual Report highlights the cumulative work done by GMAP throughout the past 12 years, for example:

- building the capacity of over a thousand people, with an almost perfect gender balance of participants (51.7% men, 48.3% women)
- conducting 28 baseline assessments in 17 different countries
- providing technical assistance in no less than 120 occasions in more than 15 countries, and
- conducting research and advocacy, in multiple platforms and forums.

A key achievement in 2018 is the partnership with UNMAS to update the UN Gender Guidelines for Mine Action Programmes, which was developed through extensive consultations with mine action practitioners. It is exceptionally appropriate that this reworked and consolidated document, which will be made available in 2019, will mark the end of the GMAP association, as the Swiss Campaign initiative that it grew out of was inspired by the original 2005 UNMAS guidelines.

I take the opportunity to thank GMAP’s long-standing and new partners and donors for their interest and commitment towards mainstreaming gender and diversity and ask them to accompany the continued journey. A special thank-you to the GICHD Director Stefano Toscano and the GICHD governance for the support provided to GMAP throughout the years, and the confidence put in GMAP for the integration. Looking at the track-record and knowing the potential of the GMAP operational team, I’m confident that it is a choice you will not regret.



With this I would like to thank Arianna and her team for all the good work throughout the years and wish them all the best for 2019 and the future.

A handwritten signature in blue ink, appearing to read 'Anki Sjöberg'.

Dr. Ann-Kristin "Anki" Sjöberg, President

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# ABOUT US

We are the Gender and Mine Action Programme, an expert organization working to mainstream gender and diversity perspectives within all aspects of mine action. Our work helps improve inclusivity, effectiveness, and efficiency, while promoting gender equality and women's empowerment.

GMAP increases operational efficiency and integrates a rights-based approach for transformative mine action, by working with partners to identify gaps and mainstream gender at every step of the way. Our work is urgent, as the number of casualties has more than doubled in recent years (from less than 3,500 in 2013 to over 7,000 in 2017, according to the Landmine Monitor 2018).

# THE TEAM



GMAP is guided by a committee of dedicated gender and diversity champions. In 2018, the team included GMAP Director Arianna Calza Bini, Programme Manager Dominic Wolsey, Programme Officer Marion Provencher, Junior Programme Officer Vanessa Sampaio, and Research Officer Laura Biscaglia.

GMAP also 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, Aurélie Lamazière. Finally, special thanks to Elisabeth Decrey Warner, the founder of GMAP. We wish her programme many more years of continued success as part of the GICHD.

# ACKNOWLEDGEMENT

GMAP was able to carry out its activities and reach its objectives thanks to the work of the team, as well as strong partnerships with a number of donors, local and national organisations, and the support of various people who have helped and guided us throughout the year

GMAP would like to take this opportunity to thank all those who have supported our work in 2018, with a special mention to:

## Canada



The Government of  
Netherlands

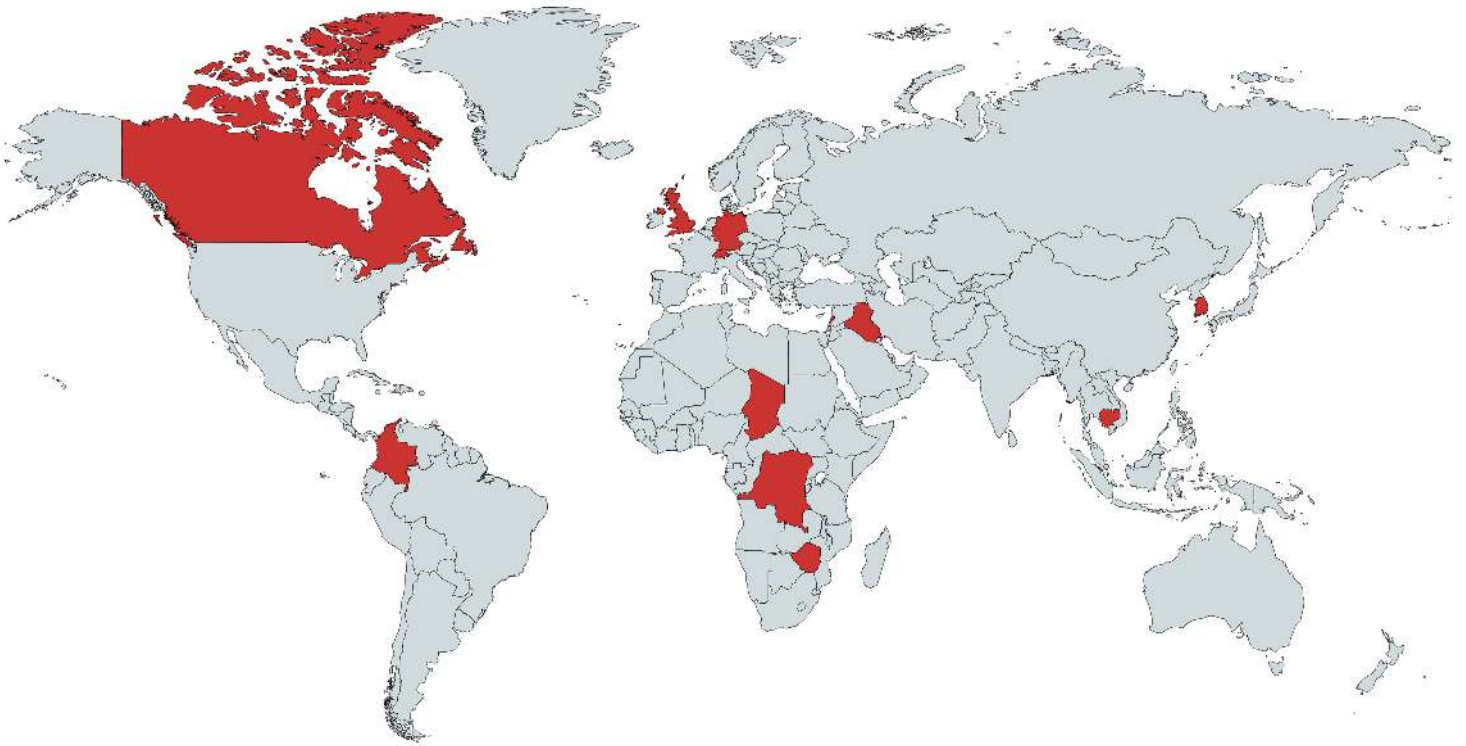


**Australian Government**



The Government  
of Italy

# OUR GLOBAL FOOTPRINT 2018



## Countries worked in 2018:

- Cambodia
- Canada
- Chad
- Colombia
- Democratic Republic of Congo
- Germany
- Iraq
- Lebanon
- South Korea
- Switzerland
- United Kingdom
- Zimbabwe



6 Gender & Diversity Assessments and Monitoring Visits



Training Conducted  
265 Trainees (106 M / 159 F)



3 Countries Supported through Technical Assistance



2 Research Projects Conducted

# 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.

## STRATEGIC FRAMEWORK

All GMAP activities contribute to the vision of GMAP and serves the objectives under the strategic framework

**Objective 1** - An inclusive approach to mine action interventions that increases relevance, effectiveness, and efficiency

- Outcome 1.1: Gender and diversity-sensitive mine action laws, policies, strategies or action plans are adopted, implemented, and monitored by partners
- Outcome 1.2: Gender and diversity-sensitive standards and methods are applied and GMAP tools used by partners
- Outcome 1.3: Partners' demonstrate commitment to gender and diversity mainstreaming by continuing to collaborate with GMAP

**Objective 2** - Gender and diversity are mainstreamed by mine action organisations in broader human security interventions

- Combined outcomes: Cooperation between GMAP, mine action actors, and other human security actors is strengthened

**Objective 3** - UNSCR 1325 (on Women, Peace and Security) is implemented by mine action organisations

- Combined outcomes: Increased female employment and participation in mine action, including in international mine action meetings

# OBJECTIVE ONE

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

Outcome 1.1: Gender and diversity-sensitive mine action laws, policies, strategies or action plans are adopted, implemented, and monitored by partners

Gender and Diversity Policy for Mine Action In Colombia:  
Assessment in Cauca & Workshop in Bogotá  
January & May - Descontamina



In the framework of the GFFO-funded support by GICHD to Descontamina Colombia, GMAP carried out the third and last gender and diversity assessment in Miranda, Cauca with local authorities, survivors and indirect victims, and HALO's staff. Cauca being a very diverse department of Colombia, focus group discussions with indigenous and Afro-colombian members of the community allowed GMAP to capture their diverse perspectives and to formulate recommendations that were included in the inputs for the Gender and Diversity Policy. A draft policy was discussed in a stakeholder workshop in May in Bogotá.





## Gender & Diversity Assessment of DCA Lebanon

April - DanChurchAid



GMAP conducted a gender and diversity baseline assessment of DCA's mine action programme in Lebanon. The assessment found that Lebanon has positive social attitude towards deployment of women in operations and identified many good practices in DCA. GMAP was able to make a few recommendations to increase the number of female staff, have more inclusive handover procedures, better use of sex and age disaggregated data and better targeted MRE material.

## Workshop on Action against Mines in Colombia Toronto, Canada

May-June - OAS



GMAP was invited to participate to a meeting hosted by the Organisation of American States in Toronto to discuss progress and challenges of humanitarian mine action in Colombia. GMAP reported on its work with Descontamina Colombia and partners to formulate a gender and diversity policy for the sector. The progress in the participation of women in all aspects of mine action in Colombia was highlighted, as well as the need to sustain the involvement and participation of women and girls to ensure they participate and benefit from mine action and are given the means to empower themselves.

## Gender & Diversity Assessment of North Iraq Operators

December - GFFO



In December GMAP travelled to Erbil to conduct a joint assessment of several organisations working in the Kurdish Region of Iraq (KRI) and the Northern liberated areas, following an assessment of the Directorate for Mine Action in 2017. Key individuals from seven organisations were interviewed and key documents from each organisation were assessed, for a joint report on common challenges and suggested solutions to be shared and followed on in 2019.

**Outcome 1.2: Gender and diversity-sensitive standards and methods are applied and GMAP tools used by partners**

## Gender & Diversity Assessment and Training in Chad

March - Humanity & Inclusion



GMAP conducted a gender and diversity baseline assessment of HI's mine action programme in Chad before the beginning of their demining operations in the North of the country. The assessment provided recommendations to ensure the inclusion of women, girls, boys and men and people with disabilities. GMAP also supported the programme to develop a methodology for conducting a gender and diversity analysis in N'Djamena, the Lake region and Moundou that will help adapt and tailor activities to the different groups.

## Gender & Diversity in Mine Action Workshop at HALO Trust HQ May - The HALO Trust



GMAP visited HALO's headquarters in Scotland to deliver a two day workshop on gender and diversity mainstreaming in mine action. 22 staff members from across the programme took part in sessions covering mainstreaming in activities, employment, safeguarding, and grants. HALO offered a warm welcome to GMAP and the workshop proved to be a space for constructive discussions.

## Arab Regional Cooperation Programme Workshop on Gender & Diversity July - GICHD



GMAP conducted a two-day regional workshop for the GICHD's Arab Regional Cooperation Programme, bringing together participants from eight national authorities. The workshop was hosted by the Lebanon Mine Action Centre with the aim of increasing the capacity of attendees in gender and diversity related management and policy in mine action. Attendees came from Lebanon, Libya, Palestine, Somalia, Iraq, Iraqi Kurdistan, Sudan, and Yemen.

## NPA Lebanon Gender & Diversity Baseline Assessment

October - Norwegian People's Aid



GMAP conducted a baseline assessment of NPA's Lebanon country programme, focused on the development of anti-harassment and Protection from Sexual Exploitation and Abuse systems. The programme was reviewed and more than 50 staff interviewed, leading to several recommendations and the design of a complaints mechanism, the delivery of which GMAP/GICHD will support in 2019. The assessment included training of NPA's staff, notably of Gender Focal Points.

## NPA Zimbabwe Gender & Diversity Baseline Assessment

October - Norwegian People's Aid



GMAP conducted a gender and diversity assessment of NPA in Zimbabwe where the programme has been found to be deliberate and responsive in their approach to gender and diversity. GMAP made specific recommendations with regards to the reporting systems and the code of conduct, and other policies that can lead to equal opportunities in the workplace.

## Enhance mine action knowledge and promote future platforms for mine action knowledge sharing for ASEAN Member States

November - ASEAN Regional Mine Action Centre



GMAP participated in a regional workshop meant to enhance mine action knowledge and knowledge-sharing for ASEAN Member States that was held in Siem Reap, Cambodia. The Director of GMAP was invited to be on the panel of the session on gender mainstreaming in mine action and presented on good practices of mainstreaming gender in the project cycle and in all mine action activities.

## Gender Focal Points Training in the Democratic Republic of Congo

November - CCLAM



GMAP conducted a training for gender focal point from the national authority (CCLAM) as well as other national NGOs in Kinshasa. All participants were trained on tools for mainstreaming gender and diversity in mine action activities. Each participant ended the course by working on individual action plans to mainstream gender and diversity in the work of their organisation. GMAP will follow up with participants on the implementation of the action points.

## UN Gender Guidelines for Mine Action Programmes

All year - UNMAS



GMAP was approached by UNMAS to update the UN Gender Guidelines for Mine Action Programmes. Following a consultation at the NDM and a survey involving around sixty mine action stakeholder organisations, the decision was taken to restructure the guidelines in a project management cycle format and reduce the page count. The final version is a set of practical guidelines for mine action programmes on mainstreaming gender in project design, implementation and evaluation. The guidelines will be translated into all six UN languages and published in 2019.

**Outcome 1.3: Partners' demonstrate commitment to gender and diversity mainstreaming by continuing to collaborate with GMAP**

### Gender and Non-Proliferation, Arms Control, and Disarmament Workshop

March - WILPF & SAS

GMAP, Small Arms Survey (SAS), and WILPF were invited by the Permanent Mission of Canada to deliver a one day training of diplomats on gender in disarmament. Diplomats from more than 10 countries were trained on international instruments, gender diversity in programming and concrete applications on the policy and programming levels.

# OBJECTIVE TWO

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

Combined Outcomes: Cooperation between GMAP, mine action actors, and other human security actors is strengthened

Afghanistan Donor and Implementing Partners  
Coordination Workshop for Mine Action  
April - GICHD



GMAP participated in the 2018 Afghanistan Donor Seminar organised by the GICHD. This meeting brings together donors and implementing partners in Afghanistan for resources mobilization and to coordinate and follow-up on activities. GMAP discussed progress and challenges around MAPA's strategic objective on gender mainstreaming.



In the margins of the Afghan Donor Seminar, the GICHD and GMAP co-hosted a public event titled “Including Men and Boys with Disabilities in Afghanistan”. The event invited a diverse range of panelists to discuss introduction the importance of looking at how gender norms affect men and boys' access to health care systems.

## Operational Guidance - Victim Assistance Responsive to Gender and Diversity

June - Government of Italy



During the Intersessional Meetings to the APMBC in Geneva, GMAP launched a new guidance for victim assistance responsive to gender and diversity. The guidance informs organisations, programmes, and institutions on how to implement activities that are inclusive of women, girls, boys and men of different groups, so that victim assistance efforts can benefit all.

## OSCE Forum for Security Cooperation Meetings on "The Role of Mine Action in All Phases of the Conflict Cycle"

June, OSCE



GMAP was invited to the OSCE Forum for Security Cooperation in Vienna to present at an event on "The Role of Mine Action in all Phases of the Conflict Cycle". The OSCE FSC sought to better understand how to make mine action more inclusive, effective and efficient through gender mainstreaming. GMAP Director discussed the importance of women's participation at all levels of conflict prevention and resolution, as well as the responsibility of organisations to ensure that they work to reduce the risk of gender-based violence.



## International Conference on Sustainable Development 2018 September - GICHD



The biggest global conference on sustainable development brings together academia, government, civil society, the United Nations, and the private sector for the achievement of the 2030 Agenda. GMAP participated to present a joint GICHD-GMAP research on the spillover effects of mainstreaming gender in mine action across the SDGs.

## International Symposium in Seoul "NGO's Role for Mine Clearance in the DMZ" November



GMAP was invited to participate to the International Symposium in Seoul, South Korea, to discuss the role of NGOs in mine clearance of the DMZ. GMAP presented the importance of the adoption of a gender perspective for humanitarian mine action and broader peace building efforts. GMAP also provided an overview of the normative framework and the contributions of inclusive mine action towards UNSCR 1325.

## Geneva Peace Week

November - GnD Hub



During the Geneva Peace Week, GMAP organised, along with the Maison de la paix Gender & Diversity Hub, in a workshop on integrating gender equality in peacebuilding. Around 30 participants were taught to apply a variety of gender mainstreaming tools in order to make abstract notions of gender concrete. Participants to GMAP's session were asked to analyse a case scenario and make recommendations for a gender and diversity sensitive response.

## International Gender Champions Disarmament Impact Group

November - IGC



The IGC Disarmament Impact Group held its first briefing. 19 States and dozens of civil society representatives were briefed on how a gender perspective can inform the work of a disarmament treaty, specifically the APMBC. GMAP collaborated in the production of a factsheet on gender in the APMBC that was presented and distributed at the side event, to support Member States in integrating gender perspectives in their work at the 17MSP and beyond.

# 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

21st International Meeting of National Mine Action Programme Directors and United Nations Advisers  
February



At the 21 NDM-UN, GMAP participated in a plenary session titled “No Women, No Peace”. GMAP Director discussed how the inclusion of women in the security sector makes mine action more effective, and how in turn mine action contributes to the implementation of the Women, Peace and Security Agenda.

GMAP held a side event for the update of the 2010 UN Gender Guidelines for Mine Action Programmes. Actors from across the sector, including operators, donors, national authorities and NGOs, were present to discuss how to make them more relevant to mine action programming. This participation provided valuable input for the GMAP team for the revision of the guidelines.



# COMMUNICATION



**1,164 followers**  
**125+ additional likes**  
**50/50 men and women**

Top followers from:

- Switzerland
- Iraq
- USA
- Afghanistan
- France



**5,002 website visitors**  
**1,574 searches**  
**7,801 website visits**

Top visitors from:

- Switzerland
- France
- US
- UK
- Italy



**11 blog posts**



**832 followers**

Top tweets:



**Gender & Mine Action**  
 @GMAP\_ch

Following

Missed last week's @INTGenderChamps #DisarmG briefing? Read up on it and download the factsheet on mainstreaming gender in disarmament treaties #MSP17 [gmap.ch/international- ...](http://gmap.ch/international-...)

**Gender in the Anti-Personnel Mine Ban Convention**

Mine action takes place in highly gendered contexts, where there are differences and inequalities between women, men, boys and girls, and between these groups (ethnic, religious, language, etc.). These differences affect exposure to risk, levels of knowledge and information, and decision-making capacities in affected communities. Gender influences the likelihood of becoming a landmine victim, and the ability to access medical attention, long-term rehabilitation, risk education and mine awareness responses. Standardised procedures also impact the ability to get employed, influence mine action processes and have access to land after clearance.

Impact of gender inequalities	Men	Women	Boys	Girls
Exposure to risk	Men are more likely to be exposed to risk of landmine victimisation.	Women are more likely to be exposed to risk of landmine victimisation.	Boys are more likely to be exposed to risk of landmine victimisation.	Girls are more likely to be exposed to risk of landmine victimisation.
Access to information	Men are more likely to have access to information.	Women are more likely to have access to information.	Boys are more likely to have access to information.	Girls are more likely to have access to information.
Decision-making	Men are more likely to have decision-making power.	Women are more likely to have decision-making power.	Boys are more likely to have decision-making power.	Girls are more likely to have decision-making power.

Gender Champions  
 irmg

4:40 AM - 4 Dec 2018

10 Retweets 13 Likes



**Gender & Mine Action**  
 @GMAP\_ch

Following

"No Woman, No Peace" at #NDMUN21 emphasises the importance of women as agents of change and meaningful participants to peace processes, with @GMAP\_ch, @Peace\_Women, @CanadaUNGeneva and @DescontaminaCO

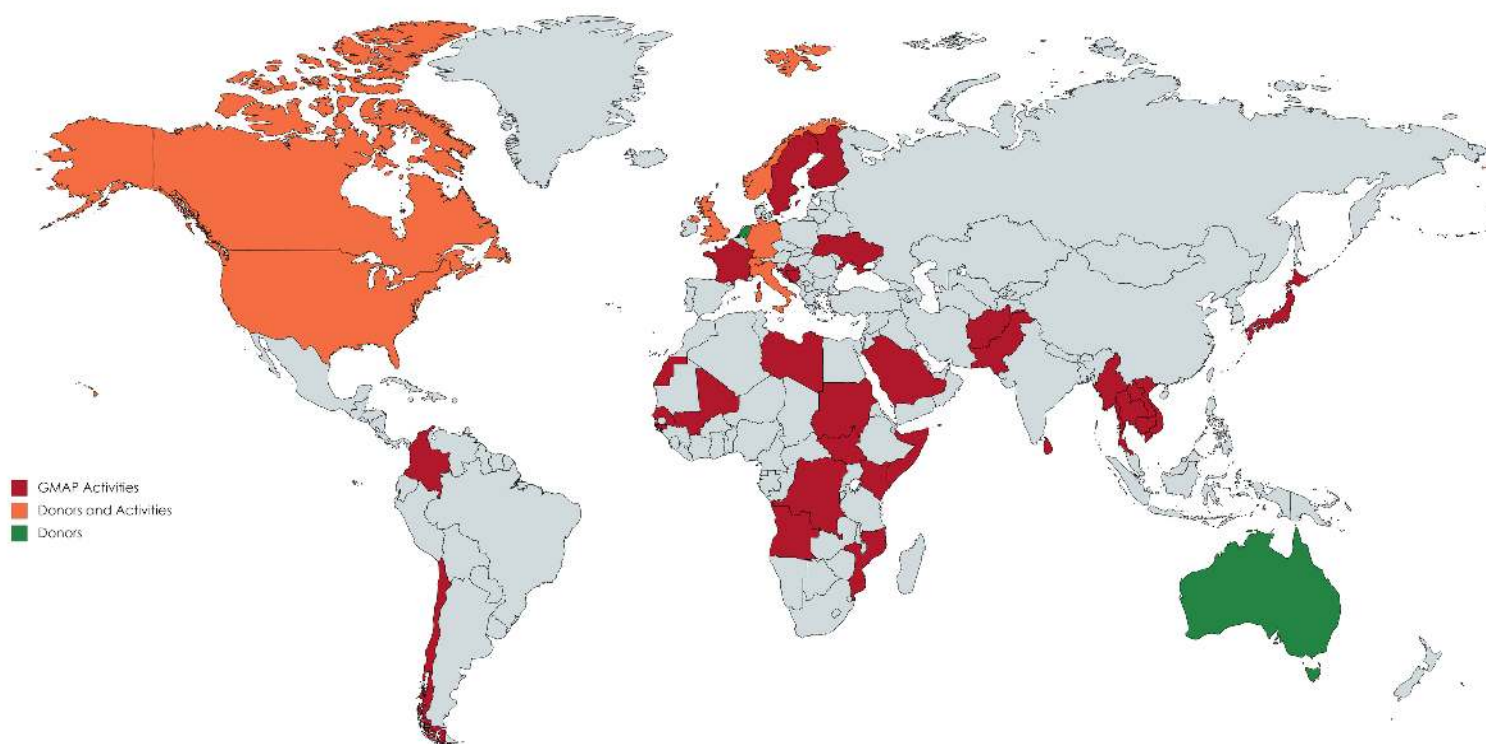


3:15 AM - 14 Feb 2018

14 Retweets 17 Likes



# 12 YEARS OF GMAP

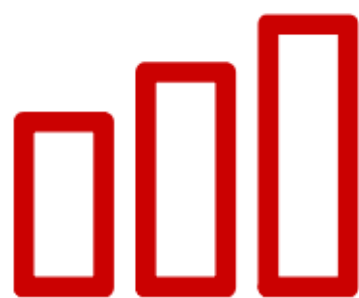


GMAP was established in December 2006 as a project of the Swiss Campaign to Ban Landmines. An independent association since June 2011, GMAP has worked in **over 30 mine-affected countries** around the world. In the past 12 years, GMAP has been conducting gender and diversity assessments, providing technical assistance, and developing capacity of mine action programs, authorities and stakeholders to mainstream gender and diversity within their work. In March 2017, the Director of GMAP, Arianna Calza Bini, became an **International Gender Champion**.

After many years of close collaboration, GMAP became a programme of the GICHD on 1 March 2019. With the integration into the GICHD, GMAP hopes to multiply and strengthen the specialised support on gender and diversity that it has been providing to the mine action community, with an increased focus on the national mine action authorities.

# 12 YEARS OF GMAP

## CAPACITY BUILDING



**53** **59** **1058** (547 M/ 511 F)

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## ASSESSMENTS & MONITORING



Since 2012...

**28** baseline assessments in **17** countries

**6** monitoring visits in **DRC, Iraq, Lao PDR, Lebanon, South Sudan, Vietnam**



## TECHNICAL ASSISTANCE

Assistance to a wide range of mine action stakeholders in more than **120** occasions in more than **15** countries

## ADVOCACY



Various partnerships and working groups to help disseminate gender and diversity awareness in mine action. Platforms include **APMBC, NDM-UN, OSCE FSC, GFFO, IGC, MdP G&D Hub...**

## RESEARCH



*Gender and Landmines: From Concept to Practice*  
*Gender and Diversity in Mine Action Quality Management*  
*Gender-sensitive Recruitment and Training in Mine Action*  
*Victim assistance responsive to gender and other diversity aspects*  
**And many more publications, articles, blog posts...**

# ABBREVIATIONS

APMBC	Anti-Personnel Mine Ban Convention
ASEAN	Association of Southeast Asian Nations
CCLAM	Centre Congolais de Lutte Antimines
CCM	Convention on Cluster Munitions
DCA	DanChurchAid
DFID	Department for International Development
ERW	Explosive Remnants of War
GnD Hub	Maison de la Paix Gender and Diversity Hub
GFFO	German Federal Foreign Office
GICHD	Geneva International Centre for Humanitarian Demining
GMAP	Gender and Mine Action Programme
HALO	The HALO Trust
HI	Humanity & Inclusion
HQ	Headquarters
ICBL	International Campaign to Ban Landmines
ICRC	International Committee of the Red Cross
IGC	International Gender Champions
ISU	Implementation Support Unit
MAG	Mines Advisory Group
NDM	National Directors' Meeting
NGO	Non-Governmental Organisation
NMAS	National Mine Action Standards
NPA	Norwegian People's Aid
NTS	Non-Technical Survey
OSCE	Organisation for Security and Cooperation in Europe
SAS	Small Arms Survey
SDGs	Sustainable Development Goals
UN	United Nations
UNDP	United Nations Development Programme
UNMAS	United Nations Mine Action Service
UNSCR	United Nations Security Council Resolution
UXO	Unexploded Ordnance
WILPF	Women's International League for Peace and Freedom

## **GMAP IS NOW A PROGRAMME OF THE GICHD**

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**GMAP, Geneva International  
Centre for Humanitarian Demining**

Maison de la paix Tower 3

Chemin Eugène-Rigot 2C

PO Box 1300

CH - 1211 Geneva, Switzerland

[info@gichd.org](mailto:info@gichd.org)