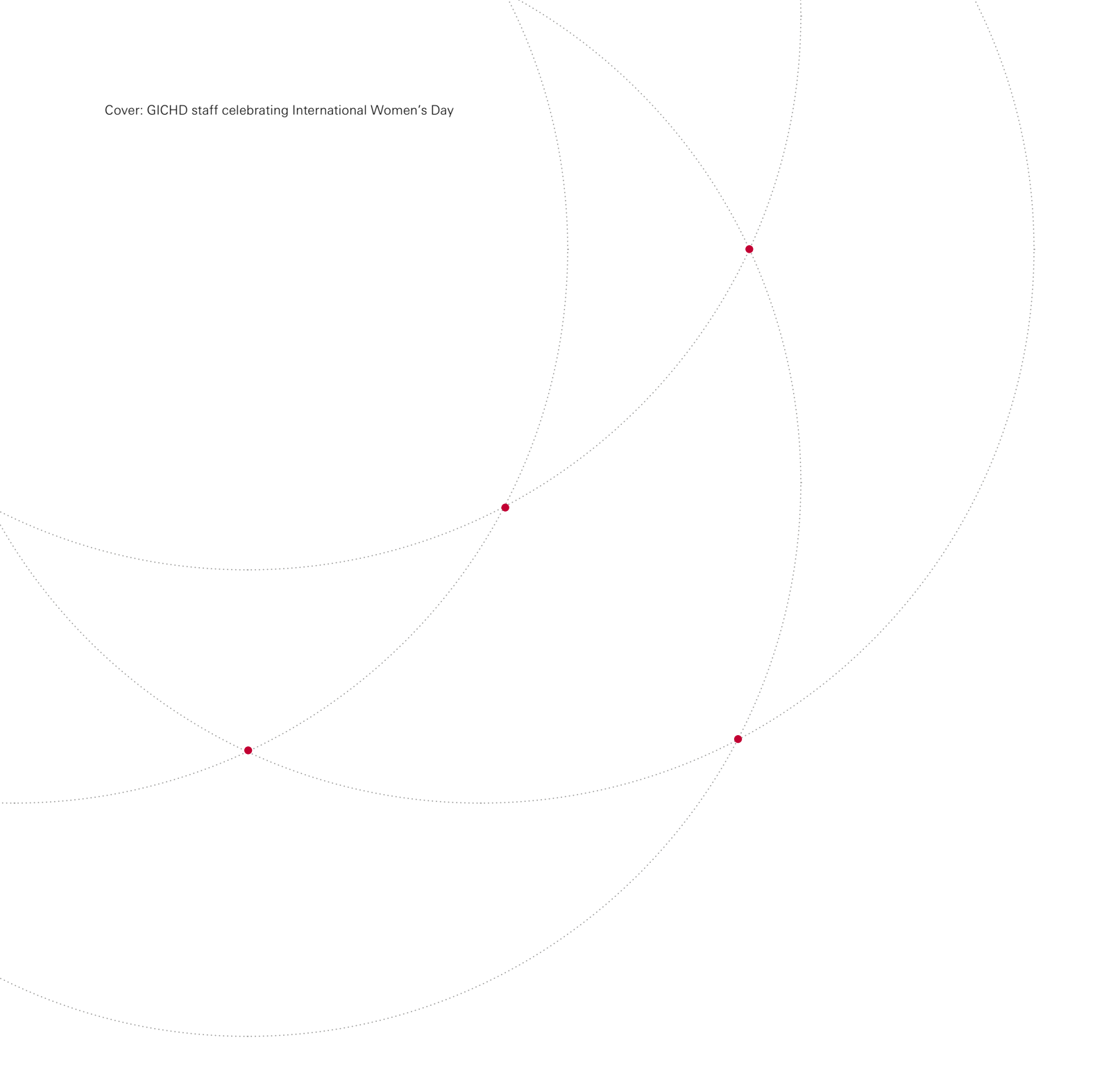




GENDER EQUALITY & INCLUSION

ANNUAL REPORT 2020

Cover: GICHD staff celebrating International Women's Day



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INTRODUCTION

Over the last several years, the GICHD has taken continual steps to promote gender equality and inclusion, both internally and in its external work. In its internal structure, the Gender and Mine Action Programme (GMAP) was integrated as a division of the GICHD in March 2019.¹ Furthermore, in 2020 the GICHD implemented Phase I of a two-year external Gender and Diversity Audit² of the Centre, to evaluate the extent to which its internal working systems, processes, and practices contributed to gender equality and inclusion.

Phase I of the Audit was concluded with an internal report presenting recommendations and areas for consideration to further strengthen gender equality and inclusion at the Centre. This information has been pivotal in guiding the revision, updating, and development of several organisational policies and procedures, as well as in selecting the immediate outcomes and activities under the 2021 Gender Equality and Inclusion Action Plan.³

In its external engagements, the Centre's commitment to gender equality and inclusion is first and foremost visible in the 2019–2022 GICHD Strategy, which includes a strategic objective on promoting gender equality and inclusion and the empowerment of women and girls. Moreover, the Centre has committed to a second phase (Phase II) of the Audit in 2021 to evaluate the extent to which the main service lines of the GICHD are aligned with the core values, working principles and commitments articulated in its institutional framework.

Taken together, these milestones and decisions strongly reaffirm the GICHD's commitment to strengthen gender equality and inclusion in its organisational structure and to promote inclusive, effective, and transformative mine action activities.

This report measures the progress made against the 2020 Action Plan targets of the GICHD, from January to December 2020. It also provides reflections on gender equality and inclusion shared by the Centre's staff in the 2020 Gender and Diversity Annual Survey. Through documented information, this report represents a monitoring tool to track progress on gender equality and inclusion at the Centre and inform future actions supported by tangible evidence and measurable results.

¹ Following its integration, GMAP's scope of work expanded to cover not only gender equality and inclusion but also explosive ordnance risk education (EORE) with the establishment of a dedicated team.

² Hereafter it is referred to as 'the Audit'.

³ The Gender Equality and Inclusion Action Plan was previously referred to as the 'Gender and Diversity Action Plan'. Hereafter it is referred to as 'the Action Plan'.

INTERNATIONAL GENDER CHAMPIONS

PANEL PARITY PLEDGE

Since 2016, GICHD Director Ambassador Stefano Toscano has been part of the [International Gender Champions \(IGC\)](#) network, a leadership initiative largely aimed at bringing together decision makers to overcome gender barriers in representation. In 2020, Ambassador Toscano committed to continue to uphold the Panel Parity Pledge that all Champions are bound by – namely, to only participate in gender diverse panels⁴ and to advocate for gender balance on any panel in which he participates.

In the few cases where, despite advocacy efforts, the outcome is a panel that is not gender diverse,

Ambassador Toscano has committed to making a remark regarding the panel's composition, during the event. This small act of acknowledgement is meant to raise awareness on the importance of gender parity in panels and has proven very effective. All members of staff at the Centre are strongly encouraged to follow Ambassador Toscano's example in this regard when organising and/or participating in a panel in which they represent the GICHD.

All panels that Ambassador Toscano took part in 2020 were gender diverse.

ADDITIONAL COMMITMENTS⁵

In 2020, Ambassador Toscano took on two additional commitments to promote gender equality and inclusion:

Commitment one

Conduct a Gender and Diversity Audit of the GICHD and carefully consider recommendations to ensure that the Centre is fit for the purpose of pursuing its strategic objective: *'Gender equality and inclusion are achieved and women and girls empowered'*.

Actions Taken & Achievements

- ✓ Phase I of the Audit was implemented in Q2–Q3 of 2020. The management board also circulated an official response to the findings, recommendations, and areas for consideration.

Commitment two

Improve outreach and interaction with the mine action and broader humanitarian sector on gender and diversity mainstreaming through the active promotion of the Introduction to Gender & Diversity in Mine Action eLearning course.

Actions Taken & Achievements

- ✓ The eLearning course was launched at the NDM-UN23 in February 2020;
- ✓ The course was made available in English and Arabic in 2020 as well as in Spanish and Ukrainian in early 2021;
- ✓ The Director made the course mandatory for all existing and new GICHD staff. In 2020, 91% of staff members had completed the eLearning course;
- ✓ Key UN and NGO partners have made the eLearning course mandatory.

⁴ Based on the [Cambridge Dictionary's definition](#), the GICHD understands a 'panel' as a selected group of people who publicly discuss, share different perspectives, give advice or make a decision in front of an audience. According to the International Gender Champions network, panels are considered 'gender diverse' when there is at least one man and one women panellist or moderator. The GICHD acknowledges that this definition of 'gender diverse' is binary and it recognises that gender identity is a spectrum that extends beyond identifying oneself as a man or a woman. Furthermore, the GICHD recognises that diversity and inclusion in panel participation extends beyond gender balance and efforts need to be made in this direction.

⁵ Ambassador Toscano's commitments for 2021 are to, i) conduct a second Gender and Diversity Audit of the GICHD to systematically evaluate the extent to which the Centre's main lines of service are aligned with the core values, working principles and commitments articulated in its institutional framework, and consider recommendations to ensure that the Centre is fit for the purpose of pursuing its strategic objective: 'Gender equality and inclusion are achieved and women and girls empowered', and ii) develop and adopt a Centre-wide policy on protection from sexual exploitation and abuse in accordance with relevant international good practice standards.

GENDER & DIVERSITY ACTION PLAN 2020

In December 2019, the GICHD adopted the Gender and Diversity Action Plan 2020 to transform the objectives of the 2013 GICHD Gender and Diversity Policy⁶ into measurable and realistic targets. The 2020 Action Plan largely maintained the outcomes and indicators used in the 2019 Action Plan, with some adjustments and the notable addition of outcomes three and six.

Compared to 2019, the 2020 Action Plan also included two additional targets and related indicators on the gender balance and diversity of staff composition, under outcome four. Finally, an indicator to track the extent to which gender and diversity are mainstreamed in relevant project briefs across the Centre was integrated under outcome five. The 2020 Action Plan was also formatted to reflect the results-based management approach of the GICHD.



The GICHD launching the Introduction to Gender and Diversity in Mine Action eLearning course at the NDM-UN23

⁶ The Policy was updated in April 2021 and renamed 'GICHD Gender Equality and Inclusion Policy'.

I. FULL AND EQUAL PARTICIPATION OF WOMEN AND MEN FROM DIVERSE BACKGROUNDS IN GICHD TRAININGS AND EXTERNAL REPRESENTATION

Outcome one

The analysis of project briefs and back-to-office reporting forms, as well as the 2020 Gender and Diversity Annual

Survey, reveal that in 2020 the GICHD exceeded all three targets under outcome one, as shown in the table below:

Panels organised or participated in by GICHD staff are gender mixed and diverse

INDICATOR	BASELINE	TARGET 2020	RESULT 2020
% of panels organised that are gender diverse	100% (2016)	94%	100% of panels organised by the GICHD were gender diverse
Overall ratio of women to men panellists on GICHD-organised panels ⁷	2 women to 5 men, or a gender ratio of 2.5 (2016)	4 women to 9 men, or a gender ratio of 2.25	15 women to 25 men on GICHD-organised panels or a gender ratio of 1.7
% of panels participated in that are gender diverse	73% (2016)	87%	92% of panels participated in by GICHD staff were gender diverse

⁷ The gender ratio is calculated by dividing the total number of men on a panel by the number of women on the panel. It was noted during the 2020 reporting that since the baseline was established in 2016, this calculation had been done incorrectly. The data presented above represents the corrected data and targets.

Outcome two

In 2020, the GICHD exceeded both targets under outcome two:

Participants in workshops and training sessions organised by the GICHD are gender mixed

INDICATOR	BASELINE	TARGET 2020	RESULT 2020
% of GICHD training participants who are women	11% (2015)	21%	24% or 33 out of 135 training participants were women
% of sponsorships given to women for GICHD trainings and workshops	9% (2015)	16%	19% or 5 out of 27 sponsorships were given to women for GICHD trainings and workshops

Eight training courses were delivered by the GICHD in 2020, both remotely and in person. Out of 135 total participants, 33 (24%) were women and 102 (76%) were men.⁸ These results indicate a positive trend in the progressive integration of more women in GICHD training courses, in particular when compared to the 16% of training participants in 2019 who identified as women. However, these figures also signal that women continue to be significantly under-represented, not only in GICHD activities, but more broadly in the sector.

Furthermore, most men participants were between 31 and 40 years of age, whilst most women participants were below 30 years old. The latter could indicate a positive trend in the sector in terms of recruitment of more women in operational roles. However, the extent to which this increase extends from junior roles to more senior positions and managerial functions can only be seen by investigating where these same women will be in the sector in the next 2–7 years. This information will also be relevant to identify the extent to which GICHD capacity-building activities contribute to women's career progression internally in the organisation.

Based on available information, 6% of participants (8 out of 135) requested adjustments to accommodate disabilities.⁹ The 2021 Gender Equality and Inclusion Action Plan includes activities aimed at identifying country-specific recommendations to promote access to GICHD training

courses and workshops for persons with disabilities. It is also acknowledged that more work needs to be done to ensure that GICHD training materials, methods, and facilities are adapted to reflect the diverse needs of participants living with disabilities.

In terms of the impact of the COVID-19 pandemic on the participation of women in GICHD training courses and workshops, the 2020 Gender and Diversity Annual Survey shows mixed perceptions among GICHD staff. According to some respondents, the transition from in-person to remote delivery provides greater opportunities to broaden gender and diversity inclusion, by removing the need to travel to attend courses which can be a hurdle, especially for women, due to family responsibilities or cultural barriers. Persons with physical disabilities and those who face travel restrictions due to country of origin and nationality or other diversity factors, may also benefit from the greater accessibility and flexibility of remote delivery. Other respondents, however, pointed out that internet access and family responsibilities for women who take care of children or older relatives whilst working from home, may hinder their ability to commit to spending many hours or days in a row on a training course from home. Future GICHD trainings and workshops should take these challenges and opportunities to promoting gender equality and inclusion into consideration when planning both in-person and remotely delivered courses.

⁸ In addition, the GICHD organised five workshops, both remotely and in person. Out of a total of 145 participants, 21 (14%) participants were women and 124 (86%) were men. By adding together participation in training courses and workshops organised by the Centre, in 2020 the GICHD recorded a total of 280 participants, among whom 54 (or 19%) were women and 226 (81%) were men.

⁹ Availability of data is dependent on voluntary disclosure of disability status by GICHD training and workshop participants.

Promoting women's access to sponsorships can be pivotal in increasing their participation in GICHD training courses, with important ramifications on capacity development and career advancement prospects for women in the sector. In 2020, 27 training participants (22 men, 5 women) in GICHD training courses and workshops were provided with sponsorships. These numbers are in line with gender representation in training activities and exceed the 16% target set for 2020.

As sponsorships are largely requested by the organisations that the participants originate from, relevant GICHD managers responsible for training courses and workshops have only limited scope in influencing who an organisation will request sponsorship for. At the same time, GICHD managers can play a key role in influencing partner organisations in their sponsorship requests, to increase the percentage of women sponsored.



Outcome three

Ensuring gender-mixed and diverse representation at international conferences and high-level engagements plays a key role in promoting gender equality and inclusion. Facilitating the active and meaningful participation of diverse and under-represented groups contributes to the quality of interactions by bringing different perspectives and ideas to the table and provides

individuals with opportunities to develop leadership, networking, and decision-making skills. Most importantly, it is a strong signal that everyone belongs to positions and places of power.

A baseline for the three targets under outcome three was established in 2020, as indicated below:

GICHD representation is gender mixed and diverse at **international conferences and during engagement with other strategic partners**

INDICATOR	TARGET 2020	RESULT 2020
% of statements delivered by women	Establish baseline	Baseline of 24% (4 out of 17) established
Ratio of women to men in delegations	Establish baseline	Baseline of 13 to 32 (2.25) established
Ratio of statements given in languages other than English ¹⁰	Establish baseline	Baseline of 0 to 17 (0.0) established

17 statements were delivered by the GICHD in 2020, of which 13 were given by men and 4 by women. Out of 45 members of GICHD delegations across the Conventions in 2020, 13 were women and 32 men, or 29% and 71% respectively, for a ratio of 2.25. As women accounted for 58% (46 out of 79) of staff in 2020, the disparity in representation may be surprising at first. An explanation can perhaps be found in the fact that women only accounted for 33% (3 out of 9) of management positions and for 38% (12 out of 32) of expert roles in the organisation in 2020. The collection of information on GICHD representation based on diverse factors other than gender identity was not included under this outcome in the 2020 Action Plan. This gap is being partially addressed in the 2021 Action Plan, through a new indicator on the percentage of statements delivered at international conferences by GICHD staff from explosive ordnance (EO)-affected countries.

For many years the GICHD has offered sponsorships to facilitate the access of representatives from EO-affected countries to key international conferences and events for the sector. However, in 2020 most conferences, meetings, and events were organised online. The only Convention meeting for which the GICHD was able to offer sponsorships was the 23rd International Meeting of Mine Action National Directors and UN Advisers (NDM-UN23), which took place in Geneva in February 2020. In this context, the GICHD provided 11 sponsorships, of which nine (82%) were assigned to men and two (18%) to women. Whilst these figures are in line with the larger representation of men in the sector as opposed to women, the GICHD can play an important role in promoting gender-mixed and diverse representation in the composition of sponsored delegations.

¹⁰This indicator has been discontinued.

II. GENDER AND DIVERSITY SENSITIVE OR RESPONSIVE WORKING SYSTEMS AND PRACTICES ARE ADOPTED AND IMPLEMENTED BY GICHD STAFF

Outcome four

To promote gender equality and inclusion in the workplace, a key first step is to foster a gender-balanced and diverse workforce at all levels of responsibility. In

2020, the GICHD met two targets under outcome four, which is centred around staff composition. The baseline for two additional indicators was also established.

GICHD staff composition is gender balanced and diverse

INDICATOR	BASELINE	TARGET 2020	RESULT 2020
% of employees in an executive-level function who are women	14% (2017)	30%	33% (3 out of 9)
% of employees in an executive-level function from an explosive ordnance-affected country ¹¹	N/A	Establish baseline	Baseline of 11% (1 out of 9) established
% of employees from countries affected by explosive ordnance, disaggregated by division and job function	14% (2017)	14%	29% (23 out of 79)
Ratio of women to men, disaggregated by division and job function	N/A	Establish baseline	46 women to 33 men or a gender ratio of 0.7

In 2020, the Centre employed 79 staff members. Of the nine employees who held executive-level functions, three were women (33%), and one man (11%) was from an EO-affected country. No woman from an EO-affected country held a management position in 2020. In total, more staff members who identified as women (46, or 58%) worked for the Centre than those who identified as men (33, or 42%). The ratio of women to men by job function was the following: management (3 women to 6 men), experts (12 women to 20 men), officers (13 women to 5 men), support & admin functions (18 women to 2 men).

29% (23 out of 79) of staff members were from EO-affected countries. When broken down by job function, this equates to 11% (1 out of 9) of staff with management roles, 26% (9 out of 32) of experts, 44% (8 out of 18) of officers, and 25% (5 out of 20) who held support & admin functions. Women from EO-affected

countries are especially under-represented, with none in management functions, three in expert positions, five in officer roles, and four in support & admin. Overall, the figures above are in line with the widely established notion of the 'glass ceiling', a metaphor largely used to represent the invisible barrier that under-represented groups face in rising beyond a certain level in the organisational hierarchy.

It should be noted that the Action Plan only reports on gender identity and origin from EO-affected countries, not because other diversity factors and identity characteristics are not deemed relevant. However, the Swiss Federal Act on Data Protection contains stringent conditions related to the protection of employees' personal information, such as how it is collected, restrictions on access and dissemination, security of storage, accountable ownership of data, purpose of data use, and reporting on data use.

¹¹ The list of EO-affected countries is taken from the Landmine and Cluster Munition Monitor list of affected states. The data reported on includes the country of birth and current nationality of GICHD staff. In 2020 it included staff from Afghanistan, Armenia, Bosnia, Colombia, Cyprus, Egypt, India, Iraq/Kurdistan, Jordan, Kosovo, Lebanon, Russia, Serbia, Syrian Arab Republic, Ukraine, and Vietnam.

Outcome five

Based on the working principles under the current 2019–2022 GICHD Strategy, GICHD staff members are expected to mainstream gender and diversity (G&D) in all aspects of their work. As a result, staff members are required to include at least one 'SMART'¹² objective as part of their yearly performance appraisal. In addition, all project managers are accountable for mainstreaming

gender and diversity dimensions in all relevant project briefs, according to an internal list of mainstreaming criteria based on good practice. The extent to which GICHD staff members meet these requirements is monitored through the indicators under outcome five, as reported below.

GICHD staff members are accountable for mainstreaming gender and diversity in their work

INDICATOR	BASELINE	TARGET 2020	RESULT 2020
% of GICHD employees that have one SMART objective on gender and diversity relevant to their area of work	63% of staff who submitted appraisal forms (2017)	81% of staff who submitted appraisal forms	68% of staff who submitted appraisal forms
% of GICHD employees who have attended at least one relevant competence development session on gender and/or diversity	52% (2017)	45%	91% (72 out of 79)
% of GICHD employees that have successfully achieved one SMART objective on gender and diversity relevant to her/his/their area of work	59% of staff who submitted appraisal forms (2017)	81% of staff who submitted appraisal forms	60% of staff who submitted appraisal forms
% of project briefs that have mainstreamed gender and diversity in the final submission	N/A	Establish baseline	42% (15 out of 36)

68% of employees had one or several SMART objectives on gender and diversity. The employees for whom an objective related to gender and diversity was not set in 2020 either started their employment in the last months of 2020, left the organisation at the beginning of the year, or were on a temporary short-term contract. At the time of reporting, out of the staff that had established an objective on gender and diversity, 60% had fully achieved at least one objective, while 22% achieved it partially. 4% did not achieve any of the objectives set. An additional 14% did not report on this information. It should be noted that not all staff had completed their 2020 appraisal at the time of reporting, which influences the result.

Following the decision by Director Ambassador Toscano to make the Introduction to Gender and Diversity in Mine Action eLearning course mandatory for all GICHD staff, it was completed by 91% of employees (or 72 out of 79, of

which 41 identified as women and 31 as men). Several employees also attended additional courses, workshops, and webinars on topics related to gender equality and inclusion in 2020, a welcome development which signals both the relevance that the topic plays in the Centre's work and the widespread interest in it among staff members.

As indicated in the 2020 Gender and Diversity Annual Survey, 19 employees also participated in the GMAP Gender and Diversity Induction Training in 2020. According to most (88%), the training was helpful to better understand, explain, and describe the meaning of gender and diversity and why it is relevant for mine action. However, some gaps were identified, for example the extent to which the induction training course helped participants understand their responsibilities under the 2020 Action Plan, and the technical assistance that the GMAP division can provide to the work of other divisions as relevant.

¹² 'SMART' is an acronym that stands for specific, measurable, achievable, relevant, and time-bound.

A gender and diversity mainstreaming text box was added to the project brief form for the first time in 2018, and project managers were required to explain how their project contributed to gender equality and inclusion. However, analysis of project briefs submitted in 2018 for implementation in 2019 revealed that many project managers simply stated that 'Considerations on the G&D dimensions will be taken into account during the project' without providing concrete examples of how this would be done. Therefore, to strengthen accountability, the indicator '% of project briefs that have mainstreamed gender and diversity in the final submission' was added to the 2020 Action Plan and project managers provided with a set of criteria to

support them to complete the gender and diversity section of the form.

Analysis showed that 95% (36 out of 38) of the project briefs submitted in 2019 for implementation in 2020 stated that 'G&D dimensions are considered and mainstreamed in the project' or that 'the project mainstreams G&D and has targeted actions towards gender equality and inclusion'. Applying the criteria explained above, it was revealed that 42% (15 out of 36) of these project briefs fully met the GICHD good practice gender and diversity mainstreaming criteria, 39% (14 out of 36) partially, and 19% (7 out of 36) not at all. When analysed at the divisional level, the results were as follows:

DIVISION	FULLY	PARTIALLY	NOT AT ALL
AMAT	0% (0/1)	100% (1/1)	0% (0/1)
External Relations, Policy and Cooperation Programme	0% (0/7)	71% (5/7)	29% (2/7)
GMAP	0% (0/5)	20% (1/5)	80% (4/5)
Information Management	75% (6/8)	25% (2/8)	0% (0/8)
Mine Action Programmes	0% (0/1)	100% (1/1)	0% (0/1)
Standards and Operations	64% (9/14)	29% (4/14)	7% (0/14)

In general, this represents a significant improvement, particularly in terms of project managers using the gender and diversity section of the form to explain how gender and diversity considerations will be integrated in project activities. Overall, the analysis indicates that the responsibility of project/programme managers and the accountability of heads of division for gender and diversity mainstreaming in the project brief forms is an area for improvement in 2021 and beyond.

Outcome six

The GICHD partially met the first target and fully met the second target under outcome six, as follows:

The GICHD's internal policies and procedures uphold the principles of gender equality, diversity, and inclusion

INDICATOR	BASELINE	TARGET 2020	RESULT 2020
Number of improved policies and procedures ¹³ adopted	Improved harassment policy adopted (2018)	Revision and update of the GICHD G&D Policy	Partially achieved The updated policy was approved by the management board in Q2 2021
G&D Audit of the Centre	N/A	Audit of the Centre is carried out in 2020 and informs the G&D Policy revision and Action Plan 2021–2022	Achieved

The revision and update of the 2013 GICHD Gender and Diversity Policy was largely carried out in 2020 but could not be completed as planned, due to reduced staff capacity in the third and fourth quarter of 2020. The update of the Policy is expected to be finalised and approved by the management board in the second quarter of 2021.

In 2020, Phase I of the Gender and Diversity Audit of the Centre was conducted to measure the extent to which the GICHD fosters gender equality internally within its organisational and managerial structure and internal work, and whether these contribute to gender equality and inclusion within the organisation. Phase I of the Audit had the following objectives:

- ▼ To gather a snapshot of the current status of gender equality and inclusion at the GICHD and check compliance with the commitments outlined in the GICHD Gender and Diversity Policy and the GICHD Strategy 2019–2022.
- ▼ To record a baseline against which future gender and diversity mainstreaming efforts can be measured.
- ▼ To identify critical gaps and challenges in terms of gender and diversity mainstreaming capacity and provide recommendations on how to address them.
- ▼ To document good practices towards the achievement of gender equality and inclusion.

The Audit report, including key findings, recommendations, and areas for consideration, was shared with all staff in October 2020. The GICHD management board has already committed to acting upon many of the recommendations through a roadmap to follow up on the discontinuation of the ten-year rule. The Gender and Diversity Working Group has developed the Action Plan 2021 to incorporate concrete steps to address other areas for consideration, as highlighted in the Audit report, as well as to complement the actions foreseen for the roadmap.

In the 2020 Gender and Diversity Annual Survey, staff were asked to provide feedback on Phase I of the Gender and Diversity Audit's findings, recommendations and management response, specifically in light of the drafting of the Action Plan for the upcoming year. Suggestions and recommendations included strengthening communication with staff on HR-related processes and decision-making, a detailed breakdown of the timeline of the implementation of recommendations, in-depth training on gender equality and inclusion for staff members with management responsibilities, and more feedback opportunities for all staff on processes related to gender equality and inclusion at the Centre.

¹³ To be relevant, the policy or procedure should directly or indirectly support the principles of gender equality and/or non-discrimination, protect the rights or interests of under-represented groups or groups in situations of vulnerability, aim to redress situations of inequality, or otherwise have an intended gender or diversity-related impact.

THE WAY FORWARD

In 2021, a variety of activities will be carried out to contribute to gender equality and inclusion at the Centre. These include internal work on diversity factors other than a binary definition of gender identity, as well as on how the overlap and intersection of different diversity factors can further influence privilege and discrimination.

The updating of the Centre's Gender Equality and Inclusion Policy will be finalised and adopted by the management board. The Policy will include an annex of definitions and practical examples to help staff navigate the vocabulary of gender equality and inclusion in their work, and interactions with colleagues and partners. In addition, the gender and diversity country background profiles will be revised to better support staff in reaching the 2021 Action Plan targets on the participation of women and persons with disabilities in GICHD training courses and workshops, as well as to provide an overview of appropriate and inappropriate behaviour for staff to consider during missions in diverse cultural contexts.

An external expert company will be contracted to facilitate discussions with the GICHD management, to agree how the Centre can foster an inclusive and enabling organisational culture that is free from bias and discrimination. In addition, the Gender and Diversity Working Group will develop and pilot a programme to help staff feel part of a diverse and inclusive community of colleagues. The GICHD safeguarding framework is also being updated. Furthermore, the GICHD is developing criteria for good practice to ensure that publications and eLearning materials are accessible to persons with a wide range of disabilities.

In addition, Phase II of the Gender and Diversity Audit will take place in the second part of the year to evaluate the extent to which the main service lines of the GICHD are aligned with the core values, working principles and commitments articulated in its institutional framework.¹⁴ The findings of this exercise, which are expected to be shared with all staff in a report by the end of 2021, will help to define the future priorities for internal gender and diversity mainstreaming at the GICHD.

¹⁴ GICHD Strategy 2019–2022, Gender Equality and Inclusion Policy.



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