

## Annual Report 2013



## List of abbreviations

13MSP	13 <sup>th</sup> Meeting of States Parties on the Anti-Personnel Mine Ban Convention
4MSP	4th Meeting of States Parties on the Convention on Cluster Munitions
AOAV	Action on Armed Violence
AoR	Area of Responsibility
APMBC	Anti-Personnel Mine Ban Convention
APMBC ISU	Anti-Personnel Mine Ban Convention Implementation Support Unit
AusAid	Australian Government's Overseas Aid Programme
CCM	Convention on Cluster Munitions
CMC	Cluster Munition Coalition
DRC	Democratic Republic of Congo
DCA	DanChurch Aid
ERW	Explosive Remnants of War
GICHD	Geneva International Centre for Humanitarian Demining
GMAP	Gender and Mine Action Programme
HI	Handicap International
ICBL	International Campaign to Ban Landmines
ICRC	International Committee of the Red Cross
IND	National Mine Action Authority in Mozambique
INGOs	International Non-Governmental Organisations
Lao PDR	Lao People's Democratic Republic
MAG	Mines Advisory Group
MRE	Mine Risk Education
NGO	Non-Governmental Organisation
NMAC	National Mine Action Centre
NPA	Norwegian People's Aid
SADD	Sex and Age Disaggregated Data
SMART	Specific, measurable, achievable, relevant and time-bound
UN	United Nations
UNICEF	United Nations Children's Fund
UNMAS	United Nations Mine Action Service
UNSC	United Nations Security Council
VA	Victim Assistance

**Organisation:** Gender and Mine Action Programme

**Reporting Period:** January –December 2013

**Donors:** Swiss Federal Department of Foreign Affairs (2012-2014); Australian Department of Foreign Affairs and Trade (2013-2016); Ministry of Foreign Affairs of the Netherlands through contract with Mines Advisory Group (July 2012-June 2016); UNMAS contracts through UNOPS.

***GMAP's vision is a world in which women, girls, boys and men are safe from mines/explosive remnants of war (ERW) and participate and benefit equally from mine action.***

## **Implementation**

### **1. Research and Dissemination**

***Planned activities:***

- To conduct demand-driven research, independently and in collaboration with partners, on the benefits of, and challenges related to, gender sensitive mine action
- To document and disseminate case studies, good practices and lessons learnt on gender and mine action

***Results:***

“Guidelines on Gender-Sensitive Recruitment and Training in Mine Action” were published and disseminated in April 2013 in English, and subsequently translated into Arabic and French in June 2013. All versions are available on the GMAP website. 400 copies of the English version were printed of which about 200 were distributed at the 16th International Meeting of Mine Action National Programme Directors and UN Advisors, at the Intersessional meetings of the Standing Committees of the CCM in April 2013 and of the APMBC in May 2013.

The joint GICHD-GMAP study “Handover of Released Land. Common Procedures and Good Practices” was published and disseminated in April 2013 in English, and subsequently translated into Arabic and French in June 2013. All versions are available on the GMAP and GICHD websites. 100 copies of the English version were printed and 50 were distributed in a targeted way to mine action stakeholders at the 16th International Meeting of Mine Action National Programme Directors and UN Advisors, at the Intersessional meetings of the Standing Committees of the CCM in April and of the APMBC in May. The French and Arabic versions are only available in electronic format. The demand for hard copies has been higher than expected and a reprint might be considered.

After the release of the papers in English and later in French and Arabic, they have been downloaded hundreds of times from GMAP's website.<sup>1</sup>

The brief on Gender and Priority-Setting in Mine Action has also been downloaded hundreds of times from both the GMAP and the GICHD website.

All articles submitted by GMAP for the Journal of ERW and Mine Action during the reporting period have been accepted for publication of the print version of the journal.

GMAP submitted an article for the Journal of ERW and Mine Action focussing on Survivor Assistance titled "Masculinity: The Unseen Barrier in Survivor Assistance". The article was published in Issue 17.3 | Fall 2013.

GMAP has started to map first hand experiences on the impact of mixed teams on land release and on the final beneficiaries of the process. A short questionnaire was sent by email to 15 current and former operation managers, programme managers and community liaison managers from different international mine action non-governmental organisations, 10 of them completed the survey. An article on the perceived impact of mixed teams in the land release process was drafted and submitted for Issue 18.1 | Winter 2014 of the Journal of ERW and Mine Action.

GMAP produced a short text on the Importance of Mainstreaming Gender in QMS for GICHD's handbook "10 steps to a national quality management system" to be published in early 2014, and provided language and comments for the whole handbook.

In addition GMAP wrote a chapter on gender and diversity in mine action for the revised "Guide to Mine Action" that the GICHD produced to be released in early 2014. GMAP was also part of the external review group for the "Mine Risk Education" and "Mine Action, Security and Development" chapters, as well as reviewing all relevant chapters from a gender and diversity perspective.

## 2. Outreach, Training and Technical Assistance

### **Outreach and Training**

More than 800 people (570 men and 230 women) from more than 50 different organisations (national and local authorities, International Non-Governmental Organisations (INGOs), local non-governmental organisations (NGOs), UN) were reached by GMAP in 2013 through training workshops (17) and presentations (9) on different aspects of gender in mine action in 10 different countries.<sup>2</sup> Of these, 302 people (89 women and 213 men) from more than 50 different organisations were trained by GMAP in participatory workshops on gender mainstreaming in mine action of one day or more.

---

<sup>1</sup> Since their publication on GMAP's website (May 2013 for the English versions and August 2013 for the French and Arabic) by the end of 2013 the Gender-Sensitive Recruitment and Training in Mine Action Guidelines had been downloaded 532 times (324 in English, 114 in Arabic and 94 in French) and the Handover of Released Land: Common Procedures and Good Practices was downloaded 253 times (108 in English, 68 in French and 77 in Arabic).

<sup>2</sup> Afghanistan, DRC, Kenya, Lao PDR, Libya, South Sudan, Western Sahara, Denmark, Switzerland, USA

## Highlights of GMAP's outreach, training and technical assistance activities:

In May 2013 GMAP was invited to deliver three sessions at the Senior Managers' Course in Explosive Remnants of War (ERW) and Mine Action organized by the Center for International Stabilization and Recovery at the James Madison University, in Harrisonburg, Virginia. GMAP was also requested by the US Department of State to give presentations on gender in mine action to the Bureau for Political and Military Affairs - Weapon Removal and Abatement (on how to require implementing partners to mainstream gender into grant proposals) and the Bureau for Conflict and Stabilization Operations (with a focus on Burma) in Washington DC.



- GMAP was invited by UNMAS to present at a side event on *Data Collection & Analysis for Reporting on Impact* at the 16th International Meeting of Mine Action National Programme Directors and UN Advisors in Geneva in April 2013 together with DDG, MAG, NPA, UNDP and UNMAS in April 2013.
- GMAP was invited to carry out a one-day training with NPA programme managers and HQ staff in Oslo in November 2013.
- In May 2013, GMAP conducted a one-day workshop on Mainstreaming gender in a UXO programme in Vientiane, Lao PDR to 34 people from the National Regulatory Authority, UXO Lao and other mine action NGOs



- GMAP presented its work in South Sudan and Afghanistan on gender mainstreaming into mine action at a meeting convened by the Global Protection Cluster Mine Action Area of Responsibility in November 2013 to members of the GPC and donors.

The participants evaluated GMAP’s trainings very positively, with over 90% on average thinking that it had met their expectations in an excellent or good manner. Over 80% said that they found the training relevant for their work, 88% felt that they acquired new information, 95% found the quality of the sessions excellent or good, and over 90% evaluated the group exercises as excellent or good. Over 90% found the clarity of presentations and over 80% evaluated the quality of discussions as excellent or good. Only one person out of more than 300 rated the training as poor.

GMAP has started gathering resumes and contact details for mine action experts with diverse background and expertise (including gender) from underrepresented groups, with the intention of widening the group of consultants who are generally hired in the mine action sector with the objective of getting more diverse perspectives.

Additionally, GMAP disseminated relevant materials and news through its website [www.gmap.ch](http://www.gmap.ch), its Facebook page <https://www.facebook.com/GMAP.ch> and Twitter account @GMAP\_ch. Details on the numbers of this outreach can be found below in the Visibility section below.

### Technical Assistance

GMAP provided technical assistance to a wide range of mine action stakeholders on some 30 occasions during 2013. The assistance was varied in scope and focus, in some cases being provided over a teleconference and/or exchange of emails over a short period of time, while in other cases several consultations, meetings, trainings and missions were necessary.

Examples of more extensive technical assistance are:

- Seven tailored interventions were planned and delivered in 5 countries (DRC, South Sudan, Afghanistan, Lao PDR, and Libya) and one territory (Western Sahara) in 2013. Gender baseline assessments, tailored training and action planning or strategy development were carried out:
  - in DRC, South Sudan and Libya, the MAG programmes were assessed in the framework of a Dutch grant and tailored training and action planning was conducted in several locations
  - in South Sudan, UNMAS requested GMAP to work with the mine action sub-cluster to assess how gender was being mainstreamed, provide training and facilitate the development of a gender strategy
  - in Afghanistan, the whole Mine Action Programme of Afghanistan (54 organisations) was assessed from a gender mainstreaming point of view, targeted training was provided and the drafting of a gender strategy was facilitated
  - in Lao PDR, GMAP was asked by NPA to carry out an analysis of the mine action programme from a gender point of view and provide recommendations
  - in Western Sahara, AOV requested GMAP to carry out a three day gender in mine action training with staff and partners, and gender mainstreaming action planning workshop in Rabuni.
- In February 2013, GMAP carried out a joint visit with the GICHD to Myanmar at the request of the Swiss mission in Myanmar and of the Swiss FDFA to identify what support could be provided to the Myanmar Peace Centre for the establishment of a mine action programme. Subsequently GMAP reviewed all the Myanmar Mine Action Standards from a gender perspective.
- GMAP provided support and advice to the GICHD on many occasions, notably in the drafting of the Gender and Diversity Policy, the review of the division strategies and work plans, vacancy announcements, publications (Guide to Transition, Guide to Mine Action, Handbook on Quality Management).
- In June 2013, GMAP was involved in the consultations around the new DFID strategy for mine action and provided advice on how to mainstream gender into the strategy and tendering documents.

Besides the number of requests and contracts granted, the fact that all contracts signed have been carried out in a timely manner and paid for constitutes an indicator of success for GMAP at the output level.

In terms of outcomes, the fact that the stakeholders that GMAP has been involved with have developed and adopted strategies or action plans and taken concrete measures such as the following ones are indicators of success:

GMAP tries to record and measure outcomes of its trainings and technical assistance interventions by looking at any concrete action that might be taken to better incorporate gender considerations by a mine action programme or organisation that have received training or technical advice.

In 2013 some evidence was gathered through direct feedback from some of the organisations that had previously received training and/or technical assistance from GMAP as highlighted in the box below.

### **Examples of outcomes of GMAP's training and technical assistance work:**

- MAG is developing a global Gender Policy.
- MAG Lebanon employed a female medic for the mixed BAC team in Nabatieh
- MAG Libya employed more female CL staff
- MAG DRC:
  - 2014 gender mainstreaming action plan developed
  - Currently revising SOPs
  - Created a gender induction for national and international staff
  - MAG beneficiary policy being translated into French
  - GenCap advisor invited to give a 1 hour training to national staff in Kinshasa
- DCA HQ has developed a policy on CL/MRE team gender-sensitive interaction with the community and have modified their pregnancy and childcare provisions to make them more attractive to female candidates
- In Afghanistan UNMAS/MACCA have employed a gender expert to follow up on the implementation of the gender strategy
- In South Sudan:
  - UNMAS report that gender has been mainstreamed in the new Impact Monitoring forms and methodology.
  - The UNMAS grants application has been modified to include a section on gender.  
G4S will deploy an all- female community liaison team for the 2013-2014 demining season to work on impact monitoring.
  - Mine Tech International will deploy mixed community liaison team for the 2013-2014 demining season to work on impact monitoring.
  - MineTech International is intending to upgrade their Field Managers Practices to make them more gender-sensitive, and to improve their Code of Conduct.
  - DCA South Sudan is preparing a Gender Awareness training for all national staff which will be implemented in South Sudan and Mali.
  - DCA South Sudan is translating their Code of Conduct into simple language so it is more accessible for national staff.
  - Since the assessment a number of commercial operators (MineTech, TDI) have got an external expert to carry out gender awareness training with their national and field staff.

### **3. Promotion of the inclusion of gender dimensions in the work around relevant disarmament treaties: the Anti-Personnel Mine Ban Convention (APMBC) and the Convention on Cluster Munitions (CCM)**

#### **Intersessional Meetings**

GMAP attended the Intersessional Meetings of Standing Committees of the CCM (16-18 April 2013) and of the APMBC (27-31 May 2013) in Geneva.



## Gender and the CCM

### **Fourth Meeting of States Parties to the Convention on Cluster Munitions (CCM)**

GMAP's Programme Officer attended the 4MSP in Lusaka, Zambia from 9-13 September 2013 and participated in a practitioners meeting to discuss a sector-wide monitoring and evaluation system. She also met with potential donors and with UNOPS to discuss how to mainstream gender in tender processes.

In his opening speech at the 4MSP President Sata of Zambia expressed regret that women and children living in border areas have continued to be affected by remnants of war.

During a side event AOA V called for the collection of more data on casualties by sex and age for measuring the impact of explosive weapons on civilian populations.

Australia, UNMAS and Zambia called for an age and gender sensitive approach to ensure victim assistance activities are based on the needs and priorities of those affected and emphasised the importance of the human rights approach to mine action.

### **Gender and the Anti-Personnel Mine Ban Convention (APMBC)**

Advocacy letters were sent to 6 focus countries: Afghanistan, Cambodia, Democratic Republic of Congo, Iraq, Mozambique, South Sudan; 17 affected countries and 14 non-affected countries. The letters encouraged states to make references at the 13MSP on concrete progress made on supporting the implementation of the Cartagena Action Plan (CAP) and urged them to take stock of the lessons learnt from the implementation of the CAP in view of the drafting of the Maputo Action Plan at the Third Review Conference in 2014. Invitations to the side events co-organised by GMAP at the 13MSP were also included.

At the 13<sup>th</sup> Meeting of States Parties to the APMBC, GMAP co-organised a side event with the Ministry of Foreign Affairs of the Netherlands. **The role of donors for gender mainstreaming in mine action projects** was discussed. The Dutch Ministry of Foreign Affairs, the Swiss Federal Department of Foreign Affairs, UNMAS, MAG and GMAP formed the panel, chaired by the Netherlands, presenting their views and experiences to an audience of around 40 people.

On 3rd December 2013, GMAP and Handicap International co-hosted an event on "The Ottawa Convention: from the principles of a treaty to actions on the ground with a focus on Libya and a panel composed of Rudwan Abdullah, focal point of the mine action campaign in Libya, Umedjon Naimov, Ban advocate in Tajikistan, and Eva Studer, a Swiss physiotherapist just back from Syria.

GMAP also co-organised with Handicap International the display of the exhibition "We Take Action" featuring photos on different aspects of mine action provided by GMAP, Handicap International, GICHD and Geneva Call. The illuminated photo boxes were on display on Place des Nations, next to the Broken Chair, for the whole duration of the 13MSP and the following weekend.

At the 13th Meeting of States Party (13 MSP) of the APMBC Standing Committees, in December 2013, GMAP found gender references in some statements given, mostly during the victim assistance session.

During the session on cooperation and assistance, Australia reminded that inclusiveness was a fundamental premise in mine action, and referred several times to the importance to have a gender-sensitive approach.

GMAP's focus countries<sup>3</sup> – Afghanistan, Cambodia, Democratic Republic of Congo, Iraq, Lebanon, Mozambique and South Sudan – did not all mention gender in their statements. Cambodia, Democratic Republic of Congo and Mozambique made reference to and provided sex and age disaggregated data (SADD) during the Victim Assistance session. Afghanistan underlined its action to provide skill development training for women survivors of land mines, and also pointed out that Mine Risk Education (MRE) was given to women, girls, boys and men.

Tajikistan insisted on the fact that the aim of its victims assistance State programme was to provide an age- and gender-sensitive and a rights-based approach, and Colombia referred to an age and gender-sensitive study led in 2013 entitled "Guide for a comprehensive assistance to boy, girl and adolescent landmine victims".

For 2013, a total number of 69 Article 7 Transparency Reports for the Anti-Personnel Mine Ban Convention were analysed on the extent to which gender issues were mentioned. Out of these 69 countries, only 16 countries referred to sex and/or age at least once in their report, six of which only referred to children and made no reference to gender or sex. Sex and age disaggregated data (SADD) is used by Albania, Cambodia, Chad, Croatia, Ecuador, Mozambique, Senegal, Somalia and Yemen once or more in their report, in particular with regard to victim data and/or mine risk education (MRE).

Cambodia, Senegal and Somalia slightly stand out, as they systematically present their data on people reached by MRE and victim assistance disaggregated by age and sex. Cambodia mentions the use of SADD as a challenge with regard to MRE, but then states that messages and activities will be tailored to the needs of the remaining male and female high-risk groups. Senegal shows it has taken into account sex as a factor when analysing MRE needs, because they targeted women specifically, as they are said to have benefited little from MRE in preceding years. Somalia finally, will highlight in its future Mine Action Strategy document that all landmine and other ERW victims have equal and full access to adequate, affordable, gender and age-sensitive emergency and continued medical care, physical rehabilitation, psychosocial support, social and economic inclusion services and legal assistance on an equal basis.

### **Participation statistics:**

GMAP monitors the gender composition of participants to the main mine action meetings and intends to keep track of the numbers and to disseminate the statistics as an incentive for States Parties and mine action organisation to have more balanced representation at these meetings.

Composition of participants at the 16th International Meeting of National Mine Action Programme Directors and UN Advisors in Geneva in April 2013 was:

---

<sup>3</sup> A table with a detailed analysis of all statements can be found in Annex.

	Women	Men	Total
State representatives	17 (14.3%)	102 (85.7%)	119
Organisation representatives	59 (31%)	131 (69%)	190
<b>Total</b>	<b>76 (24.6%)</b>	<b>233 (75.4%)</b>	<b>309</b>
Sponsored delegates	0	18	18

Source: GICHD Participants list. Elaboration: GMAP

Composition of participants at the CCM Meetings of the Standing Committees, Geneva, April 2013:

	Women	Men	Total
State Representatives	81 (28%)	206 (72%)	287
Organisation Representatives	92 (53%)	83 (47%)	175
<b>Total</b>	<b>173 (37%)</b>	<b>289 (63%)</b>	<b>462</b>

Source: GICHD Participants list. Elaboration: GMAP.

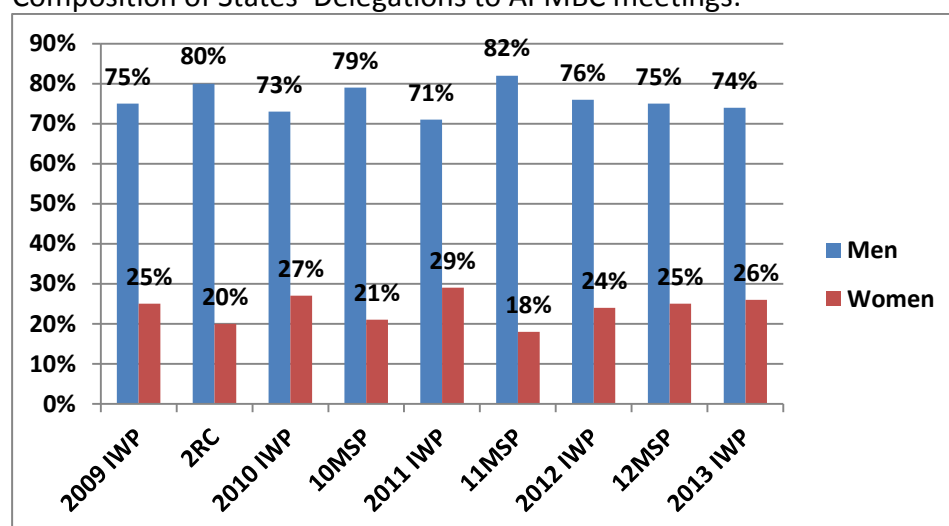
Note: Data on sponsorships not available.

Composition of participants at the APMBC Meetings of the Standing Committees, Geneva, May 2013:

	Women	Men	Total
State representatives	75 (26%)	210 (74%)	285
Organisation representatives	78 (44%)	101 (56%)	179
<b>Total</b>	<b>147 (32%)</b>	<b>317 (68%)</b>	<b>464</b>
Sponsored delegates	2	19	21

Source: GICHD Participants list. Elaboration: GMAP

Composition of States' Delegations to APMBC meetings:



Source: APMBC ISU, 2013

#### 4. Monitoring and Evaluation

GMAP is committed to the improvement of the monitoring and evaluation of mine action interventions, specifically focusing on how gender is mainstreamed in programmes and projects and what difference it makes.

GMAP made a presentation on 'Developing Globally Applicable Indicators for Measuring Gender Mainstreaming in Mine Action Programmes' at the Mine Action Monitoring & Evaluation Practitioners Workshop in Copenhagen on the 2nd of July 2013. Subsequently GMAP has been in close correspondence with the UN consultant responsible for the development of the survey tool for the monitoring of the UN Mine Action Strategy. This support has involved submitting feedback on the draft via email, as well as Skype and face-to-face communication in Geneva. The focus has been on how to monitor the UN efforts to support the implementation of the UN Gender Guidelines 2010 in each individual country programme. The UN will circulate the survey tool to a sample of mine action programmes in November 2013, and intend to roll it out to all country programmes by the second quarter of 2014.

GMAP has supported the Mine Action Sub-Cluster in South Sudan in developing a gender mainstreaming strategy, which includes indicators for measuring gender mainstreaming in quality management systems, project cycle management, demining, mine risk education and victim assistance. This has not yet been formally adopted by the Mine Action Sub-Cluster, but it is intended that the strategy period will run from January 2014 – December 2018. A similar activity is planned in Afghanistan during November 2013.

GMAP has facilitated participatory action planning sessions with MAG Lebanon, Iraq, DRC, South Sudan and Libya to enable them to better monitor and evaluate gender mainstreaming in the specific country contexts.

A sample set of output and outcome indicators for MRE; VA and Land Release have been identified and shared with interested parties.

Following the workshop in Copenhagen, the Operations Manager from UNMAS South Sudan requested a copy of GMAP's presentation to help in the design of their impact monitoring framework.

The UN have incorporated GMAP's comments and suggestions in the latest draft of the Monitoring and Evaluation Tool that is being field tested from November 2013.

## **Funding**

In 2013 GMAP's activities were financed by contributions from the Federal Department of Foreign Affairs of Switzerland, the Australian Government's Overseas Aid Programme (AusAID) now Department of Foreign Affairs and Trade, the Ministry of Foreign Affairs of the Netherlands via the Mines Advisory Group, and contracts with the UN, NPA and AOAV. GMAP continued to benefit from the in-kind contribution from the Geneva International Centre for Humanitarian Demining (GICHD) in the form of office space, IT equipment and assistance, and accounting services.

GMAP's funds are managed by the GICHD as a Trust Fund, with separate accounting and audit.

### **Institutional and administrative set up:**

At the annual General Assembly meeting in April 2013 the Committee members were confirmed:

Dr. Anki Sjöberg - President

Mr. Olivier Cottray - Secretary

Mr. Martin Damary – Treasurer

The other members of the GMAP General Assembly are: Rahel Kunz, Aurélie Lamazière, Gustavo Laurie, Åsa Massleberg, Sharmala Naidoo, Sonia Pezier, Kristin Valasek.

In terms of staff composition, Arianna Calza Bini was the Director and Abigail Jones was the Programme Manger.

GMAP also greatly benefitted from the voluntary work of several people in the course of 2013 and wishes to thank for their commitment and excellent work the following persons:

Lusia Peçak

Anne-Sophie Duprat

Mwangi Gachuiiri Mwangi

Nyske Janssen

Accounting and annual audit (Deloitte) services were provided by the GICHD.

### **Coordination and Cooperation with Partners**

**Donors:** The cooperation with the donors has been very positive, as Australia and Switzerland have not only provided funding but have also been very supportive of GMAP's work and of gender issues in mine action in general. Switzerland requested GMAP to carry out a joint mission to Myanmar to assess what support might be needed to set up a mine action programme there. GMAP co-organised a side event at the 13 MSP with the Netherlands. Norway's grant ended in 2012, but it remains a key ally for the promotion of gender mainstreaming in mine action.

**GICHD:** Under the Cooperation Agreement, the GICHD continued to provide GMAP with office space and services, IT equipment and assistance and accounting services, and GMAP continued to provide advice, assistance and training on gender and diversity issues to GICHD staff. The GMAP Director continues to be on GICHD's Advisory Board and participated to the Extended Management Meetings of the GICHD. Specific support, review of documents, drafting of chapters and sections on gender for specific GICHD publications and joint research projects have also been carried out.

**ICBL (International Campaign to Ban Landmines)-CMC:** GMAP is a member of the ICBL-CMC and collaborates and coordinates activities with them and their members. In particular:

- GMAP organised side events at the 13MSP of the APMBC in Geneva together with ICBL-CMC members (MAG and HI);
- GMAP co-organised a photographic exhibition called “We Take Action” with Handicap International (HI) Switzerland during the 13MSP;
- GMAP commented on documents prepared and/or circulated by the ICBL-CMC suggesting gender sensitive language and content; contributes to newsletters and the yearly work plan;
- GMAP provided targeted training on gender in mine action to DCA staff in Copenhagen, to Norwegian People’s Aid staff in Oslo, and to AOA’s staff in Western Sahara.

**Global Alliance on Armed Violence:**

GMAP is a member of the working group on Gender & Armed Violence Working Group of the recently established Global Alliance on Armed Violence.

**ISU APMBC:** Communication and collaboration with the ISU remained very positive.

**United Nations:** GMAP carried out the gender baseline assessments for two of the biggest UNMAS-coordinated mine action programmes, South Sudan and Afghanistan and presented its work on gender mainstreaming in mine action at a meeting convened by the Global Protection Cluster Mine Action Area of Responsibility in November 2013 to members of the GPC and donors.

GMAP co-organised side events at the main meetings of the APMBC and CCM with the participation of representatives from the UN Mine Action Inter Agency Coordination Group. GMAP intervenes at the International Meetings of National Mine Action Programmes Directors and UN Advisors and participates to the UN-NGOs coordination meetings (Committee on Mine Action etc.). When GMAP visits ERW/mine affected countries to carry out research and provide training, it coordinates closely with UN Programmes and Agencies in country. GMAP also includes and promotes the use of the Gender Marker for gender equality programming in its trainings and collaborates with the IASC Sub-Working Group on Gender and GenCap. GMAP has contributed to the development of the Strategy of the UN on Mine Action 2013-2018 by providing advice on how to mainstream gender and formulate gender indicators. Many of the suggestions are reflected in the final Strategy. GMAP has also contributed to the development of the Monitoring and Evaluation Framework for the new UN Strategy providing concrete advice on gender-sensitive indicators and data collection for the Country Survey Tool. GMAP is a member of the Mine Action Area of Responsibility (AoR) in the Global Protection Cluster and is the helpdesk for gender and mine action issues for the AoR.

**ICRC (International Committee of the Red Cross):** GMAP had several contacts with different offices of the ICRC, the Weapon Contamination unit, the Physical Rehabilitation unit and the Women and War office, both in Geneva and in mine/ERW affected countries to exchange information and discuss possible collaborations.

**Graduate Institute of International and Development Studies, Geneva:** GMAP attended several events of the Programme on Gender and Global Change and has collaborated with students on some research projects. Several of the interns that have been working at GMAP have also been current or former students of the Graduate Institute.

**Operators:** GMAP collaborates closely with several of the main mine action INGOs, both at headquarter level and in mine/ERW affected countries. Examples of this are: the work that GMAP is carrying out with MAG in 5 selected countries; the collaborations with NPA, AOA, Handicap International, Danish Demining Group and Danish Church Aid.

**Local actors** in ERW/mine affected countries: Whenever GMAP has had direct contact with actors working in ERW/mine affected countries and territories, be it National Mine Action Authorities, national and international NGOs or civil society organisations, the cooperation has been very positive and fruitful for both sides.

## **Strengths of the Gender and Mine Action Programme**

- **Credibility:** GMAP continues to receive requests for training, advice and collaborations from many different operators and countries. The numerous in-depth technical assistance contracts, with gender baseline assessments, targeted training and action planning, carried out in 2013 have been fulfilled with professionalism, in a timely manner and with high quality outputs and outcomes to the satisfaction of clients. GMAP has been providing training and technical assistance on request to some of the main operators in the area, such as UNMAS, NPA, MAG, DCA, HI and collaborating with other humanitarian actors in the Global Protection Cluster.
- **Visibility:** The outreach of GMAP's website [www.gmap.ch](http://www.gmap.ch) continued to increase in 2013, as it received an average of 10'700 visits a month (9700 in 2012) and more than 45'000 pages and files being viewed every month (40'000 in 2013). This means an average of more than 350 visits with about 1300 pages viewed a day. The total number of visitors since the website was created in 2007 is 1'100'000 (in February 2014) and the number of visits has increased by 450'000 (from 650'000 in February 2013). GMAP's Facebook page (created in March 2012) currently has 353 Likes. On average its posts are viewed by some 70 people with some of them being viewed by up to 250 people. GMAP also administers a Gender and Mine Action group on Facebook with 244 members and opened a Twitter account (@GMAP\_ch) in 2013 that had 111 followers in December 2013. Thanks to its collaboration with the GICHD, GMAP continues to benefit from a good channel for the dissemination of our work and from the exposure to a broad range of mine action organisations and experts passing through the Centre in Geneva for meetings and courses, allowing for formal and informal exchanges of information and materials.
- **Cost effectiveness:** Maintaining a stable budget and its team of one Director and one Programme Manager, GMAP managed to carry out the activities and reach its objectives, on time, with extensive travelling. The support from interns and volunteers has been invaluable. Moreover, the in-kind support from GICHD supports GMAP to concentrate on its core activities and to focus donor contributions on operations.

## Weaknesses of the Gender and Mine Action Programme

- **Capacity:** Being a small programme of only two full time staff, capacity is limited while demand for GMAP's services has been increasing. Budget limitations have prevented the programme from increasing the number of staff. GMAP would greatly benefit from the support of a permanent paid full-time Programme Assistant.
- **Fundraising:** Many donors prefer to give more sizeable grants than those that GMAP currently requests due to the fact that the administration work is very similar for small and larger grants. This has been and remains a challenge for GMAP and has resulted in joint applications for funding with the GICHD.
- Mitigation strategies have been partly successful:
  - "new" donors have been approached (Germany, Finland, Sweden, Denmark) with some possibilities for next year
  - Some sources of funding, alternative to the ones for mine action, have been explored (UN Women, UN PBF, ECHO, Kroc institute) but none has matched GMAP's mission and activities
  - GMAP will participate in consortia tendering for funds for mine action in 2014 (DFID)
  - Most organisations requesting GMAP's services in a position to do so pay the costs
  - Interns and volunteers unfortunately remain unpaid.

## Lessons learnt

- GMAP's experience confirmed that working closely with a programme in-country is the most effective way to change practices.
- There continues to be limited knowledge and implementation at the field level of the normative framework that exists to support gender mainstreaming in mine action.
- To be able to measure gender outcome-level results, mechanisms of feedback and follow up need to be built into strategies and action plans of organisations.
- Focussing more on aspects of masculinity and how they relate to mine action, and on the importance of involving men in gender mainstreaming are good ways to move away from the idea, still common in the field, that gender is only about women and female employment.
- Some of the gender terminology is difficult to understand for non-native English speakers and needs to be explained in more simple words and with examples.
- Management commitment and accountability are essential for gender mainstreaming, without them it is easily dismissed as a low priority.
- Often the strongest resistance to gender mainstreaming comes from international male staff members.
- Having a local, preferably male, consultant supporting the GMAP experts to conduct in-country gender trainings and assessments is highly beneficial.
- Working with local consultants and offering them previous training and reading materials, helps develop local capacity for gender mainstreaming.
- The message that gender is not only about equality, but also about quality of mine action programmes needs to be reinforced.



- There continues to be a need for data, information, studies/analyses on the difference mainstreaming gender into mine action makes.
- Due to the fact that many mine action programmes and organisations now cover armed violence reduction, there is a need to broaden GMAP`s scope of activities to improve the quality of service provided.

## Acknowledgements

GMAP takes this opportunity to thank the donors and partners who have supported our work in 2013:



Schweizerische Eidgenossenschaft  
Confédération suisse  
Confederazione Svizzera  
Confederaziun svizra

The Federal Department of Foreign Affairs of Switzerland



Federal Department of Foreign Affairs FDFA

The Australian Agency for International Development (AusAID) and the Australian Department of Foreign Affairs and Trade



Government of the Netherlands

(via the Mines Advisory Group)



The United Nations Mine Action Service



The Geneva International Centre for Humanitarian Demining for its in-kind contribution

### Gender and Mine Action Programme

Maison de la Paix  
Ch. Eugène Rigot 2C | P.O. Box 1300 |  
1211 Geneva 1, Switzerland  
T. +41 22 730 93 35 | F. +41 22 730 93 62  
[info@gmap.ch](mailto:info@gmap.ch) [www.gmap.ch](http://www.gmap.ch)



Analysis of 13 MSP statements for gender consideration/mainstreaming

States	Man/ Men	Male	Boy(s)	Woman/ Women	Female	Girls	Child (ren)	Family (ies)	Gender/ Sex	Age	Disability/ Disabled	Victim (s)	Human (s)
<b>Article 5 extension submitted</b>													
Mozambique	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>10b Cooperation and assistance - partnership art 5 completed</b>													
Mozambique	0	0	0	0	0	0	0	0	0	0	0	1	1
<b>11a Assisting the victims</b>													
Afghanistan <sup>1</sup>	0	0	0	2	0	0	5	2	0	0	20	6	0
Cambodia <sup>2</sup>	0	1	0	0	1	0	1	1	0	1	21	4	1
Democratic Rep of Congo <sup>3</sup>	1	0	1	1	0	1	2	0	0	0	18	20	1
Mozambique <sup>4</sup>	0	1	0	0	1	0	0	0	1	0	19	10	0
<b>11b Article 5 Completed</b>													
Mozambique and Netherlands	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>11b Article 5 Extension granted</b>													
Afghanistan <sup>5</sup>	1	0	1	1	0	1	0	0	0	0	0	0	0
Cambodia	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>11e Implementation support ISU</b>													
Democratic Rep of Congo	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>11g Compliance article 9</b>													
Afghanistan	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>11g Compliance concerns</b>													
South Sudan	0	0	0	0	0	0	0	0	0	0	0	1	0
<b>11h Cooperation and assistance</b>													
Afghanistan	0	0	0	0	0	0	0	0	0	0	0	1	0
Cambodia	0	0	0	0	0	0	0	0	0	0	0	1	0

<sup>1</sup> "Ministry is working with UN Women to provide skill development training for women survivors of land mines".

<sup>2</sup> SADD: "According to the census conducted in Cambodia in 2008, the number of Persons with Disabilities is 192,538 which equivalent 1.44% of whole population; and 56.3% are males, 43.7% are females, Children with Disabilities from age 0-18 years is 17.72%."

<sup>3</sup> SADD: « Tous ces projets ont concernés 293 victimes dont 184 hommes, 90 femmes, 15 garçons et 49 filles. »

<sup>4</sup> "In Mozambique, the total number of people with disabilities is estimated at 475,011 (249,752 males and 225,259 of the female gender), corresponding to 2% of the population."

<sup>5</sup> "In the same period above, 368,000 Afghans including men, women, boys and girls were provided training in mine and ERW risk education."