

Annual Report 2012



List of abbreviations

12MSP	12 th Meeting of States Parties on the Anti-Personnel Mine Ban Convention
3MSP	3 rd 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
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 2012

Donors: Swiss Federal Department of Foreign Affairs (2012-2014), Australian Government's Overseas Aid Programme (AusAID) (2011-2013), Ministry of Foreign Affairs of Norway (grant ended in April 2012); Ministry of Foreign Affairs of the Netherlands through contract with Mines Advisory Group (July 2012-June 2016).

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

Achievements

Recruitment and training: Surveys with male and female Norwegian People's Aid (NPA) staff were finalised in the first quarter of 2012 in the following countries: Angola, Democratic Republic of Congo (DRC), Guinea Bissau, Jordan, Lebanon, Serbia and Thailand. 102 male deminers and 46 female deminers were interviewed. Preliminary findings were shared with NPA and some of them were presented at the 15th Meeting of National Mine Action Programmes Directors and United Nations (UN) Advisors in March 2012. On the basis of those and other findings and surveys that GMAP carried out with other operators, Guidelines on Gender-sensitive Recruitment and Training were drafted and edited. The report will be published and disseminated in April 2013.

Handover: Research was finalised in Afghanistan, Bosnia Herzegovina, Cambodia, Mozambique, South Sudan, Sri Lanka and Vietnam in collaboration with the GICHD. Research findings have been analysed, and a report on Common Procedures and Good Practices was drafted and edited. The report will be published and disseminated in April 2013.

Sex and Age Disaggregated Data (SADD): GMAP started to compile information on the collection and use of SADD in Colombia, Lebanon, Mozambique and Sudan. Training sessions on the relevance of collecting and analysing SADD were carried out with National Mine Action Programmes and other relevant actors in Cambodia, DRC, Mozambique and Sudan.

2. Outreach, Training and Technical Assistance

Outreach and Training

At least 695 people (502 men and 203 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 2012 through training workshops (10) and presentations (11) on different aspects of gender in mine action in 12 different countries.¹ Of these, 231 people (86 women and 145 men) from 26 different organisations were trained by GMAP in participatory workshops on gender mainstreaming in mine action of one day or more.

Highlights:

GMAP was invited by the Centre for International Stabilization and Recovery to deliver three sessions at the Senior Managers' Course in Explosive Remnants of War (ERW) and Mine Action at the James Madison University in May 2012. Sessions on Gender-sensitive Recruitment and Training, Gender and the Project Cycle Management and Gender and ERW/Mine Risk Education were held with the 21 participants attending the 5-week course. There was active participation from the group both in the exercises and in the Q&A sessions, and the feedback from the CISR was very positive.

In March 2012, GMAP was invited to give a presentation in a session at the 15th International Meeting of National Mine Action Programme Directors and UN Advisors, which is the most important meeting of the mine action sector, co-organised in Geneva by the United Nations Mine Action Service (UNMAS) and the GICHD, giving a presentation on the "business case" for gender balanced staff through gender sensitive recruitment. The audience was composed of 300 people (78% of them men) representing most of the stakeholders in mine action: national programmes, UN, INGOs, international organisations, and commercial companies.

The participants evaluated GMAP's trainings very positively, with 89% on average thinking that it had met their expectations in an excellent or good manner. 83% 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 91% evaluated the group exercises as excellent or good. 95% found the clarity of presentations and 94% the quality of discussions excellent or good.

GMAP tries to record and measure outcomes of its trainings 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 2012 some evidence was gathered through direct feedback from some of the organisations that had previously received training and/or technical assistance from GMAP. For example:

¹ Croatia, DRC, France, Iraq, Kenya, Lebanon, Myanmar, Senegal, South Sudan, Sudan, Switzerland, USA

- Apopo in Mozambique had no female operational staff at the time of GMAP's visit in August 2011 and hired a whole team of female rat-handlers in 2012.
- After carrying out and analysing the staff surveys conducted jointly with GMAP, NPA has started to review their strategy, targets and indicators for gender in mine action.
- The joint work with Mines Advisory Group (MAG), in the framework of a Dutch funded consortium, is bringing gender at the forefront of their agenda, both at country programmes and headquarter level, where a global gender policy is being developed.
- GMAP's involvement and advice in the process of discussion and development of the new Strategy of the UN on Mine Action 2013-2018 has contributed to the inclusion of gender issues in the strategic objectives and their indicators.

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 to get more diverse perspectives.

Additionally, GMAP disseminated relevant materials and news through its website www.gmap.ch and its Facebook page <https://www.facebook.com/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 2012. 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:

GMAP was contacted by Action on Armed Violence (AOAV) to participate in an advisory board for a gender audit being carried out in their Western Sahara programme by an independent consultant. GMAP provided technical input from a gender in mine action perspective on the methodology developed and helped to identify key areas for research. GMAP also gave feedback on the draft report provided technical advice on the recommendations and indicators developed. As a result of its involvement in the advisory board for this audit, GMAP has subsequently been invited to Western Sahara to carry out training and gender mainstreaming strategy development with the AOAV programme. It is anticipated that this trip will take place in September 2013.

GMAP was part of a tendering process for funds from the Netherlands with MAG and was subsequently contracted to carry out gender baseline assessments in five countries (Lebanon, Iraq, DRC, South Sudan and Libya). The assessments aimed at evaluating whether internal practices and related support systems for gender mainstreaming are effective, reinforce each other and are being followed by expatriate and national staff. The other gender specific component of the project included the analysis of to what extent operational planning, implementation, awareness raising/ communication/ community interaction and

the impact of MAG's mine action programme are gender sensitive. After the initial data gathering phase GMAP carried out targeted trainings with identified programme staff and an action planning workshop with senior managers to develop gender targets and indicators.

After a side event that GMAP organised at the 12th Meeting of States Parties to the APMBC (see box p. 9), GMAP was approached by the Chief of Operations and Programme Manager of the Mine Action Coordination Centre in Afghanistan and asked to carry out a gender baseline assessment of the Mine Action Programme of Afghanistan in 2013. In addition to this GMAP was approached by the mine action sub-cluster in South Sudan asking for support to develop a common approach to gender mainstreaming for all actors dealing with mine action, including government agencies and commercial operators. GMAP was also asked to conduct a gender assessment of NPA Lao People's Democratic Republic (Lao PDR) and to conduct gender in mine action training for the National Mine Action Authority (IND) in Mozambique in 2013.

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)

Gender and the CCM

At the **April 2012 Intersessional meetings of the CCM**, gender was mentioned in a few sessions. During the Clearance and Risk Reduction session, Albania and Zambia stated that Mine Risk Education (MRE) has been provided to women, girls, boys and men. Cambodia and Switzerland mentioned gender mainstreaming as an effort to be achieved for the implementation of the Vientiane Action Plan, as well as the UNSC Resolution 1325.

During the Victim Assistance session, Chad and Uganda mentioned gender. Albania, Australia, Austria and UNICEF highlighted the importance of SADD, and Lebanon, Montenegro and Norway reminded the importance of gender sensitive needs assessments and victim assistance in order to provide equal aid to the victims in need. Albania also mentioned that emergency services, health care and rehabilitation capacities have improved and are available to women, girls, boys and men. The Cluster Munition Coalition (CMC) reminded States Parties that they committed to collect all necessary data, disaggregated by sex and age, and to assess the needs and priorities of all cluster munition victims within one year of entry into force. Therefore, there is a need "to hear about improvements and about efforts to ensure that implementation is both age and gender appropriate." At the same session, Switzerland highlighted the importance of gender issues and the non-discrimination between cluster munitions victims and other persons with disabilities.

During the International Cooperation and Assistance session, the GICHD emphasized the importance of taking into account the needs and aspirations of all the people in a gender sensitive way to be efficient and effective. The GICHD mentioned that its collaboration with GMAP helps them ensure that gender and diversity issues are mainstreamed. Germany mentioned that age and gender sensitivity is a principle for their assistance. Switzerland presented the new Mine Action Strategy for 2012-2015 highlighting the promotion of gender

mainstreaming as one of the guiding principles and mentioning UNSCR 1325 and the UN Gender guidelines as reference documents. The UN also mentioned the importance of gender mainstreaming in policy and operational activities.

GMAP reviewed the statements delivered at the **3MSP to the CCM** that took place in Oslo in September 2012 and noted that references to gender and SADD were essentially made during the general exchange of views, sessions on Victim Assistance (VA), MRE and international cooperation and assistance. Lao PDR was the only one to refer to female deminers during the session on national implementation measures. It was also noted that even when men and women were identified as specific groups with different needs, children were generally referred to as a homogeneous category, without gender distinction. While the importance of gender-sensitive VA is recognised by a number of States Parties, Canada is the one that highlighted the need to mainstream gender and diversity issues into the implementation of the Convention, and to ensure the integration of gender considerations into all of its programming. Reference to SADD was made in particular by Albania and Cambodia, whereas other States Parties simply presented some data disaggregated by sex or referred to children. Finally, in the document “From words to action, catalogue of Best Practices on Cooperation and Assistance for the Convention on Cluster Munitions”, compiled by Mexico and Spain as coordinators of Cooperation and Assistance, limited reference was made to gender, namely to the age and gender related needs of victims.

When compiling **CCM Transparency Reports**, States Parties are explicitly requested to provide SADD related to survivors of cluster munitions, but not when it comes to beneficiaries of assistance services. The need for age and gender-sensitive assistance is also highlighted in Article 6-7 with regards to International cooperation and assistance but SADD is not explicitly requested for this section of the report. Consequently GMAP analysed the 38 Transparency Reports submitted by States Parties for 2012. Seven² of them reported cluster munitions victims during the year 2012, but only Lao PDR, Lebanon and Mozambique provided SADD for victims. Other countries, such as Albania, reported the difficulty of providing SADD in the absence of a detailed field analysis. Most international cooperation and assistance initiatives did not make explicit reference to gender but referred to children as main beneficiaries. Only Spain reported funding projects with an emphasis on gender mainstreaming in mine action. Although States Parties are not required to address age and gender issues in risk reduction education, some of them, such as Afghanistan and Lebanon, acknowledged the need to involve men, women and children in MRE activities. In this regard, Afghanistan even provided SADD on the number of male and female teachers trained to deliver MRE at school. Finally, countries such as Afghanistan and Lao PDR reported consulting with disabled women and youth civil society for victim assistance planning and implementation.

Gender and the APMBC

At the **Intersessional meetings of the APMBC** Standing Committees, in May 2012, GMAP found gender references in some statements given during the victim assistance session.

² Afghanistan, Albania, Bosnia and Herzegovina, DRC, Lao’s PDR, Lebanon, and Mozambique.

The Iraqi Red Crescent (on behalf of the International Federation of the Red Cross), Chad and Colombia gave some data disaggregated by sex and age. Albania made a reference to the necessity to have SADD. Chad and Serbia made some references to the importance of gender in victim assistance. Afghanistan expressed its will to support gender equality by giving an example of targeted action for the inclusion of women in peer support for persons (including women) with disability. Sudan has been the most active on this issue and took several engagements toward gender equality in victim assistance. This might partly be the result of the training workshop that GMAP co-organised in Khartoum with the National Mine Action Centre (NMAC) and UNMAS in February 2012.

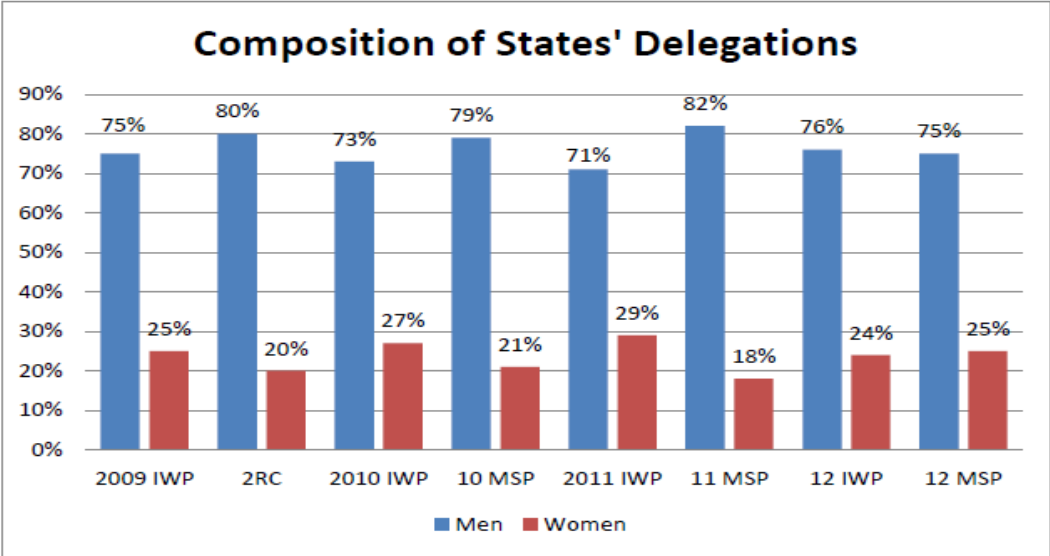
During the **12 Meeting of States Parties to the APMBC**, gender and age were mainly referred to in the sessions on victim assistance and risk education. With regards to victim assistance, Albania, Algeria and Chad presented SADD. Others, such as Croatia, specifically talked about survivors as women, girls, boys and men, and Ethiopia reinforced the necessity to include all community members, regardless of their sex and age, in national social and economic reintegration programmes. On this note, Angola provided SADD on the number of people with disabilities who benefited from an economic reintegration programme. In Burundi's statement, women and children were identified as the most vulnerable groups although they represent a minor number of victims compared to men. Chad underlined the importance for women, men and children to have access to safe services and the same opportunities for development. Sudan also mentioned women empowerment. As far as risk education is concerned, attention to different needs according to sex and age was mentioned by Senegal, Tajikistan and UNMAS. Norway highlighted the importance of addressing the needs of all people living in mine affected areas according to their gender and age. Norway also mentioned GMAP's side event on gender mainstreaming and said that reporting on gender impact is a requirement for their grants.

During the **12MSP** that took place in December 2012, GMAP held a side event with a somewhat provocative title: "Does gender make a difference in mine action?" The underlying idea was that although more and more actors are convinced of the relevance and benefits of mainstreaming gender in mine action programmes, few go beyond the employment of some female deminers. The purpose of the event was to provide guidance and evidence from the field on how to truly and meaningfully mainstream gender in mine action programmes. The event was co-chaired by Christine Pahlman, Mine Action Coordinator of the Australian Agency for International Development and Paul Heslop, Chief Programme, Planning and Management Section of UNMAS. Around 60 delegates and representatives of different organisations attended the event.

The three speakers were Emily Akalu, Community Liaison Manager with MAG, Abigail Jones, Programmer Officer of GMAP, and Ruth Simpson, Programme Officer for Burundi and Western Sahara of AOAV. The first intervention showed how sex and age disaggregated data are collected and used for example to identify different risk behaviours of women, girls, boys and men and to monitor impact. In the second intervention GMAP presented the gender baseline assessment methodology that has been developed and applied in different countries to improve gender mainstreaming in mine action organisations and programmes. The importance of taking gender into account in all phases of a programme and of having management commitment and accountability in the process was emphasised. The third intervention presented the gender assessment process set up by AOAV in Western Sahara, highlighting some of the findings, such as the dynamics between members of staff revealing tensions between women and men, but also between younger and older male staff, demonstrating that gender AND age matter. When discussing gender mainstreaming, often women in non-traditional roles are addressed, but men in non-traditional roles are overlooked.

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.

In 2011, encouraged by GMAP, the APMBC Implementation Support Unit (ISU) started compiling gender statistics on the participation of State Delegates to the APMBC meetings since 2009, and currently updates them every year:



Source: APMBC ISU, 2013

At the 2012 Intersessional meetings of the APMBC Standing Committees there were 28 sponsored State Delegates, 9 (32%) of which were women.

At the 12MSP there were 33 sponsored State Delegates of which 11 (33%) were women. The APMBC ISU has reviewed the sponsorship letter to State Delegates which uses gender-sensitive language and, as of 2013, also contains a paragraph encouraging all States Parties to consider Action points #19, #29 and #41 of the *Cartagena Action Plan* “ both in terms of the composition of their delegations and in preparing updates to deliver during various meetings.”

Composition of participants at the 15th International Meeting of National Mine Action Programme Directors and UN Advisors:

	Women	Men	Total
State representatives	17 (14%)	102 (86%)	119
Organization representatives	59 (31%)	131 (69%)	190
Total	76 (25%)	233 (75%)	309
Sponsored delegates	0	18 (100%)	18

Source: GICHD Participants List. Elaboration: GMAP, 2013

Composition of participants at April 2012 CCM Intersessional meetings:

	Women	Men	Total
State representatives	49 (24%)	156 (76%)	205
Organization representatives	64 (45%)	81 (55%)	141
Total	113 (33%)	233 (67%)	346
Sponsored delegates	6 (21%)	23 (79%)	29

Source: GICHD Participants List. Elaboration: GMAP, 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.

In the last few months of 2012, GMAP started working on developing a set of gender sensitive indicators for mine action programmes. Through its work with several country programmes, GMAP realised that while it is important to work on a set of indicators that could be used across countries and programmes, to be SMART (specific, measurable, achievable, relevant and time-bound) the targets needs to be adapted to the local context and to the specific programme.

GMAP has also identified the need to improve the monitoring and evaluation of its own activities and is working towards a system that would allow measuring the outcomes and impact of its advocacy, trainings and other interventions with mine action partners.

Funding

In 2012 GMAP's activities were financed by contributions from the Australian Government's Overseas Aid Programme (AusAID) (56%), the Federal Department of Foreign Affairs of Switzerland (33%) and the Ministry of Foreign Affairs of Norway (11%). 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 accountancy 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 General Assembly meeting in June 2012 the General Assembly confirmed the Committee members for the following year:

Dr. Anki Sjöberg - President

Mr. Olivier Cottray - Secretary

Mr. Martin Damary – Treasurer

The other members of the GMAP are: Rahel Kunz, Aurèlie Lamazière, Gustavo Laurie, Sharmala Naidoo, Kristin Valasek.

New members of the General Assembly were admitted in June 2012:

Åsa Massleberg (former GMAP Officer and current GICHD Advisor, Strategy, Transition and Development)

Sonia Pezier (former GMAP Programme Assistant)

In terms of staff composition, Arianna Calza Bini was still the Programme Manager, while the Programme Officer (PO), Åsa Massleberg, who was working at 50%, left GMAP at the end of March. A new PO, Abigail Jones, started at 80% in May 2012 and moved to full-time in September 2012, as a result of GMAP's increased workload and travelling schedule.

Coordination and Cooperation with Partners

Donors: The cooperation with the donors has been very positive, as Australia, Norway 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. Norway's grant ended in 2012, but it remains a key ally for the promotion of gender mainstreaming in mine action.

GICHD: 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 Manager continues to be on GICHD's Advisory Board.

Being based at GICHD has improved GMAP's outreach, strengthened its visibility and has improved the knowledge and consideration of gender and diversity issues at GICHD, both internally and in the organisation's external activities. Some results of the closer collaboration with GICHD are:

- GMAPs reviewed some of the publications of the Centre to ensure that appropriate language was used and relevant content on gender included. In some cases specific sections were written and/or examples related to gender issues provided (Guide to Contracting in Mine Action; Guide on Transitioning Mine Action Programmes to National Ownership);
- GMAP assisted the different sections of the GICHD in the elaboration and revision of their gender and diversity action plans;
- GMAP provided gender related topics for discussion to GICHD staff going on mission;
- GMAP was involved in delivering sessions and participating to several trainings held at and by the GICHD, such as Quality Management; Humanitarian Mine Action and the Role of the Military; Contracting in Mine Action;
- GMAP gave a presentation on gender in mine action at the brief for new diplomats held by the GICHD;
- GMAP was invited to become a member of the GICHD Gender and Diversity Working Group;
- GMAP reviewed GICHD vacancy announcements and Terms of Reference;
- GMAP contributed to the drafting of a GICHD Gender and Diversity Policy;
- GMAP produced a brief on Gender and Priority Setting in Mine Action for the GICHD's series;

- GMAP and GICHD conducted joint research on the handover of released land;
- GMAP increased its collaboration with National Mine Action Authorities in several countries as well as with some operators, also thanks to its proximity to GICHD.

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 co-organised with ICBL and Handicap International (HI) Switzerland a Lend Your Leg Flash Mob in Geneva for the 4th of April 2012, International Day for Mine Awareness;
- GMAP provided targeted training on gender in mine action to HI in Lyon;
- GMAP organised side events on gender at both the 3MSP of the CCM in Oslo and the 12MSP of the APMBC in Geneva together with ICBL-CMC members (HI-Ban Advocates, NPA, AOAV and MAG);
- GMAP also organized a photo exhibition on mine action for the general public in Geneva together with HI, Geneva Call and the GICHD during the 12MSP;
- 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.

ISU APMBC: The ISU has asked for GMAP's advice on issues related to the encouragement of more gender-balanced delegations from States, the inclusion of gender issues in progress reports and extension requests, and gender-sensitive codes of conduct. Since 2012, following a request by GMAP, the ISU also compiles sex-disaggregated statistics of delegates participating to the APMBC meetings.

United Nations: GMAP co-organised side events at the main meetings of the APMBC and CCM with the UN Mine Action Inter Agency Coordination Group. The side events at the 3MSP of the CCM and at the 12MSP of the APMBC were both co-chaired by the UN. 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. 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 organises trips to ERW/mine affected countries to carry out research and provide training, it coordinates closely with the UN Programmes. GMAP also includes and promotes the use of the Gender Marker 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.

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 had exchanges and interviews with some students. 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 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 collaboration with NPA on the recruitment and training surveys; the advice to AOAV on the gender audit of their Western Sahara programme; and other collaborations with HI, 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. In 2012 the kind of requests has changed compared to previous years, leading to longer and more in depth technical assistance interventions, such as complete gender baseline assessments, targeted training and planning in several countries.
- **Visibility:** The outreach of GMAP's website www.gmap.ch has improved compared to the previous year, as it received an average of 9700 visits a month (7000 in 2011) and almost 40'000 pages and files being viewed every month (20'000 in 2011). This means an average of more than 300 visits with 1000 pages viewed a day. The total number of visitors since the website was created in 2007 is 650'000 (in February 2013) and the number has more than doubled from 318'000 in 2011.
GMAP's Facebook page was created in March 2012 and currently has 192 Likes. On average its posts are viewed by some 70 people, with some going viral and the most viewed one reaching more than 8'500 people.
Thanks to its proximity to the GICHD, GMAP continues to benefit from a better exposure to a broad range of mine action organisations and experts passing through the Centre for meetings and courses, allowing for formal and informal exchanges of information and materials.
- **Cost effectiveness:** Despite having a modest budget and a very small team of one Programme Manager and one Programme Officer³, GMAP has managed to carry out the activities and reach its objectives, mostly on time, even with increased travelling in 2012. This has also been possible thanks to the support from unpaid interns and volunteers. Moreover, the in-kind support from GICHD enables GMAP to concentrate on its core activities and to focus donor contributions on operations.

Weaknesses of the Gender and Mine Action Programme

- **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

³ The previous PO worked 50% until March 2012; there was no PO in April due to some problems in the hiring process; a new PO started in May at 80% and went up to 100% from September 2012.

larger grants. This has been and remains a challenge for GMAP and has resulted in joint applications for funding with the GICHD.

- **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 incrementing the number of staff. GMAP would greatly benefit from the support of a permanent part-time Programme Assistant.
- Possible mitigation strategies to overcome these weaknesses are:
 - to try to broaden the donor basis by approaching "new" donors and looking for sources of funding alternative to the ones for mine action
 - to participate in consortia tendering for funds for mine action
 - to ask organisations requesting GMAP's services to pay (part of) the costs if they have the budget for it
 - to continue to rely on the support from unpaid interns and volunteers.

Lessons learnt

- GMAP's experience indicates that, despite the presence of an exhaustive normative framework including policies and guidelines, working closely with a programme in-country is the most effective way to change practices.
- At the field level the normative framework that exists to support gender mainstreaming in mine action is not widely known about or applied in activity implementation.
- At the field level understandings of "gender" remain focused on women and girls, and "gender in mine action" is often equated with the employment of female deminers.
- More research needs to be carried out into aspects of masculinity and how they relate to mine action, as many GMAP activities and examples so far have focused more on women and girls.
- When carrying out assessments in different mine/ERW affected countries, the terminology used needs to be simplified to make it more accessible to non-native English speakers. When in the data gathering phase it is clear that many individuals do not understand what gender is and so there should never be an assumption of a minimum level of knowledge.
- Management commitment and accountability are essential for gender mainstreaming, without them it is easily dismissed as a low priority.
- In many countries it is often international male staff members who are the most resistant to gender mainstreaming, with them citing barriers such "religion" and "traditional values". Often national team members are much more optimistic about and open to the process.
- If possible, it would be beneficial to have a local, preferably male, trainer supporting the GMAP experts to conduct in-country gender trainings and assessments.
- It is important to convey the message that gender is not only about equality, but also about quality of mine action.
- There continues to be a need for data, information, studies/analyses on the difference mainstreaming gender into mine action makes.

Acknowledgements

GMAP takes this opportunity to thank the donors who have supported our work in 2012:



The Federal Department of Foreign Affairs of Switzerland



The Australian Agency for International Development (AusAID)



The Ministry of Foreign Affairs of Norway



Government of the Netherlands

(via Mines Advisory Group)

GICHD | CIDHG



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

GMAP also greatly benefitted from the voluntary work of several people in the course of 2012 and wishes to thank for their commitment and excellent work the following persons:

Susan Lee Servas
Sonia Pezier
Stella Salvagni
Cira Hamo

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