

ANNUAL REPORT

A world in which women, girls, boys, and men from diverse groups are safe from mines and explosive remnants of war, and participate in, and benefit from mine action equally.

2015

**The GMAP 2015
Annual Report
describes the
activities, actions,
and achievements
of the
organization for
2015.**

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GMAP was able to implement its planned activities in 2015 due to the strong partnerships with a number of donors and organisations.

GMAP would like to take this opportunity to thank all those who have supported our work in 2015, with a particular mention of:



Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra

The Federal Department of Foreign Affairs of Switzerland



Australian Government
Department of Foreign Affairs and Trade

The Australian Department of Foreign Affairs and Trade (via the GICHD)



Government of the Netherlands

The Ministry of Foreign Affairs of the Netherlands (via the Mines Advisory Group)



UK Department for International Development (via NPA/GICHD)



The German Federal Foreign Office (via GICHD)



The United Nations Mine Action Service



The Geneva International Centre for Humanitarian Demining

foreword

2015 has been a busy and rewarding year for GMAP. We have continued to receive requests for training, tools, advice and collaboration from many different mine action operators and countries. In-depth technical assistance interventions, including gender and diversity assessments, targeted training and action planning, have been carried out with professionalism, in a timely manner and with high quality outputs and outcomes in 16 countries.

Maintaining a stable budget and our team of one Director and one Programme Manager and with the invaluable support of interns, we managed to carry out the activities and reach the objectives set out for the year.

Throughout 2015 there has been progress in areas linked to GMAP's strategic objectives, to strengthen the capacity of mine action organisations and authorities to mainstream gender and diversity into mine action interventions in order to make them more inclusive, efficient, effective and equitable.

We have been able to see the results of our work in previous years, as partners have implemented recommendations, used tools and applied knowledge. Existing partnerships were strengthened and consolidated and new ones were initiated with mine action partners, but also with other peace and security actors, for example through the Maison de la Paix Gender and Diversity Hub.

We look forward to a productive 2016 in which GMAP's work will continue to contribute to the implementation of UN Security Council Resolution 1325 and the women, peace and security agenda, Sustainable Development Goals, achieve gender equality and empower all women and girls, and promote peaceful and inclusive societies for sustainable development. We are grateful to our donors and partners for supporting us in our endeavour to make mine action better for all.

Arianna Calza Bini
Director
GMAP



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abbreviations

APMBC	Anti-Personnel Mine Ban Convention
CCLAM	Centre Congolais de Lutte Antimines
CCM	Convention on Cluster Munitions
CMC	Cluster Munition Coalition
DAICMA	Dirección para la Acción Integral Contra Minas Antipersonal
DRC	Democratic Republic of Congo
EOD	Explosive Ordnance Disposal
ERW	Explosive Remnants of War
GICHD	Geneva International Centre for Humanitarian Demining
GMAP	Gender and Mine Action Programme
HALO	The HALO Trust
HQ	Headquarters
IASC	Inter-Agency Standing Committee
ICBL	International Campaign to Ban Landmines
ICRC	International Committee of the Red Cross
IMSMA	Information Management System for Mine Action
IP	Implementing Partner
ISU	Implementation Support Unit
MAG	Mines Advisory Group
MAPA	Mine Action Program for Afghanistan
MRE	Mine Risk Education
NGO	Non-Governmental Organisation
NMAS	National Mine Action Standards
NPA	Norwegian People's Aid
NRA	National Regulatory Authority
NTS	Non-Technical Survey
PDR	People's Democratic Republic of Lao
SADD	Sex and Age Disaggregated Data
SCOR	Strengths, Challenges, Opportunities, Risks.
SOPS	Standard Operating Procedures
UN	United Nations
UNSCR	United Nations Security Council Resolution
UXO	Unexploded Ordnance

about GMAP

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

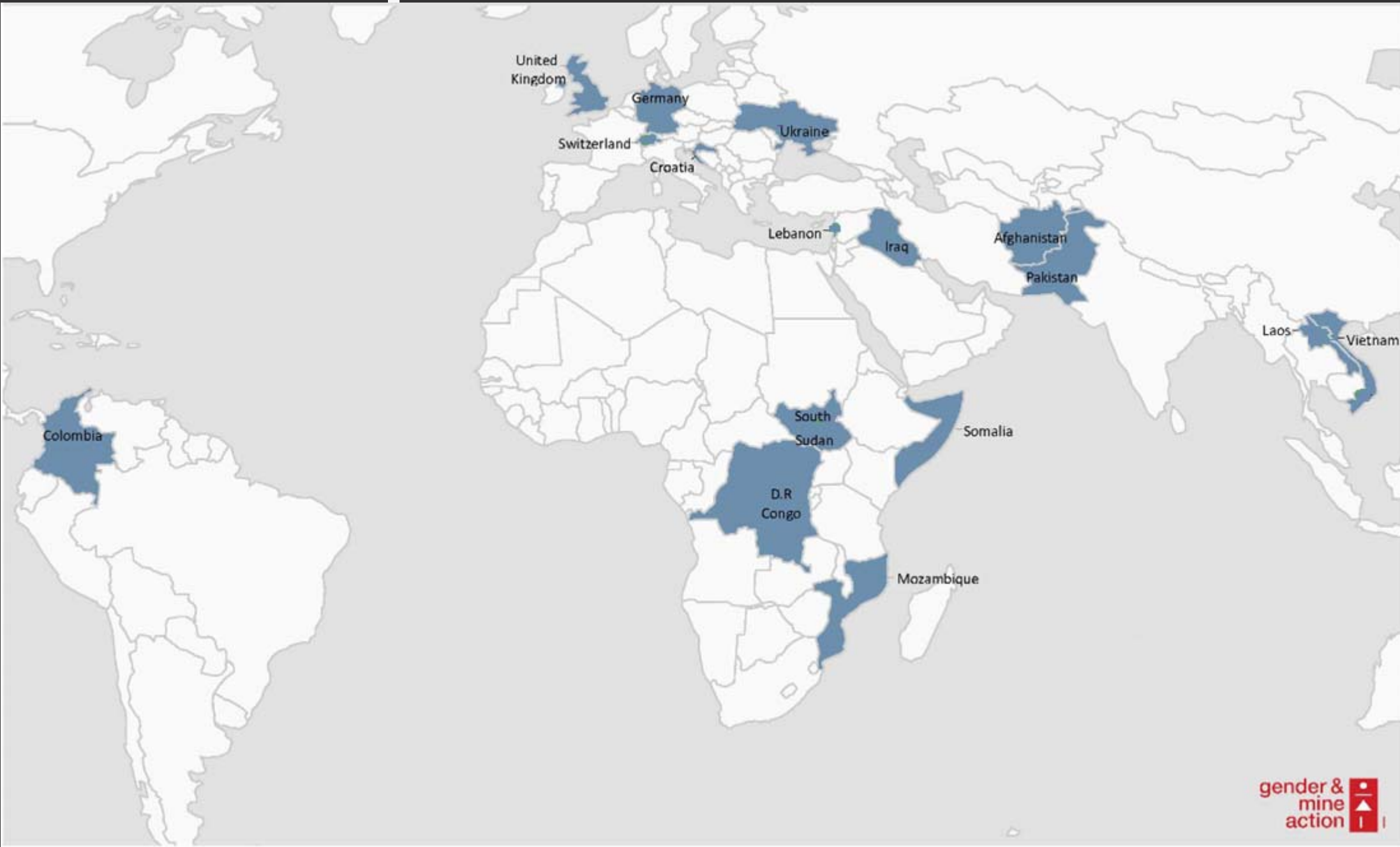
GMAP focuses on developing the capacity of mine action programmes, authorities and stakeholders to mainstream gender and diversity, to improve the impact of humanitarian mine action interventions on affected women, girls, boys and men from diverse groups. This is done through undertaking assessments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

(APMBC) and the Convention on Cluster Munitions (CCM) through its advocacy work.

GMAP is a learning organisation with a strong commitment to ensuring the delivery of high quality services and products that meet the expectations and requirements of external customers in terms of organisational learning, behaviour change and results. Continual improvement is an ongoing process within the organisation.



GMAP field presence 2015



GMAP strategic framework 2015-2019

Vision	A world in which women, girls, boys and men from diverse groups are safe from mines and explosive remnants of war, and participate in and benefit from mine action equally		
Strategic Objectives	An inclusive approach to mine action interventions that increases relevance, effectiveness and efficiency	Gender and diversity are mainstreamed by mine action organisations in broader human security activities	UNSCR 1325 on Women, Peace and Security is implemented by mine action organisations
Outcomes	<ul style="list-style-type: none"> 1.1. Gender and diversity-sensitive mine action laws, policies, strategies or action plans are adopted, implemented and monitored by partners. 1.2. Gender and diversity-sensitive standards and methods are applied and GMAP tools used by partners. 1.3. Partners' demonstrate commitment to gender and diversity mainstreaming by continuing to collaborate with GMAP 	<ul style="list-style-type: none"> 2.1 Cooperation between GMAP and mine action actors on broader human security activities is strengthened 2.2 Cooperation between GMAP and other human security / development actors is strengthened 	<ul style="list-style-type: none"> 3.1 Increased female employment in mine action at all levels. 3.2 Female participation in mine action at the community level is better documented by mine action stakeholders. 3.3 Increased female participation at international mine action meetings (APMBC and CCM MSPs, NDs and UN Advisors meeting)
Outputs	<p>Research: Good practices and lessons learnt documented from gender and diversity mainstreaming in the field to human security stakeholders; methods and tools developed and disseminated</p> <p>Training and capacity development: Advice provided, men and women trained, baseline assessments, strategy development / action planning</p> <p>Advocacy: Relevant gender dimensions are included in the implementation and monitoring processes around the Anti-Personnel Mine Ban Convention and the Convention on Cluster Munitions.</p> <p>Monitoring and Evaluation: systems are established to measure progress and outcomes of gender and diversity mainstreaming in mine action.</p>		
Inputs	Time, expertise, funds, network of contacts, project management.		

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

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

Laws Mine Action Law, Ukraine

From 13 – 15 October 2015, GMAP facilitated a session on gender-sensitive mine action in a seminar and workshop co-organised in Ukraine by the Organisation for Security and Cooperation in Europe Project Co-ordinator in Ukraine, the Geneva Centre for Democratic Control of Armed Forces and the GICHD with the Ukrainian authorities responsible for the issue of mines and explosive remnants of war. During the workshop, stakeholders were given expert input on the draft mine action law including specific recommendations on gender and diversity.

In May GMAP visited MAG's headquarters in Manchester to facilitate a session on Gender Mainstreaming & Leading Change with the management team. During the

Policies Global Gender Policy, Mines Advisory Group (MAG)

session participants discussed key topics like how organisational leadership can achieve change and what actions can contribute to or prevent progress in gender mainstreaming.

GMAP also conducted a training session on gender and mine action with eight staff (four women, four men) (see pictures below).

Following this visit, MAG rolled out a global gender policy.



Strategies

Input to the National Mine Action Strategy of Somalia

GMAP provided input to Somalia's national mine action strategy that was being drafted, following a gender and diversity assessment of the mine action programme that was carried out the previous year. GMAP travelled to Somalia to facilitate a dedicated workshop with 13 men and 9 women from the United Nations Mine Action Service (UNMAS), the Somalia Explosive Management Authority (SEMA) and representatives from five national NGOs.



Monitoring of the Gender Mainstreaming Strategies

In 2015 GMAP monitored the progress made on the gender mainstreaming strategies that GMAP supported and developed in previous years. This year, GMAP monitored the progress made in Afghanistan, Darfur, Lao People's Democratic Republic, and South Sudan.

Overall, significant progress was made towards the implementation of GMAP recommendations from previous years. Afghanistan trained the gender focal points of the IPs and provided awareness sessions for their HQ level staff. Moreover, most implementing partners had revised their operating procedures to include gender dimensions and risk education material was successfully reviewed and revised according to the needs of different sex and age groups. The findings from the gender assessment of the UXO programme in Lao PDR and the Action Plan drafted in 2014 were discussed with NRA and other partners and updated.

Spotlight: South Sudan & Gender Mainstreaming

GMAP carried out an assessment and strategy development exercise with the mine action programme in South Sudan in 2013. The strategy was officially adopted and the stakeholders have been working on the implementation over the last two years. In terms of results they report the following: 75% of the relevant standards have been revised from a gender perspective; all contractors developed gender-sensitive SOPs in line with the revised standards; all MRE and community liaison teams are mixed; IMSMA forms have been revised to ensure Sex and Age Disaggregated Data is collected on participation in data-gathering meetings and UNMAS has been monitoring participation of women, girls, boys and men in community-level meetings; efforts have been made to include different age and sex groups in handover ceremonies, where appropriate; existing mine-risk education materials are currently being revised to ensure that images representing different sex and age groups are used; the new quality assurance system introduced in September 2015 included gender training; gender was mainstreamed in the National Disability Policy which is now awaiting approval from the relevant government ministry; the UNMAS Head of Operations was appointed as the gender focal point.

Action Plans

Adoption of the Dubrovnik Action Plan to the Convention on Cluster Munitions

At the First Review Conference of the Convention on Cluster Munitions (CCCM) in Dubrovnik representatives from over 100 states came together to reaffirm their commitment to the Convention and adopt the Dubrovnik Action Plan. GMAP contributed by organising a side event on the progress in the gender and diversity related provisions of the Vientiane Action Plan and the way forward with the Dubrovnik Action Plan, as well as by successfully lobbying for the inclusion of gender and diversity related language in the action plan such as:

“...mainstream gender and age sensitiveness in the development of plans and programmes, as well as in the conduct of survey, clearance, and risk reduction education and other relevant activities” (Dubrovnik Action Plan)

Development of the Gender and Diversity Mainstreaming Action Plan of the Mines Advisory Group, Lao People’s Democratic Republic



GMAP carried out a gender and diversity assessment for the Mines Advisory Group (MAG) in the Lao People’s Democratic Republic during the period 6-15 May 2015. At the end of the assessment a workshop was organized to present the findings of the assessment in the form of

a Strengths, Challenges, Opportunities, Risks (SCOR) analysis and to facilitate discussions on the development of a gender and diversity mainstreaming action plan. One woman and five men participated in the action planning workshop and the plan is currently being implemented. A monitoring visit will take place in 2016 to assess the extent to which MAG Lao were able to achieve their gender and diversity mainstreaming objectives.



Development of the Gender and Diversity Mainstreaming Action Plan of the Mines Advisory Group, Vietnam

GMAP carried out a gender and diversity assessment and action planning session with the Mines Advisory Group in Vietnam during the period 16-26 May 2015. At the end of the assessment a workshop was organised to present the findings of the assessment in the form of a Strengths, Challenges, Opportunities, Risks (SCOR) analysis and to facilitate discussions on the development of a gender mainstreaming action plan. Four women and six men participated in the action planning workshop and the plan has been adopted and is currently being implemented.



Monitoring of the Gender Mainstreaming Action Plan of the Mines Advisory Group, Iraq

GMAP carried out a refresher training and workshop with management (4 women, 13 men) to review progress of action plan and draft a new action plan, and held interviews with key individuals. Most of the recommendations from GMAP's visit in 2013 have been taken into account and there is strong management commitment to continue to mainstream gender and diversity in the programme. Employing women in operations, beyond risk education and community liaison, continues to be a big challenge, especially in the context of increased insecurity in the region.

Monitoring of the Gender Mainstreaming Action Plan of the Mines Advisory Group, Lebanon

In Lebanon, GMAP conducted refresher training with management (9 men) and individual interviews to monitor progress of action plan and implementation of GMAP's recommendations from 2012. There are plans to increase the number of female searchers in 2016. Maternity leave and breastfeeding rights have been improved.

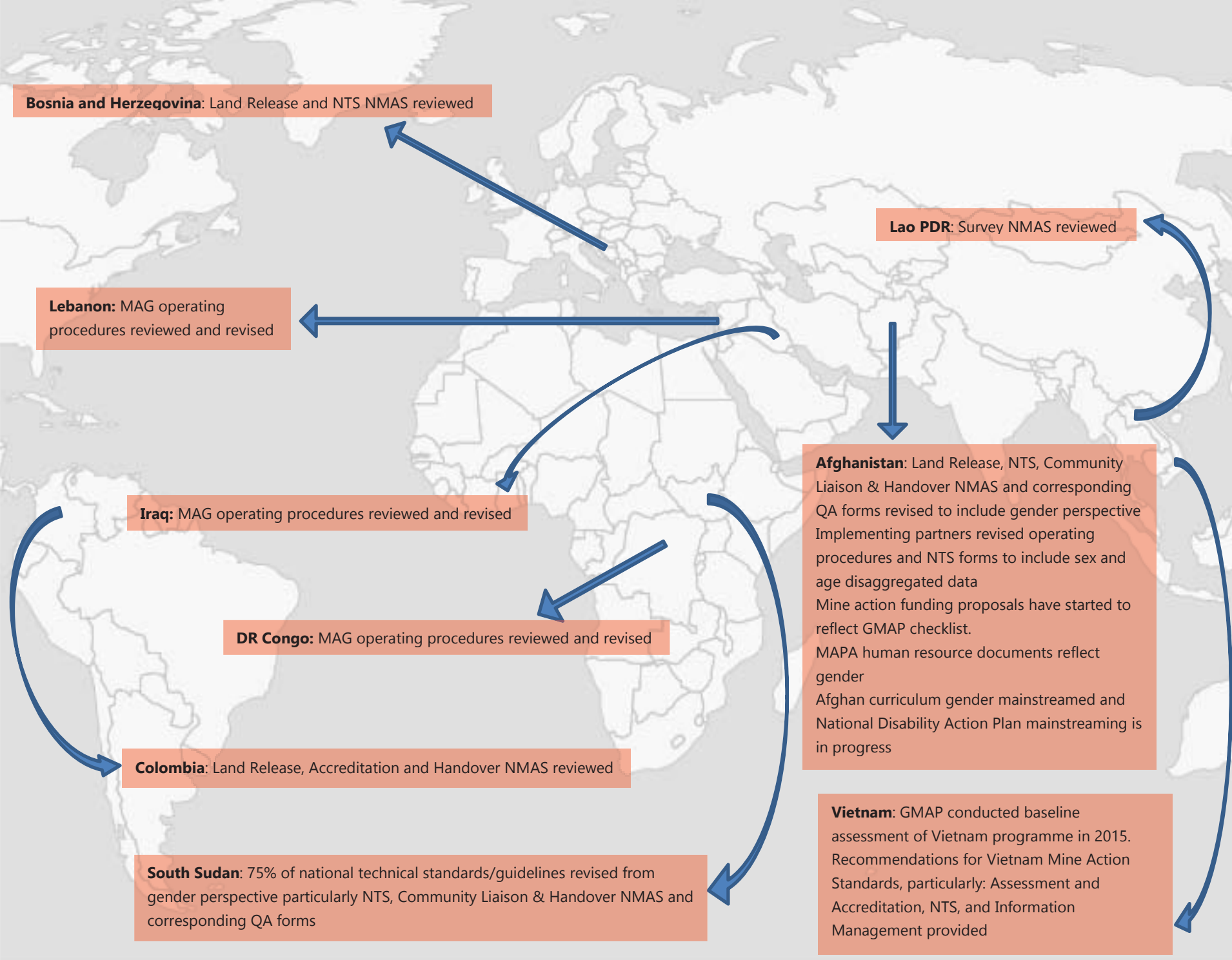




Spotlight: Monitoring the Gender Mainstreaming Action Plan of the Mines Advisory Group, the Democratic Republic of Congo

GMAP carried out a monitoring visit to evaluate the extent to which the 2013 action plan had been implemented. There had been an increase in the number of women participating in community level meetings and increased female employment in the programme. MAG DRC staff capacity was strengthened. A variety of different training initiatives, targeting both national and international staff, in both support and operations roles had led to increased knowledge on gender and why it is important for mine action programming. The fact that a significant amount of both financial and time resources have been committed to this over the last two years is very positive.





Mine action standards (international and national) are a key opening for ensuring the needs, priorities and capabilities of women, girls, boys and men from different groups are taken into consideration in programming and operations. **During 2015, GMAP reviewed international mine action standards (IMAS), national mine action standards (NMAS) and standard operating procedures (SOPs),** ensuring that sufficient gender and diversity guidance has been included at all levels. In doing this, GMAP contributes to sustainable gender and diversity mainstreaming – ensuring that this fundamental information is built into the institutional knowledge of organisations and the mine action sector.

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

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

Throughout 2015, GMAP continued to closely collaborate with existing partners and also forged new relationships.

National Mine Action Authorities

The mine action authorities of Afghanistan, Colombia (DAICMA), Darfur, the Democratic Republic of Congo (CCLAM), Mozambique, South Sudan, Ukraine and Vietnam collaborated with GMAP by participating in gender and diversity mine action workshops and training. GMAP provided follow-up guidance and reports to these stakeholders to help inform and shape their future activities.

International Organisations

GMAP continued to work with the Geneva International Centre for Humanitarian Demining (GICHD) for example by developing and delivering sessions on GICHD organised training courses and workshops on gender and diversity-sensitive non-technical survey, quality and results based management, mine risk education and international mine action standards, national mine action standards, and on the use of sex and age disaggregated data and gender indicators for information management training.

In 2015, at the request of the Weapons Contamination Department of the ICRC. GMAP facilitated an interactive and participatory Mine Risk Education Training of Trainers in Islamabad, Pakistan (see page 18).

GMAP is a member of the ICBL (International Campaign to Ban Landmines), the CMC (Cluster Munition Coalition) and the working group on Gender & Armed Violence of the Global Alliance on Armed Violence.

GMAP is also a member of the global level Mine Action Area of Responsibility of the Protection Cluster in Geneva for which it is also the helpdesk for gender in mine action.

GMAP participates in the gender reference group of the Inter-Agency Standing Committee (IASC).

In 2015 GMAP continued to collaborate with the Implementation Support Units of the APMBC and the CCM.

Non-Governmental Organisations (NGOs)

In 2015, GMAP partnered with both international and their partner local NGOs in mine-affected countries.

A major GMAP partner for 2015 was the Mines Advisory Group (MAG). GMAP worked with MAG across five of their programmes (Iraq, Lebanon, DRC, Lao PDR and Vietnam)– for more information on GMAP's collaboration with MAG see section on Action Plans above.

GMAP supported DDG in conducting a knowledge, attitudes, and practices survey to improve risk education methodologies and ensure that they target the needs and capacities of diverse groups in the communities. GMAP collaborated with DDG Somalia on risk education activities including providing a session on culturally- sensitive risk education and gender and diversity sensitive data gathering techniques.

GMAP collaborated with Norwegian People's Aid (NPA) providing training and technical advice to the mine action programmes in Lao PDR and Vietnam.

GMAP worked with the HALO Trust in Colombia and provided advice on how to better mainstream gender and diversity in their country programme.

GMAP provided a report with practical recommendations and guidance for HALO to use in their future operations.

Impact 2015: Partners demonstrating commitment to gender and diversity mainstreaming and continuing to work with GMAP

DDG - Ukraine

© (below) Edward Crowther



© (above) Olena Sadovniko

DDG – Somaliland and Somalia



Vietnam Mine Action Authority



The HALO Trust Colombia



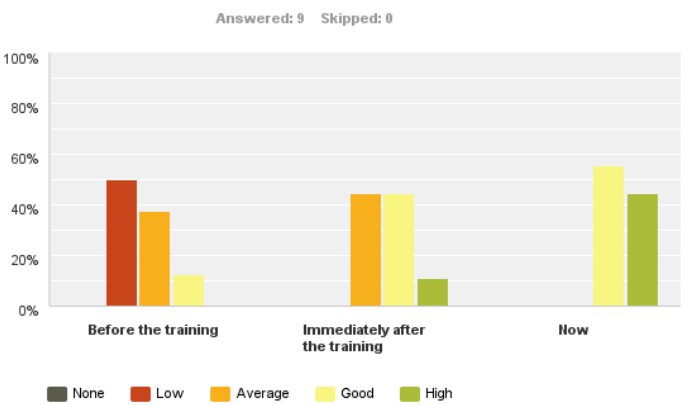
Spotlight: International Committee of the Red Cross and the Pakistan Red Crescent Society, Pakistan

GMAP facilitated an interactive and participatory Mine Risk Education Training of Trainers in Islamabad, Pakistan at the request of Weapons Contamination Department of the ICRC during the period 6 – 12 February 2015. A total of fourteen participants (two women and twelve men) representing the ICRC weapons contamination team and the Pakistan Red Crescent Society attended the workshop and contributed to discussions drawing from their existing experience and knowledge. The aim of the workshop was that participants develop the skills and confidence needed to design and deliver effective MRE training sessions for different audiences, taking into consideration gender and age factors.

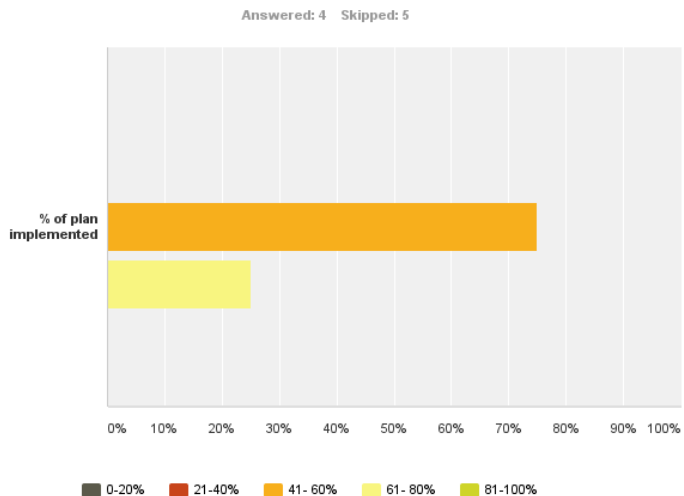


As part of the training, participants were asked to develop an individual action plan to explain how they would implement the knowledge and skills gained from the training in their daily work. Six months later GMAP contacted them to find out what progress they had made: 75% stated that they had implemented between 41 – 60% of their plan and 25% stated that they had implemented between 61-80%. Specifically, in terms of how the training had enabled them to target MRE to the needs of different age and sex groups, participants reported that i) they now better understand the difference between andragogy and pedagogy, and ii) they are now using story-telling and appropriate pictorial aids with primary aged children.

Q1 Please rate your level of confidence to carry out MRE training of trainers:



Q4 Please rate the extent to which you have been able to implement your individual action plan



In 2015, GMAP began actively seeking to extend the scope of its activities to broader human security initiatives. GMAP forged new relationships with development and human security actors, and engaged with traditional mine action actors on human security initiatives.

As part of these efforts, GMAP produced a case study on “Gender-balanced police EOD teams in Somalia and Somaliland”, providing a brief overview of the strategic framework of security sector reform in Somalia and challenges and opportunities linked to gender mainstreaming police humanitarian explosive management activities.

On International Women’s Day 2015, the Maison de la Paix Gender and Diversity Hub was launched by the five founding organisations – the Geneva Centre for the Democratic Control of Armed Forces (DCAF), the Geneva Centre for Security Policy (GCSP), the Geneva International Centre for Humanitarian Demining (GICHD), the Gender and Mine Action Programme (GMAP), and the Small Arms Survey (SAS).

One of the first activities was an interactive session on “Fostering gender-responsive security policy and practice” co-designed and co-facilitated by the gender focal points of four partners at one of GCSP’s courses to build awareness, deepen understanding and practice tools to improve gender mainstreaming in policy planning as well as at the level of the individual.



Objective three : UN Security Council Resolution 1325 on Women, Peace, and Security is implemented by mine action organisations

Outcomes: Increased female employment & participation in mine action at all levels and female participation is better documented by mine action

UNSCR 1325 on Women, Peace and Security promotes women's participation in post-conflict processes, decision-making and activities. Mine action constitutes a very concrete example of how this can be done. GMAP works with all its partners to improve human resource policies, procedures and practices to ensure that men and women are offered equal opportunities and that organisations strive to reach a better gender balance. By employing women, mine action organisations are also getting the best talent from a broader pool of human resources. Having women on the teams will ensure that women in affected communities can be meaningfully reached, included and heard from during information gathering and sharing activities, thereby ensuring that their operations are more inclusive, effective and efficient, as they take into account different perspectives and needs and reach and benefit all the affected people.

GMAP works with operators and field level organisations to better ensure the implementation of UNSCR 1325. Through GMAP engagement, in 2015 partners like MAG Lebanon, MAG Iraq, MAG DRC, and HALO Colombia were taught methods on how to better



ensure the meaningful participation of women in mine action. For example, by considering the roles and needs of women and ensuring that meetings are set in a place and at a time representatives of all different sex / age groups are available.

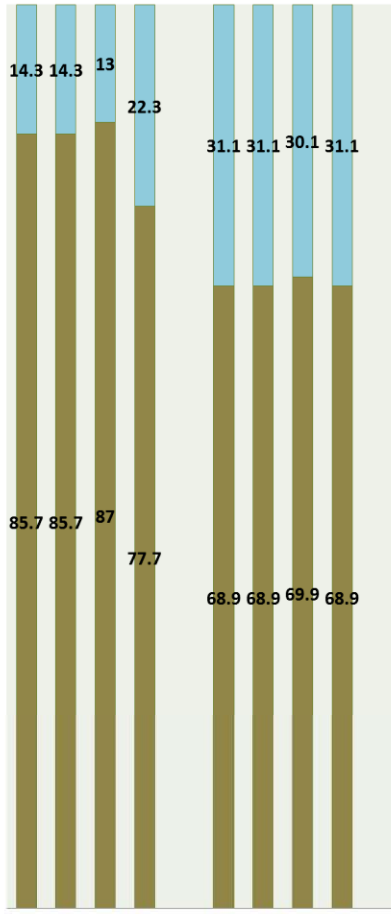
Female participation at international mine action meetings is also very important, as decisions, policies and plans are developed in these arenas. GMAP monitors statistics of female/male participation at these meetings as a proxy for the decision-making power in the sector and to analyse broader sectoral trends (see page 21).

In every major mine action conference from the beginning of the tracking data in 2009, men have been the majority of participants. State representation at any conference has been consistently at least 70% male. Representatives from organizations are generally more evenly split, except at National Directors Meetings (NDM) where female participation has held steady around thirty-one percent every year. The areas with most equal representation between women and men are the organizations delegations at the CCM and the intersessional meetings of the APMBC and CCM. Representation of women has increased in percentage of all participants only slightly from 2012 in all conferences except the APMBC. Representation of women in the total number of participants only topped 35 percent once and only in the intersessional meeting of the CCM in 2013. The percentage of sponsored women varies between 0 and 10 percent.

Participation in Mine Action Conferences Over Time (%)

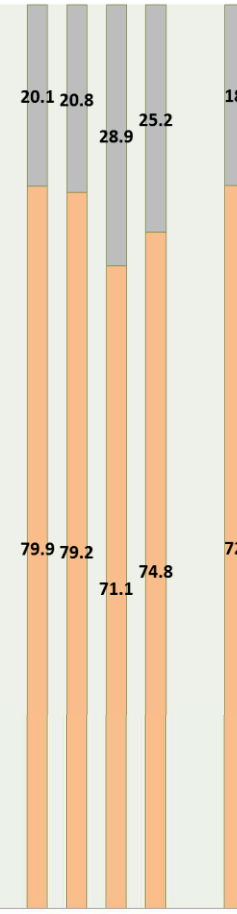
Men - Below Women - Above

National Mine Action Directors (NDM)



State Representatives
Organization Representatives
Total Participants

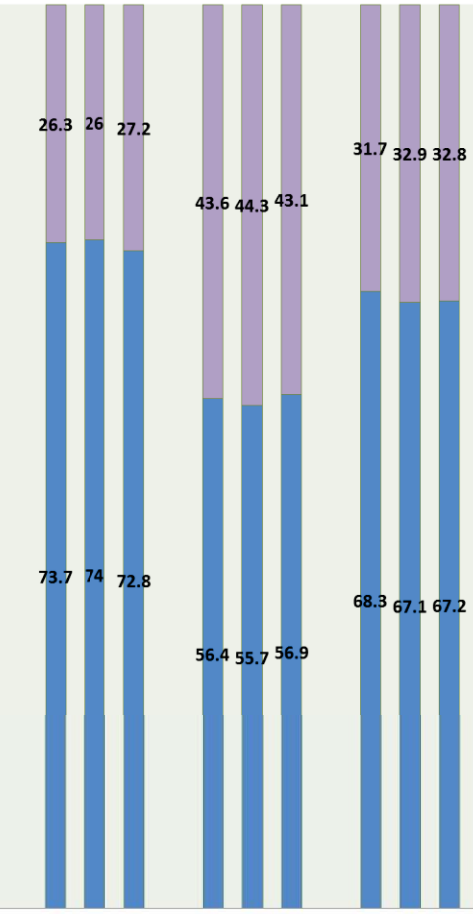
APMBC



State Representatives

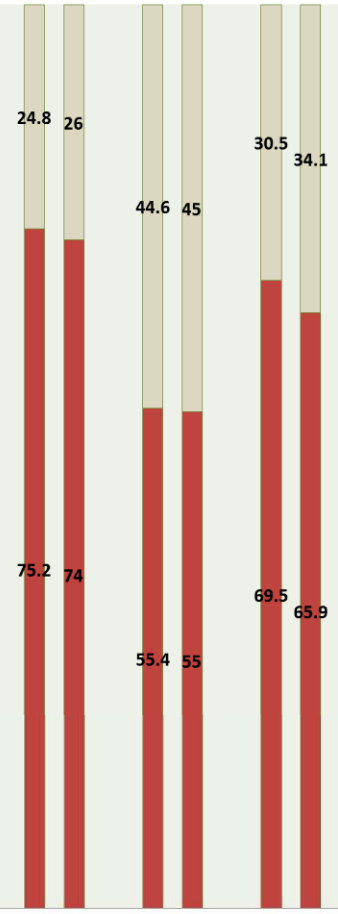
*Missing data

Intersessional APMBC



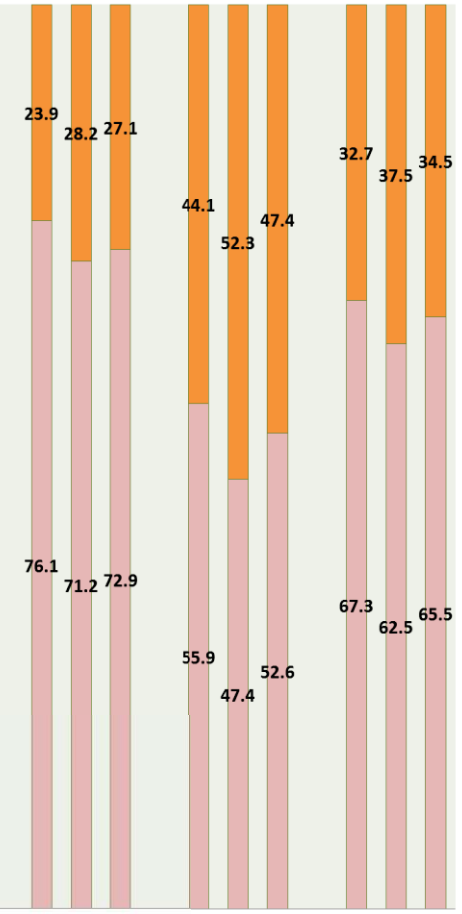
State Representatives
Organization Representatives
Total Participants

CCM



State Delegates
Organization Delegates
Total Participants

Intersessional CCM



State Delegates
Organization Delegates
Total Delegates

GMAP elaboration of data from APMBC ISU, GICHD and UN

GMAP capacity development and training

In 2015, in order to facilitate knowledge sharing with stakeholders, GMAP developed a number of training modules to be used by mine action organizations in the field. These training modules cover gender and diversity in mine action, gender and diversity-sensitive victim assistance, and gender and diversity sensitive mine risk education,

Tools

During 2014 GMAP took the lead on the development of two guides and toolkits in partnership with the GICHD which were officially launched at the 18th International Meeting of National Directors of Mine Action Programmes and UN Advisors in February 2015. The guides and toolkits were developed to assist mine action stakeholders to mainstream gender and diversity in documentation and practices for: quality management; and contracting and grants management.

Research and dissemination of articles and case studies

GMAP has been conducting other research to better document how an inclusive approach to mine action interventions increases their relevance, effectiveness and efficiency. Research projects have included: **Gender-sensitive handover procedures:** a research visit to Vietnam and Lao PDR were carried out in May 2015. A further visit

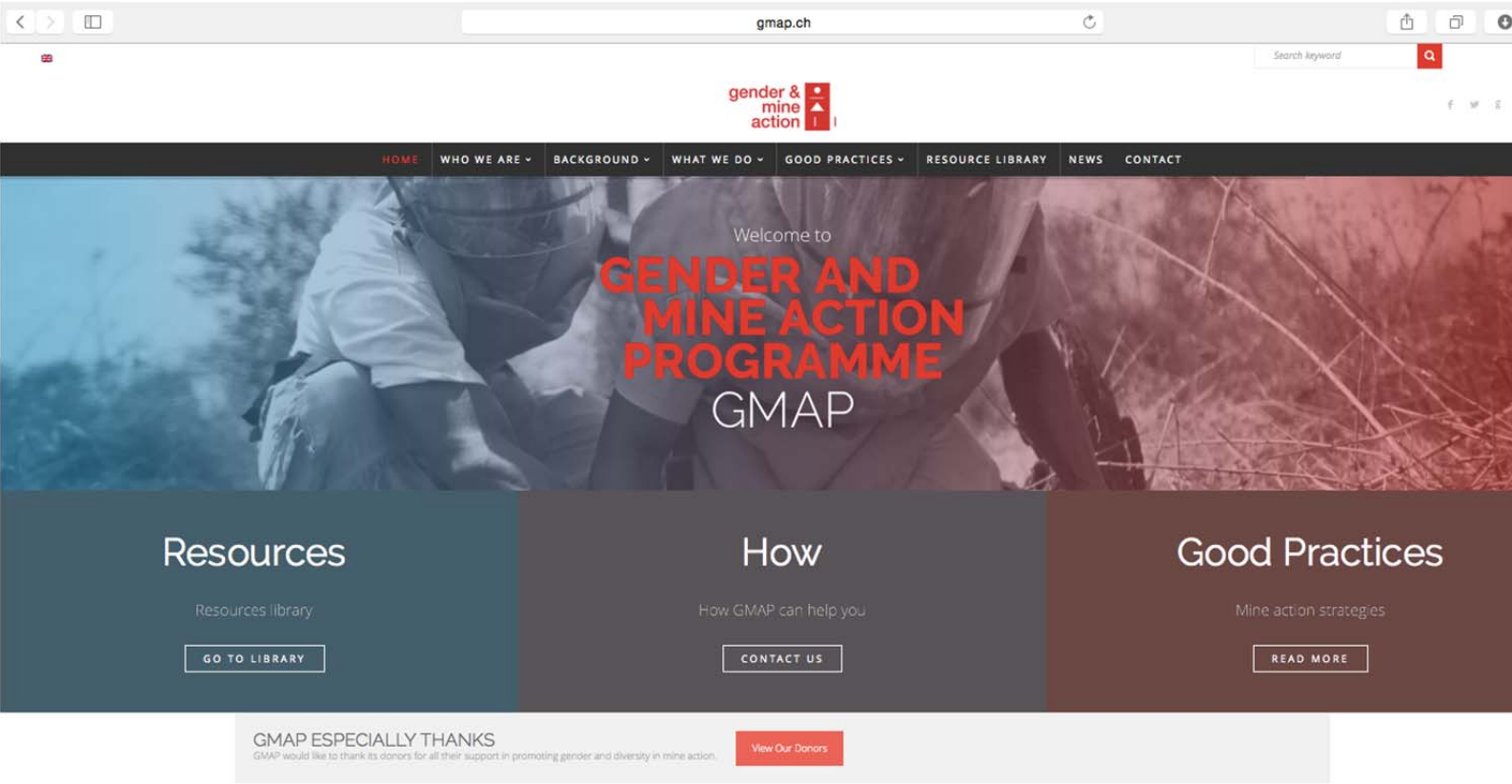
was completed in the Democratic Republic of Congo in October 2015.

Male engagement in gender equality work in Afghanistan: a case-study was conducted on the motivations behind male engagement in gender mainstreaming in Afghanistan. This interesting point of view helps us to understand the individual reasons among those men who are actively engaged in this work. Despite all challenges, primary research indicates that many progressive men have taken the first steps by acknowledging that women, girls, boys and men are all part of society.

During 2015 GMAP also drafted and submitted a number of articles for the Journal of ERW and Mine Action which have highlighted how an inclusive approach to mine action interventions increases their relevance, effectiveness and efficiency. These articles include: **Implementing culturally-sensitive risk education in Somalia**, published in Issue 19.2 | July 2015. **Provision of emergency MRE to IDPs and returnees in Ukraine:** GMAP was the lead author on this article (co-authored by DDG Ukraine) which was submitted to the Journal in September 2015 (available at www.gmap.ch).

The screenshot shows a ReliefWeb article page. At the top, there is a navigation bar with 'reliefweb' logo and links for LABS, BLOG, MOBILE, ABOUT US, HELP, and LOGIN. Below this is a secondary navigation bar with HOME, UPDATES, COUNTRIES, DISASTERS, TOPICS, ORGANIZATIONS, JOBS, and TRAINING. The article title is 'Gender & Diversity in Mine Action Quality Management', dated 04 Mar 2015. It is a REPORT from Geneva International Centre for Humanitarian Demining, published on 04 Mar 2015. Social sharing options for Email, Tweet (0), Facebook Share (1), Google Plus (0), LinkedIn Share (0), Reddit (0), and Pinterest (0) are visible. A short summary states: 'During the 18th International Meeting of Mine Action National Programme Directors and UN Advisors, held in Geneva from 16-19 February, two new joint GICHD and GMAP publications were released.' Below this is a link to the full article: 'Gender & Diversity in Mine Action Quality Management is a guide to assist mine action stakeholders to mainstream gender and diversity in quality management, documentation and practices. The second publication, Gender & Diversity in Contracting and Grants Management, is a toolkit to assist mine action stakeholders to mainstream gender and diversity in contracting and grants management documentation and practices.' A thumbnail image of the report cover is shown, featuring a person in a field and the title 'GENDER & DIVERSITY IN MINE ACTION QUALITY MANAGEMENT'. A 'Download PDF (3.09 MB)' link is at the bottom of the thumbnail.

engagement and outreach



“ Our vision is a world in which women, girls, boys and men from diverse groups are safe from mines/explosive remnants of war (ERW) and participate and benefit equally from mine action. ”

A. CALZA BINI, GMAP DIRECTOR

In September 2015, GMAP launched a new website. By December 31, 2015 GMAP had received visits from 102 countries. Top visits came from Switzerland, the United States, France, Italy, the United Kingdom, and Russia.

That means that in 2015, GMAP had field presence in 16 countries and reached a total of 103 COUNTRIES!

GMAP engaged with stakeholders and partners at both a global and local level. Through face-to-face interactions and workshops, traditional communication methods like printed publications and platforms like Facebook and Twitter, GMAP was able to efficiently and effectively disseminate expert research and promote and advocate for gender and diversity mainstreaming in mine action.

Gender & Mine Action @GMAP_ch · 23 Jun 2015
The Power of Empowered Women @UN Geneva. Great high-level panel #PoEW



Gender and Mine Action Programme (GMAP) shared a link.
Published by Arianna Catza Bini [?] · 16 November 2015 · Liked



GMAP at Non-Technical Survey (NTS) Training in Colombia – Gmap.ch

In November 2015, GMAP delivered a module on gender and diversity considerations in NTS to a group of 36 people in Colombia, including staff from... GMAP.CH

259 people reached

Boost Post

You, Dario Fazio, Anki Sjöberg and 7 others

Like

Comment

Share

In 2015, GMAP's Facebook page likes increased by 56% 👍👍

gmap 2015 : committee, staff, & volunteers

Committee:

GMAP is guided by a Committee of dedicated gender and diversity champions.

GMAP wishes to specifically thank Committee President Dr. Anki Sjöberg, Secretary Mr. Mark McCarthy, and Treasurer Mr. Martin Damary.

GMAP also wishes to especially thank Gustavo Laurie for his continued commitment and support of GMAP's work.



Staff:

Arianna Calza Bini –Director

Abigail Jones –Programme Manager

At the end of 2015, Abigail Jones left her position at GMAP after three and a half years with the organisation. GMAP thanks her for her great work and lasting contribution to gender and diversity mainstreaming in mine action.

Programme Assistants (voluntary basis)

GMAP also greatly benefitted from the voluntary work throughout 2015 and wishes to thank for their commitment and excellent work the following persons:

Linda Menchi Rogai

Dushita Karunakaran

Aditi Arora

Aaron Chan

Ramon Moraes Sales Sousa

Julia Von Sigsfeld

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

Back cover: Gender-sensitive risk education work shop, Somaliland.



Photo : ICRC Pakistan MRE Workshop (see page 18)

Back cover: Gender-sensitive risk education workshop, Somaliland.

