Gender and Diversity Analysis

Gender and diversity analysis is a tool for understanding how the cultural, social and economic differences (real and perceived) between women and men from diverse groups influence their opportunities and roles in society, as well as their decision-making and access to resources and services. In mine action, the main goal of such an analysis is to be able to plan and tailor activities more effectively and efficiently by better understanding gender and diversity dynamics of mine/ERW affected communities considering the following:

		Question	Tools to access primary data	Secondary data sources
Relevant diversity dimensions		• What are the relevant diversity dimensions, other than sex and age that need to be taken into account in a specific community? (ethnic group/tribe/ religion/ language/ disabilities/ level of education/economic activity /refugees and internally displaced people etc.)	**Individual Interview** **Household Interview**	**National and international NGOs and UN agencies working in the area**
Casualty data		• What does casualty data disaggregated by age, and sex, and other relevant diversity dimensions tell us about which group is having the most mine / ERW accidents?	**Focus Group Discussion**	**IMSMA database**

Division of labor		• What are the roles and responsibilities that are typically allocated to the different age, and sex and diversity groups in the community?
		 • Are there differences according to:
		     o Rural or urban settings
		     o Wealth factors
		     o Social status
		     o Age
		     o Seasonality
		     o Forced Labor
		     o Other?
		 • What are the activities that have caused the most accidents for women, girls, boys and men of different groups?
		 • Based on the division of labour, what are the best forums for teams to be able to speak with the different age and sex groups?
		 • What is the best time of day to conduct activities with women, girls, boys or men with activities in the affected community?
			Conflict Timeline
			
			 Community Mapping
			
			 Transect Walk
			
			 Daily Activity Chart
			
			 Ranking Exercise
			
			 Seasonal Calendar
			
			 Venn Diagram
			
			 Stakeholder Analysis
				Relevant government ministries
				
				 Previous KAPB surveys
				
				 Additional data collected by mine action implementing partners
				
				 Cluster coordination meetings
				
				 External NGO reports
				
				 UN reports
				
				 OCHA country reports

Decision-making capacity		• Who takes decisions in the community and how? • Who are the representative leaders and who do they actually represent? • Will the opinions of the elderly / disabled / different ethnicities / women / younger community representatives be given equal value in community decision-making processes?		
Participation		• Can women actively participate in an information-gathering meeting where men are present? • Can a younger person actively participate in a data-gathering meeting where older adults are present? • Can people from different ethnic groups actively participate in data-gathering meetings where a majority from the dominant ethnic group is present? • Are there any barriers to participation for those living with disability in the community?		

Access to public spaces & services	• Are adequate services equally accessible to women, men, girls and boys? (types of services may include health, financial, legal) • What are policies, programs or strategies that promote women's and children's access to services, public services and spaces? • How do men and women, boys and girls, and other marginalized groups navigate public spaces? What are reasons for this? What are the consequences?		
Violence & Restorative Justice	• How are individuals – or collective groups – already acting to prevent and respond to violence in this setting? • What are the forms and characteristics of violence by sex, age, or other groups? How are they affected differently? • What discrimination or stigma do survivors of violence face? How does the community react when survivors seek restorative justice?		
Aspirations & Trends	• How have values, norms and expectations around gender changed over the decades (positively and negatively) and what influences led to these changes? • What are collective aspirations that men or women articulate for themselves as a group (kinship, women, class, caste, ethnicity, religion, sexuality, occupation, etc.)?		
Direct communication channels	• Can a male non-relative speak with women in the community? • Can a female non-relative speak with men in the community? • Can a person from a certain ethnic/tribal group to speak with people from other ethnic/tribal groups? • Are there any age-related dynamics that would affect whether an individual feels comfortable telling something to someone from a different age bracket?		
Indirect communication channels	• What are the most appropriate indirect communication channels for the different age, sex and diversity groups? • Are there any differences between rural and urban settings? • What is the best communication channel for non-school children?		
Literacy lev	• What are the literacy levels of different age, sex and diversity groups?		
Languages spoken	• What are the most commonly spoken languages in the target community? • In terms of languages spoken, are there any barriers to communicate with the different groups (males/females, different ethnic groups)? • Are there differences between males and females / those of diversity groups? Can teams communicate in the official language or do they need to be able to communicate in more than one local language to reach out to all groups?		
Risk takers and reason	• Who are the main risk takers in the community? • What are the reasons that they take risks?		
Blockages	• How do the blockages (lack of access to water, agricultural land etc) caused by mines /ERW affect the livelihoods and daily activities of the different age and sex groups?		

Land rights and land ownership	• Who are the landowners in the community? • Who are the primary land users in the community? • What was the past use of the land? Who used it? • What is the expected future use once it is released? • Are the priorities of women, girls, boys and men for post clearance land use clearly identified? • Are there any groups in the community that could be particularly vulnerable to land grabbing? • What are the inheritance rights within a family in case of marriage, divorce, abandonment, traditionally and legally?		
Barriers to employment	• What are the barriers to the employment of women in certain roles? • What are the barriers to the employment of men in certain roles? • What are the barriers to the employment of people from specific ethnicities? • What are the barriers to the employment of persons with disabilities?		