Applied Research Seminar
Final Report

Franziska Ehlert
Zeíla Lauletta
Nelly Schläfereit

Women in Humanitarian Mine Action

Assessing Agency in Families and Communities

EXECUTIVE SUMMARY

This project seeks to address the question of whether women's participation in humanitarian mine action programmes increases their transformative agency in their families and communities. Transformative agency refers to behaviour that challenges existing social structures and power relations, as opposed to acting in conformity with them.

In addressing this question, we root our research in the relevant literature on gender, empowerment and agency, looking at these terms' close intertwinement to better conceptualise our findings. We particularly rely on authors using economic indicators of agency, as this seemed especially useful and relevant for this research project. We focus on assessing women's agency on the family and community levels, analysing two specific country cases, Colombia and Lebanon. The data informing this research was collected through distributing surveys and doing interviews with female employees of humanitarian mine action organisations in both of these countries.

Our findings show interesting accounts of female agency gained through working in humanitarian mine action. We find women to have an increased voice, influence and awareness of issues surrounding them, which had a positive impact on both their families and communities. On the family level, we found a clear increase of decision-making power. On the community level, however, women's increased voice and influence did not always translate into concrete actions, such as participation in community activities. This suggests that women more often influence people's mindsets, perceptions and awareness of issues such as traditional gender roles. We call this less tangible form of agency 'knowledge agency', which could be transformative in the long term.

On the basis of our findings, we recommend the Gender and Mine Action Programme (GMAP) to be mindful of this less tangible form of agency, to encourage the development of support mechanisms for women within humanitarian mine action organisations, and to conduct further research on the gender dynamics in mine action teams.

ACKNOWLEDGEMENTS

TABLE OF CONTENTS

OVERVIEW OF TABLES AND GRAPHS

GLOSSARY OF ACRONYMS

AEDIM – Agrupación de Explosivos y Desminado de Infantería de Marina

BAC – Battle Area Cleaning

BIDES – Brigada de Ingenieros de Desminado Humanitario

CINAMAP – National Intersectoral Commission on Antipersonnel Mine Action

DCA – DanChurchAid

DDR – Disarmament, Demobilisation, Reintegration

ELN – Ejército de Liberación Nacional

ERW – Explosive Remnants of War

FARC – Fuerzas Armadas Revolucionarias de Colombia

GMAP – Gender and Mine Action Programme

HMA – Humanitarian Mine Action

IHEID – The Graduate Institute for International and Development Studies

IMAS – International Mine Action Standards

LAF – Lebanese Armed Forces

LMAA – Lebanon Mine Action Authority

LMAC – Lebanon Mine Action Centre

MAG – Mines Advisory Group

NGO – Non-Governmental Organisation

NPAid – Norwegian's Peoples Aid

POD – Peace Generation Organisation for Demining

UN – United Nations

UNMAS – United Nations Mine Action Service

INTRODUCTION

> *It [humanitarian mine action] is not like any other job. It is a humanitarian commitment to save lives, to clean our lands and to help our people and communities to rebuild their lives.*[1]
> -- Female Deminer, Mines Advisory Group, Lebanon

In many countries, landmines significantly affect the lives and livelihoods of the general population long after a conflict has ended. Humanitarian mine action (HMA) programmes attempt to diminish the risk of death or injury and enable communities to resettle on formerly contaminated territory.[2]

Due to its technical nature and the work's physical demands, HMA has traditionally been a rather male-dominated field.[3] However, it has increasingly opened up to employing women, breaking up the notion that mine action is 'a man's job'. At the same time, HMA in recent years has sought to include the affected population on all levels, embracing the positive outcomes of incorporating women, men, girls and boys in their different activities. By doing so, it aims to ensure a holistic approach, given that landmines affect all of these groups differently.[4]

This research report is a joint project between Master students at the Graduate Institute for International and Development Studies (IHEID) and the Gender and Mine Action Programme (GMAP), an international expert organisation based in Geneva with the goal of "mak[ing] mine action more inclusive, effective, and efficient through the mainstreaming of gender and diversity perspectives".[5] This project builds on the observation that HMA organisations increasingly employ women, which might trigger changes in the work process itself. It might also have wider implications such as challenging the existing social structure, as women become empowered through their employment, potentially bringing about change in their surroundings. This research will focus on the latter aspect, addressing the following question: How does female participation in humanitarian mine action affect women's agency within their families and communities?

For the purpose of this research, we are primarily relying on two intrinsically related concepts: empowerment and agency. Naila Kabeer, a social economist on whose writing

---

[1] Personal Interview, 26 October 2016.
[2] GICHD, 'A Guide to Mine Action' (2014), http://www.gichd.org/fileadmin/GICHD-resources/rec-documents/Guide-to-mine-action-2014.pdf
[3] Gender and Landmines: From Concept to Practice', *Swiss Campaign to Ban Landmines* (2008), 7.
[4] 'Gender and Landmines: From Concept to Practice', 7.
[5] 'GMAP Mission' (2016), http://www.gmap.ch/mission/.

we primarily draw for this study, describes agency as the ability to define one's own goals and act upon them. Empowerment refers to the process of how those who have previously been denied this ability come to acquire it.[6] These concepts will be further developed in the review of the literature to follow, as they are essential for our understanding of how women's participation in HMA may affect their lives and surroundings. We will mainly focus on two spheres of influence that are important in women's lives: the community and the family.

After rooting our project in the literature on empowerment and agency, the report will go on to study two different countries severely affected by landmines, Colombia and Lebanon. On the grounds of data collected through surveys and interviews with women working in HMA, we aim to analyse their experiences, which allows exploring links between women's participation and their agency within communities and households.

A wide range of literature focuses on empowerment, agency, gender, and the relationship between these concepts, which we consulted for this report. While many authors look at the concepts of empowerment and agency and how to measure them, as will be outlined in the literature review below, we found Kabeer's conceptualizations to be particularly relevant for our study. Taking an economic perspective on understanding and measuring empowerment, her research has focused on linking employment and empowerment.[7] While she suggests that any formal employment might affect women's agency in spheres such as their communities and families, HMA seems like a particularly interesting field to explore, considering that it is a traditionally "masculine, technical sector".[8]

While we mostly relied on Kabeer's notions of agency and its measurement, we also recognise that this economic approach might be somewhat limiting. In fact, agency might not only be reduced to the tangible indicators that she puts forth, but could have a more subtle dimension, as will be shown in our research. Our findings detailed below demonstrate that women experienced a set of changes since they started working in HMA, both on the family and community level. This includes greater voice and decision-making power, but in most cases does not translate into activities such as increased community engagement. Instead, women seem to have acquired a more subtle form of agency that we term 'knowledge agency', potentially having a long-term transformative impact on society.

---

[6] N. Kabeer, 'Resources, Agency, Achievements: Reflections on the Measurement of Women's Empowerment', *Development and Change*, 30 (1999), 437.

[7] N. Kabeer, R. Assaad, A. Darkwah, S. Mahmud, H. Sholkamy, S. and D. Tsikata, *Paid Work, Women's Empowerment, and Inclusive Growth: Transforming the Structures of Constraint,* New York (2013).

[8] 'Gender and Landmines: From Concept to Practice', 7.

This report will first outline the background of the study through a discussion of HMA and its relation with gender and gender mainstreaming. It will then proceed to give an overview of the countries selected for our study, including a historical perspective, the state of mine contamination and gender relations. Before analysing the data, key concepts relating to this research and the methods used for data collection will be discussed in detail. Finally, the report proceeds to a thorough analysis of the findings and will provide a set of recommendations on the relevance of this research for GMAP.

BACKGROUND OF THE STUDY

Humanitarian Mine Action

Broadly speaking, mine action refers to a "set of efforts intended both to prevent and to address the problems caused by mines, cluster munitions and other explosive remnants of war (ERW)".[9] Landmines and cluster munitions, in particular, have been used extensively for the past 70 years and left a large number of victims and high levels of ground contamination around the world. Explosive devices are defined in international treaties and conventions, including the Convention on the Prohibition of the Use, Stockpiling, Production and Transfer of Anti-Personnel Mines and on their Destruction, and the Convention on Cluster Munitions. The first one refers specifically to anti-personnel mines,[10] whereas the second one aims to address the humanitarian consequences caused by cluster munitions.[11]

According to the United Nations' International Mine Action Standards (IMAS), mine action aims specifically to "reduce the social, economic and environmental impact of mines and ERW, including unexploded sub-munitions".[12] Therefore, its efforts are not only focused on demining activities per se, but also on more encompassing activities that take into consideration the socio-economic constraints resulting from the presence of these weapons. In fact, the United Nations Mine Action Service (UNMAS) divides mine action into five pillars that aim to address different issues relating to these

---

[9] GICHD, 'A Guide to Mine Action' (2014), http://www.gichd.org/fileadmin/GICHD-resources/rec-documents/Guide-to-mine-action-2014.pdf

[10] UNODA, 'Convention on the Prohibition of the Use, Stockpiling, Production and Transfer of Anti-Personnel Mines and on their Destruction' (1997), https://www.un.org/disarmament/geneva/aplc/

[11] Diplomatic Conference for the Adoption of a Convention on Cluster Munitions. 'Convention on Cluster Munitions' (2008), http://www.clusterconvention.org/files/2011/01/Convention-ENG.pdf

[12] IMAS, 'Mine Action' (2016), http://www.mineactionstandards.org/standards/glossary/

weapons: clearance, education, victim assistance, advocacy and stockpile destruction.[13] For the purpose of our research, we will mostly focus on humanitarian mine clearance and education, the activities performed by the organisations supported by GMAP in Colombia and Lebanon.

Humanitarian mine clearance aims, as its name suggests, "to clear land so that civilians can return to their homes and their everyday routines without the threat of landmines and un-exploded remnants of war (ERW)".[14] In order to ensure that this situation of peace and security remains stable, mine actions organisations such as Norwegian People's Aid and DanChurchAid also work in mine risk education, aimed at "raising awareness and promoting behavioural change through public-information campaigns, education and training, and liaison with communities".[15]

This liaison with communities is further relevant given that HMA offers employment opportunities in the transition from a post-conflict setting. As Skara highlights, "by building on local capacities and engaging the local community, HMA organisations are able to secure local interest in HMA initiatives".[16] In addition, such participation also ensures that communities have "ownership of their own development process", fundamental to post-conflict recovery.[17]

Whereas victim assistance tends to be integrated with national health systems, and stockpile destruction and advocacy efforts are the focus of national authorities, field-level mine operations such as humanitarian mine clearance and mine risk education usually fall under the mandate of non-governmental organisations, such as Norwegian People's Aid, the HALO Trust and DanChurchAid (although in both Colombia and Lebanon these actions are also performed by the military).[18]

Envisioning mine action through a developmental perspective is fundamental not only to ensure that the other (socio-economic) consequences of mine contamination are addressed, but also to ensure that its activities are part of a broader field of post-war reconstruction and development, in which NGOs play a key role. Bringing this aspect to mine action re-orientates its definition from a being a "problem in terms of numbers of

---

[13] UNMAS, 'Issues' (2016), http://www.mineaction.org/issues
[14] UNMAS, 'Clearance of Mines and Explosive Remnants of War' (2016), http://mineaction.org/issues/clearance
[15] UNMAS, 'Mine Risk Education' (2016), http://www.mineaction.org/issues/education
[16] B. A. Skara, 'Risky Business or Constructive Assistance? Community Engagement in Humanitarian Mine Action'. *Third World Quarterly*, 24:5 (2003), 852.
[17] Skara, 'Risky Business', 839.
[18] K. B. Harpviken, 'The Future of Humanitarian Mine Action: Introduction', *Third World Quarterly,* 24:5 (2003), 778.

mines (…) to defining it in terms of the impact of mines on human populations".[19] Mines are not merely war weapons, but continue to threaten lives and livelihoods many years after the war is over.

Humanitarian Mine Action and Gender

Gender was not always considered a relevant aspect in the field of HMA, and for a long time it was seen as natural that only men were involved in the clearance of landmines, and in other HMA activities. This primarily has to do with the fact that actual demining activities were, and still are, often carried out by military personnel, in many countries mostly comprised of men.[20] In fact, the importance of including gender into mine action programmes has taken some time to impose itself. However, over time, a general recognition that there are significant gender dimensions in mine action has developed, namely that women, men, girls and boys are differently affected, and best assisted taking into account their specific needs.[21]

The strategy used to promote gender equality in mine action, as in many other fields, is referred to as gender mainstreaming. This entails ensuring that "the analysis of issues and the formulation of policy options are informed by a consideration of gender differences and inequalities, and that opportunities are sought to narrow gender gaps and support greater equality between women and men".[22] Using such an approach in mine action programmes ensures that contributions, concerns and needs of all members of society are acknowledged and addressed, benefitting the community as a whole and ensuring a more coherent, holistic and multi-dimensional response to the different needs of women, men, girls and boys who are affected by landmines.[23]

In 2007, Wallacher published an analysis on gender mainstreaming in the field of mine action, observing that this development was still just beginning. As her report states, "in the context of mine action, gender mainstreaming is a process of assessing implications for women and men in all aspects of the mine action activities, including planning, execution and evaluation". [24] International agencies have established guidelines outlining and helping implement a gender-aware approach to mine action, since the issue received increasing attention in the early 2000s.

---

[19] K. B. Harpviken, A. S. Millard, K. E. Kjellman, and B. A. Skara, 'Measures for Mines: Approaches to Impact Assessment in Humanitarian Mine Action', *Third World Quarterly,* 24:5 (2003), 890.
[20] H. Wallacher, 'Gender Mainstreaming in Mine Action – a Critical Background Analysis', *The Peace Research Institute Oslo (PRIO)* (2007), 1.
[21] 'Gender and Landmines: From Concept to Practice', 7.
[22] Ibid., 6.
[23] Ibid., 7.
[24] H. Wallacher, 'Gender Mainstreaming in Mine Action – a Critical Background Analysis', *The Peace Research Institute Oslo (PRIO)* (2007), 2.

One such agency, linked to the UN, is the Inter-Agency Steering Committee on Gender and Mine Action, a working group consisting of representatives from different UN bodies that are involved in development, peacekeeping, mine action as well as gender issues.[25] This body published the UN Gender Guidelines for Mine Action Programmes in 2005, taking as a starting point that "men, women, boys and girls are affected, and best assisted, in different ways".[26] The guidelines set out in this document pertain to demining, mine risk education, victim assistance, and advocacy. Some of the key take-aways address the importance of integrating women, men, girls and boys into all activities related to mine action, to maintain a level of communication with the local communities affected, as well as to ensure that all individuals have the same opportunity to access the benefits arising from the presence of mine action organisations in their community, both in terms of employment and other benefits.[27]

Additionally, the Swiss Campaign to Ban Land Mines launched its own programmes in 2006, with the objective to support gender mainstreaming in mine action. The Campaign published the report "Gender and Landmines: From Concept to Practice" in 2008, providing both research on and evaluation of such efforts as well as hands-on practical advice for actors in the mine action sector.[28] In general, this report found that gender awareness among the respondents, mostly consisting of HMA actors (international and national organisations as well as the military), was relatively low. Gender was often perceived as irrelevant, unnecessary, and even unrelated to mine action all together.[29]

However, some mine action organisations were already executing successful gender mainstreaming activities at that time, specifically in terms of incorporating women into most levels of the organisations' activities. Since then, many organisations, particularly international actors, have made increased efforts at mainstreaming gender more thoroughly into their programmes. These efforts have included hiring both female and male surveyors to successfully gather information from different segments of the population, as well as the hiring of female deminers to perform mine clearance.[30] Empirical research has shown that the sector seems to benefit from involving women,

---

[25] Ibid., 3.
[26] 'Gender Guidelines for Mine Action Programmes', *United Nations Mine Action Service* (2010).
[27] 'Gender Guidelines for Mine Action Programmes', *United Nations Mine Action Service* (2010).
[28] 'Gender and Landmines: From Concept to Practice'.
[29] Ibid., 80.
[30] Ibid., 81.

both in terms of encompassing the whole society, and of having access to more information.[31]

In conclusion, it seems paramount to include the perspectives and needs of women, men, girls and boys in mine action. Introducing gender mainstreaming has enabled HMA organisations to offer more holistic services. Overall, this provides an interesting baseline for our research, which will focus on the experiences of women working in mine action. The following section will set the stage by providing background information about the two country cases examined in this paper.

COUNTRY CASES: COLOMBIA AND LEBANON

Choice of Country Cases

Colombia and Lebanon presented themselves as interesting and worthwhile case studies for this research. Both are severely affected by mine contamination and currently undergoing demining, which enabled us to examine a work in progress rather than a concluded endeavour. This was advantageous for two reasons: firstly, women are currently experiencing how their lives change through their work, as opposed to reflecting on it in retrospect, which helps us avoid distorted memories. It also facilitated access to contacts in the field, as we could get in touch with operational organisations and did not have to engage in tracing already dissolved structures. Secondly, GMAP is working in both Lebanon and Colombia and can still benefit from our research for its on-going projects.

Furthermore, our choice to review Colombia and Lebanon was based on the fact that women are indeed actively involved in HMA in both countries. Mine action organisations have been mindful of the importance to include a gender perspective in their work and employ females in a variety of positions, as will be elaborated below. Furthermore, a review of literature on gender relations in these countries revealed important commonalities between them. The next sections will therefore examine both countries in detail, giving an overview of the conflicts, the state of mine action activities and the actors involved in them, as well as of gender relations, drawing some conclusions regarding their commonalities. While our research is not intended as a comparative study and should not be understood as a basis for generalization, a certain set of similar characteristics between Lebanon and Colombia facilitates the

---

[31] Ibid., 82.

identification of trends across both contexts. This may increase our understanding of recurring issues and inspire further research.

LITERATURE REVIEW

Colombia

Historical Overview

On 27 March 2015, Colombia's largest Marxist guerrilla group, the Fuerzas Armadas Revolucionarias de Colombia (FARC), announced that they would cooperate with the Colombian Army in its effort to clear the country's minefields. The rebels (both FARC and the Ejército de Liberación Nacional (ELN)), who had been waging a guerrilla war with the government for the past 52 years, were mainly responsible for planting the Colombian territory with explosive devices.[32] Landmines, being cheap and relatively easy to activate, were perceived as an effective way to stop the advancing soldiers. This had adverse effects, as 40% out of the 11.000 Colombians killed or wounded by landmines since 1990 were civilians.[33] Although the precise extent of contamination remains unclear, at least 30 of the 32 departments in Colombia have a mine threat according to national databases,[34] with approximately 350 civilians killed every year by landmines.[35]

In December 2014, FARC announced a ceasefire and since then, both parties to the conflict have worked towards a final peace treaty. The end of the conflict will allow demining operations to take place in regions where, until now, it was not possible to carry out these activities due to political instability.

Mine Action

The main national mine action authority in Colombia is the National Intersectoral Commission on Antipersonnel Mine Action (CINAMAP), established in 2002 to implement the country's international obligations (Colombia has signed the Convention on the Prohibition of the Use, Stockpiling, Production and Transfer of Anti-Personnel Mines and on their Destruction), to develop national plans and policies and to

---

[32]Fundación Seguridad & Democracia, 'Conflicto y minas antipersonal en Colombia' (2016), http://www.acnur.org/t3/uploads/media/COI_1726.pdf
[33]Descontaminocolombia, 'Víctimas de Minas Antipersonal' (2016), http://www.accioncontraminas.gov.co /estadisticas/Paginas/victimas-minas-antipersonal.aspx
[34] Ibid.
[35] C. T. Jensen, C. Pardo, and S. Naidoo, *Mine Action and Land Issues in Colombia.* Geneva: GICHD (2013), 10.

coordinate international assistance.[36] This international assistance has been especially important for mine action operations in the country, given that a good part of these activities is implemented by foreign organisations.[37] In addition, UNMAS has been present in Colombia since 2010, assisting in "integrating civilian mine/ERW clearance operators into the national framework".[38]

Most of the HMA operations in Colombia are carried out by the army. So far, it has destroyed over 3562 artefacts, cleaning an area of over 158.830,86 m^2.[39] Four cities, San Carlos y San Francisco, El Dorado, Zambrano and San Vicente de Chucuri, have been declared free of landmines by governmental authorities. However, there is still a long way to go before the country is completely decontaminated.[40]

HMA organisations support the army in assessing all areas that still need to be cleared from landmines. 25 cities and seven departments have been assigned to those organisations, with Brigada de Ingenieros de Desminado Humanitario (BIDES) being in charge of seven cities in three departments, Agrupación de Explosivos y Desminado de Infantería de Marina (AEDIM) being responsible for ten cities in two departments, and the HALO Trust working directly in eight cities in three departments.[41] Due to the recently declared ceasefire, new organisations, such as Norwegian People's Aid, are currently preparing to carry out mine action activities in Colombia in the near future.

Gender Relations

Colombian history, similar to the rest of Latin American history, is marked by high degrees of discrimination towards women. Throughout the last centuries, women in the country were denied the rights to vote and to be elected, to participate in decision-making regarding their property, to represent themselves before courts and to participate in academic circles.[42] In fact, it was not until 1954 that universal suffrage was achieved. It is important to highlight, however, that access to the political system does not necessarily imply higher political participation. In fact, although women represent 52% of the Colombian population, only 12% of the political offices are occupied by female

---

[36] Jensen, Pardo, and Naidoo, *Mine Action,* 11.
[37] Descontaminocolombia, 'Operaciones de Desminado Humanitario' (2016), http://www. accioncontraminas.gov.co/estadisticas/Paginas/Operaciones-de-Desminado-Humanitario.aspx
[38] Jensen, Pardo, and Naidoo, *Mine Action,* 12.
[39] Descontaminocolombia, 'Operaciones de Desminado'.
[40] Ibid.
[41] Ibid.
[42] G. Sánchez, and M. E. Wills, *La memoria histórica desde la perspectiva de género*, Bogotá: Grupo de Memoria Histórica (2011), 21.

politicians.[43] This lack of participation is not only a result of women's generally marginalized position, but also reflects the general discreditation that many Colombians have towards the political system.[44]

In Colombia, the unemployment rate is higher for women (15,6%) than for men (9%). The gender income gap is 20%, and, in general, women's access to labour markets in the country is low.[45] Perceived gender roles are a significant variable when analysing which employment is traditionally accessible to women: throughout the country, there is a sustained perception that 'a women's place' is in domestic economies, rural residence, traditional technologies and gender complementarity, whereas men are more welcome in the larger market and innovative areas.[46] In addition, there is a common expectation that working women are able to reconcile their jobs and family responsibilities, and not many regulations allow them to balance these two activities.[47]

Given all the facts mentioned above, we expect that there is a high value in including women in HMA in Colombia. Not only does it assist in the reduction of high unemployment rates for Colombian women, but it also expands job prospects for a group traditionally cast aside in the labour market.

Lebanon

Historical Overview

The territory that is today known as Lebanon has for long been plagued by tensions between its major Muslim and Christian communities.[48] At the time of Lebanon's independence in 1943, a political formula was put into place, spelling out the basic roles of different religious groups in the government.[49]

Although this formula was tolerated for a while, political developments such as the creation of Israel in 1948 destabilized the situation in Lebanon with, for instance, a large number of Palestinian refugees settling throughout the country. This created tensions among Lebanese, mostly related to the Muslim and Christian communities

---

[43] ONU Mujeres, 'Liderazgo y participación política' (2016), http://colombia.unwomen.org/es/como-trabajamos/liderazgo-y-participacion-politica

[44] F. C. Velásquez, and E. González, *¿Qué há pasado con la participación ciudadana em Colombia?*, Bogotá: Fundacion Corona (2003), 16.

[45] UNDP, 'Gender Equality and Women's Empowerment in Public Administration: Colombia Case Study' (2014), http://www.undp.org/content/dam/undp/library/Democratic%20Governance/Women-s%20Empowerment/ ColombiaFinal%20-%20HiRes.pdf

[46] R. J. Duncan, *The ceramics of Ráquira, Colombia: gender, work, and economic change,* Gainesville (1998), 203-204.

[47] UNDP. 'Gender Equality'.

[48] J. Chamie, 'The Lebanese civil war: An investigation into the causes', *World Affairs* 139, no. 3 (1976), 172.

[49] Ibid., 173.

blaming each other for killings and the difficulty of maintaining the multi-religious cabinet, eventually igniting the Lebanese civil war in 1975.[50] It turned into one of the bloodiest civil wars of the twentieth century, with a very high percentage of the population killed or wounded.[51]

Lebanon's territory was severely contaminated with landmines during the civil war, which ended with the cessation of hostilities in October 1990.[52] The majority of the parties participating in the war used landmines to consolidate their defensive positions along the constantly shifting demarcation lines. Most of these landmines were deployed without keeping any record, and only very few mine fields and suspected areas are fenced or marked.[53]

Mine Action

At the end of 2015, an area of over 16,3 km^2 across the four contaminated provinces (Beqaa, Jabal Loubnan, Janoub and Nabatiyeh) was still confirmed to have cluster munition remnants. While 1,69 km^2 were cleared in 2015, the contaminated areas still present a substantive threat to the people living in the surrounding regions.[54]

In Lebanon, the Lebanon Mine Action Authority (LMAA), part of the Ministry of Defence, has overall responsibility for Lebanon's mine action programmes and is chaired by the Minister. In 2007, a national mine action policy was put into place outlining the structure, roles and responsibilities within the programme. It tasked the Lebanon Mine Action Centre (LMAC), part of the Lebanese armed forces (LAF), to execute and coordinate it.[55]

Since 2014, the international operators DanChurchAid (DCA), Mines Advisory Group (MAG), and Norwegian's Peoples Aid (NPAid), as well as the national operator Peace Generation Organisation for Demining (POD) and the Engineering Regiment of the LAF, are also conducting clearance operations. Between all of these actors, 21 to 25 teams were active in battle area cleaning (BAC) in 2015. While the national operator cleared the most areas in 2015, (580.510 km^2), the three international actors cleared between 256.037 km^2 (DCA) and 409.600 km^2 (NPAid) each.[56]

---

[50] Ibid., 176.
[51] Ibid.
[52] 'Joint Assessment Mission Report: Lebanon' *UNMAS* (1999), 3.
[53] Ibid., 8.
[54] 'Mine Action Report 2016' *Landmine Cluster Munition Monitor* (2016), http://www.the-monitor.org/en-gb/reports/2016/lebanon/mine-action.aspx
[55] Ibid.
[56] Ibid.

Gender Relations

Women in Lebanon are typically seen as enjoying a better status than women in the wider region, whether it is politically, socially or economically. For instance, the number of Lebanese women seeking higher education equals that of men and the percentage of women being part of the workforce increases steadily, having risen from 18,4% in 1975 to 29% in 2007.[57] However, while women are increasingly becoming involved in public life in Lebanon, the country is still deeply permeated by a patriarchal legislative, social and political system that does not grant equal status to women and men. For instance, although Lebanese law does not discriminate against women regarding political participation or voting, women's involvement in politics is marginalized, and only very few women are present in the parliament. Similarly, Lebanese women are still affected by what Suad Joseph refers to as a patriarchal extended kinship system, a venue of social control, not seeing women as full citizens.[58]

However, Lebanese women have actually made significant advances in their professional work, as mentioned above. It is indeed interesting to note that the civil war has been able to initiate women's inclusion in the workforce quite extensively. While before the war, women's choice of profession was limited to certain areas seen as adequate for women (such as education), they have since been able to integrate into some male dominated field such as medicine and hospital administration.[59] This transition during the war is largely due to important economic changes during these years, requiring more active female participation to ensure the development of the country.[60]

However, it is important to note that women's integration into the workforce did not mean that they were not responsible for the household anymore, as they now had, and still have, a dual role in society: "First there is their house/family upkeep and second there is their labour market participation".[61] Khatib, for instance, notes that working outside the home is not necessarily associated with greater freedom and that work is not always coupled with a change in perceptions of women's roles: women who work outside the home had to negotiate an added workload when they arrived home as they

---

[57] L. Khatib, 'Gender, citizenship and political agency in Lebanon', *British journal of Middle Eastern studies* 35, no. 3 (2008), 437.
[58] Ibid., 438.
[59] A. Yehia, 'Perceptions of Gender Inequality in the Lebanese Workplace', *American University of Beirut* (2005), 30.
[60] G. Yahchouchi, L. Salloum, 'The Influence of Gender Stereotype and Attitudes on Hiring Decisions in the Lebanese Workplace', *European Journal of Business and Management* 7, no.11 (2005), 170.
[61] Ibid., 31.

were expected to be responsible for most, if not all, household chores.[62] While women have been granted more access to the labour market in Lebanon than in other countries of the region, they remain significantly under-represented in the workforce.[63]

In conclusion, this review underlines that, although women have gained more access to the labour market and are now more included in the political sphere, there is still a very strong perception of the woman's place being in the household.

Conclusions from Case Studies

From the literature review of the two country cases, it becomes apparent that some gender issues are similar in both contexts. For instance, there is a prevalent expectation of women taking care of the household, even when having a full time job, underlining that women may be facing a double-burden. Furthermore, while women have gained access to the political system, their participation is often marginalized. Few members of parliament are female, and women rarely take over positions of political leadership. In both countries, women face restrictions in their access to the labour market. While this might be changing slowly, they are confronted with stereotypes as to which jobs are appropriate to be carried out by women.

Apart from the benefits of gender mainstreaming in mine action, as elaborated above, the involvement of women in HMA in both countries should be an interesting case given that the sector is very technical, involves physical work, and is often perceived as particularly dangerous. It thus represents characteristics that are not usually associated with 'a women's place'. Their involvement in this work could hence have significant effects on altering perceptions of women's capabilities and their 'appropriate' place in society in these two countries. In order to set the stage for further discussion, the following sections will outline the framework and methodology of our research.

KEY CONCEPTS AND MEASUREMENTS

Notions of Agency and Women's Empowerment

To inform the research of this paper, we consulted a wide range of literature on gender, empowerment and agency. The intertwined relationships between these concepts merits

---

[62] Khatib, 'Gender, citizenship and political agency in Lebanon', 446.
[63] Yahchouchi, Salloum, 'The Influence of Gender Stereotype and Attitudes on Hiring Decisions in the Lebanese Workplace', 169.

closer attention, as the study will try to capture and disentangle these relationships with respect to women working in HMA.

Generally, we adopt a broad view on gender as a constructed identity, constituted by social relationships, which comes with the ascription of certain attributes, opportunities and behavioural expectations towards men, women, girls and boys.[64] As such, we view gender relations as reflective of social power structures. Kabeer suggests thinking of power as "the ability to make choices", as well as the ability to have chosen otherwise.[65] She hence imagines a powerful person as someone who has a large amount of control over their life. Importantly, she considers that not all decisions are of equal value – strategic life choices such as whom to marry or how many children to have are more significant than small daily choices, such as what to cook and how to structure the day. Hence, Kabeer argues that executing a first order, strategic life choice is a greater expression of power than executing a choice of lesser importance.[66]

Adding Foucault's understanding of power as integral to a network of social relationships and hence not as substantial, but dispersed – not the possession of one actor, but a strategy – we can conceptualise the individual as embodying both power and resistance to power.[67] Picking up on this notion, Afshar finds that internalised conceptualizations of gender may come with an internalised acceptance of power structures.[68] Consequently, we can understand the individual's gendered identity as being shaped by a social system characterized by certain power relations, reflective of prevailing norms, beliefs and values in the respective society.[69]

Conceptually, then, power must be linked to the way actors exercise it. This may be understood as agency, which Kabeer conceptualises as "the ability to define one's goals and act upon them".[70] Similarly, Sen finds that agency is what a person is free to do in pursuit of whatever goals or values they have set for themselves.[71] Hence, agency refers to purposive action executed out of free choice to a certain end. For Kabeer, agency is also closely related to resources – human and material – as well as present and future access to them. Furthermore, it is connected to achievements, which she also terms

---

[64] J. Butler, 'Performative Acts and Gender Constitution: An Essay in Phenomenology and Feminist Theory', *Theatre Journal,* 40:4 (1988), 519 – 531; Swiss Campaign to Ban Landmines, 'Gender and Landmines: From Concept to Practice' (2008), 4.
[65] Kabeer, 'Resources, Agency, Achievements', 436 - 437.
[66] Kabeer, 'Resources, Agency, Achievements', 436 – 438.
[67] M. Foucault, *Discipline and punish. The birth of the prison,* New York (1991)*,* 194, 205.
[68] H. Afshar, *Women and empowerment: Illustrations from the Third World,* Springer (2016), 14.
[69] N. Kabeer, 'Gender equality, economic growth, and women's agency: the 'endless variety' and 'Monotonous Similarity' of patriarchal constraints', *Feminist Economics*, 22:1 (2016), 297.
[70] Kabeer, 'Resources, Agency, Achievements', 437.
[71] A. Sen, 'Well-being, Agency and Freedom: The Dewey Lectures 1984', *Journal of Philosophy,* 82:4 (1985), 169–221.

"well-being outcomes".[72] This refers to choices that contribute to the welfare of those making them, hence achieving a higher quality of life. Kabeer infers that certain aspects of well-being are universal, including good health, adequate nutrition and shelter, which facilitates our understanding of this concept even across various contexts.[73]

Lastly, resources coupled with agency may generate the capability to act purposefully towards desired well-being outcomes. All three dimensions together – agency, resources and achievements – can be understood to constitute power.[74]

Moving from power to the notion of empowerment, Kabeer suggests understanding it as "the process by which those who have been denied the ability to make strategic life choices acquire such an ability".[75] Malhotra, Schuler and Boender find that a few key terms are most often associated with empowerment: options, choice, control, and power.[76] These associations underline the close nexus of power, agency, and empowerment.

Malhotra et al. also point out the centrality of self-efficacy to empowerment: women "consider themselves as not only able, but entitled to make choices".[77] They warn not to conflate empowerment with mere participation. Hence, female empowerment would imply an actual change in power structures as opposed to mere behavioural adjustments within these structures. Gerson and Peiss add the aspect of negotiation of relationships to this. Conceptualizing both women and men as active participants in the negotiation, they act to either support or challenge the existing system of gender relations. Where women achieve a relocation of resources, a structural change has been effected.[78] In a similar vein, Ibrahim, Solava and Alkire suggest that a process of empowerment is incomplete unless it attends to people's abilities to act, the institutional structure, and the various non-institutional changes that are instrumental to increased agency.[79]

Linking this back to the initial discussion of agency, Kabeer finds that we can distinguish between two forms of agency: "compliant agency", which refers to women's access to resources and well-being that stay in conformity with socially expected

---

[72] Kabeer, 'Resources, Agency, Achievements', 438.
[73] Ibid., 439.
[74] Ibid.
[75] Kabeer, 'Resources, Agency, Achievements', 437.
[76] A. Malhotra, S. R. Schuler, 'Women's empowerment as a variable in international development. Measuring empowerment: Cross-disciplinary perspectives', *Background Paper Prepared for the World Bank Workshop on Poverty and Gender: New Perspectives* (2002), 5.
[77] A. Malhotra, S. R. Schuler, 'Women's empowerment as a variable in international development. Measuring empowerment: Cross-disciplinary perspectives', *Background Paper Prepared for the World Bank Workshop on Poverty and Gender: New Perspectives* (2002), 6.
[78] J.M. Gerson, K. Peiss, 'Boundaries, negotiation, consciousness: Reconceptualizing gender relations', *Social problems*, 32:4 (1985), 317-331.
[79] S. Ibrahim, S. Alkire, 'Agency and empowerment: A proposal for internationally comparable indicators', *OPHI Working Paper Series* (2007), 1 – 59.

behaviour on their part, as opposed to "transformative agency".[80] The latter refers to women's agency that actually changes the gendered structures of constraint.

The purpose of this research is to investigate whether, and how, female participation in HMA affects women's agency in their families and communities. Underlying this question is the goal to investigate whether working in this particular profession impacts "the ability to define one's goals and act upon them", and in which ways.[81] Within their families and communities, do women become agents and if yes, what kind of agency can we observe? Do women continue acting in conformity with socially expected behaviour or do they challenge existing power structures?

Kabeer, on whose work much of this study builds, suggests that family and community, alongside with the market, form the ingredients of society.[82] As assessing female agency in the market – national, regional or global – would by far exceed the scope of this study, we will limit ourselves to the first two dimensions and hence focus on family and community.

Assessing Agency

Measuring empowerment and agency still represents an important challenge to researchers, as the concepts are specific to each cultural context, and difficult to quantify.[83] Scholars have used a range of indicators to capture these concepts, ranging from marriage and childbearing to participation in family decisions, labour and politics.[84] Other authors have focused on physical, human and financial assets, using them as proxy indicators for empowerment.[85] This study mainly draws on the work of Kabeer, Malhotra et al. as well as Ibrahim and Alkire to assess women's agency.

Kabeer suggests measuring agency as "decision-making agency" and hence women's participation in different decision making processes.[86] Here, she underlines the necessity to consider the importance of the decisions women executed or were involved in, and the significance of the decision-making outcome.[87] Malhotra et al. compile a

---

[80] N. Kabeer, 'Gender equality, economic growth, and women's agency', 313.
[81] Kabeer, 'Resources, Agency, Achievements', 437.
[82] Kabeer, 'Resources, Agency, Achievements', 437.
[83] Malhotra et al., 'Women's empowerment as a variable in international development', 10-14.
[84] See for example L. Hanmer and J. Klugman, ,Exploring Women's Agency and Empowerment in Developing Countries: Where do we stand?', *Feminist Economics*, 22:1 (2016), 237-263; S. J. Jejeebhoy, *Women"s autonomy in rural India: Its dimensions, determinants and the influence of context*, in: H. Presser and G. Sen (Eds), *Women's Empowerment and Demographic Processes: Beyond Cairo*, New York (2000).
[85] S. Alkire, 'Concepts and Measures of Agency', *Oxford Poverty and Human Development Initiative (OPHI) Working Paper 10* (2008).
[86] Kabeer, 'Resources, Agency, Achievements', 445.
[87] Kabeer, 'Resources, Agency, Achievements', 445 – 448.

comprehensive overview of commonly used indicators from past studies on empowerment in development studies, dividing them into economic, socio/cultural, familial/interpersonal, legal, political and psychological dimensions. They then suggest how these could be operationalized on the level of the household, the community or broader arenas.[88]

Dimension	Household	Community
Economic	Women's control over income; relative contribution to family support; access to and control of family resources	Women's access to employment; ownership of assets and land; access to credit; involvement and/or representation in local trade associations; access to markets
Socio-Cultural	Women's freedom of movement; lack of discrimination against daughters; commitment to educating daughters	Women's visibility in and access to social spaces; access to modern transportation; participation in extra-familial groups and social networks; shift in patriarchal norms (such as son preference); symbolic representation of the female in myth and ritual
Familial/Interpersonal	Participation in domestic decision-making; control over sexual relations; ability to make childbearing decisions, use contraception, access abortion; control over spouse selection and marriage timing; freedom from domestic violence	Shifts in marriage and kinship systems indicating greater value and autonomy for women (e.g. later marriages, self selection of spouses, reduction in the practice of dowry; acceptability of divorce); local campaign against domestic violence
Legal	Knowledge of legal rights; domestic support for exercising rights	Community mobilization for rights; campaigns for rights awareness; effective local enforcement of legal rights
Political	Knowledge of political system and means of access to it; domestic support for political engagement; exercising the right to vote	Women's involvement or mobilization in the local political system/campaigns; support for specific candidates or legislation; representation in local bodies of government
Psychological	Self-esteem; self-efficacy; psychological well-being	Collective awareness of injustice

Table 1. Malhotra et al.: Commonly used dimensions of empowerment and potential operationalisation in the household and community.[89]

Malhotra et al.'s overview served as an important inspiration for our research, as the explicit mention of household and community as separate dimensions was particularly useful for our purposes. Furthermore, they strongly reflect Kabeer's recommendation to

---

[88] Malhotra et al., 'Women's empowerment as a variable in international development', 13. For overview of different dimensions, see Appendix Table 1.
[89] Malhotra et al., 'Women's empowerment as a variable in international development', 13. We chose to leave out the level of 'broader arenas' suggested in the overview, as it is concerned with large-scale changes such as literacy, national marriage trends etc. that were not relevant to our levels of research.

22

consider decision-making power as a central element. While Malhotra et al. give no explicit account of whether these dimensions reflect compliant or transformative agency, their indicators arguably refer to the latter. They include, for example, changes in patriarchal structures, women's involvement in strategic decisions, and even go as far as to include changes in collective awareness. The dimensions suggested by Malhotra et al. are the dimensions along which this study will assess women's agency. Solely the legal aspect put forth by Malhotra et al. is not reflected here, as it seemed less directly relevant to the research question. Furthermore, by virtue of Kabeer's definition of empowerment and agency endorsed for this project, namely as a process, it seems important to try and capture change in women's agency over time. This is reflected in our methods of data collection, as will be further elaborated below.

Importantly, Ibrahim and Alkire add a vital distinction to this study: that of whether agency is being exercised and whether the respondent values this agency. According to these authors, both dimensions require separate measurements.[90] This is an important consideration for the present research as it can account for the second dimension only: Given the limitations of this project, data collection is limited to women's perspectives and their perceived agency, as opposed to a larger-scale project producing a broad picture of women's agency from various perspectives.

Moreover, Hanmer and Klugmann point to the importance of the culturally specific rules and norms, which shape notions of agency, resources and achievements.[91] This study tries to account for culturally specific differences by the thorough review of gender relations in the specific country context presented above, and makes an effort to interpret the findings in the light of these specificities.

Lastly, one more concept merits clarification: the so-called double-burden. It refers to the phenomenon that women often have the main responsibility for childcare and household work, and retain that responsibility as they join the workforce. Hence, women have two working roles instead of one. While this may have implications for their health, it also shows that social and power structures remain the same, even as the role of the woman expands.[92] We anticipate that we might find a double-burden

---

[90] S. Ibrahim and S. Alkire. 'Agency and Empowerment: A Proposal for Internationally Comparable Indicators', *OPHI Working Paper Series* (2007).

[91] Hanmer, Klugman, 'Exploring Women's Agency and Empowerment in Developing Countries: Where do we stand?', 237-263.

[92] R. Weatherall, H. Joshi, and S. Macran. 'Double-burden or double blessing? Employment, motherhood and mortality in the longitudinal study of England and Wales', *Social Science & Medicine,* 38: 2 (1994), 285-297.

coinciding with agency in all dimensions outlined above, hence leading to the question whether transformative or compliant agency will be encountered in this study.

METHODS OF DATA COLLECTION

In order to answer the research question, we decided to employ two different methods: interviews and a survey (see Appendices for interview guide and questionnaire). Given that we did not have the opportunity to conduct field research, we judged this approach best. We anticipated that especially women working in the field would often be in remote areas with limited internet or telephone connection and could hence not participate in interviews.

Furthermore, we judged this mixed methods approach useful because of the different kinds of information it generates. While the survey allowed for testing some hypotheses directly by asking women to rate whether they agreed (strongly agree – agree – neutral – disagree – strongly disagree) with the respective statements, the interviews left room for follow-up questions, which deepened our understanding of the women's explanations and opinions. The mixed methods approach therefore enabled us to collect more profound data than if we had solely relied on one method.

Survey

The survey was designed on the basis of the indicators outlined above. After asking the respondent for some personal data, the first part of the questionnaire tried to capture whether women perceived a change in their family lives and the second part whether they perceived a change in their community relations since they started working in mine action. These two sections reflected the two dimensions that form part of our research question.

The questionnaire offered a mix of multiple-choice, rating (strongly agree – agree – neutral – disagree – strongly disagree) and open-ended questions. A number of multiple-choice and rating questions also offered space for open-ended comments on why a participant chose the respective answer. The rating questions allowed for us to test some of our hypotheses directly. For example, we hypothesized that working in mine action would increase women's perceived influence on their communities. At the same time, we anticipated that it might lead to a 'double-burden'. Asking women whether they agreed with such statements seemed a straightforward way to assess whether our assumptions were correct.

At the same time, we paid special attention to directing the questions towards a comparison of participants' experience before and after they started working in mine action. As we did not have the opportunity to conduct a longitudinal study, this served to capture some perceived change over time and hence, a process. At the same time, we need to be conscious of the limits of this approach, for example the difficulty for participants to neatly separate the 'before' and 'after' in their minds, as well as the fact that the process is on-going and certain things might be subject to future changes.

The different survey questions reflect the different dimensions of agency as outlined above, whereby some questions may not neatly fit into only one dimension. For example, asking "As compared to before your work in mine action, are you taking over more, less, or the same amount of decisions as to what your family's money is spent on?" does clearly belong to the economic dimension, whereas some rating questions on our hypotheses such as "Since I started working in mine action, I feel more strongly about problems I see in my community" are socio-cultural in nature, but also have a psychological factor to them.

A member of our team and a contact of GMAP translated the survey into Spanish and Arabic respectively. We then distributed the surveys to the mine action organisations examined in the two countries. Their selection is further elaborated below. In one case, a Lebanese organisation informed us that they had "corrected" some wording in the Arabic questionnaire distributed to their staff, which makes it difficult for us to be sure that no meanings were changed.[93]

The mine action organisations then proceeded to distribute the survey to their staff in the field and channelled the filled-in questionnaires back to us. Our team could analyse the Spanish questionnaires directly, whereas the Arabic survey results were translated with the help of a fellow Lebanese student.

Both office staff and women working as deminers or in similar positions in the field completed the questionnaire. Overall, two organisations in each country handed back filled-in surveys; a total of 14 women in Lebanon and 12 women in Colombia responded to our survey. Table 2 provides a more detailed overview over their demographics.

---

[93] One example is that the option 'unmarried, living with partner' was removed from the question about relationship status in this survey, as it might have been perceived as an inappropriate option. Apart from that, we could not get any more details about how the organisations might have changed the questionnaire.

COLOMBIA	Colombian Army	HALO Trust	Norwegian People's Aid
Total number of women surveyed	/	5	7
Number of women in field positions	/	5	0
Number of women in office positions	/	/	7
Age groups present	/	18-25	18-25 (1 respondent), 25-40 (5 respondents), 40-60 (1 respondent)
Marital status		All respondents were single	Single (2 respondents), married (4 respondents), divorced (1 respondent)
Years of access to formal education	/	Between 4 and 8 years (2 respondents), between 8 and 12 years (3 respondents)	Between 4 and 8 years (1 respondent), more than 12 years (6 respondents)

LEBANON	DanChurchAid	Mines Adivsory Group (MAG)	Norwegian People's Aid
Total number of women surveyed	8	/	6
Number of women in field positions	3	/	4
Number of women in office positions	5	/	2

	18-25 (2 respondents), 25-40 (6 respondents)	/	25-40
Age groups present			
Marital status	Single (3 respondents), married (5 respondents)	/	Married (5 respondents), divorced (1 respondent)
Years of access to formal education	Between 4 and 8 years (2 respondents), between 8 and 12 years (1 respondent), more than 12 years (5 respondents)	/	Between 4 and 8 years (2 respondents), between 8 and 12 years (1 respondent), more than 12 years (3 respondents)

Table 2. Demographics of women surveyed in Colombia and Lebanon.

Interviews

The interviews were conducted with female staff of mine action organisations that had access to Skype or telephone. We interviewed seven women in Colombia, of whom four held office and three field positions. In Lebanon, we interviewed six women, of whom three held office and three field positions.[94]

The interview guide was drawn up on the basis of the indicators for measuring agency outlined above. Just as the survey, it also consisted of two sections – one concerned with perceived changes within the families and one investigating changes in community relations. During the interviews, we encouraged participants to compare their experiences before and after having started working in mine action, again in an attempt to capture change over time. For some interviews in both Lebanon and Colombia, translators from within the mine action organisations were present, as not all interviewees spoke English. In these cases, we could not assure that questions were translated exactly as posed, and that the presence of the translating colleague did not alter the participants' replies due to their respective relationship with the interviewee

---

[94] In the interest of keeping these women's identities anonymous, we will not provide detailed demographic data on them. As we sometimes interviewed only one or two women per organisation, it would be easy to identify them.

(translators were sometimes team leaders or held other superior positions in the organisation).

Sampling

As a first step to deciding whom to approach for our data collection, we mapped all HMA organisations present in the countries. While in both cases, the army is engaged in demining activities, mostly non-governmental organisations employ civilians to work in this sector. Next, using an element of convenience, we established which organisations we could easily get in touch with through already established contacts in the field, leaving us mostly with international non-governmental organisations. This seemed like a valid approach given that in both countries, these organisations are the largest civilian mine action operators.

In the case of the Colombian army, we had the luck to be put in touch with the first and only woman working in their mine action section. Generally, soldiers perform demining activities within the Colombian army and as women cannot become soldiers, they are excluded from these activities. Our interviewee works in a supervising position as opposed to actual demining, enabling her to work in this job as a female. Furthermore, we were able to interview a female employee of UNMAS Colombia, which is a special actor because it does not actually conduct demining activities, but supports the national mine action authority.

Table 3 provides an overview of the mine action organisations present and those chosen for this study for both Colombia and Lebanon.

	Organisations present	**Organisations chosen for this study**
Colombia	- National Intersectoral Commission on Antipersonnel Mine Action (CINAMAP) - Colombian Army - Agrupación de Explosivos y Desminado de Infantería de Marina (AEDIM) - Brigada de Ingenieros de Desminado Humanitario (BIDES) - HALO Trust - Norwegian People's Aid - UNMAS	- Colombian Army - HALO Trust - Norwegian People's Aid [95] - UNMAS
Lebanon	- Lebanon Mine Action Authority (LMAA) - Peace Generation Organisation for Demining (POD) - Engineering Regiment of the Lebanese Armed Forces - DanChurchAid (DCA) - Mines Advisory Group (MAG) - Norwegian's Peoples Aid (NPA)	- DanChurchAid (DCA) - Mines Advisory Group (MAG) - Norwegian's Peoples Aid (NPA)

Table 3. Mine action organisations chosen for this study.

As a next step, we contacted the organisations chosen for study. All organisations in Colombia and Lebanon agreed to collaborate with us. In the case of Lebanon, organisations first had to seek approval by the Lebanon Mine Action Authority (LMAA), part of the Ministry of Defence. Subsequently, we asked all organisations to provide us with contact details of female staff available to be interviewed via Skype or telephone (regardless of their position within the organisation), and to distribute the survey to all female staff members in the field that could not be interviewed. As MAG Lebanon was not able to hand out the surveys, we only interviewed their female staff.

---

[95] As elaborated above, Norwegian's Peoples Aid has not started demining operations in Colombia yet, but is in the process of training their staff for demining. The NPAid deminers featuring in our study are currently in the field to receive their trainings, and had been engaged with the mine action for over three weeks at the time of the interview. Due to this practical exposure, they could draw conclusions about their lives as employees in mine action although the NPAid has not started operations yet.

We restricted our focus to female nationals of the countries under examination, excluding international staff, as analysing the influence of their work abroad on their agency within their families and communities at home would exceeded the scope of our research. Hence, we used a combination of convenience and purposive sampling. Overall, we achieved a relative balance between women in field (total of 18 participants) and women in office positions (total of 21 participants).

One limitation of our research is that we could not assess all parties active in HMA (which is largely due to the limited scope of our study). Our small sample size should caution us not to over generalise our findings. Nevertheless, we did manage to take into account the experiences of 39 women, which enabled us to gain insights that are relevant beyond the scope of this study and can be an inspiration for future research.

ANALYSIS OF RESULTS

The following analysis will discuss our findings in relation to the literature reviewed above, trying to assess the ways in which working in HMA influences women's agency in their families and communities. We decided to analyse the data gathered through surveys and interviews at the same time, as the information they provided was largely complementary. For each country, we will elaborate on some general observations, followed by a detailed account of the family and community levels. Finally, we will discuss cross-country trends in the conclusion.

Colombia

General Observations

Women became more confident through their work in mine action. Overall, women emphasized that working on HMA has been an enriching experience for them. Some stated to have become especially more confident. As one of our interviewees said, working in mine action "builds confidence, belief. It puts women in a position where they get self-esteem that they might not have gotten from other jobs".[96] This increasing confidence in oneself relates to Malhotra et al.'s psychological dimension of empowerment, in which self-efficacy leads women to consider themselves as entitled to make choices inside their household.

---

[96] Personal interview, 10 October 2016.

***Through working in mine action, women became more aware of their country's
issues, motivating them to continue working in this field.*** Working in mine action
presented itself as an opportunity for women to become more aware of the issues that
Colombia is currently facing. In fact, this recently acquired conscience became one of
the greatest motivations for women. As one of the interviewees noticed, women "are
making a huge effort [to demine the affected areas] […] so we will have a mine free
country […] this bring peace to the country".[97] In fact, as demonstrated through the
analysis of the surveys, 29% of the respondents stated that "greater awareness of
country issues" was indeed one of the main skills that they had acquired through their
work on this field. Equally important was the technical knowledge regarding mine
action, followed by an improvement of their interpersonal skills and of their emotional
balance.
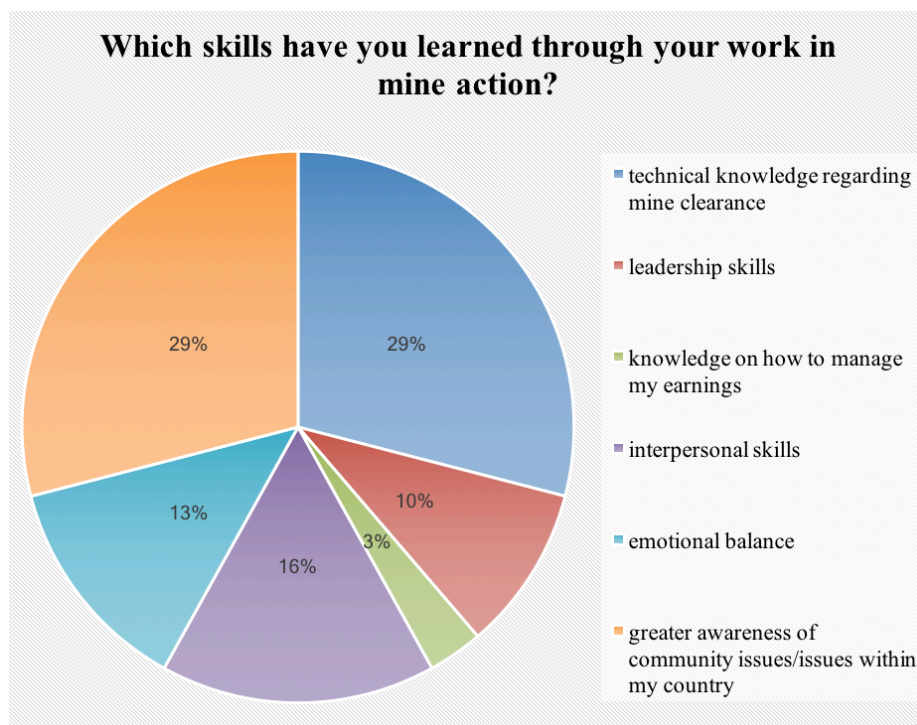
Graph 1. Skills learned through work in mine action in Colombia.

***There is a common perception that, in order for women to work in mine action, they
have to 'toughen up'.*** Some of the interviewed women felt that, in order for them to be
accepted in their positions, they had to "become though like men" and show that women

---

[97] Personal interview, 4 November 2016.

can also carry out the difficult tasks that the job requires.[98] As stated by another interviewee, "you need to be brave to be part of demining activities".[99]

This necessity to adopt socially perceived male attributes in order to earn respect might be a response to the internalised power structures, discussed by Kabeer. When working in a male-dominated field, surrounded by male peers, women may feel the need to conform to the typically male behaviours associated with mine action if they want to have their authority respected. Under those circumstances, their behaviour is compliant rather than transformative since it is connected to reinforcing gender norms rather than changing them.

Women coming from rural areas have very different experiences with respect to working in mine action. As predicted by Hanmer and Klugmann, different contexts shape different notions of agency, resources and achievements. In fact, our interviewees in Colombia stressed that mine action differently impacts women from different areas. Women from urban areas, for instance, are usually more encouraged to have a job and participate in community activities, while this is not necessarily the case for women from more rural areas. Hence, women from rural areas may perceive greater changes through working in mine action. As one interviewee confirmed, "once they have done the training, during the work in the field and once they cross the line, it is amazing to see the process and change that they go through and how they can empower themselves. […] The common situation is that they come from not having any job at all, so most of them are going into formal employment for the first time".[100]

Family

After women started working in mine action, there was a change in the conceptualizations of gender roles inside their households. Some of our interviewees were initially not supported by their families when they started working in mine action. This was possibly due to internalised conceptualizations of gender roles, which resulted in family members' perception that women are supposed to "get married and stay home, taking care of children"[101] (related to the internalised acceptance of power structures

---

[98] Personal interview, 10 October 2016.
[99] Personal interview, 26 October 2016.
[100] Ibid.
[101] Personal interview, 10 October 2016.

discussed by Afshar), instead of working outside their households. However, after women started engaging with mine action activities, these conceptualizations were transformed. One of the interviewees mentioned that her new job "changed the perceptions of my brothers. Now they believe that women too can have important jobs, and that they can even earn more and work on higher positions than men".[102]

Women now have a stronger voice when it comes to decision-making inside the household. Kabeer's definition of decision-making power refers to one's ability to make choices. Under this definition, we found evidence that, since women are now voicing their choices about the household, their decision-making power has also increased, although this change has not been radical. For instance, in our surveys, a majority of women confirmed that they were indeed making more important decisions since they started working in mine action. One woman commented in the survey: "I am working so now I am able to participate in the decision-making".[103] This idea was reinforced in the interviews. As one respondent put it: "My family now takes me seriously, and my opinions are taken as valid".[104]

However, there was only a small improvement on women's decision-making power over how the household income is spent. In the surveys, one third of women said that when it comes to making choices about how the family money is spent, they perceived no significant change after they started working in mine action. One third said that they only decide how to spend the money they earn; and only the last third confirmed that now they have more decision making power on these matters inside the household. However, most of the women's decisions are related to daily needs (second order issues, according to Kabeer) rather than to strategic, long-term choices. For instance, all the women surveyed stated that they spend the money earned either on costs related to the household or on their children.

There was a change in the division of tasks inside the household. In general, due to their work in mine action, women have had less time to contribute to household work (seven out of eleven women either agreed or strongly agreed with this statement), and therefore other family members have taken responsibility for some of these activities (six out of eight women replied positively to this remark). This change may explain

---

[102] Ibid.
[103] Survey comment, Colombian deminer.
[104] Personal interview, 10 October 2016.

why half of the women interviewed stated that the daily work is equally divided between the members of their households. As one of the interviewees stated: "My family members are now doing certain chores (…) and [their acts are] something real and genuine".[105]

This change in the socio-cultural dimension of household relations (as proposed by Malhotra et al) potentially breaks up gendered roles, hinting at a transformative development.

However, there are still some traces of double-burden inside the Colombian households in our sample. Although we did not find extensive evidence of double-burden in Colombia, there was one mention of it in one of our interviews, referring specifically to single mothers who work in mine action: "… here in Colombia (…) most of them are responsible for their kids. They are lonely mothers so it's a huge thing because all the work is for their kids, because they don't have husbands".[106] As our sample did not include single mothers, we could not expand on this issue. However, it is interesting to relate this to Weatherall et al.'s idea that, even if women's roles within households are expanded after they start working, sometimes the social structures remain the same. Therefore, women are expected not only to provide for their children, but also to continue filling in their traditional role of mothers. Under those circumstances, their agency (i.e., their ability to access resources necessary for the well-being of their families) is still compliant to gender norms, and their lives are not actually transformed.

Although in general, there were no significant changes in family relations when women started working in mine action, we learned about increased numbers of divorces, which may reflect women's increased agency. For most of the women surveyed, working in mine action did not have a significant impact on the family dynamics, as illustrated in the graph below.

---

[105] Personal interview, 10 October 2016.
[106] Personal interview, 4 November 2016.

Changes in family relations after women started working in mine action
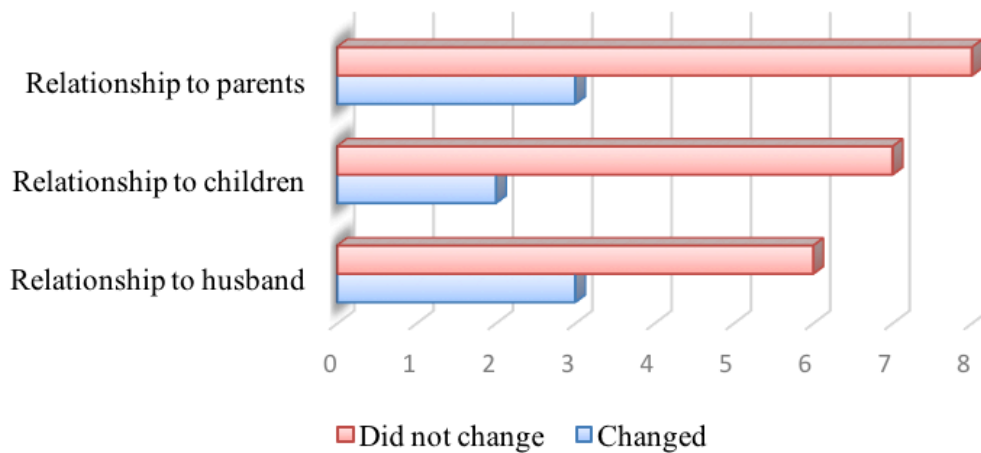
Graph 2. Changes in family relations in Colombia.

However, one interviewee informed us that some women got divorced after they started working in mine action: "The rate of divorces increased [after women joined mine action and] economic independence definitely played an important role in this". This change may be related to Kabeer's aforementioned notion that agency can also be transformative. Once women increased their decision-making power inside the household (the familial dimension of empowerment suggested by Malhotra), gained control over their assets (economic dimension) and became more confident (psychological dimension), gendered structures of constraint also changed. This may explain why women felt more empowered to leave their homes, if they wished to do so.

Women's work in mine action had a positive impact on their families' awareness of issues affecting Colombia. The fact that relationships were not deeply affected by mine action does not mean that women's work has not had any impact on their families. In fact, throughout the surveys we found strong evidence that women's increasing awareness of their country's issues was expanded to their family members. As one of the interviewees stated, "I feel that they are more conscious about the problems with mines here in Colombia, because I speak with them about my work".[107]

We may hence be observing a more subtle form of agency that does not directly correspond to Kabeer's definition. We term this 'knowledge agency', suggesting that

---

[107] Personal interview, 4 November 2016.

women influence people's mindsets, perceptions and awareness of issues such as traditional gender roles. This could have a transformative long-term impact.

When women started working in mine action, their families initially opposed their new jobs due to safety concerns. Although women did not face any high barriers within their households when they started working in mine action, their families were initially very concerned about their safety when performing these activities. However, after some steady explaining by the women, they ceased opposing their work in this field. For instance, one of the interviewees mentioned that her family "perceived the activity as dangerous, but that after they noticed that the risk was not as big as they initially thought, they were more accepting".[108]

Increased skills, increased income and greater appreciation by their families were mentioned by women as the leading factors that contributed to rendering them more influential in household decisions. When asked in the survey what factors most contributed to increasing their influence on household decisions, three out of seven women (not all women responded to this question) mentioned increased income as the leading factor, two decided on increased skills and another two chose greater appreciation by their family members. These factors are deeply related to the dimensions of empowerment suggested by Malhotra et al., in which the economic (increased income), familial (more appreciation) and psychological (increased perception of self-efficacy coming from increased skills) dimensions play an especially important role.

Community

After starting to work in mine action, women did not increase their participation in organisations outside their work and home. Overall, it was not easy to identify whether women were engaged in their community, and whether this changed in relation to their participation in HMA. Many interviewees mentioned that most of their time outside of work was spent with their families and friends, and not many women were involved in other organisations. This was also reflected in the surveys. In fact, most of the respondents indicated that most activities outside of work and home were either

---

[108] Personal interview, 10 October 2016.

related to their households or recreational activities. While some respondents seem to also be involved in organisations, interestingly none of these are related to political work. This finding is not surprising given the lack of faith in the political system that has developed over the past years in Colombia, mentioned in our literature review.[109]

Out of twelve survey respondents, only six agreed with the statement that they had become more involved in activities outside their home since starting to work in mine action, while the rest were neutral or disagreed. The interviews and surveys thus do not show strong evidence of mine action inciting women to become more involved in community activities outside of their homes and work.
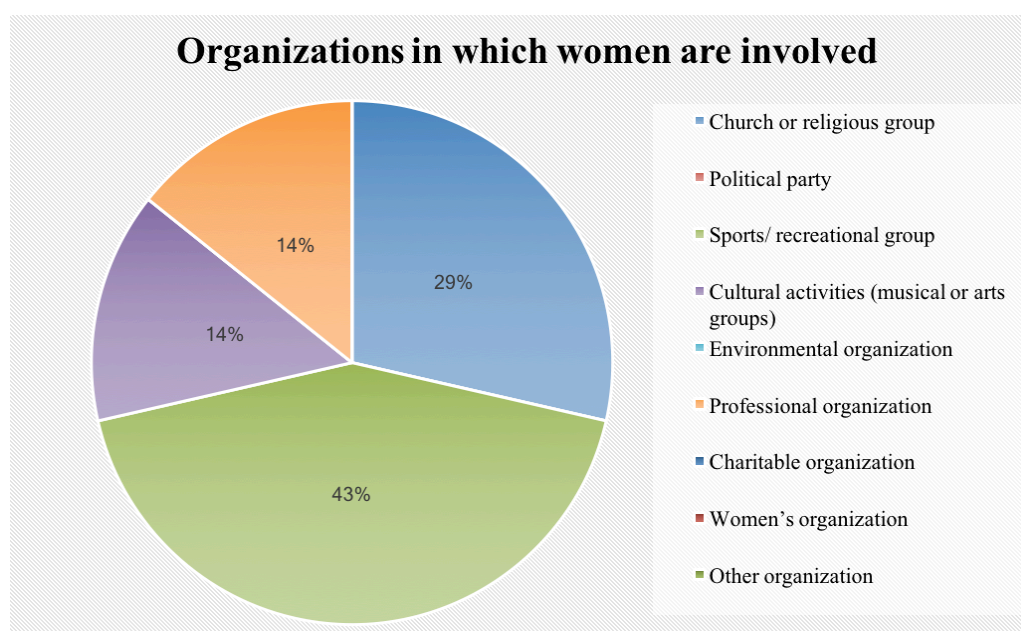
Graph 3. Organisations in which women are involved in Colombia.

Women were inconsistent in indicating whether they had become more active members of their communities or not, but they had gained skills that they considered helpful to their communities. In general, respondents were not consistent when it came to describing themselves as active members of the community. Five survey respondents indicated that they saw themselves as active members, while seven respondents indicated that they did not. Furthermore, many women felt neutral about questions regarding a more active participation in the community, rarely taking the initiative to organize or change things. However, an interesting finding is that nine out of twelve respondents agreed that their job in mine action had provided them with skills that could also be used for the good of their communities. However, as these mostly stay related to

---

[109] Velásquez and Gonzáley, *¿Qué há pasado?*

their jobs and do not translate into other community related activities, we cannot speak of transformative agency here.

Since women started working in mine action, they generally were more interested and felt more strongly about issues in their communities and country. The majority of our respondents agreed with the statement of feeling more strongly about the problems they saw in their communities since starting to work in mine action. One of our interviewees echoed this: "When I speak with the communities I feel like I know the reality of my country because I live in the capital, so it's way different when you go […] to the rural areas. […] I feel the reality of my country".[110] We observe an interesting transformation in terms of the psychological dimension, indicating that participation in mine action has gotten women to realise a stronger awareness of issues in their own communities and country.

Many community members were skeptical about women participating in mine action because of the inherent danger of the job. Most of the skepticism from women's communities towards their participation in mine action was related to security issues. One of the interviewees mentioned, "unfortunately, due to a lack of information, people around me do not understand properly what demining is, so they are just concerned that you are working without training or tools. They think it's insecure and it's been difficult to explain".[111] This observation is not necessarily linked back to gendered perceptions, but rather to a misunderstanding of why civilians would voluntarily engage in such a dangerous job in the first place.

Some communities are still deeply permeated by a patriarchal system, sometimes making it difficult for women to become involved in mine action. In general, however, women are able to influence people's mindsets. Some women mentioned that in certain communities they worked in, there is still a very dominant patriarchal/*machista* culture. One woman told us: "On the societal level, there is still a stigma towards working women. Women are supposed to be the ones taking care of the house and the children, and they are supposed to listen to their fathers and husbands".[112] This point speaks to the socio-cultural indicator of women being ascribed certain roles within society, and being restricted in access to social spaces, although mine action was able to transform

---

[110] Personal interview, 4 November 2016.
[111] Personal interview, 26 October 2016.
[112] Personal interview, 10 October 2016.

this view in certain cases. While some of the survey respondents and interviewees mentioned that, in the beginning, the communities were still sometimes skeptical about their participation in this sector, usually this changed with time, possibly indicating a shift in patriarchal norms.

Women gain respect from communities and become role models. Overall, women seemed to get a significant amount of respect from the communities in which they worked, and were often even considered as role models. One of our interviewees mentioned that seeing women involved in very technical and sometimes dangerous work sends a very positive signal to the communities, underlining that women have the same capabilities as men. This point also highlights a transformative shift away from patriarchal norms that may be internalised by the communities. Women play an important role in this, becoming active agents of this change.

Furthermore, the general understanding was that HMA positively affected women's lives (all of the survey respondents indicated this) and that HMA was able to affect women more positively than other jobs.

Women perceive mixed mine action teams as important to achieving effective results. Interviewees in general felt very strongly about the importance of having mixed teams working in mine action. For instance, one of them argued that "women working in demining brings a feeling of trust to the Colombians, to the community, to the families and to the country [since demining] is an activity that can be done by both men and women".[113] Another woman added: "They [women] have different ways of speaking to people, different interests, different ways of approaching the local communities, different ways of collecting information. That is why I think it is important to have both sexes there, to make sure that we cover all bases".[114] In order to include the entire community in demining activities, it is thus important to include both men and women, as previously mentioned in our literature review. It does not only make sure to service all members of society and include them in the process, but it also gives men, women, boys and girls an equal value in their community.

---

[113] Personal interview, 10 October 2016.
[114] Personal interview, 10 October 2016.

Lebanon

General Observations

The motivation for women to work in mine action was often related to doing something valuable for the community. A majority of women underlined their passion for their job and said they did not only do it out of pure economic necessity: "When I chose to work as a deminer, I did it not only for financial reasons, […] I think about this work as saving other people's lives […] I am trying to make my country better and safer and this is my number one goal."[115] Furthermore, a majority of women indicated that working in mine action for them was different from working in any other job due to the 'humanitarian' character of their work, meaning that they worked directly for the greater good. This is a significant indicator of what Malhotra et al. formulate as the importance of self-efficacy of women, as they consider themselves as entitled to making choices in their lives, indicating agency. This is also related to the psychological dimension put forth by Malhotra et al., in terms of increasing women's consciousness that this job gave them added value and let their personalities grow.

We observed an interesting gender dynamic within some demining teams, as women often needed to 'toughen up' to be considered equal to men. One interviewee in a management position mentioned that while the organisation was convinced of the added value of female staff and mixed teams, it did represent a formidable challenge for the organisation in the beginning. Team leaders often did not know how to treat women. She reported of instances were male employees flirted with women, causing problems of team dynamics, and also interfamilial difficulties among their married colleagues. One deminer confirmed that male colleagues in the beginning could not accept that women did the job just as well, but now have come to accept and appreciate it. While by now, organisations have found solutions to these problems, also by introducing female supervisors, this indicates internalised perceptions of gendered power relations. This is reflected in statements calling for them to act in a 'manly' manner in order to be completely included into the team. As one interviewee put it: "It's hard for the men to manage a woman if she is not used to it, and it's hard to treat her like the other men, although they are all doing the same thing"[116].

---

[115] Personal interview, 17 October 2016.
[116] Personal interview, 25 October 2016.

Family

A clear majority of women indicated that they had gained greater influence over important household decisions, including the allocation of income, since they started working in mine action. On a familial/interpersonal level, a clear majority of women surveyed and interviewed agreed that they took over more important decisions in the household since they started working in mine action. Concerning the economic dimension, a majority reported taking over more decisions on what the household's money was spent on. This may be related to the fact that a majority of women from our sample contribute 50% to the overall household income. Some of our interviewees drew a direct connection between their own revenue and changes on the psychological level, explaining that it had increased their self-confidence and self-reliance. As one of the women put it, "every woman that works will become a very important part of decision making [...] when she has her income, she will be more independent, she will improve, she can do things like learn music – all the things that are not essentials, she can now pursue them".[117]

With respect to our sample, we can hence observe decision-making agency and notions of empowerment within the household in Kabeer's terms – the acquisition of the ability to make choices that one has been denied before. This is closely tied to access to both economic and human resources (the latter will be discussed in more detail below).
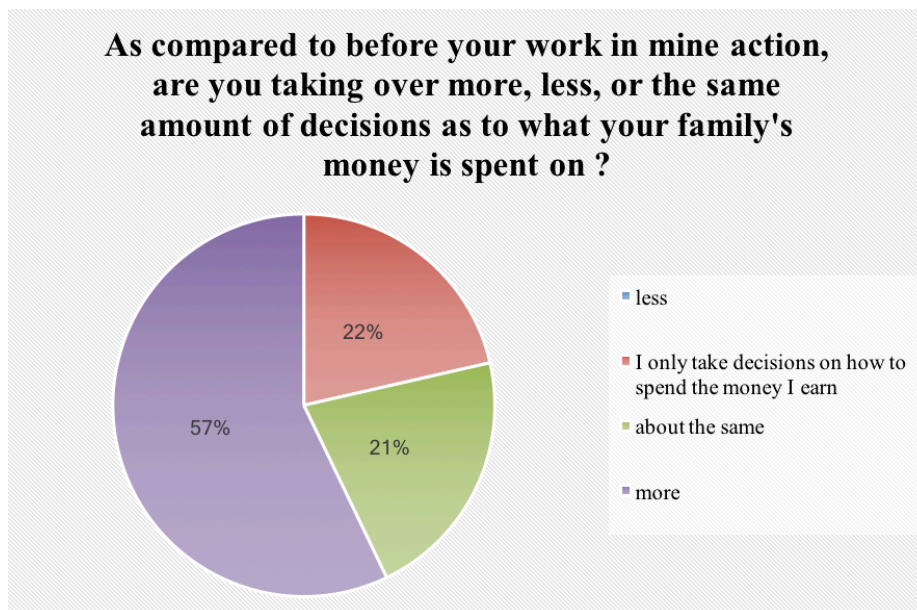
Graph 4. Decisions regarding income in Lebanon.

---

[117] Personal interview, 25 November 2016.

With respect to the division of household chores, a majority of women indicated to receive help from family members. Nevertheless, we observe indications of a double-burden. The survey revealed that more than half of the respondents find themselves in charge of household tasks, although a majority reports receiving support from other family members (we cannot assess the proportions in which tasks are split up). Four out of nine married women indicated that their husbands were also taking over chores. From both interviews and surveys, it became clear that other family members taking over tasks tended to be females (mothers and sisters). A majority of women found that the sharing of chores was a new development since they started working in mine action. Some of our interviewees specifically stressed that they worked full time and took over the household work entirely, including administrative activities, leaving them very little room for other activities. Hence, while we can observe an overall shift in the distribution of household tasks, we cannot dismiss the existence of a double-burden on many of these women.
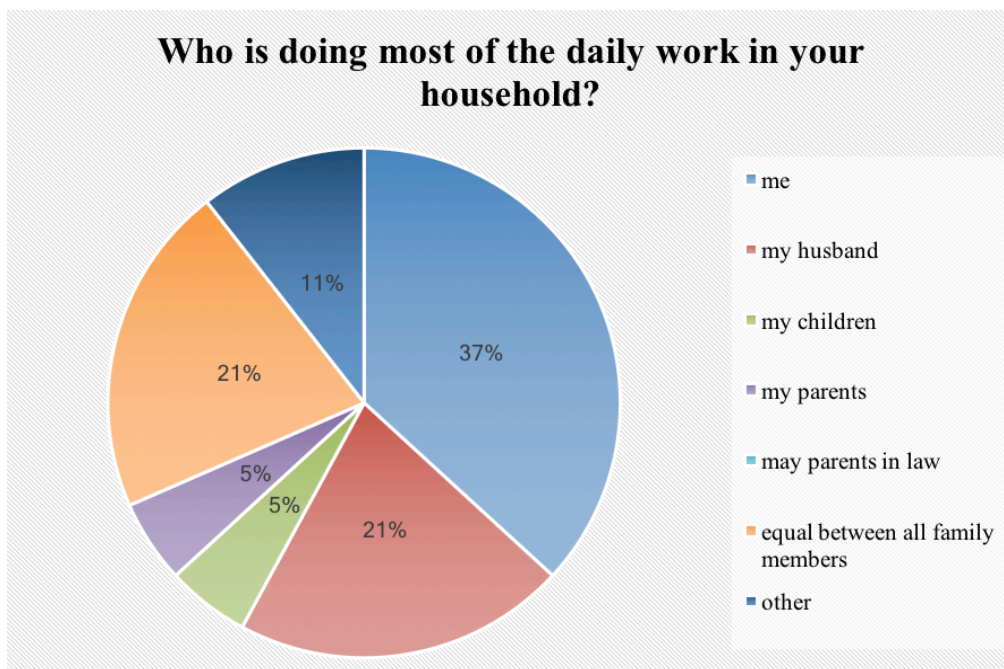
Graph 5. Division of housework in Lebanon.

A minority of women indicated that they observed changes in the relationships with their families since they started working in mine action. Only few women interviewed and surveyed said that their familial relationships were different now, and only one interviewee shared the struggles it caused for her marriage. Survey respondents also largely denied that it changed the relationship to their children (this might be caused by

the fact that many interviewees still had very young children). Only one interviewee made a direct link between her daughter's work in a humanitarian NGO and her own engagement in mine action. Hence, in our sample, we do not find a tangible role-model effect of women within families.

Women generally found their families to be supportive and appreciative of their work. All interviewees – both field and office staff – reported that their families had been skeptical of their work in mine action in the beginning. However, most of them related this to the dangers of the job rather than gender concerns (only one interviewee shared that her father still found it inappropriate for a woman to work in that sector). All women said that the more they explained the job to their families, the more they became understanding and supportive, appreciating the importance of the job for the country. Similarly to Colombia, we may thus be observing a form of 'knowledge agency' with a potentially transformative impact.

Women indicated increased income and increased skills as the main causes of the changes they observed since starting to work in mine action. Survey respondents were asked to rank different factors that may have contributed to changes they observed within their families according to their importance.[118] The majority of women assigned position one or two to 'increased skills' and 'increased income'; the third-most chosen option was 'greater appreciation by my family'. We inferred above that we could observe notions of empowerment within the household, linking it to economic resources. As women emphasized 'increased skills', we can extend this observation: non-material, human resources, as suggested by Kabeer, are also meaningful in this process of empowerment.

The interviews also reflect the survey results, in which women frequently told us that the humanitarian nature and the technical skills their work required led to greater respect and trust within their families. They thus underlined that this was specific to mine action. We were frequently told that because of their skills, women are now trusted more with their life choices. As one deminer told us: "Now, I have more independence for taking decisions […] I have more freedom, although I was working

---

[118] The survey asked "Which factor has most contributed to this change?" Respondents were asked to rank the following options: 'increased income', 'increased skill', 'more independence', 'greater appreciation by my family' and 'other' (with possibility to specify).

for ten years before [working in mine action] and I was independent. But once I was working as a deminer, it was different."[119]

Community

We found no evidence of women increasing their community involvement since they started working in mine action. A majority of women surveyed carried out leisure activities as opposed to community-oriented activities. While in both interviews and surveys, women frequently described themselves as active members of their communities (and some indicated that this had indeed changed since they started working in mine action), this did not necessarily translate into taking up initiative. Therefore, it may be too much of a stretch to speak of increased agency within communities. In fact, some interviewees explicitly mentioned that they did not have the time to pursue their former volunteering work anymore (this is possibly also connected to the double-burden of handling work and household). Only one interviewee said that her work in mine action had inspired her engagement in a woman's organisation.

With respect to political engagement, a clear majority of respondents said they were not engaged and would not do so in the future. This may tie into the observation that women's involvement in political action in Lebanon is generally marginalized.[120]

Women frequently mentioned that they felt their communities respected them more than before, that their influence on their communities had grown, and that their input and voice was now valued more strongly than before. Interviewees observed greater respect from their communities, which they connected directly to the nature of their work. As one deminer put it, "people show more respect because they realise our job and the results of our jobs are saving lives – we are helping people to rebuild their homes, to live their lives."[121]

Both the surveys and the interviews confirmed that women saw themselves as having greater influence and voice through their jobs. Consequently, while women have not necessarily become more active in terms of practical activities, we may still observe empowerment on both a socio-cultural and psychological level. This includes their

---

[119] Personal interview, 26 October 2016.
[120] L. Khatib, 'Gender, citizenship and political agency in Lebanon', 438.
[121] Personal interview, 26 October 2016.

greater visibility as valuable members of their communities, and shifts of collective awareness about women's skills.

Since I started working in mine action, I feel that my influence within my community has increased.

- 34% Strongly Agree
- 33% Agree
- 33% Neutral
- Disagree
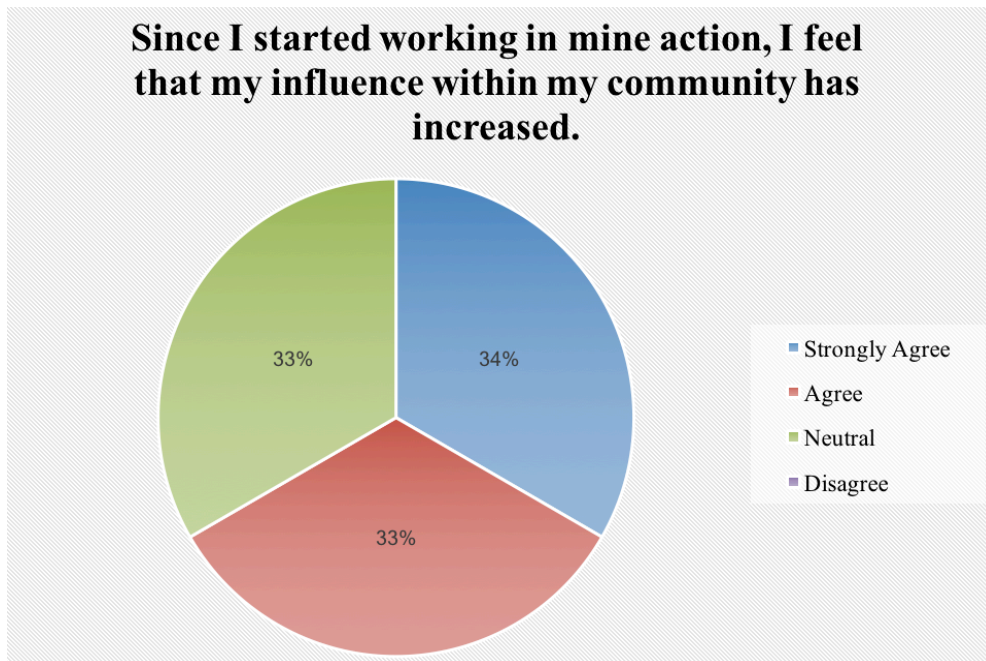
Graph 6. Influence within community in Lebanon.

My community perceives me as a more valuable member since I started working in mine action

- 64% Strongly Agree
- 27% Agree
- 9% Neutral
- Disagree
- Strongly Disagree
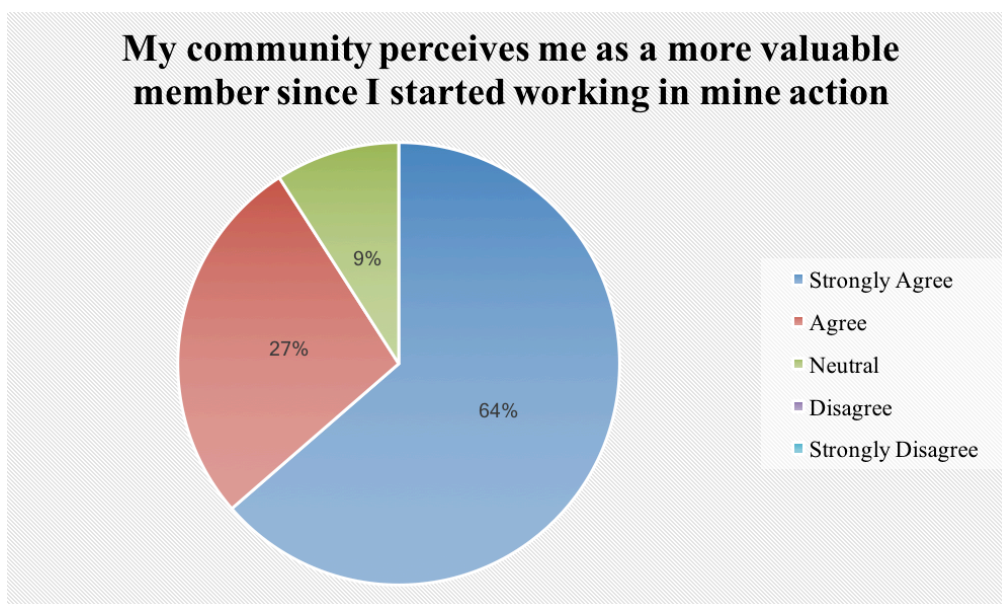
Graph 7. Community perception of women working in mine action in Lebanon.

Women found that sometimes, their communities had prejudice about their work on the grounds of gender. Some interviewees mentioned that they had gotten negative reactions to their work in mine action because they were women: "This is the Arab

45

culture. It's a dangerous job, it's not a female job, it's a men's job".[122] However, only few of the women surveyed agreed to the statement that their communities did not look positively upon their work. It was reflected in the interviews that explaining the rationale of their work often changed people's perceptions, hinting at changes in the psychological dimension towards a new collective awareness. This could tie into the observation of a form of 'knowledge agency' rather than agency in Kabeer's original sense, which can be understood as transformative: Women's explanations and sharing of knowledge lead to structural change in perceptions of appropriate roles for women and which skills are typically female.

Field staff observed that communities affected by mine contamination increasingly appreciated mixed teams. All deminers interviewed said that communities had increasingly come to terms with seeing females in this technical job, even starting to understand its benefits. At the same time, the mixed teams in activities such as mine risk education also cater to conservative society structures, as there remains a clear sense that it was only appropriate for men to talk to men, and women to talk to women.

CONCLUSION AND RECOMMENDATIONS

Concluding Observations: Cross-Country Trends

The initial goal of this research project was to identify ways in which HMA could empower women and thus increase their transformative agency within their household and communities. As described in the previous section, we indeed found evidence of both transformative and compliant agency within those dimensions, and some of our findings held across both case studies. In fact, we found a series of cross-country trends that deserve to be highlighted. These trends present themselves as concrete evidence that mine action empowers women, and gives them more agency within their households and communities.

Firstly, we found traces of double-burden in the analysis of both countries. Although for the Colombian case this double-burden applied mostly to single mothers, in the case of Lebanon women generally still found themselves as mainly responsible for the housework. Concomitantly, however, we found evidence in both countries that, after

---

[122] Personal interview, 26 October 2016.

women started working in mine action, their families started helping them with housework, and that the household tasks were now more equally divided.

Furthermore, since they started working in mine action, women have commonly experienced greater influence over household decisions. However, although in Lebanon this decision-making power was extended to financial issues, in Colombia it applied mostly to more general decisions, and only a small improvement was perceived in the decision-making power over how the household income is spent.

In general, women felt that they had more voice inside their household and communities. After starting to work in mine action, women in both countries frequently mentioned that their influence in their households and communities had grown, and that now they felt that their inputs were more valued.

However, although women felt that they were now more respected inside their communities, in neither Colombia nor Lebanon the majority of women stated that their community engagement had increased. Instead, most of their activities remained restricted to the household or work. In the very few occasions of women being involved in community work, they were already engaged with those activities before starting to work in mine action. In addition, the vast majority of women interviewed in both countries stated that they were not interested in becoming politically engaged.

Regardless, women felt that they were still directly contributing to their communities and countries' safety through their work in mine action. Most of the respondents stated that they felt like they were 'making a difference' in their respective communities, and that they were becoming more valuable members of society. These feelings were cited as one of their main motivations to work specifically in mine action, differentiating their current jobs from their previous experiences in other areas.

This increased awareness about the countries' issues was mentioned by women as the most important skill that they earned through their work in mine action. With this recently acquired knowledge, not only were they making their countries safer, but they were raising awareness inside their families and communities about the issues that Colombia and Lebanon were facing respectively.

Additionally, working in mine action had an unexpected effect on women's self-perception. Many of them felt that working on this male-dominated field demanded that they 'toughen up', assuming traditionally male characteristics. They felt they needed to do so in order to be accepted, respected and considered equal to their male peers.

We hope that these findings provide GMAP with insights upon which the organisation can capitalize in order to work towards increasing women's participation and engagement in mine action. Our findings confirm a positive impact of mainstreaming gender inside mine action organisations. We find women to have an increased voice, influence and awareness of issues surrounding them, which had a positive impact on both their families and communities.

As the basis of our research, we adopted a series of definitions (mostly based on the ideas of Kabeer and Malhotra et al.) that we found useful to frame our study, and upon which we drew to analyse most of our findings. Although many of these findings neatly fit in the definitions and dimensions proposed by Kabeer and Malhotra et al., we also found unexpected trends, such as more 'subtle' forms of agency that were not discussed in the literature. From our findings, we noticed that the dimension in which most women felt truly empowered was the psychological dimension. In fact, after starting to work in mine action, women felt more confident, more valued and more influent, although this empowerment did not necessarily translate to higher participation on the community level.

This does not mean that women who work in mine action had no impact on their families and communities. In fact, we notice that their increased transformative agency was not related to taking visible, immediate action to change things. Instead, the women from our sample seemed to perceive their participation as something more abstract: they raised awareness in their families and communities of the problems that their countries are facing. This power to change people's pre-conceptions constitutes a new form of agency, a 'knowledge agency', which empowers and brings change through increased voice and influence.

In summary, the main contribution of this research is the acknowledgement that working in mine action indeed brings transformative agency to women's lives, although this change may come in the long-term rather than immediately. Women's increased voice, influence and awareness has a positive impact on those surrounding them both on the family and community level, and therefore their impact on the overall society may not (yet) be as visible.

Recommendations

GMAP's mission is to achieve more inclusive, effective, and efficient approaches to mine action through the inclusion of gender mainstreaming. As such, GMAP works to

develop the capacity of mine action programmes, provides technical assistance, training and advice, conducts demand driven research and engages in monitoring and evaluation.[123]

On the basis of the results generated in this research, we can give the following recommendations for the organisation's work:

With respect to the capacity of national mine action programmes,

- ***Encourage the development of support mechanisms for women working in mine action.*** Our research found that as women's lives are transforming through their work in mine action, they may face a range of issues such as skepticism from their families, a double-burden of handling a full time job and the household work, or a disruption of their family relations leading to severe outcomes such as divorce. A support mechanism for women within mine action organisations could provide them with help according to need, for example through an open door to talk about daily issues, or more practical support such as finding household help or accompanying women through divorce. Depending on context, this could be a peer mechanism or handled by a designated employee.

- ***Be mindful of a potential pressure on women to 'toughen up'.*** While our research could not focus in more detail on the account of some women that they felt a pressure to 'man up' in order to be fully accepted members of their team, GMAP should be mindful of this issue and can address it in its capacity building programmes. GMAP can do this by sensitizing HMA organisations that instead of treating women 'like men', organisations should develop mechanisms to treat each employee according to their capabilities and needs. This could also be done in a training format with supervisors and team leaders.

In giving training and advice,

- ***GMAP should be mindful that HMA helps women acquire skills that are relevant beyond their job, and capitalize on this knowledge.*** Our research has shown that women apply the skills they learned through working in mine action beyond their workplace. This is true for technical skills but also for what we call an increased 'knowledge agency'. This term refers to a less

---

[123] Gender and Mine Action Programme (2015), http://www.gmap.ch/overview/

tangible form of transformative agency, through which women influence people's mindsets, perceptions and awareness of issues such as traditional gender roles. We recommend GMAP to make use of this insight, for example by developing training modules that encourage women to deploy this new-won agency. This could give women concrete ideas on how to channel their gained voice and influence to generate positive social outcomes, and take leadership in community projects.

With regards to demand driven research,

- ▪ *Conduct further research on gender dynamics within mixed HMA teams.* While this report only marginally paid attention to gender dynamics within HMA teams, this would be a worthwhile field to explore. Women hinted at a pressure to 'toughen' or 'man' up in order to be recognised as fully capable team members. Some interviewees stressed that male teams were initially overwhelmed in dealing with female team members. In depth research in this issue could contribute to a better understanding of these dynamics, and hence enable GMAP to deliver more targeted capacity building and training activities.

- ▪ *Conduct further research on effects of women's empowerment through working in mine action, taking into account wider constituencies.* In order to adequately understand the long-term effects of women's empowerment and increasing transformative agency on their families and communities, a widening of the present study to include more constituencies such as other household and community members would generate even deeper insights, helping GMAP to better situate its work and influence beyond the focus on HMA organisations.

In general,

- • *GMAP can capitalize on these findings, by sharing insights from this and previous studies with other human-security focused actors working in conflict and post-conflict settings*. This research showed that technical skills and the humanitarian nature of the work were central to women's increasing transformative agency. It seems reasonable to suggest that this could also hold true in other human-security focused initiatives such as disarmament, demobilisation, reintegration (DDR).

Word Count: 14.001

BIBLIOGRAPHY

Afshar, H. (ed.), *Women and empowerment: Illustrations from the Third World*
      Basingstoke: Palgrave Macmillan (1998)

Alkire, S., 'Concepts and measures of agency', *Oxford Poverty and Human*
      Development Initiative (OPHI) Working Paper 9, University of Oxford (2008)

J. Butler, 'Performative acts and gender constitution: An essay in phenomenology and
      feminist theory', *Theatre Journal,* 40:4 (1988)

Chamie, J., 'The Lebanese civil war: An investigation into the causes.' *World*
      Affairs, 139:3 (1976)

Descontaminocolombia, 'Operaciones de desminado humanitario',
      http://www.accioncontraminas.gov.co/estadisticas/Paginas/Operaciones-de-
      Desminado-Humanitario.aspx (2016)

Fundación Seguridad & Democracia, 'Conflicto y minas antipersonal en Colombia',
      http://www.acnur.org/t3/uploads/media/COI_1726.pdf (2016)

Foucault, M., *Discipline and punish: the birth of the prison,* New York: Vintage Books
      (1995).

Gerson, J. M., and K. Peiss, 'Boundaries, negotiation, consciousness:
      Reconceptualizing gender relations', *Social problems*, 32:4 (1985)

GICHD, 'A guide to mine action', http://www.gichd.org/fileadmin/GICHD-
      resources/rec-documents/Guide-to-mine-action-2014.pdf (2014)

Hanmer, L. and J. Klugman, 'Exploring women's agency and empowerment in
      developing countries: Where do we stand?', *Feminist Economics*, 22:1 (2016)

Harpviken, K. B., Millard, A. S., Kjellman, K. E., and B. A. Skåra,

‘Measures for mines: Approaches to impact assessment in humanitarian mine action’. *Third World Quarterly*, 24:5 (2003)

Harpviken, K. B., ‘The future of humanitarian mine action: Introduction’, *Third World Quarterly,* 24:5 (2003)

Ibrahim, S. and S. Alkire, ‘Agency and empowerment: A proposal for internationally comparable indicators’, *OPHI Working Paper Series 4,* University of Oxford (2007)

IMAS, “Mine action”, http://www.mineactionstandards.org/standards/glossary/ (2016)

Jejeebhoy, S.J., ‘Women’s autonomy in rural India: Its dimensions, determinants and the influence of context’, in Presser, H. and G. Sen (Eds), *Women‘s Empowerment and Demographic Processes: Moving Beyond Cairo,* New York: Oxford University Press (2000)

Jensen, C., Theim, C. P., and S. Naidoo, ‘Mine action and land issues in Colombia’, https://drc.dk/media/1608698/mine-action-land-issues-colombia-2013-1-.pdf (2013)

Kabeer, N., 'Resources, agency, achievements: Reflections on the measurement of women's empowerment', *Development and Change,* 30:3 (1999)

Kabeer, N., ‘Paid work, women’s empowerment and gender justice: Critical pathways of social change’, *Pathways Working Paper 3.* Institute of Development Studies, University of Sussex (2008)

Kabeer, N., ‘Gender equality, economic growth, and women’s agency: the ‘endless variety’ and ‘monotonous similarity’ of patriarchal constraints’, *Feminist Economics*, 22:1 (2016)

Kabeer, N., Assaad, R., Darkwah, A., Mahmud, S., Sholkamy, H.,

Tasneem, S., and D. Tsikata, *Paid work, women's empowerment, and inclusive growth: Transforming the structures of constraint*, New York: UN Women (2013)

Khatib, L., 'Gender, citizenship and political agency in Lebanon', *British Journal of Middle Eastern Studies,* 35:3 (2008)

Landmine Cluster Munition Monitor, 'Mine action report 2016', http://www.the-monitor.org/en-gb/reports/2016/lebanon/mine-action.aspx (2016)

Malhotra, A., and S. R. Schuler, 'Women's empowerment as a variable in international development. Measuring empowerment: Cross-disciplinary perspectives', *Background Paper Prepared for the World Bank Workshop on Poverty and Gender: New Perspectives* (2002)

ONU Mujeres, 'Liderazgo y participación política', http://colombia.unwomen.org/es/como-trabajamos/liderazgo-y-participacion-politica (2016)

G. Sánchez, and M. E. Wills, *La memoria histórica desde la perspectiva de género,* Bogotá: Grupo de Memoria Histórica (2011)

Sen, A., 'Well-being, agency and freedom: The Dewey lectures 1984', *The Journal of Philosophy*, 82:4 (1985)

Sen, A., *Development as freedom*, New York: Oxford University Press (1999)

Skara, B. A., 'Risky business or constructive assistance? Community engagement in humanitarian mine action', *Third World Quarterly*, 24:5 (2003)

Soendergaard, M., '28% drop in landmine victims not enough for Colombia's Government', http://colombiareports.com/2013-colombia-landmines/ (2014)

Swiss Campaign to Ban Landmines, 'Gender and landmines: From concept to practice',

http://reliefweb.int/report/world/gender-and-landmines-concept-practice (2008)

UNDP, 'Gender equality and women's empowerment in public administration: Colombia case study',
http://www.undp.org/content/dam/undp/library/Democratic%20Governance/Women-s%20Empowerment/ColombiaFinal%20-%20HiRes.pdf (2014)

UNMAS, 'Joint assessment mission report: Lebanon',
http://www.undp.org.lb/programme/pro-poor/crisisprevention/landmines/docs/report.pdf (1999)

UNMAS, 'Clearance of mines and explosive remnants of war',
http://mineaction.org/issues/clearance/ (2016)

UNMAS, 'Issues', http://www.mineaction.org/issues/ (2016)

UNMAS, 'Mine Risk Education', http://www.mineaction.org/issues/education/ (2016)

UNODA, 'Convención sobre la prohibición del empleo, almacenamiento, producción y transferencia de minas antipersonal y sobre su destrucción', http://www.un.org/es/disarmament/instruments/convention_landmines.shtml (2014)

UNODA, 'Convention on Cluster Munitions',
http://www.clusterconvention.org/files/2011/01/Convention-ENG.pdf (2008)

UNODA, 'Convention on the Prohibition of the Use, Stockpiling, Production and Transfer of Anti-Personnel Mines and on their Destruction', https://www.un.org/disarmament/geneva/aplc/ (1997)

Velásquez, F.C. and E. González, *¿Qué há pasado con la participación ciudadana em Colombia?*, Bogotá: Fundacion Corona (2003)

Wallacher, H., 'Gender Mainstreaming in Mine Action – a Critical Background Analysis', *The Peace Research Institute Oslo (PRIO)* (2007)

Weiss, J., 'Women's Rights in Colombia: Acid Attacks on the Rise', *World Affairs Journal*, http://www.worldaffairsjournal.org/article/women%E2%80%99s-rights-colombia-acid-attacks-rise (2014)

Yahchouchi, G., and L. Salloum, 'The Influence of Gender Stereotype and Attitudes on Hiring Decisions in the Lebanese Workplace.' *European Journal of Business and Management,* 7:11 (2005)

Yehia, A., 'Perceptions of Gender Inequality in the Lebanese Workplace' *American University of Beirut, Olayan School of Business* (2005)

IMAGE SOURCES

Images on title page downloaded from Flickr Commons:

Fig. 1. Cluster Munition Coalition. *Cluster Bombs – South Lebanon*. Digital Image. Available from: Flickr, https://flic.kr/p/a9FZ1J (2011)

Fig. 2. HALO Trust. *Landmine clearance in Colombia*. Digital Image. Available from: Flickr, https://flic.kr/p/mCENnc (2013)

Fig. 3. Norwegian People's Aid. *Disaster Risk Reduction, Lebanon.* Digital Image. Available from: Flickr, https://flic.kr/p/hhTnUb (2011)

Fig. 4. UNMAS. *Photo of the week – 4 July 2011*. Digital Image. Available from: Flickr, https://flic.kr/p/9ZWmij (2011)

APPENDIX 1

Interview Guide: Women Working in HMA

Introduce the project and ourselves; thank participant for taking time to talk to us. Explain that we are trying to capture in which ways their lives – especially in relation to their family and community – have changed since they started working in mine action. Therefore, encourage them to think about before and after and emphasize things that have changed for them.

<u>Inquire facts about interviewee:</u>

1. What is your age?

2. What is your marital status?

3. How many children do you have?

4. How many members belong to your household? Please give a number.

5. In percent, approximately how much income is contributed to your household by which family member?

	%
Myself	
My husband	
My children	
My parents/ my husband's parents	
Other relatives	

6. For how many years have you had access to formal education? / What were your studies in? l'essence technique in business marketing

7. For how long have you worked in mine action?

8. What position are you currently holding in your mine action organisation?

9. Do you work full time? If not, please specify

<u>In the following section, allow us to inquire whether and which changes you observed in your family since you started working in mine action.</u>

11. When you think about your family life before and after your work in mine action, how would you say it has changed?

   Possible key words to follow up: household spending, decision-making power within household, relationship to household members, splitting up of household tasks

12. Thinking about all the changes we just talked about, what would you say are the primary reasons for these changes?

13. Do you encounter any barriers/ negative reactions about your job in mine action from within your family? Which, and why?

In the next section, we would like to find out in which ways working in mine action has shaped your activities within your community.

18. If you think about the activities that you carry out outside of your job and your home, would you say they have changed since you started working in mine action?

19. Would you describe yourself as an active member of your community? Has your role changed since you started working in mine action?

   To follow up on this (if not mentioned by themselves): Are you a member of any organisation (civil society or the like)? Which functions do you take over there and has that changed since you started working in mine action?

21. How does your community perceive the fact that you work in mine action? Do you encounter any limitations/ barriers due to your job?

   Follow up: Do you feel like you have greater influence in your community through your job? Has it encouraged you to speak up on issues you care about?

   Possible further follow-up to 21 and 22: What do you think are the reasons for these changes?

24. Thinking back to all the questions you just answered about yourself, when you speak to your female colleagues about such things, do you feel like they perceive similar changes in their lives?

Finally, ask if there is anything else they would like to say. Are there any other women they can refer us to?
Thank them for their participation.

APPENDIX 2

Survey Sent out to HMA Organisations

English Version

Hello! We are three students studying International Affairs in Geneva, Switzerland. We are assigned to undertake a research project as part of our study programme, and for this we need your help! Please try to answer the questions below to the best of your ability. The data will remain confidential and at no point in the final report will your names be used. We appreciate you participation, muchas gracias and شكرا !

First, allow us to inquire some facts about yourself and your family.

Name: (only for internal use and will not be used in the final study):

1. To which age group do you belong?

    a) 18 – 25
    b) 25 – 40
    c) 40 – 60
    d) 60+

2. What is your marital status?

    a) single
    b) married
    c) divorced
    d) unmarried, living with partner
    e) in a relationship

3. Number of children:

4. How many members belong to your household? Please give a number.

5. In percent, approximately how much income is contributed to your household by which family member?

	%
Myself	
My husband	
My children	
My parents/ my husband's parents	

Other relatives	

6. For how many years have you had access to formal education?

      a) less than 4 years
      b) between 4 and 8 years
      c) between 8 and 12 years
      d) more than 12 years

7. For how long have you worked in mine action?

    a) less than 1 years
    b) between 1 and 3 years
    c) between 3 and 5 years
    d) more than 5 years

8. What position are you currently holding in your mine action organisation?

_____

___

9. Do you work full time? If not, please specify

    _____

_____

10. For how long have you worked in the position that you are currently holding?

    a) less than 1 years
    b) between 1 and 3 years
    c) between 3 and 5 years
    d) more than 5 years

In the following section, allow us to inquire whether and which changes you observed in your family since you started working in mine action.

11. How has your work affected the financial decision making of your family?

11.1. As compared to before your work in mine action, are you taking over more, less, or the same amount of decisions as to what your family's money is spent on?
a) Less
b) I only take decisions on how to spend the money I earn myself
c) About the same
d) More

11.2. What do you spend most of your money on?
a) Costs related to the household (i.e. food, supplies)
b) On my children
c) On my husband
d) On myself

e) On my parents/my husband's parents
f) Other (please specify)

11. Have there been changes in family relations since you started working in mine action?

11.1) Do you perceive a change in the relationship to your husband?   Yes   No
Please explain:

11.2) Do you perceive a change in the relationship to your children?   Yes   No
Please explain:

11.3) Do you perceive a change in the relationship to your parents?   Yes   No
Please explain:

11.4) Do you feel like you get to make more important decisions
in your household since you started working?   Yes   No
Please explain:

12. Who is doing most of the daily work in your household?
a) Me
b) My husband
c) My children
d) My parents
e) My parents in law
f) equal between all family members
g) other (please specify)

13. Please indicate whether you strongly agree, agree, feel neutral, disagree or strongly disagree with the following statements. Feel free to give a short explanation for your choice.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Please Explain
Since I started working in mine action, my children have been more motivated to study/ work						
Since I started working in mine action, I have encouraged my children more strongly to pursue their						

studies/ work						
Since working in mine action, I have had less time to contribute to housework						
Since I started working in mine action, my husband/partner helps more with household work/childcare						
Since I started working in mine action, other family members help more with household work/childcare mine action						
Since I started working in mine action, I have greater influence on household decisions						

15. Above, you have indicated whether and how your participation in your family has changed since you started working in mine action. If you observed a change, which factors have contributed the most to this change? Please give a ranking from 1 (lowest) to 5 (highest).

_____ Increased income
_____ Increased skills
_____ More independence
_____ Greater appreciation by my family
_____ Other (please specify)

In the next section, we would like to find out in which ways working in mine action has shaped your activities within your community.

16. Which activities do you carry out outside of your job and home? (Several answers possible)

   a) Recreational activities (for example participation in sports or cultural events, going to the movies or the park, meeting friends)

b) Household related activities: going to the market/doing the shopping
c) Administrative activities related to your home, work and family
d) Political actions
e) Community activities (attending community meetings and activities)
f) Membership in an organisation
g) Educational activities (taking classes, visiting the library, attending lectures or discussions)
h) Charitable actions (fundraisers, community aid projects…)
i) Other

17. Which of the above activities have you taken up since you started working in mine action?

a)   b)   c)   d)   e)   f)   g)   h)   i)

18. Would you describe yourself as an active member of your community?
a) Yes
b) No

19. How would you describe your participation in community activities? (several answers possible)

a) I attend community events
b) I suggest community events
c) I organize community events
d) I rarely attend community events
e) I never attend community events
f) Other, please specify:

20. Of which of the following organisations are you a member?

a) Church or religious group
b) Political party
c) Sports/ recreational group
d) Cultural activities (musical or arts groups)
e) Environmental organisation
f) Professional organisation
g) Charitable organisation
h) Women's organisation
i) Other organisation (please specify): _____

21. Within these organisations, how would you describe your participation? (Several answers possible)

a) I regularly attend activities
b) I participate in the organisation of activities
c) I suggest activities
d) I am a member of the organisation's executive board (if yes, please specify your position: _____)

22. Please indicate whether you strongly agree, agree, feel neutral, disagree or strongly disagree with the following statements. Feel free to give a short explanation for your choice.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Please explain
Since I started working in mine action, I carry out more activities outside of my home.						
Since I started working in mine action, I have become more active in my community.						
Since I started working in mine action, I have taken up the initiative to organize activities or change things in my community.						
Since I started working in mine action, I feel more strongly about problems I see in my community.						
Working in mine action has provided me with skills that I can also use for the good of my community.						
Since I started working in mine action, I feel that my influence within my community has increased.						
My community perceives me as a more valuable member since I started working in mine action.						
Working in mine action has hindered me in participating more						

actively in my community.						
Many members of my community do not look positively upon my work in mine action.						

23. Would you or have you ever participated in any of the political actions described below? Please indicate the respective activity that you have joined or would be willing to join.

- a) Joined a demonstration
- b) Signed a petition
- c) Joined a strike
- d) Have been/ currently are active in a political party
- e) Have been/ currently are active in a labor union
- f) Have been/currently are active in a civil society organisation
- g) Other (please specify):

24. Has your work in mine action changed your mind as to whether to participate in any of the political actions described above? Please explain why/ why not.

- a) Yes: _____
- b) No: _____

25. Above, you have indicated whether and how your participation in your community has changed since you started working in mine action. If you observed a change, which factors have contributed the most to this? Please give a ranking from 1 (lowest) to 5 (highest).

_____ Increased income
_____ Increased skills
_____ More independence
_____ Greater appreciation by my community
_____ Other (please specify)

To conclude our survey:

26. Which skills have you learned through working mine action?

- a) technical knowledge regarding mine clearance
- b) leadership skills
- c) knowledge on how to manage my earnings
- d) interpersonal skills
- e) emotional balance
- f) greater awareness of community issues/issues within my country
- g) other _____

27. Overall, how do you feel your participation in mine action has impacted your life, positively or negatively?

28. Anything else you want to tell us?

Thank you very much for your participation!

أهلاً! نحن ثلاثة طلاب تخصص أعمال دولية في مدينة جنيف، سويسرا. طُلب منّا إجراء مشروع بحث كجزء من دراستنا، ا لهذا السبب نحن بحاجة لمساعدتكم! يرجى الإجابة على الأسئلة أسفله بأحسن طريقة ممكنة. المعلومات ستظل سرية كما لن يتم ذكر أسماؤكم في التقرير على الإطلاق. نحن ممتنون لمشاركتكم وشكراً جزيلاً!

<u>أولاً، اسمحي لنا بطرح بعض الأسئلة حول شخصك وعائلتك</u>

الإسم (فقط لغاية الإستعمال الداخلي ولن يتم إستعماله في الدراسة الأخيرة)
ــ

1. إلى أية شريحة عمرية تنتمين؟
أ. 18 25
ب. 25 40
ج. 40 60
د. 60+

2. ماهي حالتك الإجتماعية؟
أ. عزباء
ب. متزوجة
ج. مطلقة
د. غير متزوجة، أقطن مع شريك
ه. في علاقة

3. عدد الأطفال
ــــــــــ

4. كم عدد أفراد عائلتك. يرجى إعطاء عدد؟
ــــــــــ

5. بإستعمال النسبة المائوية، كم تبلغ مساهمة كل فرد من أفراد عائلتك في الدخل على حسب التقريب؟

	%
أنا	
زوجي	
أبنائي	
والدي/ والدي زوجي	
غيرهم من الأقارب	

6. ماهو عدد سنوات تعليمك الرسمي؟
أ. أقل من 4 سنوات
ب. بين 4 و9 سنوات
ج. بين 8 و12 سنة
د. أكثر من 12 سنة

7. كم من الوقت عملت في مجال الأعمال المتعلقة بالألغام؟

أ. أقل من سنة

ب. بين سنة و 3 سنوات

ج. بين 3 و 5 سنوات

د. أكثر من 5 سنوات

8. ماهو المنصب الذي تشغلينه في المنظمت الناشطة في الأعمال المتعلقة بالألغام التي تعملين فيها؟

_____

9. هل تعملين بدوام كامل؟ عدا ذلك يرجى التفسير

10. كم من الوقت مضى على توليك المنصب الذي تشغلينة حالياً؟

أ. أقل من سنة

ب. بين سنة و 3 سنوات

ج. بين 3 و 5 سنوات

د. أكثر من 5 سنوات

في هذا الجزء من الدراسة نود أن نعرف ما إذا لاحظت تغييراً طرأ على عائلتك منذ أن بدأت العمل في مجال الأعمال المتعلقة بالألغام وماهي هذه التغيرات؟

10. كيف أثر عملك في القرارات المالية لعائلتك؟

10.1 بالمقارنة مع المرحلة التي سبقت توليك العمل في مجال الأعمال المتعلقة بالألغام، هل أصبحت تتخذين قرارات أكثر أو أقل أو بنفس القدر بشأن نفقات عائلتك؟

أ. أقل

ب. أتخذ قرارات فقط بشأن المجالات التي انفق فيها النقود التي أجنيها بنفسي

ج. بنفس القدر

د. أكثر

10.2 أين تنفقين غالبية نقودك؟

أ. المصاريف المنزلية (كالطعام والحاجيات)

ب. أبنائي

ج. زوجي

د. نفسي

ه. والديّ/ والدي زوجي

و. غيرهم (يرجي التفسير)

11. هل طرأت تغييرات على العلاقات داخل عائلتك منذ أن بدأت العمل في مجال الأعمال المتعلقة بالالغام؟

	نعم	لا
11.1) هل تلاحظين تغييراً في علاقتك مع زوجك؟ يرجي التفسير	نعم	لا
11.2) هل تلاحظين تغييراً في علاقتك مع أبنائك؟ يرجي التفسير	نعم	لا
11.3) هل تلاحظين تغييراً في علاقتك مع والديك ؟ يرجي التفسير	نعم	لا
11.4) هل شعرتي أنك تتخذين قرارات أكثر أهمية في منزلك منذ أن بدأت العمل؟	نعم	لا

يرجي التفسير

12. من يقوم بأغلبية الأعمال المنزلية اليومية؟
1. أنا
2. زوجي
5. أبنائي
8. والدي
26. والدي زوجي
27. بالتساوي مع جميع أفراد الاسرة
11. غيره (يرجي التفسير)

13. يرجى التوضيح إن كنت توافقين بشدة أو توافقين أو إن كان موقفك حيادياً أو إن كنت تعارضين أو تعارضين بشدة الملاحظات أسفله. يرجى تعليل اجابتكم.

	توافقين بشدة	توافقين	موقف حياديً	تعارضين	تعارضين بشدة	يرجي التفسير
منذ أن بدأت العمل في مجال الأعمال المتعلقة بالألغام صار ابنائي أكثر حرصاً على الذهاب إلى المدرسة/العمل						
منذ أن بدأت العمل في مجال الأعمال المتعلقة بالألغام صرت أشجع ابنائي أكثر على مزاولة تعليمهم.						
منذ أن بدأت العمل في مجال الأعمال المتعلقة بالألغام، لم يعد لدي متسع من الوقت للقيام بالأعمال المنزلية						
منذ أن بدأت العمل في مجال الأعمال المتعلقة بالألغام ، صار زوجي/ شريكي يساعدني أكثر في الأعمال المنزلية/ الإهتمام بالأطفال						
منذ أن بدأت العمل في مجال الأعمال المتعلقة بالألغام صار باقي أفراد العائلة يساعدونني أكثر في القيام بالأعمال المنزلية /الإهتمام بالأطفال						
منذ أن بدأت العمل في مجال الأعمال المتعلقة						

					بالألغام أصبحت اتخذ قرارات أكثر تأثيراً في المنزل

14. كنت قد ذكرتي أعلاه ما إذا كان العمل في مجال الأعمال المتعلقة بالألغام قد غير مشاركة عائلتك بالإضافة إلى تجليات هذا التغيير. في حل لاحظتي تغييراً، ماهي في رأيك العوامل التي ساهمت أكثر في ذلك. يرجى الترتيب من 1 (الأدنى) إلى 5 (الأعلى)

_____الدخل المرتفع
_____المهارة الأكبر
_____أكثر استقلالية
_____استحسان أكبر من العائلة
_____غيرهم (يرجي التفسير)

في الجزء التالي نود أن نعرف كيف غيّر العمل في مجال الأعمال المتعلقة بالألغام نشاطك داخل مجتمعك؟

15. ماهي النشاطات التي تمارسينها خارج عملك ومنزلك؟

أ. نشاطات ترفيهية (على سبيل المثال المشاركة في نشاطات رياضية أو مناسبات ثقافية، الذهاب إلى السينما أو المتنزه أو رؤية الأصدقاء).
ب. نشاطات متعلقة بالمنزل: الذهاب إلى السوق/ التسوق
ج. نشاطات إدارية متعلقة بالمنزل والعمل والعائلة
د. العمل السياسي
ه. النشاطات داخل المجتمع (الحضور في اجتماعات والقيم بنشاطات)
و. عضوة في منظمة
ز. نشاطات ثقافية (الحضور في دروس والذهاب إلى المكتبة والحضور في محاضرات ونقاشات)
ح. نشاطات خيرية (جمع الأموال ومشاريع مساعدة)
ط. غيرهم

16. ماهي النشاطات التي أصبحت تزاولينها منذ أن بدأت العمل في مجال الأعمال المتعلقة بالألغام؟

(أ)   (ب)   (ج)   (د)   (ه)   (و)   (ز)   (ح)
(ط)

17. هل تعتبرين نفسك عضواً ناشطاً في مجتمعك؟

1. نعم
2. لا

18. كبف تصفين مشاركتك في نشاطات مجتمعك؟
أ. أنا أحضر كل مناسبة داخل مجتمعي
ب. أنا اقترح تنظيم مناسبات داخل لمجتمعي
ج. أنا انظم مناسبات داخل مجتمعي
د. قلما أحضر مناسبات داخل مجتمعي
ه. لا أحضر أبداً مناسبات داخل مجتمعي
و. غيره، يرجى التفسير

19. إلى أي من هذه المنظمات تنتمين؟
أ. الكنيسة أو أي طائفة دينية أخرى

70

ب. حزب سياسي
ج. فريق رياضي أو ترفيهي
د. نشاطات ثقافية (موسيقى أو مجموعة فنية)
ه. منظمة بيئية
و. منظمة مهنية
ز. منظمة خيرية
ح. منظمة تُعنى بالدفاع عن المرأة
ط. غيرها، يرجى التفسير

20. كيف تصفين مشاركتك داخل هذه المنظمات؟
أ. أنا أحضر النشاطات بصفة منتظمة
ب. أنا اشارك في التنظيم لهذه النشاطات
ج. أنا اقترح نشاطات
د. أنا عضو في المكتب التنفيذي للمنظمة، (في هذه الحال يرجى ذكر المركز)

21. يرجى التوضيح إن كنت توافقين بشدة أو توافقين أو إن كان موقفك حيادياً أو إن كنت تعارضين أو تعارضين بشدة الملاحظات أسفله. يرجى تعليل اجابتك.

	توافقين بشدة	توافقين	موقف حياديً	تعارضين	تعارضين بشدة	يرجي التفسير
منذ أن بدأت العمل في مجال الأعمال المتعلقة بالألغام زادت مشاركتي في نشاطات خارج المنزل						
منذ أن بدأت العمل في مجال الأعمال المتعلقة بالألغام أصبحت أكثر نشاطاً داخل المجتمع الذي أعيش فيه.						
منذ أن بدأت العمل في مجال الأعمال المتعلقة بالألغام، بادرت بتنظيم نشاطات أو أدخال تغييرات داخل المجتمع الذي أعيش فيه						
منذ أن بدأت العمل في مجال الأعمال المتعلقة بالألغام أصبحت أكثر إهتماماً بالمشاكل التي تواجه المجتمع الذي أعيش فيه						
العمل في مجال الأعمال المتعلقة بالألغام زودني بمهارات في وسعي استعمالها لفائدة المجتمع.						

						منذ أن بدأت العمل في مجال الأعمال المتعلقة بالألغام ، أحسست أن التأثير الذي أمارسه داخل المجتمع الذي أعيش فيه قد زاد.
						مجتمعي يعتبرني عضواً أكثر أهمية منذ أن بدأت العمل في مجال الأعمال المتعلقة بالألغام.
						العمل في مجال الأعمال المتعلقة بالألغام أعاق دون مشاركتي بنشاط أكبر في المجتمع الذي أعيش فيه
						العديد من أفراد مجتمعي ينظرون للعمل في مجال الأعمال المتعلقة بالألغام نظرة سلبية.

22. هل تنوين المشاركة أو شاركت من قبل في أي عمل سياسي مذكور أسفله؟ يرجى ذكر كل نشاط شاركت فيه أو تنوين ذلك.

أ. المشاركة في مظاهرة
ب. التوقيع على عريضة
ج. المشاركة في إضراب
د. هل أنت عضوة في حزب سياسي أو كنت كذلك
ه. هل أنت ناشطة في نقابة عمال أو كنت كذلك
و. هل أنت ناشطة في منظمة مجتمع دولي أو كنت كذلك
ز. غيره، يرجى التفسير

23. هل غير العمل في مجال الأعمال المتعلقة بالألغام نظرتك حول المشاركة في أي عمل سياسي مذكور أعلاه؟ يرجى تفسير السبب في الحالتين.

1. نعم
2. لا

24. كنت قد ذكرت أعلاه ما إذا كانت مشاركتك في المجتمع الذي تعيشين فيه قد تغيرت منذ أن بدأت العمل في مجال الأعمال المتعلقة بالألغام إلى جانب تجليات هذا التغيير. في حال لاحظت تغييراً، ماهي العوامل التي ساهمت في ذلك؟ يرجى الترتيب من 1 (أقل مساهمة) إلى 5 (أكثر مساهمة).

الدخل المرتفع _____
المهارة الأكبر _____
أكثر استقلالية _____

استحسان أكبر من قبل المجتمع _____

غيره (يرجى التفسير) _____

ختامًا

25. ماهي المهارة التي اكتسبتِها من خلال عملك في مجال الأعمال المتعلقة بالألغام؟

أ. معلومات تقنية حول إزالة الألغام

ب. مهارة القيادة

ج. معلومات مكنتني من حسن إدارة ما أجنيه من مال

د. مهارة التواصل مع الآخرين

ه. التوازن العاطفي

و. وعي أكبر بالمشاكل التي يواجهها المجتمع/ البلاد

ز. غيره

26. بصفة عامة، كيف أثّرت تجربتك في مجال الأعمال المتعلقة بالألغام على حياتك، سلبيا أم إيجابيا؟

27. هل هناك أي شيء تريدين إضافته؟

شكرا جزيلا على مشاركتك.

¡Hola! Somos tres estudiantes de Asuntos Internacionales en Ginebra, Suiza. Nos asignaron para llevar a cabo un proyecto de investigación como parte de nuestro programa de estudios, y para esto necesitamos su ayuda. Por favor trate de contestar las siguientes preguntas a la medida de su capacidad. Los datos serán confidenciales y en ningún momento en el informe final se usarán sus nombres. Le agradecemos mucho su participación, ¡muchas gracias!

En primer lugar, nos permiten indagar algunos datos sobre usted y su familia.

Nombre y apellido:
(Sólo para uso interno, no va a ser utilizado en el informe final)

1¿A qué grupo de edad pertenece?

    a) 18 – 25
    b) 25 – 40
    c) 40 – 60
    d) 60+

2. ¿Cuál es su estado civil?

    a) soltera
    b) casada
    c) divorciada
    d) soltera, viviendo en pareja
    e) en una relación

3. Número de niños:

    _____

4. ¿Cuántas personas viven en su hogar? Por favor, indique el número.

    _____

5. ¿Cuánto contribuye cada miembro de su familia a los ingresos mensuales de su hogar (en porcentaje)?

	%
yo misma	
mi marido / pareja	
mis hijos	
Mis padres / suegros	
otros familiares	

6. ¿Por cuántos años ha tenido acceso a la educación formal?

a) menos de 4 años
b) entre 4 y 8 años
c) entre 8 y 12 años
d) más de 12 años

7. ¿Por cuánto tiempo ha trabajado en la acción contra las minas?

a) menos de 1 año
b) entre el 1 y 3 años
c) entre 3 y 5 años
d) más de 5 años

8. ¿Qué posición ocupa usted actualmente en su organización de acción contra las minas?

_____

_____

9. ¿Usted trabaja a tiempo completo? Si no es así, por favor explique.

_____

_____

10. ¿Por cuánto tiempo ha trabajado en la posición que usted ocupa actualmente?

a) menos de 1 año
b) entre el 1 y 3 años
c) entre 3 y 5 años
d) más de 5 años

La siguiente sección nos permite averiguar qué cambios observó en su familia desde que comenzó a trabajar en la acción contra las minas.

11. ¿Cómo su trabajo ha afectado la toma de decisiones financieras de su familia?

11.1. En comparación con antes de empezar a trabajar en la acción contra las minas, ¿usted está tomando más, menos o la misma cantidad de decisiones en lo que se gasta el dinero de su familia?

a) Menos
b) Sólo tomo decisiones sobre cómo gastar el dinero que gano yo
c) El mismo
d) Más

11.2. ¿En qué gasta la mayor parte de su dinero?

a) en los costos relacionados con el hogar (alimentos, provisiones, etc.)
b) en mis hijos
c) en mi marido / pareja
d) en mí
e) en mis padres / suegros
f) en otro caso, por favor especifica: _____

12. ¿Ha habido cambios en las relaciones familiares desde que empezó a trabajar en la acción contra las minas?

12.1) ¿Percibe un cambio en la relación con su marido/pareja?   Sí   No
Por favor explique:

12.2) ¿Percibe un cambio en la relación con sus hijos?   Sí   No
Por favor explique:

12.3) ¿Percibe un cambio en la relación con sus padres?   Sí   No
Por favor explique:

12.4) ¿Cree que está tomando decisiones más importantes
 en su hogar desde que empezó a trabajar?   Sí   No
Por favor explique:

13. ¿Quién está haciendo la mayor parte del trabajo diario en su hogar?

a) yo misma
b) mi marido / pareja
c) mis hijos
d) mis padres
e) mis suegros
f) en partes iguales entre todos los miembros de la familia
g) otros (especificar)

14. Por favor, indique si está totalmente de acuerdo, de acuerdo, si se siente neutral, en desacuerdo o muy en desacuerdo con las siguientes afirmaciones. Si lo desea, puede dar una breve explicación de su elección.

	Totalmente de acuerdo	De acuerdo	Neutral	En desacuerdo	Muy en desacuerdo	Por favor explique
Desde que empecé a trabajar en la acción contra las minas, mis hijos han estado más motivados para ir a la escuela / trabajo						

Desde que empecé a trabajar en la acción contra las minas, he alentado a mis hijos con más fuerza a continuar sus estudios					
Desde que trabaja en la acción contra las minas, he tenido menos tiempo para contribuir a las tareas del hogar					
Desde que empecé a trabajar en la acción contra las minas, mi marido / pareja ayuda más con el trabajo del hogar / cuidado de los niños					
Desde que empecé a trabajar en la acción contra las minas, otros miembros de la familia ayudan más con las tareas del hogar / cuidado de los niños					
Desde que empecé a trabajar en la acción contra las minas, tengo una mayor influencia en las decisiones del hogar					

15. **Anteriormente, usted ha indicado si y cómo su participación en su familia ha cambiado desde que comenzó a trabajar en la acción contra las minas. Si se**

observa un cambio, ¿cuáles son los factores que más han contribuido a este cambio? Por favor, indique una clasificación de 1 (más bajo) a 5 (más alto).

_____ El aumento de los ingresos
_____ El aumento de las habilidades
_____ Más independencia
_____ Mayor apreciación por parte de mi familia
_____ Otros (especificar)

En la siguiente sección, nos gustaría saber de qué manera trabajar en la acción contra las minas ha influido en sus actividades dentro de su comunidad.

16. ¿Qué actividades usted lleva a cabo fuera de su trabajo y de su hogar? (varias respuestas posibles)

a) Las actividades recreativas (por ejemplo, la participación en eventos deportivos o culturales, ir al cine o al parque, reuniones de amigos)
b) las actividades relacionadas con el hogar: ir al mercado / hacer las compras
c) Las actividades administrativas relacionadas con su hogar, trabajo y familia
d) Las acciones políticas
e) Las actividades comunitarias (asistencia a las reuniones y actividades de la comunidad)
f) La pertenencia a una organización
g) Las actividades educativas (tomando clases, visitando la biblioteca, asistiendo a conferencias o debates)
h) Acciones de Beneficencia (recaudadores de fondos, proyectos de ayuda de la comunidad...)
i) Otros

17. ¿Cuál de las actividades anteriores se han tomado desde que empezó a trabajar en la acción contra las minas?

a)　　b)　　c)　　d)　　e)　　f)　　g)　　h)　　i)

18. ¿Se describiría como un miembro activo de su comunidad?

c) Sí
d) No

19. ¿Cómo describiría su participación en actividades de la comunidad? (varias respuestas posibles)

a) Asisto a eventos de la comunidad
b) Sugiero eventos de la comunidad
c) Organizo eventos de la comunidad
d) Raras veces asisto a eventos de la comunidad
e) Nunca asisto a eventos de la comunidad
f) Otros, por favor especifique:

20. ¿De cuál de las siguientes organizaciones es usted miembro?

a) Iglesia o grupo religioso

b) Partido político
c) Deportes / grupo recreativo
d) Actividades culturales (grupos musicales o artísticos)
e) Organización ambiental
f) Organización profesional
g) Organización de caridad
h) Organización de las mujeres
i) Otras organizaciones (por favor especifique): _____

21. Dentro de estas organizaciones, ¿cómo describiría su participación? (varias respuestas posibles)

a) Asisto a actividades regularmente
b) Participo en la organización de actividades
c) Sugiero actividades
d) Soy miembro de la junta directiva de la organización (en caso afirmativo, indique su posición: _____)

22. Por favor, indique si está totalmente de acuerdo, de acuerdo, si se siente neutral, en desacuerdo o muy en desacuerdo con las siguientes afirmaciones. Si lo desea, darle una breve explicación de su elección.

	Totalmente de acuerdo	De acuerdo	Neutral	En desacuerdo	Muy en desacuerdo	Por favor explique
Desde que empecé a trabajar en la acción contra las minas, yo llevo a cabo más actividades fuera de mi casa.						
Desde que empecé a trabajar en la acción contra las minas, me he vuelto más activa en mi comunidad.						
Desde que empecé a trabajar en la acción contra las minas, he tomado la iniciativa de organizar actividades o cambiar cosas en mi comunidad.						
Desde que empecé a trabajar en la acción contra las minas, yo						

me preocupo más fuertemente con los problemas que veo en mi comunidad.						
Trabajar en la acción contra las minas me ha proporcionado las habilidades que yo también puedo usar para el bien de mi comunidad.						
Desde que empecé a trabajar en la acción contra las minas, siento que mi influencia dentro de mi comunidad ha aumentado.						
Mi comunidad me percibe como un miembro más valioso desde que empecé a trabajar en la acción contra las minas.						
Trabajar en la acción contra las minas me ha dificultado en participar más activamente en mi comunidad.						
Muchos miembros de mi comunidad no ven positivamente mi trabajo en la acción contra las minas.						

23. ¿Alguna vez ha participado o quisiera participar en alguna de las acciones políticas que se describen a continuación? Por favor, indique en cuales actividades participa, y cuales estaría dispuesta a unirse.

a) Asistir a una manifestación
b) Firmar una petición
c) Unirse a una huelga
d) Ha sido / es actualmente activa en un partido político
e) Ha sido / es actualmente activa en un sindicato

f) Ha sido / es actualmente activa en una organización de la sociedad civil
g) Otros (especificar): _____

24. ¿Su trabajo en la acción contra las minas ha cambiado su opinión sobre la conveniencia de participar en cualquiera de las acciones políticas descritas anteriormente? Por favor, explique por qué / por qué no.

    c) Sí:
    d) No:

25. Anteriormente, usted ha indicado si y cómo su participación en su comunidad ha cambiado desde que comenzó a trabajar en la acción contra las minas. Si se observa un cambio, ¿que son los factores que más contribuyeron a esto? Por favor, indique una clasificación de 1 (más bajo) a 5 (más alto).

_____ El aumento de los ingresos
_____ El aumento de las habilidades
_____ Más independencia
_____ Mayor apreciación por parte de mi comunidad
_____ Otros (especificar)

Para concluir nuestra encuesta:

26. ¿Qué habilidades ha aprendido trabajando en la acción contra las minas?

    a) Conocimientos técnicos con respecto a la remoción de minas
    b) Las habilidades de liderazgo
    c) El conocimiento sobre cómo manejar mis ingresos
    d) Habilidades interpersonales
    e) El equilibrio emocional
    f) Una mayor conciencia de las cuestiones de la comunidad / problemas dentro de mi país
    g) Otros _____

27. En general, ¿cómo siente que su participación en la acción contra las minas ha impactado su vida, positiva o negativamente?

28. Algo más que quieras decirnos?

¡Muchas gracias por su participación!