



Gender & Diversity Working Group

IN MINE ACTION

EVALUATION REPORT:
FINDINGS & GOOD PRACTICES

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The views expressed in this report are those of the author and do not necessarily reflect the views of the working group.

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EXECUTIVE SUMMARY

The Gender and Diversity Working Group (GDWG), established under the Anti-Personnel Mine Ban Convention (APMBC) and the Convention on Cluster Munitions (CCM), plays a critical role in mainstreaming gender and diversity within the mine action and disarmament sectors.

This evaluation assesses GDWG's progress since 2019, emphasizing its relevance, coherence, effectiveness, and impact. Overall, the GDWG has significantly advanced gender and diversity goals within APMBC and CCM frameworks. By enhancing strategic focus, stakeholder engagement, and resource allocation, the GDWG can continue to promote a more inclusive and equitable mine action and disarmament sector.

Key Findings:

- **The GDWG is a well-established and recognized group within the APMBC and CCM machinery.** However, in the broader mine action and disarmament sector, the work of individual members tends to overshadow the group's contributions, making it challenging to assess the impact of the GDWG as a whole.
- **Membership arrangements and composition appear to be the most pressing issues to address.** On one hand, the group's informal structure allows for flexibility, swift action, and the fostering of positive interpersonal relationships among some members. On the other hand, the current setup, with two co-chairs and no secretariat, raises concerns about the sustainability, inclusivity, and equitable participation of all members. Additionally, the group's composition has raised questions about its representation and credibility among some members as well as external stakeholders.
- **The GDWG's advocacy and policy role in supporting the mine action and disarmament sector to implement gender and diversity provisions in the Oslo Action Plan and Lausanne Action Plan remains relevant.** However, many respondents in the evaluation highlighted **the need for the GDWG to explore additional activities that address the gap between policy and practice.** While this represents an important area for future focus, it is important to acknowledge that shifting towards a new direction may require a (partially) different structure for the GDWG, along with the mobilization of additional resources.
- **A well-coordinated pushback against gender and diversity initiatives driven by the rise and influence of anti-gender campaigns and movements, presents new and complex challenges for the GDWG and might jeopardizes achievements in gender equality and diversity within the mine action sector.** Mine action stakeholders must collaborate closely with the GDWG to develop innovative strategies. While maintaining a focus on gender and diversity language is important, adopting a new narrative based on good practices, lessons learned,

and field-level results could effectively demonstrate the significance of gender equality and diversity in mine action and disarmament. This approach may also help stakeholders recognize the importance of broader diversity issues, including age, disability, race and ethnicity, which are often overlooked in the mine action agenda.

- **Shifting to an evidence-based narrative could help move beyond what some stakeholders refer to as the “Geneva bubble”.** There is a risk of perpetuating existing practices simply because they are routine. The working groups and the conventions themselves are not objectives in and of themselves. As highlighted in a recent publication by UNIDIR¹, various actors, mechanisms, and processes including the GDWG have supported States Parties in translating words into action. Notably, progress has been made in incorporating gender and diversity perspectives into APMBC and CCM implementation and mine action programming. However, there is a risk that these plans will remain merely words on paper if they are not actively pursued and implemented.

Recommendations:

1. For GDWG and its members:

- **Adaptation and Relevance:** Revise Terms of Reference to reflect possible adaptations to the GDWG’s areas of work to address emerging gender and diversity priorities within APMBC, CCM, and mine action.
- **Capacity Building and Knowledge Sharing:** Expand GFP training and onboarding workshop, focusing on sharing practices and building connections. If resources permit, expand capacity-building activities with both virtual and in-person workshops, involving States Parties, national authorities, mine action agencies and operators.
- **Technical Support:** Enhance Article 7 reporting support. Continue creating resources on gender and diversity intersections with broader frameworks (e.g., WPS agenda, SDGs). Enhance technical guidance for field-level gender mainstreaming, addressing the policy-practice gap, and sharing best practices on gender and diversity integration in mine action.
- **Membership and Operational Enhancements:** Diversify membership, improve transparency, and consider a steering group with expanded resources. Increase visibility and transparency of GDWG’s work by updating the website, publishing resources, and sharing workplans.
- **Monitoring and Donor Engagement:** Develop indicators for activities and conduct regular evaluations. Collect and publish case studies for more robust

¹ Renata H. Dalaqua, Paula Jou Fuster and Hana Salama. 2023. Beyond Oslo: Taking Stock of Gender and Diversity Mainstreaming in the Anti-Personnel Mine Ban Convention, UNIDIR, Geneva.

evidence of the GDWG work. Establish partnerships with donors and strengthen donor relations to fund gender and diversity mainstreaming initiatives.

2. For External Stakeholders working with the GDWG:

- **Gender and Diversity Pushback Strategies:** Collaborate with GDWG to develop strategies against pushback, using lessons learned and case studies to support evidence in statements. Agree on inclusive language and reinforce diversity considerations through practical examples in engagements.
- **Joint Events:** Collaborate on events with other working groups to increase visibility and inclusive participation. Support the involvement of mine-affected countries, gender champions, youth mine action fellows, and beneficiaries of mine action, including survivors.
- **Increased Cooperation and Knowledge Sharing Mechanisms:** Enhance GFP coordination through formalized mechanisms and a joint workplan between APMBC and CCM, facilitating bottom-up knowledge sharing. Expand collaboration between CCM and APMBC ISUs to share best practices in gender mainstreaming. Improve reporting on gender equality and diversity considerations in conventions by working jointly between States Parties, ISUs, and the GDWG.
- **Global Frameworks Integration:** Explore synergies with global frameworks as entry points to discuss gender in disarmament and mine action (e.g., WPS, SDGs).
- **Integration into National Platforms:** Promote gender and diversity considerations within mine action national platforms through engagement with APMBC's cooperation assistance committee.

TABLE OF ACRONYMS

APMBC – Anti-Personnel Mine Ban Convention

APP – Association for Public Policies

ASNU – Amputee Self-Help Network Uganda

CCM – Convention on Cluster Munitions

CCW – Convention on Certain Conventional Weapons

DCA – DanChurch Aid

DRC – Danish Refugee Council

EORE – Explosive Ordnance Risk Education

EIMA – Environmental Issues and Mine Action

GDWG – Gender and Diversity Working Group

GFPs – Gender Focal Points

GICHD – Geneva International Centre for Humanitarian Demining

HI – Humanity and Inclusion

ICBL-CMC – International Campaign to Ban Landmines-Cluster Munition Coalition

ISU – Implementation Support Unit

MA AoR – Mine Action Area of Responsibility

MAC – Mines Action Canada

MAG – Mines Advisory Group

NAPs – National Action Plans

NPA – Norwegian People's Aid

SDGs – Sustainable Development Goals

SEHLAC – Red de Seguridad Humana para América Latina y el Caribe

ToR – Terms of Reference

UNIDIR – United Nations Institute for Disarmament Research

UNMAS – United Nations Mine Action Service

WPS – Women, Peace and Security

INTRODUCTION

BACKGROUND

The Gender and Diversity Working Group (GDWG) was established under the Norwegian Presidency of the Anti-Personnel Mine Ban Convention (APMBC) in the lead-up to the Fourth Review Conference in 2019. As President of the conference, Norway engaged clearance operators and civil society organisations to discuss advancing gender equality considerations in the drafting of the Oslo Action Plan. This process led to the creation of an informal working group, which gradually expanded into the current GDWG. This evolution is reflected in the group's Terms of Reference (ToR) from 2019 to 2024. The GDWG has since firmly established itself, addressing gender and diversity in what was still a relatively new area within the Convention's framework.

The purpose of the GDWG is to support the mainstreaming of gender and diversity provisions within the APMBC and the Convention on Cluster Munitions (CCM), as well as the wider disarmament and mine action sector. Today, the group is made up of the following organisations: Amputee Self-Help Network Uganda (ASNU), Colombian Campaign to Ban Landmines, DanChurch Aid (DCA), Danish Refugee Council (DRC), Geneva International Centre for Humanitarian Demining (GICHD), The HALO Trust, Humanity and Inclusion (HI), International Campaign to Ban Landmines-Cluster Munition Coalition (ICBL-CMC), Mines Action Canada (MAC), Mines Advisory Group (MAG), Mine Action Review, Norwegian People's Aid (NPA), Red de Seguridad Humana para América Latina y el Caribe (SEHLAC), and Association for Public Policies (APP). The United Nations Institute for Disarmament Research (UNIDIR) participates in the group as observer.

The working group provides support as needed to the Presidencies and Coordinating Committees of the APMBC and CCM and coordinates with the Implementation Support Units (ISUs) as necessary. Outputs may include providing recommendations on gender and diversity mainstreaming within the treaties, hosting workshops to share good practices for States, Donors and operators, seeking to enhance activities in their country-specific contexts, and other research and advocacy products. The GDWG is divided in subgroups working on specific activities such as monitoring Article 7 transparency reports for mentions of gender and diversity related information and analysing clearance deadline extension requests, drafting plenary statements, and organising side events during APMBC, CCM and other disarmament meetings.

The group proactively works to promote the intersectionality of gender with other key diversity factors including, but not restricted to, age, race, religion, ethnicity, language, sexual orientation, migrant status, gender identity, poverty, and disability. The scope of activities takes a holistic approach to mine action, encompassing all land release

activities, explosive ordnance risk education (EORE), stockpile destruction, victim assistance, and advocacy.

The GDWG is co-chaired by representatives from two members on a rotating basis, typically for minimum of 6-months. The working group's membership remains open to additional non-governmental organisations. Any interested organisations can express their interest in joining, which will then be discussed and decided by the working group. The working language of the GDWG is English.

PURPOSE AND OBJECTIVES OF THE EVALUATION

As outlined in the terms of reference (see Annex 2), the purpose of the evaluation is to assess the contributions of the GDWG through its various activities and to examine how the adoption of new language on gender equality and diversity considerations within the APMBC and CCM has led to meaningful changes.

The evaluation, which aims to be a useful resource for the mine action sector, reviews and reflects on the GDWG's work since its establishment in 2019. In addition to this summative purpose, the evaluation also includes a formative purpose, in that it provides suggestions as to what can be done to confront the challenges and gaps identified through key informant interviews and desk research².

The evaluation objective is to assess the relevance, coherence, effectiveness, efficiency, impact, and sustainability of the GDWG. Specifically, the evaluation and its findings are intended to:

- Provide GDWG members and external stakeholders³ with a consolidated picture of the progress and contributions made so far.
- Provide GDWG members with suggestions on how to improve the working group's work and internal change processes.

² Among other documents, the evaluation consultant analysed the recently published report by UNIDIR (Renata H. Dalaqua, Paula Jou Fuster and Hana Salama. 2023. *Beyond Oslo: Taking Stock of Gender and Diversity Mainstreaming in the Anti-Personnel Mine Ban Convention*, UNIDIR, Geneva) and the paper produced by Mines Action Canada titled "Gender and Employment in Mine Action by the Numbers". Both reports included inputs from the GDWG members and the evaluation consultant took findings into consideration throughout its analysis.

³ The term "external stakeholders" will be used throughout the evaluation report to indicate stakeholders outside of the working group in relation to the APMBC and CCM conventions: State Party representatives, ISUs Directors, APMBC or CCM Gender Focal Points (GFPs), Presidency of the APMBC Fifth Review Conference, UN Agencies, representatives from the EORE and the Environmental Issues and Mine Action (EIMA) working groups.

- Provide GDWG members and external stakeholders with suggested ways to further strengthen their collaboration to mainstream gender equality and diversity considerations in the mine action sector.

The evaluation followed a participatory and utilisation-focused approach. The participatory approach involved working closely with the GDWG. Members of the working group were engaged through inception calls, internal presentations, and a validation process, seeking feedback at all stages. A sub-group composed by two members representatives, The Halo Trust and Mine Action Review, sat on the evaluation coordination group to provide iterative feedback during the evaluation. Priorities for the evaluation were determined based on what was required to facilitate GDWG learning and decision-making, ensuring that the evaluation process remained relevant to the intended uses of the evaluation.

ANALYTICAL FRAMEWORK AND EVALUATION MATRIX

The evaluation framework has been developed based on a selection of criteria set out in the Organisation for Economic Co-operation and Development's Development Assistance Committee (OECD/DAC) "Principles for Evaluation of Development Assistance"⁴. Criteria chosen include relevance, coherence, effectiveness, efficiency, impact, and sustainability. The criteria were selected with consideration of the purpose of the evaluation and availability of data.

A number of key evaluation questions against the selected criteria were formulated and refined. The questions are set out in the evaluation matrix (Annex 1). The key evaluation questions were used to interview GDWG members. A different set of questions was developed to interview external stakeholders (Annex 4).

METHODS AND DATA COLLECTION

The evaluation process was conducted over a period of seven months, from April to October 2024. In line with the objectives, the GDWG evaluation made use of a mixed-methods approach.

A desk review of documents was conducted, related to the scope, objectives, and achievements of the working group. The outcomes of this desk review informed the findings of this report, especially where triangulation was required.

Online data-collection tool in the form of semi-structured interviews with key informants (Key Informant Interviews) was used. The interview questions were differentiated

⁴ OECD (2021), Applying Evaluation Criteria Thoughtfully, OECD Publishing, Paris, <https://doi.org/10.1787/543e84ed-en>.

between group members and external stakeholders⁵. An overview of the process and methods for data collection and analysis can be found in more details in Annex 1.

The focus of the evaluation was on qualitative data, as the evaluation questions are highly qualitative in nature. The GDWG’s work involves more than producing data and documentation, and as such, a true assessment of how the work is carried out requires consideration of the perceptions of all stakeholders, along with qualitative evaluative judgement.

In total, 28 stakeholders were interviewed as key informants, with 16 members of the GDWG (including current and previous members, and one observer), and 12 external stakeholders. A list of key stakeholders can be consulted in Annex 5.

Demographic data of key stakeholders interviewed

GENDER IDENTITY	FEMALE	MALE	N/A ⁶	TOTAL
	18	7	3	28

AGE	18-30	31-40	41-50	>51	N/A	TOTAL
	3	9	5	8	3	28

PERSON WITH DISABILITY OR CHRONIC CONDITION	YES ⁷	NO	N/A	TOTAL
	3	23	2	28

Interviews took place between July and September 2024. During the interviews the respondents have been duly informed on confidentiality of the conversation and that care would be taken not to attribute comments to any individual. In terms of selection of key informants, in addition to groups’ members, the GDWG identified external stakeholders that were most relevant for their work, suggesting categories of stakeholders that could be engaged to add valuable information to the evaluation.

⁵ External stakeholders involved in the evaluation process are: United Nations Mine Action Service (UNMAS), United Nations Children’s Fund (UNICEF), Gender Focal Points (GFPs) of the APMBC and CCM, ISUs APMBC and CCM, EORE working group, EIMA working group, Presidency of the APMBC Fifth Review Conference , some State Party representatives, Norway Ministry of Foreign Affairs.

⁶ Including people that preferred not to answer or missing data.

⁷ Including one person that self-identified as “different-abled”.

A first draft version of this report was circulated to the GDWG for comments in the end of September 2024. GDWG members' feedback on accuracy and strength of evidence for the findings, and practicality of the recommendations were used to finalise the draft. The final report was submitted in October 2024 with refined and prioritised recommendations.

LIMITATIONS

The evaluation process incurred in some limitations. While some of these were highlighted during the inception phase, others emerged during the data collection phase.

The impacts of working groups are challenging to quantify, as they are often intangible and difficult to isolate. These groups create a platform for addressing issues that may only yield solutions over the long term. Moreover, their activities tend to influence stakeholders beyond the immediate scope of the working group.

This evaluation is largely based on insights gathered from a range of key informant interviews. While perceptions may not always reflect objective facts, they are important because they represent how key informants view certain issues—especially when shared by multiple stakeholders.

Data availability presents a challenge, especially due to the inconsistent documentation of working group activities and their connection to outcomes. During the evaluation process, data was reconstructed by triangulating information from internal and external interviews, as well as collected documents. However, this gap limited the evaluation's ability to fully evaluate the effectiveness of the GDWG, particularly in assessing which specific strategies or “ways of working” have been more or less successful.

Lastly, despite a carefully planned timeline for the evaluation process, time constraints prevented the evaluator from interviewing some of the selected external stakeholders. Several key informants were occupied with preparations for and attendance of convention meetings, requiring more time to engage them and schedule interviews. This resulted in a lack of responsiveness from some participants, who did not attend scheduled meetings.

ETHICAL CONSIDERATIONS

The respondent sample has been identified ensuring diversity and dignity of all research participants, as well as broader cultural sensitivities. This included providing a clear context for each interview and how the information would be used, ensuring confidentiality, and protecting interviewee privacy. Participants were selected with the objectives of the evaluation in mind, and the consultant made efforts to speak with a set of stakeholders representative of those who would be most directly affected by

recommendations. The evaluation analysed a range of data sources and employed a mix of strategies to ensure the credibility of this report.

TARGET AUDIENCE

The primary audience for this evaluation is the GDWG and its members, and State Party representatives, who will use the results of this evaluation to inform future focus areas. The secondary audience for the evaluation is external stakeholders such as GFPs and ISUs. These stakeholders engage both directly and indirectly with the GDWG in its activities.

EVALUATION FINDINGS

1. RELEVANCE AND COHERENCE

The extent to which the design of the intervention is logical and appropriate, and the objectives are consistent with beneficiaries' requirements, country needs, global priorities and partners' and donors' policies.

In this section, the evaluation aimed to answer the following questions:

- How appropriate is the intervention?
- How well is the intervention designed?
- Is the intervention relevant to its scope?

Internal members generally understand the group's history and scope, while external stakeholders vary in their familiarity - some are aware of the group and its activities, while others have limited interaction and knowledge.

There is consensus that the primary function of the GDWG is to coordinate among members, providing real value for its continued existence. Many members view the group primarily as a platform for exchanging practices, as stated during most interviews with internal stakeholders, though this is not explicitly reflected in the ToR of the group. During the interviews members identified different objectives beside the primary focus on coordination, including supporting effective implementation of APMBC and CCM conventions, gathering field experiences to support GFPs and State Parties to mainstream gender equality and diversity considerations, as well as introducing gender and diversity language in conventions and action plans.

Despite the group's ongoing relevance, there is disagreement regarding its objectives among both members and external stakeholders. All group members recognize the scope of the GDWG evolved during the years since its establishment in

2019. Some members advocate for maintaining the current structure, while others suggest including new activities and revising current ones. For example, some interviewees suggested that the group could organize trainings for States Parties to improve gender- and diversity-responsive reporting under the conventions, produce additional guideline documents, and host workshops and joint events with operators and national organisations, including gender and diversity experts, among other activities. External stakeholders appreciate the group's work, in particular regarding research and development of resources, the organisation of side events, technical support provided to GFPs and advocacy initiatives more broadly, but seek a strategic shift in addressing topics like diversity and the pushback against gender equality driven by the rise and influence of anti-gender campaigns and movements. There is shared concern that the group may perpetuate existing practices without clear objectives, emphasizing the need for well-defined goals.

The group primarily focuses on the APMBC and CCM conventions, with limited attention to other agendas like Women, Peace, and Security (WPS), Sustainable Development Goals (SDGs), or the Convention on Certain Conventional Weapons (CCW). External stakeholders suggested the group should work more on CCW and could influence WPS 1325 National Action Plans (NAPs) to include mine action.

The GDWG's work is aligned with the organisational strategies of most members regarding gender equality and diversity. For some members, their organisation's policies on these issues drove their work within the group, while for others, participation in the group enables them to continue working on the gender and diversity mainstreaming already present in their agendas. According to findings from interviews, the GDWG sets a standard for its members, providing visibility and opportunities for organisations, including first-time involvement in drafting plenary statements or participating in side events.

2. EFFECTIVENESS

The extent to which the intervention's immediate objectives were achieved.

In this section, the evaluation aimed to answer the following questions:

- To what extent have the intended short-term and medium-term outcomes occurred?
- How is evidence collected and shared? How are results communicated?
- How have benefits been distributed? Did any groups benefit more or less than others?
- What factors facilitated or limited the achievement of intended outcomes?

The GDWG has achieved its intended outputs and outcomes. Overall, the working group has actively advocated and provided support to ensure the implementation of

gender mainstreaming and diversity provisions within the APMBC Oslo Action Plan and the CCM Lausanne Action Plan. GDWG's contributions included monitoring Article 7 transparency reports for mentions of gender and diversity related information and analyse clearance deadline extension requests, supporting GFPs in the APMBC and CCM, drafting plenary statements and organising side events on gender and diversity in mine action at convention meetings.

In its early work, the GDWG played a key role in shaping more inclusive, gender- and diversity-sensitive objectives in the Oslo Action Plan (2020-2024), drawing on the gender and diversity expertise of its members, who supported the drafting process through advocacy efforts including written inputs for integrating gender perspectives and addressing the diverse needs and experiences of affected communities. **Building on this experience, the GDWG advocated for greater gender mainstreaming in the CCM, contributing to progress in the Lausanne Action Plan (2021-2026).** This plan further advances gender and diversity mainstreaming by calling on States Parties to collect and analyze disaggregated data by gender, age, and disability across a range of cross-cutting actions. **In both cases, the GDWG helped develop practical recommendations, including the establishment of gender equality and diversity objectives and indicators, as well as the appointment of Gender Focal Points within the Coordinating Committees.**

The increasing inclusion of dedicated plenary statements and working papers⁸ at convention meetings marks another significant achievement of the GDWG. Since its inception, the group has written and delivered **13 statements on gender and diversity** across various APMBC and CCM treaty meetings. The group has also assisted GFPs, Presidencies, and States Parties in drafting numerous plenary statements.

The growing emphasis on gender and diversity is reflected in the evolving programs of convention meetings, which become more inclusive each year. For example, GFPs are increasingly given substantial time to address gender equality and diversity issues. Over the years, representatives from **GDWG member organisations actively contributed to all four thematic plenary sessions on gender and diversity at the APMBC Intersessional Meetings.** These sessions included 'Integrating Gender into Mine Action' (2019), the panel discussion 'Effective Implementation for All: Gender and Diverse Needs in Practice' (2020), the 'Integrating Gender and Diverse Needs of Affected Communities in Operational Planning and Prioritization' (2021), and 'Cross-cutting

⁸ Many members mentioned the working paper titled "How to implement and monitor gender mainstreaming in the APMBC. Practical recommendations", submitted by Finland during the Fourth Review Conference of the States Parties to the APMBC, and the working paper titled "Gender and diversity in the Convention of Cluster Munitions: enhancing impact through synergies with other international Conventions and policies", submitted by the Netherlands during the Second Review Conference of States Parties to the CCM, as tangible achievements of the GDWG's efforts to advance gender equality and diversity considerations.

Priorities of the Presidency: Gender and the Diverse Needs of Mine-Affected Communities – Lessons Learned and Way Ahead’ (2022).

Additionally, **the working group has organized thematic panels, side events, and discussions on gender and diversity considerations in the APMBC and CCM.** The GDWG, or its members, hosted or co-hosted **eight side events**, featuring panelists from mine action centers in affected states (Cambodia, Colombia, Lebanon, Sri Lanka, and Tajikistan) and from APMBC and/or CCM States Parties, including Canada, The Gambia, Germany, Mexico, The Netherlands, and Spain. GDWG representation at these events included working group members or colleagues from mine action programs based in affected countries. Among others, the GDWG hosted a workshop⁹ on “Best practices and lessons learned from practical mainstreaming of gender and diversity in mine action” with the Colombian Presidency of the APMBC and the UK Presidency of the CCM. This virtual event brought together over one hundred participants from mine action authorities, missions, local organisations - including survivors - and international operators to share and learn. **While many of these initiatives reflect the collective efforts of all stakeholders involved, the GDWG has played a key role in embedding gender and diversity into the APMBC and CCM machinery.**

⁹ “Best practices and lessons learned from practical mainstreaming of gender and diversity in mine action”, hosted by the Gender and Diversity Working Group, co-sponsored by Colombia and the United Kingdom, 30-31 May 2022.

GOOD PRACTICE

Stakeholder participation in side events

The GDWG has organized several side events with participants representing a variety of stakeholders, including national mine action centres and agencies, mine affected states, UN agencies, civil society and donors. **Such diverse panels contributed to present practical examples of gender mainstreaming from a range of perspectives**, address different aspects including gender sensitive programming, employment in mine action operations and women's meaningful participation in the sector.

At one of the recent side events at the APMBC Intersessional Meetings in June 2024, the GDWG co-hosted an event with the Netherlands titled 'Reinforcing and Strengthening Gender and Other Diversity Factors in Convention Implementation.' Chaired by a representative from Cambodia, which presides over the APMBC Fifth Review Conference, the session included insights from Cambodia's CMAA program on mainstreaming gender as a good practice. The Netherlands, as one of the APMBC's gender focal points, shared updates on integrating gender and diversity within treaty implementation. The head of Colombia's National Mine Action Authority highlighted how diversity considerations, particularly regarding indigenous and ethnic minority groups, are integrated into Colombia's APMBC implementation.

Additionally, a GDWG representative from DRC's Ukraine Program shared findings from a study on the gendered impact of mine action in Ukraine, focusing on women's perspectives on barriers to participation and ways to create a more supportive environment. A GDWG representative from IBCL introduced a new Monitor factsheet on 'Gender and the Mine Ban Treaty,' and a representative from Mine Action Review presented findings from their annual research on gender and diversity in survey and clearance programming. This research drew from Mine Action Review's assessments of affected States Parties' performance on gender and diversity, as well as its monitoring of the Oslo Action Plan.

CASE STUDY

Workshop on “Best practices and lessons learned from practical mainstreaming of gender and diversity in mine action”

In May 2022, the GDWG hosted a 2-day virtual workshop. Colombia, who held the presidency of the APMBC, and the United Kingdom, who held the presidency of the CCM, co-sponsored the workshop. Aim of the event was to provide a **space for discussion and exchange of lessons learned and good practices on the practical mainstreaming of gender and diversity in mine action**. The workshop welcomed representatives from all states engaged in mine action regardless of their ratification status of APMBC and CCM conventions.

Main objectives of the workshop were to identify challenges and good practices on mainstreaming gender and diversity in mine action from the perspectives of affected states, donors, mine action operators and survivor organisations; to examine the extent to which gender and diversity considerations are included in survey and clearance, risk education, victim assistance and international cooperation and assistance; to understand the obstacles to full, equal and meaningful girls and women’s participation in mine action operations and Convention meetings and to identify means to overcome them; and to raise awareness of the intersection between gender and other factors of vulnerability and inclusion (e.g. age, religion, ethnicity, language, disability etc).

The practical implementation of gender and diversity considerations requires tailored approaches and improving knowledge, attitudes and practices. Although this may present context-specific challenges, **the workshop identified some general good practices and approaches that the sector can benefit from**. Plenary discussions need to be informed by changes on the ground, in mine action operations and everyone has a role to play in this. Transparency reporting and the role of the gender focal points under the two Conventions provide useful tools for advancing the conversation. Formalising regular dialogue on progress and challenges with gender and diversity mainstreaming can also be done through regular meetings in-country, between mine action authorities, donors and operators through a national mine action platform or similar structure. Attitudes are key to the way of working, so it is important to nurture the right mindset. Shifting attitudes requires sustained awareness-raising and capacity development, which takes time to achieve, so long-term commitment from all stakeholders is required.

The GDWG continues its advocacy for gender and diversity considerations in the upcoming Fifth Review Conference of the APMBC and the associated Siem Reap – Angkor Action Plan (2025–2029). The group has submitted a series of inputs and recommendations aimed at strengthening gender and diversity aspects in the new action plan, with strong coordination noted between the GDWG and the current Cambodian APMBC Presidency and the ISU.

Although a substantial amount of work is being produced, it suffers from limited visibility and accessibility, with only a small public repository available. The website of the GDWG hosted by GICHD is basic, with limited resources uploaded. While the website is currently under revision, it requires time and resources for improvement. Activities and achievements are mostly shared through websites of individual group members. Suggestions were made to create communication materials, like videos and factsheets, to enhance the group's visibility and impact.

The group creates an annual workplan that largely follows the same outputs and outcomes as outlined in the ToR, with little change over the years. The workplan is drafted in a participatory manner but is not seen as a practical tool and remains unpublished. This workplan is established at the beginning of each year during a two-day virtual kick-off meeting and aligns with the APMBC and CCM conventions' calendar.

There are no formal indicators to measure progress, and while there is a general consensus that the group achieves its objectives, the interpretation of achievements varies among members. Some interviewees highlighted practical achievements, such as the development of plenary statements and the organisation of side events, while others identified coordination and the exchange of practices as the group's main accomplishments, despite coordination not being explicitly mentioned as an objective in the GDWG's ToRs. **Some members resist the idea of adding formal indicators, seeing them as unnecessary, while others would like to have a more formal system in place to monitor progress.** There is recognition among some members that the group tends to follow Convention schedules rather than being proactive, with a need for better bilateral engagement with States Parties and GFPs.

There is a shared understanding within the group about which stakeholders to engage with and support. Its direct beneficiaries include States Parties, donors, and policymakers, with States Parties benefiting the most from the group's work. The group holds an annual meeting with GFPs to raise awareness about conventions and action plans, which serves as an informal form of training. Beyond this, the group engages stakeholders mainly through side events or statements at convention meetings. Non-State Parties are mostly engaged through individual members, while national authorities are not heavily involved. Affected communities and especially women working in the field also benefit, but there is limited involvement of victims in the group's activities.

Most external stakeholders interviewed are aware of the group's work and have collaborated on activities such as side events, statements, or reporting. However, external stakeholders often recognize the contributions of individual group members rather than the group as a whole, with certain members being more established in the sector. Many external stakeholders, for example, mentioned positive interactions with organisations like UNIDIR, GICHD, or Mine Action Review, without realizing these organisations were part of the GDWG. Some external stakeholders were unclear whether they were approached on behalf of the group or individual organisations, particularly concerning activities directly led by the GDWG, such as the onboarding workshop for GFPs.

There is a lack of interaction between different working groups in the sector, and a consequent lack of process for formalised learning and sharing that learning across the mine action community. The need for more knowledge exchanges, such as inviting other working group's members to present their findings, lessons and practices, has been identified by many members of the group as well as interviewed stakeholders.

There is a consensus within the group on the need to increase engagement with stakeholders and to involve additional actors, such as UN agencies and national organisations, particularly from the Global South. According to some members, the group needs to engage more with affected States, grassroots organisations, and the academic sector. As mentioned before, there is good engagement with GFPs, supported by a well-structured onboarding program. Lastly, some members expressed the interest to engage private sector providers, re-engage inactive members (potentially through sub-groups), and approach non-member states for broader involvement.

The group faces several challenges, including time zone differences, time constraints, and a lack of funding. Some members have their involvement reflected in their ToRs, while others do not. Language barriers exist, with no funding for interpretation services. Some members feel the group is divided between organisations based in Geneva and those located elsewhere. While many members expressed a preference for in-person meetings (at least once per year), resource limitations prevent this. Having funds would help with administrative tasks, such as supporting participation in conferences and side events, particularly for members from the Global South. Another identified challenge from some group members is the competition between emerging themes like environmental issues.

Moving forward, many GDWG members identified a need to improve Article 7 reporting with respect to gender and diversity and provide more support to the respective ISUs for clearance deadline extension requests, as well as to State Parties for report compilation. Another identified area for improvement is **strengthening the quality of plenary statements by incorporating concrete references from organisations, utilizing field examples and best practices.**

3. EFFICIENCY

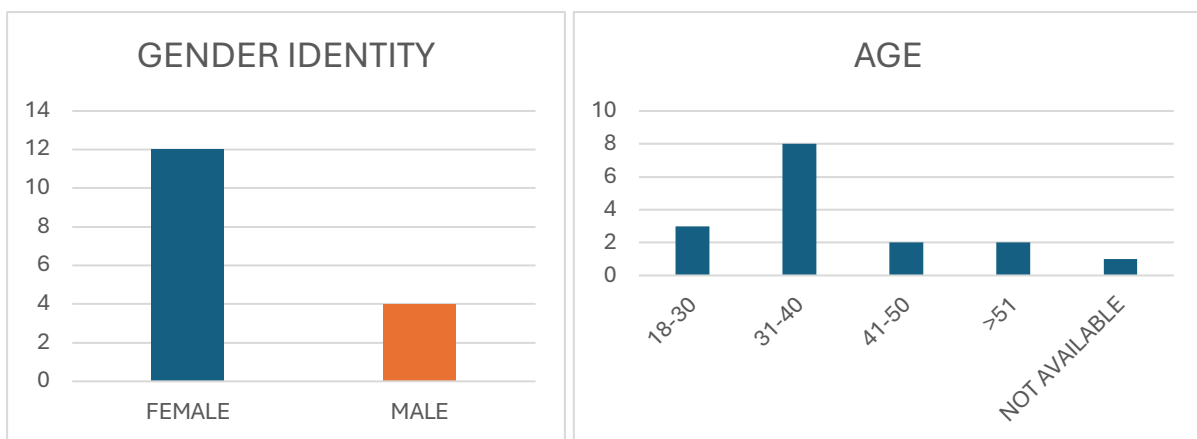
A measure of how well the intervention was administered and delivered.

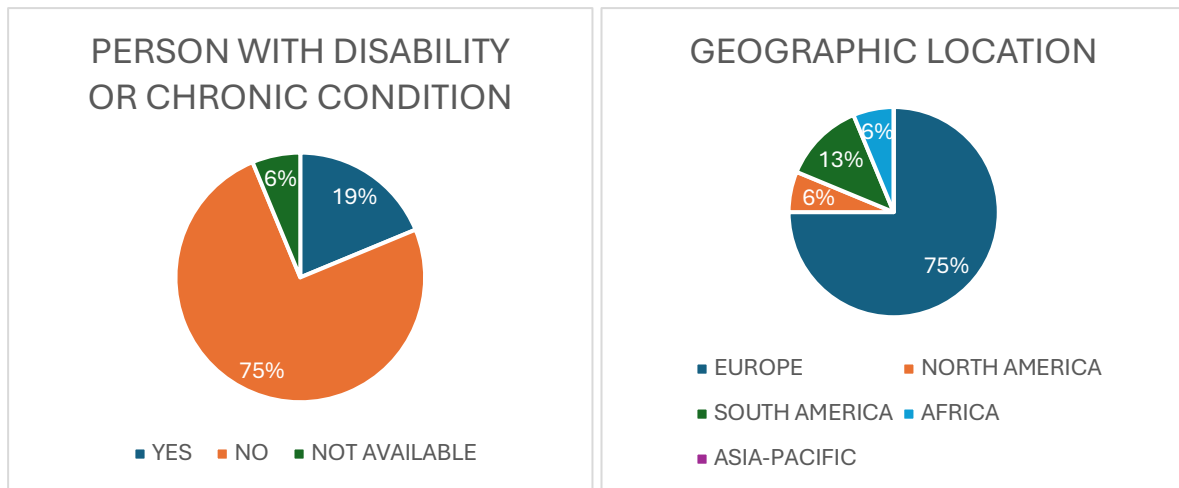
In this section, the evaluation aimed to answer the following questions:

- How appropriate and effective are the governance arrangements?
- How well did the intervention reach and engage with the intended participants?
- How efficiently was the intervention delivered?

Opinions on gender balance and diversity composition vary, with many members recognizing the group's composition being predominantly white, Western, and female. This has led some members to question the group's representativeness and credibility. Geographic, racial, and ethnic diversity, as well as disability representation, are among the most frequently discussed diversity considerations during interviews. While the challenges around membership diversity are frequently discussed within the group, and efforts have periodically been made to improve this, there is no clear plan to address them. It is important to note that many individual member organisations make significant efforts to maintain a diverse workforce and implement country-level programs that incorporate gender and diversity considerations at all stages. **While these organisations' expertise is directly drawn from fieldwork and implementation on the ground, this connection is not always made visible in the work of the GDWG.**

Demographic data of GDWG members





According to information collected through interviews, there seems to be an unintended internal division among the members of the group. Members can be categorized into three groups: the “historic” members who would like to keep the original scope of the GDWG unchanged, the “in-between” members who appreciate the group’s work but seek more diversity and new activities, and the “outsiders” who feel overshadowed and lack a sense of representation. According to some interviewees, the group risks becoming self-referential, with some members feeling disconnected. There is a need for better information transfer, particularly to members in the Global South, for whom the group represents a significant opportunity to gain visibility and connect with the mine action community. Encouraging broader participation and offering an induction for new members could help address these issues.

GOOD PRACTICE

Civil-society-based working group

The GDWG is civil-society-based. This set-up is highly valued by external stakeholders for the expertise brought by civil society organisations. **The group is divided in subgroups according to areas of work and the arrangement functions well and allows for flexibility. The rotating co-chair system is effective** but occasionally faces capacity challenges. For instance, smaller organisations face challenges in assuming this role due to limited time and resources, including staffing constraints.

Members differ on the sufficiency of expertise, with some calling for additional training. The group consists mostly of policy staff, with some gender focal points and occasional input from gender experts.

The GDWG organized numerous meetings with GFPs, APMBC and CCM presidencies and ISUs throughout the years, but external stakeholders often did not recognize these as organized by the group, instead attributing them to individual members or organisations. GFPs consider meetings with the GDWG very useful. However, there is a gap in expectations between the group and some GFPs. As stated in some interviews, some GFPs lack gender and diversity specific knowledge, highlighting the need for additional support and expertise from the GDWG, for example drafting a joint workplan.

The group consistently takes part in major events, including treaty meetings and conferences, by organizing side events and issuing joint plenary statements. Many interviewees emphasized the group's continued efforts to integrate gender equality and diversity considerations into the conventions' frameworks, which is also clearly reflected in the documents reviewed during the desk analysis.

While single organisations within the group highlight good practices at the operational level, these are not being made visible to external stakeholders and remain internal to the group and its members. The group gathers data and evidence through its members, but the visibility of this work is hindered by the poor design of the website and lack of coordination in publishing produced resources. There is a need for more practical guidelines on gender and diversity topics, as requested by most external stakeholders. External stakeholders interviewed also emphasized the importance of training on these topics, particularly related to reporting, where the group has produced several materials that should be presented and used to train States Parties.

4. SUSTAINABILITY AND IMPACT

The strategic orientation of the intervention towards making a significant contribution to broader, long-term, sustainable development changes. The likelihood that the results of the intervention are durable and can be maintained or scaled up.

In this section, the evaluation aimed to answer the following questions:

- Did the intervention produce the intended results in the long term?
- Are any positive results likely to be sustained? Under what circumstances?
- What lessons have been learned that could improve the efficiency and effectiveness of this intervention and/or future interventions?

- What effects (expected/unexpected) is the intervention likely to have on power relations between women and men, girls and boys, marginalized groups, and on their empowerment?

The group's biggest achievements, as mentioned by nearly all members, include shared learning among group members, the cooperation mechanism in place, and the exchange of best practices within the GDWG space. The establishment of GFPs within the APMBC and CCM coordinating committees, and the mainstreaming of gender and diversity considerations in the respective Oslo and Lausanne Action Plans were highlighted as major successes. Advocacy efforts, particularly during Review Conferences for APMBC and CCM, have led to better wording in Review Conference outcome documents and political declarations. The success of side events, as well as impactful online workshops, were also noted as achievements. **Overall, the group plays a crucial role in sustaining conversations on gender and diversity in the mine action sector.**

Strong interpersonal relations within the group, and capacity building among members were other significant accomplishments. As highlighted in several interviews, a "snowball effect" has occurred, where former representatives of working group members have continued to prioritize gender and diversity issues in their work even after leaving the group, with their colleagues stepping in to replace them. The GDWG continues to influence its members by shaping how they approach these topics.

Most members and external stakeholders agreed that measuring the outcomes of policy and advocacy work is difficult, and that there is a need to improve impact assessment. Some members felt that the group's most visible and impactful achievements occurred during its first year of work. Significant achievements, such as the increased gender and diversity mainstreaming in the Oslo Action Plan and the Lausanne Action Plan, along with the establishment of GFPs, took place between 2019 and 2021.

Most members and external stakeholders believe there are no significant sustainability risks for the group. Despite being voluntary and informal, the group is well-established, with strong commitment from its members and support from States Parties. Even if the group did not exist, the organisations involved would continue the work to strengthen gender and diversity mainstreaming independently, but the group helps align efforts, improves internal coordination, and enhances the overall impact in achieving shared goals.

There is a shared desire among group members for more proactive engagement with States, focusing on practical solutions and new ways of working. However, the group is experiencing fatigue due to limited resources, such as time and capacity among some members, which hampers its ability to fully address and explore identified challenges.

One of the key challenges identified by both members and external stakeholders is the **general pushback on gender and diversity issues, fuelled by the rise and influence of anti-gender campaigns and movements, prompting a need for new strategies.**

Another persistent challenge is connecting high-level conventions to on-the-ground realities, as gaining buy-in from States and implementing practical changes remains difficult. The GICHD was mentioned by some members as an organisation that could play a larger role by engaging field authorities and advocating on behalf of operators to bridge this gap.

The group indirectly aims to empower women in mine action by influencing power dynamics, such as giving women a voice in conventions. However, it is difficult to attribute impacts on shifting power dynamics to the GDWG. As the impact on beneficiaries and women's empowerment is mainly visible through the work of individual organisations rather than the group as a whole, a greater connection to programs' implementation could help strengthen the link between GDWG's contributions and women's empowerment. Side events provide a key opportunity for engaging beneficiaries directly, though when women participate, they are predominantly white.

High-level policy documents, such as the Oslo Action Plan, have helped push forward gender and diversity mainstreaming, with donors increasingly expecting operators to address these issues. This progress has given some members leverage to advocate for more progressive actions. **However, interviewed stakeholders noted ongoing challenges, including gender inequalities and patriarchal norms that hinder gender and diversity efforts.** The mine action sector remains heavily male-dominated¹⁰. There remains a lack of awareness about why and how gender and diversity matter in mine action, particularly among some actors¹¹ that work in the sector but are unfamiliar with these topics or have had low exposure to gender equality and diversity considerations during their work, as referred by some of the external stakeholders interviewed.

5. FINDINGS FROM EXTERNAL STAKEHOLDERS

In this section, additional information gathered from interviews with external stakeholders is presented.

The role of GFPs is well-established and formalized in both the APMBC and CCM. While GFPs understand their role, there is a need for clearer mandates (e.g., developing

¹⁰ "Gender and Employment in Mine Action by the Numbers", Mines Action Canada, 2019.

¹¹ "Actors" here refers to some State Parties, National Mine Action Agencies, GFPs.

agile Terms of Reference within APMBC, assessing the structure and work of GFPs within CCM etc.).

Challenges for GFPs include limited capacity and knowledge on gender and diversity, heavy workloads, unclear mandates, and lack of coordination or a joint workplan. GFP activity levels vary depending on their background, capacity, and State priorities. Additionally, many GFPs are assigned the role alongside other responsibilities, limiting their ability to fully implement gender and diversity initiatives.

GOOD PRACTICE

Annual onboarding workshop for GFPs

The work of the GDWG is appreciated by GFPs. The annual onboarding workshop is a good practice that could be further strengthened. Side events organized by the group are also highly valued. **Learning through exchanges, research, and lessons from the field** organized and shared by the working group were identified as positive outcomes by most GFPs and external stakeholders interviewed.

There is a need to increase visibility of the GDWG in its engagement with external stakeholders. Some of the external stakeholders interviewed, including GFPs, are not fully aware of the GDWG's mandate and composition, with engagement often occurring bilaterally with individual group members.

Some GDWG members also participate in other coordination mechanisms, such as the Mine Action Area of Responsibility (MA AoR), and the EORE and EIMA working groups, serving as bridges between these groups. However, they don't always push the gender and diversity agenda in those spaces, missing opportunities to influence wider conversations.

Many stakeholders advocated for more information exchange and a better connection between policy and ground-level implementation. As sometimes presented, evidence around gender equality and diversity considerations seems to be too broad and general, and there is no clear understanding of the impact of gender and diversity mainstreaming initiatives. More case studies and lessons from the field could depoliticize discussions around gender equality and diversity. Similarly, external stakeholders highlight the need for new strategies to counteract gender pushback, including new ways of working around the concept of diversity.

CONCLUSIONS

Overall, the GDWG has met, and in some cases exceeded, its objectives, significantly contributing to the advancement of gender equality and diversity within the APMBC and CCM.

The evaluation highlighted key findings and gaps that need to be addressed moving forward:

- **The GDWG is a well-established and recognized group within the APMBC and CCM machinery.** However, in the broader mine action and disarmament sector, the work of individual members tends to overshadow the group's contributions, making it challenging to assess the impact of the GDWG as a whole.
- **Membership arrangements and composition appear to be the most pressing issues to address.** On one hand, the group's informal structure allows for flexibility, swift action, and the fostering of positive interpersonal relationships among some members. On the other hand, the current setup, with two co-chairs and no secretariat, raises concerns about the sustainability, inclusivity, and equitable participation of all members. Additionally, the group's composition has raised questions about its representation and credibility among some members as well as external stakeholders.
- **The GDWG's advocacy and policy role in supporting the mine action and disarmament sector to implement gender and diversity provisions in the Oslo Action Plan and Lausanne Action Plan remains relevant.** However, many respondents in the evaluation highlighted **the need for the GDWG to explore additional activities that address the gap between policy and practice.** While this represents an important area for future focus, it is important to acknowledge that shifting towards a new direction may require a (partially) different structure for the GDWG, along with the mobilization of additional resources.
- **A well-coordinated pushback against gender and diversity initiatives driven by the rise and influence of anti-gender campaigns and movements, presents new and complex challenges for the GDWG and might jeopardizes achievements in gender equality and diversity within the mine action sector.** Mine action stakeholders must collaborate closely with the GDWG to develop innovative strategies. While maintaining a focus on gender and diversity language is important, adopting a new narrative based on good practices, lessons learned, and field-level results could effectively demonstrate the significance of gender equality and diversity in mine action and disarmament. This approach may also help stakeholders recognize the importance of broader diversity issues, including age, disability, race and ethnicity, which are often overlooked in the mine action agenda.

- **Shifting to an evidence-based narrative could help move beyond what some stakeholders refer to as the “Geneva bubble”.** There is a risk of perpetuating existing practices simply because they are routine. The working groups and the conventions themselves are not objectives in and of themselves. As highlighted in a recent publication by UNIDIR¹², various actors, mechanisms, and processes including the GDWG have supported States Parties in translating words into action. Notably, progress has been made in incorporating gender and diversity perspectives into APMBC and CCM implementation and mine action programming. However, there is a risk that these plans will remain merely words on paper if they are not actively pursued and implemented.

RECOMMENDATIONS

This evaluation generated two sets of recommendations – directed to the GDWG and its members, and the external stakeholders in their work with the GDWG, respectively – that address the underlying issues identified in the report. Some of the identified recommendations have been intentionally kept broad and may take time to implement, while others are more specific and practical, based on insights from key informant interviews, and can be executed in the short term.

The recommendations are intended to guide the GDWG and external stakeholders in shaping future planning efforts and are categorized into what is achievable within the current group structure and what could be implemented with additional resources. This approach ensures that essential actions can continue regardless of resource availability, while more ambitious initiatives are prioritized if further funding becomes available.

Recommendations for the working group:

- While most areas of work of the GDWG remain relevant, the working group could explore some adaptations based on emerging priorities to ensure continued relevance within APMBC and CCM, as well as the wider disarmament and mine action sector.**

Scenario 1: Current group setting with no additional resources or budget available

- **Update the Terms of Reference** to reflect new activities based on evaluation findings. The ToR should include a specific objective on coordination and sharing

¹² Renata H. Dalaqua, Paula Jou Fuster and Hana Salama. 2023. Beyond Oslo: Taking Stock of Gender and Diversity Mainstreaming in the Anti-Personnel Mine Ban Convention, UNIDIR, Geneva.

of practices and lessons. Consider expanding the scope to other conventions such as CCW.

- **Organize capacity building initiatives and trainings** as additional activities. For example, the GDWG could provide more capacity-building for GFPs, especially for those unfamiliar with gender and diversity concepts, since many are appointed without specific expertise. This can empower GFPs to take a more active role. The onboarding workshop for GFPs could include a space for GFPs to present their national agendas on gender equality and diversity, promoting practice sharing and connection-building.
- **Enhance technical support for Article 7 reporting**, organizing trainings for State Parties to operationalise existing guidelines.
- **Continue developing materials**, prioritizing guidelines development, research, and training resources, while engaging technical expertise on gender and diversity. Focus on the intersections between the mine action agenda and broader gender equality and diversity frameworks, such as the WPS agenda and the SDGs.
- **Continue to organize side events** trying to ensure diverse representation, including male participation.

Scenario 2: Additional resources or budget available

- **Organize activities to support gender and diversity mainstreaming at implementation level and improve field guidance, addressing the policy-practice divide.** Alongside existing work on conventions that sets and upholds standards, the GDWG could facilitate the exchange of good practices among operators in affected countries on gender equality and diversity initiatives, raise awareness about mine action and disarmament conventions and highlight their intersections with international frameworks on gender equality and diversity, and support State Parties in mainstreaming gender and diversity consideration in national strategies, policies and standards on mine action.
- In addition to capacity-building initiatives for GFPs, **organize both online and in-person workshops and events involving States Parties, national authorities and mine action agencies, and operators.** These sessions could focus on specific topics selected in collaboration with expert agencies and organisations working on gender equality, women's empowerment, diversity, and social inclusion, adopting a cross-sectoral approach that extends beyond the mine action sector.
- **Collect and publish case studies** for more robust evidence of the GDWG work. Develop surveys to collect data and information from a wider audience.
- **Consider conducting an evaluation process on a stable basis**, as the exercise was highly valued by both GDWG members and external stakeholders.

- **Sponsor the participation of diverse and inclusive panels during side events**, including gender champions, women and men deminers, grassroots women's organisations, people with disabilities, direct and indirect victims. Provide logistical support to ensure their full participation, including translation and reasonable accommodation where needed.
- b. Although GDWG's "ways of working" have effectively facilitated its contributions to the achievement of its outputs, they can continue to be sharpened to address identified needs and challenges. Based on the evidence available, this evaluation has identified a few ways in which the GDWG can invest in strengthening "ways of working".**

Scenario 1: Current group setting with no additional resources or budget available

- **Review membership composition and joining modalities.** Open access to additional civil society organisations to broaden diversity among the group, including race, ethnicity, age, and disability. Priority should be given to ensuring representation from currently under-represented geographic regions. Consider adopting a mixed membership model, allowing additional members to attend specific meetings where guest speakers and experts are invited to share lessons and best practices on gender equality and diversity in the mine action sector and beyond (two to three times per year). Involve more UN agencies in observatory roles, such as The United Nations Mine Action Service (UNMAS) and UN Women.
- **Increase GDWG visibility and transparency of work.** Update the GDWG's website to be more organized and easy-to-navigate. Upload resources including recordings of side events and workshops, materials produced, plenary statements, GDWG meetings agendas. Publish the group's annual workplan to keep stakeholders informed and consider developing few practical and formal indicators as a monitoring tool to showcase results and improve effectiveness of activities.
- **Compare and learn from other working groups** like EORE and EIMA working groups, adopting good practices such as involving national authorities in the group's discussions.
- **Address gender and diversity pushback** by mobilizing supportive State Parties and using specific, practical findings instead of broad plenary statements to show why gender and diversity matters in mine action sector. Use data and evidence to show that gender equality and diversity are not final objectives per-se but means to a fair and just society. While remaining vigilant on language used in conventions, strengthen the narrative around gender equality and diversity

through good practices and lessons captured from implementation work, including stories of beneficiaries and partners.

- **At the individual member organisation level**, gather insights from gender advisors, focal points, and consultants, and share these findings in GDWG discussions.
- **When engaging with external stakeholders in GDWG-related activities, individual organisations should present themselves as part of a collective**, consistently framing the work as a collaborative effort of the GDWG and its member organisations.
- **Enhance donor engagements** to establish new partnerships, reinforce existing ones and explore potential additional resources.

Scenario 2: Additional resources or budget available

- **Consider forming a steering group or secretary** with funding. Expand membership to include national mine action authorities on a rotating basis (similar to the structure of the EORE working group), additional civil society organisations, operators, and the private sector. Sub-groups at regional levels could be established to overcome barriers like language and time zones, making the group more inclusive and representative.
- Organize **annual in-person meetings**, possibly during conferences.
- **Translate resources and materials** in different languages.
- To promote a stronger evidence-based narrative, **allocate budget to support gender and diversity expertise at country level**, establishing or increasing gender focal points positions at individual member organisations. **Support sustainability and impact of the GDWG by allocating dedicated time for staff participation** in the working group within their ToRs or job descriptions, transitioning from voluntary to formal roles.
- Develop a **well-structured and accessible website** organized by contents and keep it updated on a monthly basis. **Design a logo** for the working group.

Recommendations for joint work between GDWG and external stakeholders:

- **Discuss and agree on new strategies for gender and diversity pushback.** Set up joint exercises with GDWG members and relevant stakeholders (including gender expertise) to develop strategies and new ways of working using lessons learned, good practices, and case studies from the field to support evidence in plenary statements. Discuss around and introduce agreed solutions for inclusive language and reinforce diversity considerations through practical examples.
- **Organize joint side events with other working groups (e.g., the EIMA and EORE working groups) to increase visibility and cooperation**, moving away from

competition for limited resources. Engage more with mine-affected countries and involve gender champions (including male champions), youth mine action fellows, direct and indirect victims, and beneficiaries of mine action programs. Focus on meaningful participation in events and meetings rather than gender balance.

- **Engage with donors and State Parties with a feminist foreign policy**, to explore their achievements and future ambitions. Focus on strategic investments in program support for mainstreaming gender and diversity considerations in the mine action and disarmament sector.
- **Strengthen GFP coordination by developing a formal but flexible mechanism and a joint workplan, aligning efforts between the APMBC and CCM**. Promote bottom-up knowledge sharing between GFPs and affected countries, involving more operators, and highlight lessons and good practices.
- **Increase collaboration between the respective CCM and APMBC ISUs**, with the GDWG facilitating the exchange of best practices on gender equality and diversity mainstreaming between conventions.
- **Explore synergies with global frameworks as entry points to discuss gender in disarmament and mine action**. Connect gender and diversity initiatives in the mine action sector to gender equality and diversity agendas, including WPS and SDGs.
- **Improve reporting on gender equality and diversity considerations in conventions by working jointly** between States Parties, ISUs, and the GDWG, to organize training activities to raise awareness of reporting obligations and available tools (as also recommended in UNIDIR report¹³).
- **Explore the possibility of integrating gender and diversity considerations into mine action national platforms established by the APMBC's cooperation assistance committee**. These platforms could include gender focal points at the national level and serve as a bridge between implementation and policy. The GDWG could explore opportunities to engage with these platforms to ensure that gender and diversity considerations are integrated into their agendas.

¹³ Renata H. Dalaqua, Paula Jou Fuster and Hana Salama. 2023. Beyond Oslo: Taking Stock of Gender and Diversity Mainstreaming in the Anti-Personnel Mine Ban Convention, UNIDIR, Geneva.

ANNEX 1 – METHODOLOGY AND EVALUATION MATRIX

INCEPTION REPORT FOR

DELIVERABLE 1: INTERVIEWS WITH KEY STAKEHOLDERS AND AN EVALUATION OF AVAILABLE MATERIALS

Sub-Activities: Development of methodology and tools, Desk review of available materials, Interviews with Key Stakeholders

This inception report is a key document that serves as a road map for managing the overall evaluation process. The inception report is largely prepared on the grounds of the outcomes of the inception meetings between the evaluator and reference group members. It also benefits from the preliminary review of relevant documentation and consultation with relevant staff and stakeholders. The inception report seeks to enhance the understanding of the evaluator by providing an answer to what is going to be evaluated and how. It includes the following:

- Proposed methods and analysis frameworks (including gender and human rights analysis);
- Data collection procedures and sources;
- Review of documentation, scoping conducted, and intervention theory or theory of change;
- A work plan with associated activities, deliverables, timetable, roles and responsibilities, as well as logistical arrangements for the evaluation.

1. Outline of inception report

I. Introduction

- Background and context
- Purpose, objectives, and scope of the evaluation
- Theory of change or intervention theory

II. Methodology

- Evaluation criteria and elaboration of key questions
- Indicators for measuring results (should be based on program indicators)
- Evaluation design (method of data collection and analysis)
- Sample and sampling design
- Limitations to the evaluation

III. Evaluation matrix

- Summarizes the key aspects of the evaluation exercise by specifying what will be evaluated and how

IV. Work plan

V. Responsibilities, logistics and support

VI. Annexes

- Documents reviewed
- Draft data collection instruments (questionnaires and interview guides, lists of evaluation team members and contact details).
- Terms of reference
- Evaluation management and reference group members

2. Scoping the evaluation

The consultant is currently working to define gender-sensitive evaluation questions. Evaluation questions break down the evaluation criteria and help further define the objectives of the intervention. In a gender-responsive evaluation, the evaluation questions must allow all the relevant aspects of an intervention to be evaluated with a gender perspective including the processes, activities, outputs, outcomes and impacts.



During this planning phase, the consultant is engaging with the established GDWG evaluation sub-group to discuss and approve:

- purpose / objectives of evaluation (learning, accountability or decision-making);
- limits / boundaries (e.g. boundaries, subjects to be covered or not);
- approach (proposed learning approach);
- level of engagement in evaluation (e.g. getting data from participants, testing results, sharing with overall group, involvement in deciding key themes for the evaluation, control over findings e.g. what said and how reported etc);
- confidentiality of results (e.g. is the process to be open to full public scrutiny?);
- main themes and questions to be covered by the evaluation.

3. Data collection

Gender-responsive evaluations apply mixed methods (quantitative and qualitative) for data collection and analysis as it increases the reliability and validity of the evaluation findings. They also adopt participatory approaches that ensure the involvement and consultation of stakeholders. For this research task, qualitative methodologies will be applied by the consultant to collect non-numerical data, such as words, images, or observations. In particular, the consultant will apply a mixed use of tools, including:

- desk research (e.g. reviewing all documentation produced by the group);
- observation (e.g. attendance at meetings);
- Key Informant Interviews (e.g. with participants, commissioners of the work);
- Questionnaires to participants, if relevant;
- Focus group discussions and group working (e.g. group reflections on progress, feedback on progress through various online and offline discussion)

The following stakeholders might be involved in the process:

- the public participants;
- the policy-makers who are being influenced by the process;
- whoever commissioned the process;
- whoever designed and implemented the process (could be different).

Reference groups are composed of core groups of stakeholders who can provide different perspectives and knowledge on the subject. The reference groups should be consulted throughout the evaluation process to enhance the relevance, quality and credibility of the evaluation results.

Learning groups could be established with stakeholders to focus on the use of evaluation. Learning groups generally have a smaller role in quality enhancement or validation of findings than reference groups.

Steering groups not only advise, but also provide guidance to evaluations. These groups are created to ensure better ownership.

- Duty bearers who have decision-making authority over the intervention such as governing bodies
- Duty bearers who have direct responsibility for the intervention, such as programme managers
- Secondary duty bearers, such as the private sector or partners
- Rights holders (individually or through the civil society organisations acting on their behalf) who are the intended and unintended beneficiaries of the intervention

The first step to collect data consists in a **review of documents (desk research)**. Document review involves the analysis of intervention documents, such as reports, policies, and procedures, to understand the intervention context, design, and implementation. Document review can help to identify gaps in intervention design or implementation and suggest ways in which they can be improved. The following documents might be shared with the consultant for analysis:

- TORs;
- Website if any;
- Evidence of activities conducted, like reports, studies and research undertaken;
- Beneficiaries' engagement and documentation;
- Initial assessments that demonstrate reasons why the group was formed;
- References (for example conventions);
- Example of minutes if relevant;
- List of participants with roles and contacts;
- List of key stakeholders that initiated the process.

4. Evaluation Matrix

Evaluation questions break down the evaluation criteria¹⁴ and help further define the objectives of the intervention. The evaluation questions must allow all the relevant aspects of an intervention to be evaluated with a gender and diversity perspective including the processes, activities, outputs, outcomes and impacts.

¹⁴ OECD (2021), Applying Evaluation Criteria Thoughtfully, OECD Publishing, Paris, <https://doi.org/10.1787/543e84ed-en>.

The evaluation questions also need to reflect the intended uses of the evaluation. For example, as this evaluation is intended to inform the next stages of this intervention and aims to be a learning process, then it is not enough to ask ‘Did it work?’ or ‘What were the impacts?’. A good understanding is needed of how these impacts were achieved in terms of activities and supportive contextual factors to replicate the successful achievements. Equity and diversity concerns require the evaluation to go beyond simple average impact to identify for whom and in what ways the intervention has been successful.

The consultant developed the evaluation matrix below grouping criteria as follows:

- 1) Relevance and coherence;
- 2) Effectiveness;
- 3) Efficiency;
- 4) Impact and Sustainability.

For each criterion, evaluations questions and indicators were identified and included in the evaluation matrix. A range of more detailed (lower-level) evaluation questions will then be articulated to address each evaluative criterion in detail during Key Informant Interviews (KIIs).

EVALUATION MATRIX - Gender and Diversity Working Group Evaluation Project	EVALUATION QUESTIONS	INDICATORS	DATA SOURCES		
			Document Review	KIIs	Other (debriefing, FGDs, case studies, etc.)
Evaluation Criteria					
1.Relevance and coherence: The extent to which the objectives of the intervention are consistent with beneficiaries’ requirements, country needs, global priorities and partners’ and donors’ policies. The extent to which the design	How appropriate was the intervention?	<ul style="list-style-type: none"> • Alignment with strategic policy objectives • Level of continuing need for intervention 	X	X	
	How well was the intervention designed?	<ul style="list-style-type: none"> • Strength of evidence-based links between activities, outputs and intended outcomes • Alignment with other interventions targeting similar objectives and/or stakeholders • Design changes since inception 	X	X	X

<p>is logical and appropriate.</p>	<p>Did the intervention design consider the gender and diversity dimensions of the planned interventions through objectives, outcomes, outputs and activities that aim to promote gender equality and social inclusion?</p>	<ul style="list-style-type: none"> • Gender analysis or study included during the initial stages of the intervention • Outputs and outcomes contribute to gender equality and diversity 	<p>X</p>	<p>X</p>	
<p>2.Effectiveness:</p> <p>The extent to which the intervention's immediate objectives were achieved.</p>	<p>To what extent have the intended short-term and medium-term outcomes occurred?</p>	<ul style="list-style-type: none"> • Evidence of contribution to outputs and outcomes as outlined in the intervention plan 	<p>X</p>	<p>X</p>	
	<p>Were partners and stakeholders aware of the intervention's-related objectives? Were they sensitized and trained?</p>	<ul style="list-style-type: none"> • Evidence of effective consultation with key partners and stakeholders 	<p>X</p>	<p>X</p>	
	<p>Did the intervention communicate its results and knowledge?</p>	<ul style="list-style-type: none"> • System in place that collects evidence on results 	<p>X</p>	<p>X</p>	
	<p>How have program benefits been distributed? Did any groups benefit more or less than others? Were any participants or groups negatively affected? If so, who and how?</p>	<ul style="list-style-type: none"> • Distribution of benefits among stakeholders 	<p>X</p>	<p>X</p>	

	What factors facilitated or limited the achievement of intended outcomes?	N/A		X	
3. Efficiency: A measure of how well the intervention was administered and delivered.	How appropriate and effective were the governance arrangements?	<ul style="list-style-type: none"> • Appropriateness of governance • Effectiveness of governance • Adequate gender and diversity expertise, gender parity and diversity inclusion 	X	X	
	How well did the intervention reach and engage with the intended participants?	<ul style="list-style-type: none"> • Level of reach • Alignment with intended participants • Quality of engagement 	X	X	
	How efficiently was the intervention delivered?	<ul style="list-style-type: none"> • Efficiency of delivery • Risk mitigation • Use of data for decision making 	X	X	
4. Impact and Sustainability: The strategic orientation of the intervention towards making a significant contribution to broader, long-term, sustainable development changes. The likelihood that the results of the intervention	Did the intervention produce the intended results in the long term?	<ul style="list-style-type: none"> • Evidence of contribution to outcomes as outlined in the intervention plan 	X	X	X (case studies?)
	Are any positive results likely to be sustained? In what circumstances?	N/A		X	X (debriefing or FGD?)
	What lessons have been learned that could improve the efficiency and effectiveness of this intervention and/or future interventions?	N/A		X	

are durable and can be maintained or scaled up.	What effects (expected/unexpected) is the intervention likely to have had on your organisation and way of working?	<ul style="list-style-type: none"> Evidence of contribution from the group work to single members 	X	X	X (case studies?)
	What effects (expected/unexpected) is the intervention likely to have on power relations between women, men, marginalized groups, and on their empowerment?	N/A		X	

ANNEX 2 – TERMS OF REFERENCE

Gender and Diversity Working Group Evaluation Project

Background

The Gender and Diversity Working Group (GDWG) was established under the Norwegian Presidency of the Anti-Personnel Mine Ban Convention (APMBC) ahead of the Fourth Review Conference (4RevCon) in 2019. The purpose of the GDWG is to support the mainstreaming of gender and diversity provisions within the APMBC and the Convention on Cluster Munitions (CCM), as well as the wider disarmament and mine action sector. Today, the group is made up of the following organisations: Amputee Self-Help Network Uganda (ASNU), Colombian Campaign to Ban Landmines, DanChurchAid (DCA), Danish Refugee Council (DRC), Geneva International Centre for Humanitarian Demining, The HALO Trust, Humanity and Inclusion, International Campaign to Ban Landmines-Cluster Munition Coalition (ICBL-CMC), Mines Action Canada, Mines Advisory Group, Mine Action Review, Norwegian People's Aid, SEHLAC (Red de Seguridad Humana para América Latina y el Caribe).

Aim of the research

The research, which aims to be a useful resource for the mine action sector, will focus on evaluating the contributions of the GDWG through its various activities and how the language now being used within the APMBC and the CCM has brought about changes. Additionally, the research will be forward looking to what still needs to be achieved to address current challenges.

The evaluation report will seek to add value and complementarity to discussions in the sector, particularly in light of the recent publication of two key reports: UNIDIR's 'Beyond Oslo: Taking Stock of Gender and Diversity Mainstreaming in the Anti-Personnel Mine Ban Convention' and Mines Action Canada's 'Gender and Employment in Mine Action by the Numbers'. Both reports included inputs from the GDWG members and the forthcoming evaluation should take these findings into consideration.

Timeline

Several researchers/consultants have been identified to take this evaluation forward and the group will hire a consultant in a transparent manner during December 2023. The detailed Terms or Reference will be refined with the consultant by the end of 2023. The majority of the research will then be carried out during the first quarter of 2024. The GDWG will then have the opportunity to review the draft in Q2 and the research will be concluded in Q3 to allow for a formal launch ahead or during the Fifth Review Conference in Cambodia.

Consultancy

Duration: December 2023 – November 2024

Deliverables:

1) Interviews with key stakeholders (group members, Gender Focal Points within both the APMBC and CCM, past RevCon Presidencies (Norway and Switzerland)) and an evaluation of available materials (including from the Mine Action Review).

- a. The group will provide:
 - i. Key contact details;
 - ii. Resources the group has published as well as background information.
- 2) Draft report in summer 2024
 - a. Brief summary of key findings with identified lessons learnt and gaps which need to be addressed;
 - b. Presentation to the GDWG with feedback from it being incorporated in the final report.
- 3) Final report in September 2024 (short report including tangible recommendations going forward)
 - a. Short final report to be shared with the GDWG in August/September;
 - b. To be publicly launched by the group in November ahead or during of the 5RevCon.

To register your interest in this opportunity, please submit your CV and evidence of relevant experience detailing why you are suitable for this consultancy, before the closing date of 11th December. Please indicate your daily rate and submit a short proposed work plan to deliver the services requested.

ANNEX 3 – INTERVIEW GUIDE FOR GDWG MEMBERS

KEY INFORMANT INTERVIEW (INTERNAL) EVALUATION OF GDWG

Date:

Name	
Organisation	
Main office	
Subgroup in GDWG	
Job title	
Age	
What is your current gender identity?	
Do you identify as a person with a disability or other chronic condition?	
Year you joined the group	

1. Introduction to scope of work by Gender Advisor + Confidentiality

- ▶ The Gender and Diversity Working Group (GDWG) was established under the Norwegian Presidency of the Anti-Personnel Mine Ban Convention (APMBC) ahead of the Fourth Review Conference (4RevCon) in 2019.
- ▶ The purpose of the GDWG is to support the mainstreaming of gender and diversity provisions within the APMBC and the Convention on Cluster Munitions (CCM), as well as the wider disarmament and mine action sector.
- ▶ The evaluation aims to be a useful resource for the mine action sector, focusing on evaluating the contributions of the GDWG through its various activities within the APMBC and the CCM, and ahead of the Fifth Review Conference in Cambodia at the end of this year. Additionally, the evaluation will be forward looking to what still needs to be achieved to address current challenges, adding value and complementarity to discussions in the sector.
- ▶ **1) Learning and 2) Decision-making**
- ▶ This interview is confidential: Confidentiality means that the information collected and shared in evaluations is only accessible to authorized persons and used for the intended purposes. Do you feel comfortable if I record it? Names and well as recording will not be shared and will be deleted at the end of the process, but are helpful for the evaluator to keep track and reach out as needed.

2. Specification of terms

Gender – refers to the roles, behaviors, activities, and attributes that a given society at a given time considers appropriate for women, girls, boys and men. Gender is socially constructed, and thus changes in relation to location and time. Gender is not a synonym for women; it is about the power relations between women and men, as well as among women and among men.

Diversity - diversity factors include gender, age, disability, socio-economic status, nationality, etc.

3. Interview starts with guideline questions

EVALUATION MATRIX - Gender and Diversity Working Group Evaluation Project	EVALUATION QUESTIONS	INDICATORS	DATA SOURCES
			KIIs
1.Relevance and coherence: <i>The extent to which the objectives of the intervention are consistent with beneficiaries' requirements, country needs, global priorities and partners' and donors' policies.</i> <i>The extent to which the design is logical and appropriate.</i>	How appropriate was the intervention?	<ul style="list-style-type: none"> • Alignment with strategic policy objectives • Level of continuing need for intervention 	When was the group established? What was the purpose? What would you say is the scope of the group? Do you think the group is still relevant to its scope?
	How well was the intervention designed?	<ul style="list-style-type: none"> • Strength of evidence-based links between activities, outputs and intended outcomes • Alignment with other interventions targeting similar objectives and/or stakeholders • Design changes since inception 	How did the group evolve during the years? Is the scope of the group aligned with similar agendas and interventions? How is the working group aligned with your organisational provisions?
	Did the intervention design consider the gender and diversity dimensions of the planned interventions through objectives, outcomes, outputs and activities that aim to promote gender equality and social inclusion?	<ul style="list-style-type: none"> • Gender analysis or study included during the initial stages of the intervention • Outputs and outcomes contribute to gender equality and diversity 	How do you establish your outputs and outcomes?

<p>2.Effectiveness:</p> <p><i>The extent to which the intervention's immediate objectives were achieved.</i></p>	<p>To what extent have the intended short-term and medium-term outcomes occurred?</p>	<ul style="list-style-type: none"> Evidence of contribution to outputs and outcomes as outlined in the intervention plan 	<p>Do you have a workplan? How do you establish it? Do you think the group usually achieves its objectives? Do you have indicators?</p>
	<p>Were partners and stakeholders aware of the intervention's-related objectives? Were they sensitized and trained?</p>	<ul style="list-style-type: none"> Evidence of effective consultation with key partners and stakeholders 	<p>Who are the key partners of the group? How do you engage with them? Do you conduct any training and/or awareness raising on the work of the group? Should you engage with any additional stakeholder you are not engaging with now?</p>
	<p>Did the intervention communicate its results and knowledge?</p>	<ul style="list-style-type: none"> System in place that collects evidence on results 	<p>How do you collect evidence on results? How do you communicate your activities and results? (both as group and as single organisation)</p>
	<p>How have program benefits been distributed? Did any groups benefit more or less than others? Were any participants or groups negatively affected? If so, who and how?</p>	<ul style="list-style-type: none"> Distribution of benefits among stakeholders 	<p>Who is mostly benefitting from the work of the group? Mention all stakeholders</p> <p>Do you think any group or stakeholder was let behind? Do you think the working group had any negative outcome?</p>
	<p>What factors facilitated or limited the achievement of intended outcomes?</p>	<p>N/A</p>	<p>What are the main barriers and challenges for the group's work? What are the strengths?</p> <p>For example: states commitments, GFP role, etc.</p>
<p>3.Efficiency:</p> <p><i>A measure of how well the intervention was administered and delivered.</i></p>	<p>How appropriate and effective were the governance arrangements?</p>	<ul style="list-style-type: none"> Appropriateness of governance Effectiveness of governance Adequate gender and diversity expertise, gender parity and diversity inclusion 	<p>How are members in the group selected? Is the current membership representative? How do you think it should evolve (increase, decrease, change completely)? Is governance effective and appropriate? Do you think the group well reflects gender parity and</p>

			diversity inclusion in its membership? What would you change? Do you think the group has enough expertise on these topics?
	How well did the intervention reach and engage with the intended participants?	<ul style="list-style-type: none"> • Level of reach • Alignment with intended participants • Quality of engagement 	How do you engage with intended stakeholders and participants? What tools do you use?
	How efficiently was the intervention delivered?	<ul style="list-style-type: none"> • Efficiency of delivery • Risk mitigation • Use of data for decision making 	Do you collect data and produce evidence? How do you use this evidence?
<p>4. Impact and Sustainability:</p> <p><i>The strategic orientation of the intervention towards making a significant contribution to broader, long-term, sustainable development changes.</i></p> <p><i>The likelihood that the results of the intervention are durable and can be maintained or scaled up.</i></p>	Did the intervention produce the intended results in the long term?	<ul style="list-style-type: none"> • Evidence of contribution to outcomes as outlined in the intervention plan 	What was the biggest achievement so far, in your opinion? What is usually the outcome of your recommendations?
	Are any positive results likely to be sustained? In what circumstances?	N/A	How does the group ensure sustainability in its work? Do you engage in any funding initiative / raise funds?
	What lessons have been learned that could improve the efficiency and effectiveness of this intervention and/or future interventions?	N/A	What lessons have been learned that could improve the work of this intervention? How would you change the intervention in the future?
	What effects (expected/unexpected) is the intervention likely to have had on your organisation and way of working?	<ul style="list-style-type: none"> • Evidence of contribution from the group work to single members 	Did the work of the group have any effect (positive or negative) on yourself and your organisation?
	What effects (expected/unexpected) is the intervention likely to have on power relations between women, men, marginalized groups, and on their empowerment?	N/A	Do you think the group is influencing gender and diversity dynamics in the mine action sector? Can you give me some concrete examples? Could you say the group contributed to the empowerment of people?

			Do you think there are spaces for improvements?
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ANNEX 4 – INTERVIEW GUIDE FOR EXTERNAL STAKEHOLDERS

KEY INFORMANT INTERVIEWS (EXTERNAL) EVALUATION OF GDWG

Date:

Name	
Organisation	
Main office	
Job title	
Demographics	https://forms.gle/NudqKPCXuWTSf2w6

1. Introduction to scope of work by Gender Advisor + Confidentiality

- ▶ The Gender and Diversity Working Group (GDWG) was established under the Norwegian Presidency of the Anti-Personnel Mine Ban Convention (APMBC) ahead of the Fourth Review Conference (4RevCon) in 2019.
- ▶ The purpose of the GDWG is to support the mainstreaming of gender and diversity provisions within the APMBC and the Convention on Cluster Munitions (CCM), as well as the wider disarmament and mine action sector.
- ▶ The evaluation aims to be a useful resource for the mine action sector, focusing on evaluating the contributions of the GDWG through its various activities within the APMBC and the CCM, and ahead of the Fifth Review Conference in Cambodia at the end of this year. Additionally, the evaluation will be forward looking to what still needs to be achieved to address current challenges, adding value and complementarity to discussions in the sector.
- ▶ **1) Learning and 2) Decision-making**
- ▶ This interview is confidential: Confidentiality means that the information collected and shared in evaluations is only accessible to authorized persons and used for the intended purposes. Do you feel comfortable if I record it? Names and well as recording will not be shared and will be deleted at the end of the process but are helpful for the evaluator to keep track and reach out as needed.

2. Specification of terms

Gender – refers to the roles, behaviors, activities, and attributes that a given society at a given time considers appropriate for women, girls, boys and men. Gender is socially constructed, and thus changes in relation to location and time. Gender is not a synonym for women; it is about the power relations between women and men, as well as among women and among men.

Diversity - diversity factors include gender, age, disability, socio-economic status, nationality, etc.

3. Guiding questions for interview

- INTRODUCTIONS
- HOW DO YOU UNDERSTAND THE WORK OF THE GDWG?
- HOW DO YOU ENGAGE WITH THE GROUP?
- HOW DO YOU EVALUATE THE WAY OF WORKING OF THE GROUP?
- DO YOU THINK THE WORK CONDUCTED BY THE GDWG SO FAR HAS BEEN SUCCESSFUL? PLEASE SHARE SOME EXAMPLES.

- WHAT DID NOT WORK IN YOUR VIEW?
- ARE THERE ANY EXTERNAL FACTORS THAT CONTRIBUTED (POSITIVELY OR NEGATIVELY) TO THE WORK OF THE GROUP?
- ARE THERE INTERNAL CONSTRAINTS AS FAR AS YOU KNOW?
- HOW DO YOU UNDERSTAND GENDER EQUALITY AND DIVERSITY FROM YOUR WORK AND PERSPECTIVE? DID THE GROUP CONTRIBUTE TO CHANGE YOUR WAYS OF WORKING OR PERSPECTIVES ON THESE TOPICS?
- WHAT ARE YOUR EXPECTATIONS FROM THE GROUP IN THE FUTURE? WHAT WOULD YOU LIKE TO SEE FROM THE GROUP?
- AND WHAT IS YOUR PLANNING ON GENDER EQUALITY AND DIVERSITY?
- IN WHAT WAYS DID THE GDWG CONTRIBUTE TO GENDER EQUALITY AND DIVERSITY IN THE MINE ACTION SECTOR?
- WHAT DO YOU EXPECT TO SEE FROM THIS EVALUATION?
- IS THERE SOMETHING ELSE THAT YOU WOULD LIKE TO REFLECT ABOUT?

ANNEX 5 – LIST OF KEY INFORMANTS

- The Halo Trust
- Mine Action Review
- MAC – Mines Action Canada
- HI – Humanity & Inclusion
- Colombian Campaign to Ban Landmines
- ICBL-CMC – International Campaign to Ban Landmines / Cluster Munition Coalition
- GICHD – Geneva International Centre for Humanitarian Demining
- MAG – Mines Advisory Group
- ASNU – Amputee Self-Help Network Uganda
- DRC – Danish Refugee Council
- NPA – Norwegian People's Aid
- DCA – DanChurchAid
- SEHLAC – Red de Seguridad Humana para América Latina y el Caribe
- UNIDIR – United Nations Institute for Disarmament Research
- UNMAS – United Nations Mine Action Service
- UNICEF – United Nations Children's Fund
- Gender Focal Points (GFPs) of the APMBC and CCM
- ISUs APMBC and CCM
- EORE working group
- EIMA working group
- Presidency of the APMBC Fifth Review Conference
- State Party representatives
- Norway Ministry of Foreign Affairs