



Norwegian Ministry  
of Foreign Affairs



# Gender & Diversity Working Group

IN MINE ACTION

SUMMARY  
EVALUATION REPORT:  
FINDINGS & GOOD  
PRACTICES

[FULL REPORT HERE](#)

# EVALUATION FINDINGS

1

**The Gender & Diversity Working Group (GDWG) is a well-established and recognised group within the Anti-Personnel Mine Ban Convention (APMBC) and Convention on Cluster Munitions (CCM) community.**

However, within the broader mine action sector, the work and activities presented by GDWG members is often perceived to be that of their respective organisations rather than the entire working group, making it difficult to assess the group's overall contribution and impact.

2

**Membership arrangements and composition offer room for further changes.**

The group's informal structure enables flexibility and positive working relationships, but sustainability, inclusivity, and fair participation could be improved. Its setup and composition also lead to questions about representation and credibility among members and stakeholders.

3

**The GDWG's advocacy and policy role in promoting gender and diversity in the APMBC and CCM Action Plans remains relevant.**

Many evaluation respondents emphasized the need for the GDWG to bridge the gap between policy and practice. However, this shift may require further structural adjustments and additional resources.

4

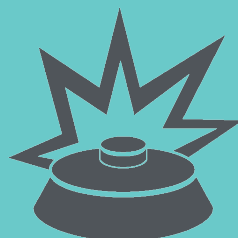
**Opposition to gender and diversity considerations poses new challenges for the GDWG, threatening progress in mainstreaming gender equality and diversity within mine action.**

To address this, stakeholders should collaborate with the GDWG to craft strategies that highlight good practices, lessons learnt, and operational experience. This approach could reinforce the importance of gender and diversity—including age, disability, race, and ethnicity—within the mine action agenda.

5

**An evidence-based narrative could help move beyond the APMBC and CCM machinery, avoiding routine practices which have limited impact.**

As UNIDIR's 2023 [publication](#) notes, working groups like the GDWG have helped States Parties translate commitments into action, advancing gender and diversity in mine action. However, these gains risk staying superficial without active implementation.



# GOOD PRACTICES

1

## Stakeholder participation in side events

The GDWG has organised 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 and diversity mainstreaming from a range of perspectives.

2

## 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.

3

## Annual onboarding workshop for GFPs

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

### CASE STUDY: Workshop on “Best practices and lessons learnt from practical mainstreaming of gender and diversity in mine action”

In May 2022, the GDWG hosted a virtual workshop co-sponsored by Colombia and the United Kingdom to discuss mainstreaming gender and diversity in mine action. Open to all states, the event aimed to share lessons learned and best practices, identify challenges, and explore gender and diversity integration across mine action areas such as risk education, victim assistance, and operations. Key topics included promoting women’s participation, recognising intersectional vulnerabilities, and improving knowledge and attitudes. The workshop emphasised regular, transparent dialogue among stakeholders and the need for sustained commitment to shift attitudes and advance gender and diversity inclusion in the sector.

# RECOMMENDATIONS

## Recommendations for the GDWG and its members

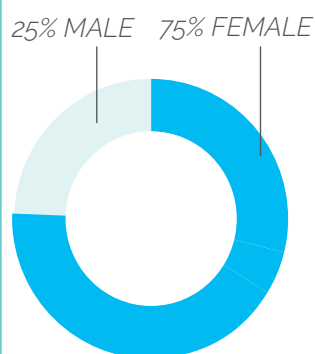
- **Adaptation and Relevance:** *Revise Terms of Reference to reflect possible adaptations to the GDWG's areas of work to address emerging gender and diversity priorities within APMBC, CCM, and mine action.*
- **Capacity Building and Knowledge Sharing:** *Expand gender focal point training and onboarding workshop, focusing on sharing practices and building connections. If resources permit, expand capacity-building activities with 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. Women, Peace and Security agenda and Sustainable Development Goals). 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 the 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 to better share the work of the GDWG. Establish partnerships with donors and strengthen donor relations to fund gender and diversity mainstreaming initiatives.*

## Recommendations for external stakeholders working with the GDWG

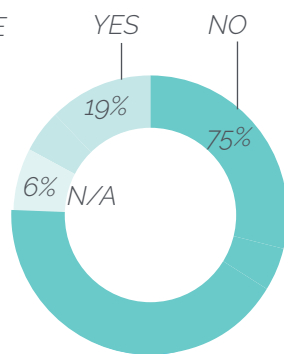
- **Gender and Diversity Pushback Strategies:** *Collaborate with GDWG to develop strategies against pushback, using lessons learnt and case studies to support evidence in statements. Agree on inclusive language and reinforce diversity considerations through practical examples in engagements.*
- **Joint 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 formalised mechanisms and a joint workplan between APMBC and CCM, facilitating bottom-up knowledge sharing. Expand collaboration between CCM and APMBC implementation support units (ISU) 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 the APMBC Committee on the Enhancement of Cooperation and Assistance and the CCM coordinators on International cooperation and assistance.*

## GDWG in Key Figures

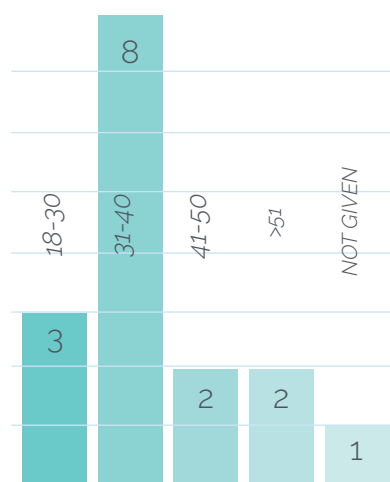
### GENDER IDENTITY



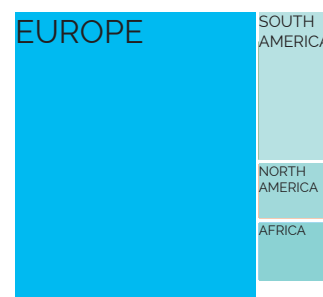
### DISABILITY/ CHRONIC CONDITION



### AGE



### GEOGRAPHIC LOCATION



## The work of GDWG in numbers (2019 – 2024)



4  
Plenary  
panel  
sessions



13  
Plenary  
statements



8  
Side events

The purpose of the GDWG is to support the mainstreaming of gender and diversity provisions within the implementation of the APMBC and the CCM, as well as the wider disarmament and mine action sector. The GDWG was initiated by the Norwegian Presidency of the APMBC ahead of the Fourth Review Conference in 2019 and has since become an established group within the 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.