

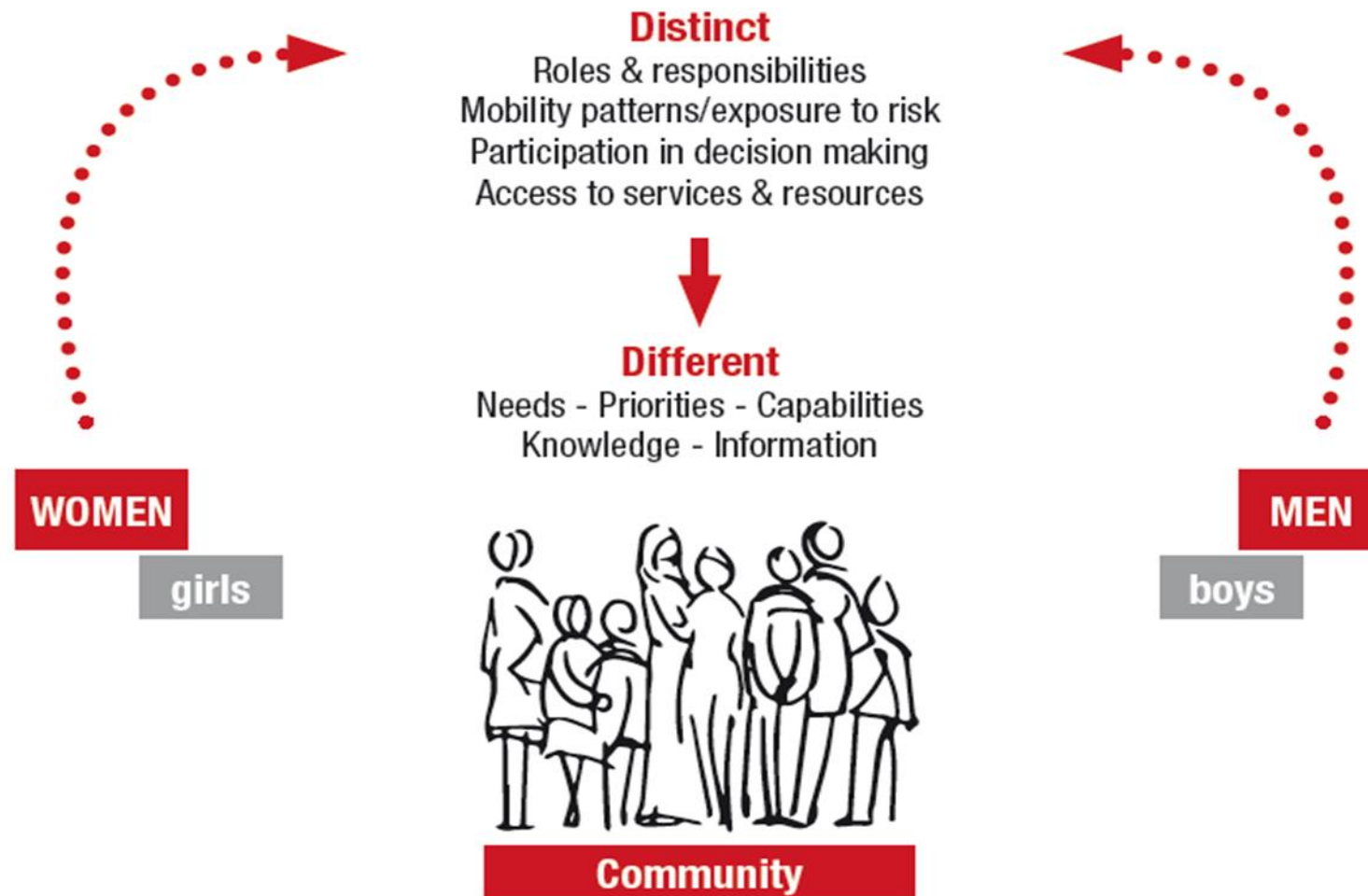
# Gender and Diversity in Mine Action: Good practices and lessons learned



ARMAC Regional Workshop, Siem Reap, Cambodia, 13 November 2018

Arianna CALZA BINI, GMAP Director

# Importance of Gender (Mine Action)



Rights



Operational Efficiency

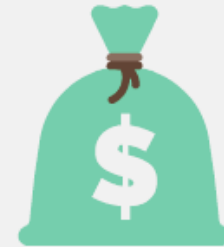


Survey  
Access (MRE/VA)

Development

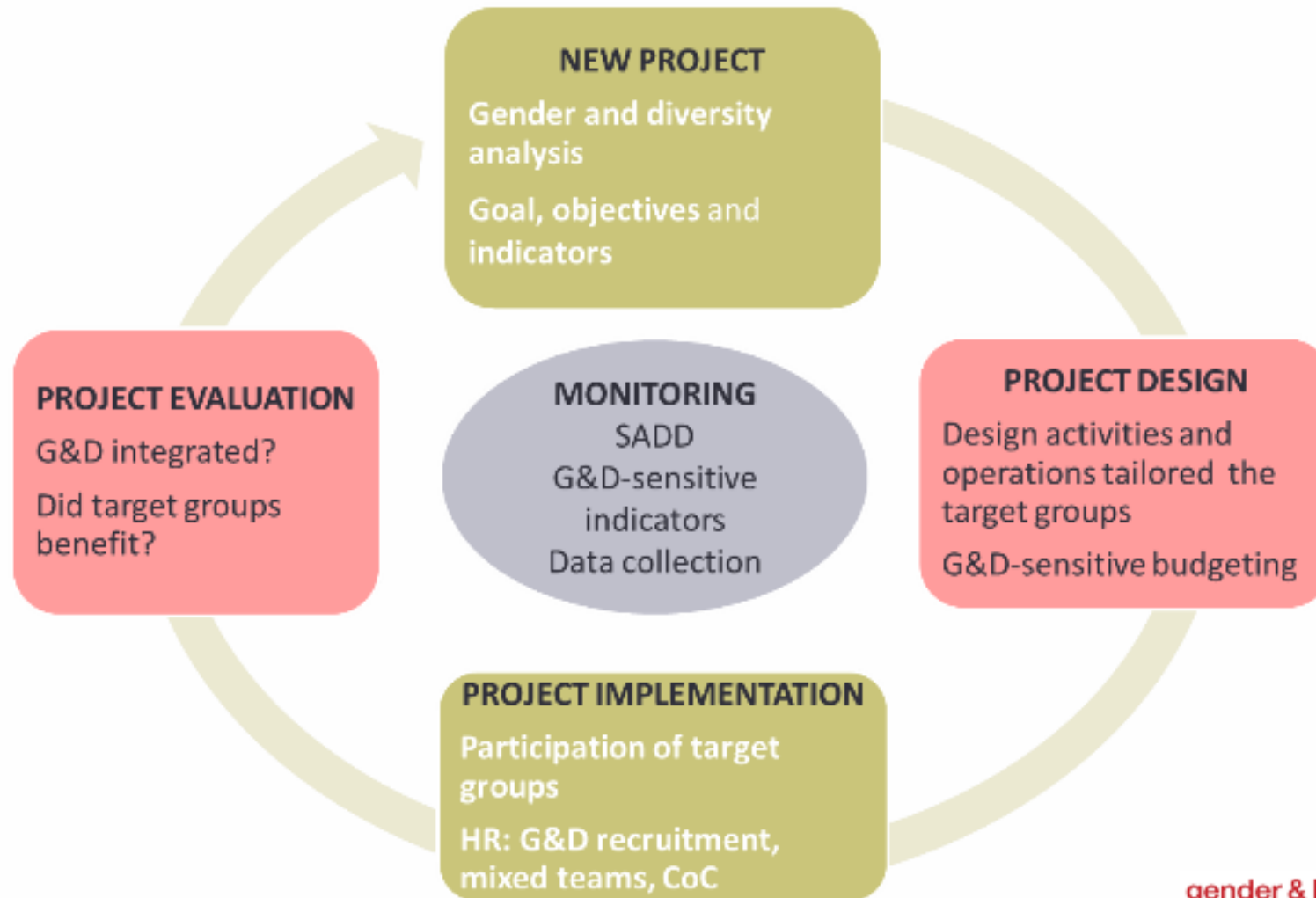


Donors



# Gender and Diversity Mainstreaming

## Project Cycle Management





# Mainstreaming Gender in Activities



- Community Liaison
- Risk Education
- Victim Assistance
- Land Release
  - Non-Technical Survey
  - Prioritisation
  - Handover
  - Impact Assessment

<https://www.youtube.com/watch?v=SV-4m2GJ3Pk>



# Organisational Responses

Consider impact of project on women, girls, boys and men from diverse groups throughout all stages and in all areas

- Gender Analysis
- Staffing
- Operating Procedures / Guidelines
- Materials / Procurement
- Quality Assurance / Control
- Participation / Land rights
- Data collection/Information Management
- Security





## Lessons learned



- Gender norms have operational consequences
- Sex and age disaggregated data needs to be analysed and used to inform programming
- Better gender balance and more women in decision making positions are the results of strategic decisions
- Mine action can promote gender equality and the empowerment of women



**Thank you!**



For more information please visit: [www.gmap.ch](http://www.gmap.ch) or contact [info@gmap.ch](mailto:info@gmap.ch)