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



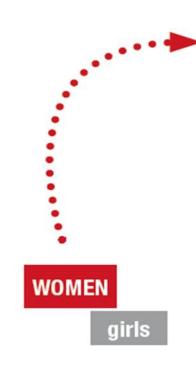


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### Importance of Gender (Mine Action)



#### **Distinct**

Roles & responsibilities
Mobility patterns/exposure to risk
Participation in decision making
Access to services & resources



#### Different

Needs - Priorities - Capabilities Knowledge - Information







# Rights



Development



### Operational Efficiency



### **Donors**





### **Gender and Diversity Mainstreaming**

#### **Project Cycle Management**

#### **NEW PROJECT**

Gender and diversity analysis

Goal, objectives and indicators

#### PROJECT EVALUATION

G&D integrated?

Did target groups benefit?

#### MONITORING

SADD

G&D-sensitive indicators Data collection

#### PROJECT DESIGN

Design activities and operations tailored the target groups

G&D-sensitive budgeting

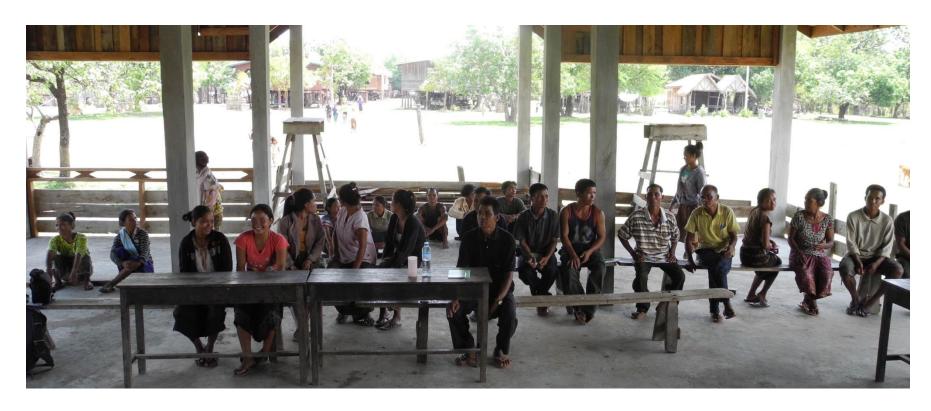
#### PROJECT IMPLEMENTATION

Participation of target groups

HR: G&D recruitment, mixed teams, CoC



### **Mainstreaming Gender in Activities**

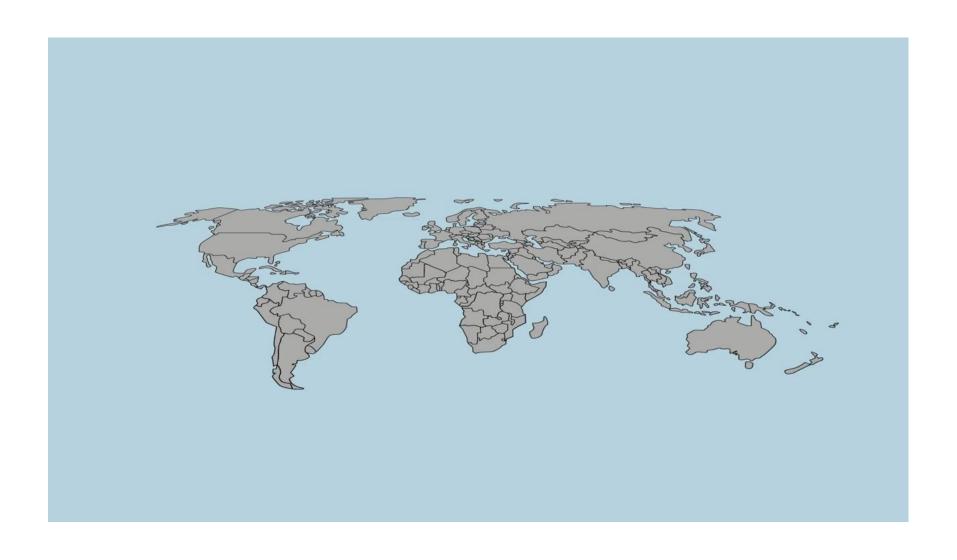


- Community Liaison
- Risk Education
- Victim Assistance

- 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: <a href="www.gmap.ch">www.gmap.ch</a> or contact <a href="mailto:info@gmap.ch">info@gmap.ch</a>