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

WOMEN
- girls

MEN
- boys

Community
Gender and Diversity Mainstreaming

**Project Cycle Management**

- **NEW PROJECT**
  - Gender and diversity analysis
  - Goal, objectives and indicators

- **PROJECT DESIGN**
  - Design activities and operations tailored to the target groups
  - G&D-sensitive budgeting

- **PROJECT IMPLEMENTATION**
  - Participation of target groups
  - HR: G&D recruitment, mixed teams, CoC

- **PROJECT EVALUATION**
  - G&D integrated?
  - Did target groups benefit?

- **MONITORING**
  - SADD
  - G&D-sensitive indicators
  - Data collection
Mainstreaming Gender in Activities

- Community Liaison
- Risk Education
- Victim Assistance

- Land Release
  - Non-Technical Survey
  - Prioritisation
  - Handover
  - Impact Assessment
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 or contact info@gmap.ch