

## GMAP'S METHODOLOGY TO ASSESS GENDER AND DIVERSITY IN A MINE ACTION PROGRAMME

The Gender and Mine Action Programme (GMAP) has been providing technical assistance, advice and training on gender mainstreaming to mine action operators, national authorities and UNMAS since 2009 in 19 mine/ERW affected countries and territories<sup>1</sup> and 7 donor countries<sup>2</sup>.

Gender assessments of mine action programmes have been carried out to establish a baseline, an action plan and/or strategy, including a monitoring and evaluation system.

The methodology for the assessments has been the following:



### 1. PREPARATORY BACKGROUND RESEARCH

A desk review of the context of the country/region is carried out to identify the cultural context for gender relations and (in)equality issues and indicators (gender and diversity analysis); the relevant national and international normative framework (national laws, treaties signed/ratified by the country) and socio-economic indicators relevant from a gender perspective.

<sup>1</sup> Afghanistan, Cambodia, Colombia, Croatia, DRC, Jordan, Iraq, Lao PDR, Lebanon, Libya, Mozambique, Myanmar, Senegal, Somalia, South Sudan, Sudan, Sri Lanka, Uganda, Western Sahara.

<sup>2</sup> Australia, France, Denmark, Netherlands, Norway, Switzerland, USA.

## **2. ANALYSIS OF ISSUES INTERNAL TO THE ORGANISATION/PROGRAMME**

**Why:** To evaluate whether internal practices and related support systems for equal access to employment are effective, reinforce each other and are being followed, and identify barriers to a gender-balanced and diverse staff composition, and measures to overcome these barriers

**How:**

- by running online surveys for staff to self-assess their awareness and knowledge on gender
- by reviewing internal policies, procedures, documents such as: Strategy, Country Business Plan, Organogram, Staff handbook, Code of conduct, HR statistics, Contracts, Insurance policies, relevant Standard Operating Procedures, Equal Opportunities or Gender policy
- by conducting focus group discussion and individual interviews with key staff
- by analysing staff composition by sex and other diversity factors at all levels and in all areas of activity of the organisation/programme

## **3. ANALYSIS OF OPERATIONS**

**Why:** To analyse to what extent planning, implementation, awareness raising/ communication/ community interaction and the outputs, outcomes and impact of the mine action programme are gender sensitive by looking at:

- Project Cycle Management
- Information Management
- Quality Management
- Data collection and survey
- How survey / clearance teams interact with local communities
- Prioritisation of areas for clearance
- (Mine) Risk Education/CL
- Victim Assistance
- Levels of access to and benefit from demining / clearance activities of different groups/individuals in the community

**How:**

- by analysing country specific relevant documentation e.g. SOPs, IMSMA forms, National guidelines, National Mine Action Standards, work plans, logframes, proposals, monitoring systems, reports
- by facilitating focus group discussions and individual interviews
- by conducting community visits to directly observe teams at work and their interaction with women, girls, boys and men in the beneficiary community

## **4. TRAINING ON GENDER IN MINE ACTION**

**Why:** To raise awareness of staff on how gender relates to internal practices, related support systems, and operations and to build capacity of staff to carry out operations taking into account the specific needs, priorities and capabilities of affected women, girls, boys and men.

**How:**

By carrying out a 1-2 day tailored and targeted training that addresses how gender relates to internal practices, related support systems, and operations according to the identified needs of the individual country programmes. Topics typically include:

- What Is Gender and Why It Is Important in Mine Action
- Gender-sensitive Recruitment and Training

- Project Cycle Management
- Information Management - Sex and Age Disaggregated Data
- Quality Management
- Land Release
- (Mine) Risk Education/CL
- Victim Assistance

## 5. ACTION PLAN

**Why:** For staff to take ownership of the gender mainstreaming process in their programme; identify how gender should be mainstreamed in the programme; be aware of the steps that need to be taken and what their responsibilities are to ensure gender is mainstreamed in the programme.

**How:**

- By conducting a half/one-day planning session with managers to establish:
- actions to be taken
- timeline
- person/s responsible
- baseline
- indicators for monitoring

## 6. FEEDBACK AND RECOMMENDATIONS

A report with GMAP's findings and recommendations is shared with the country programme, which has the opportunity to comment before the final version is submitted.

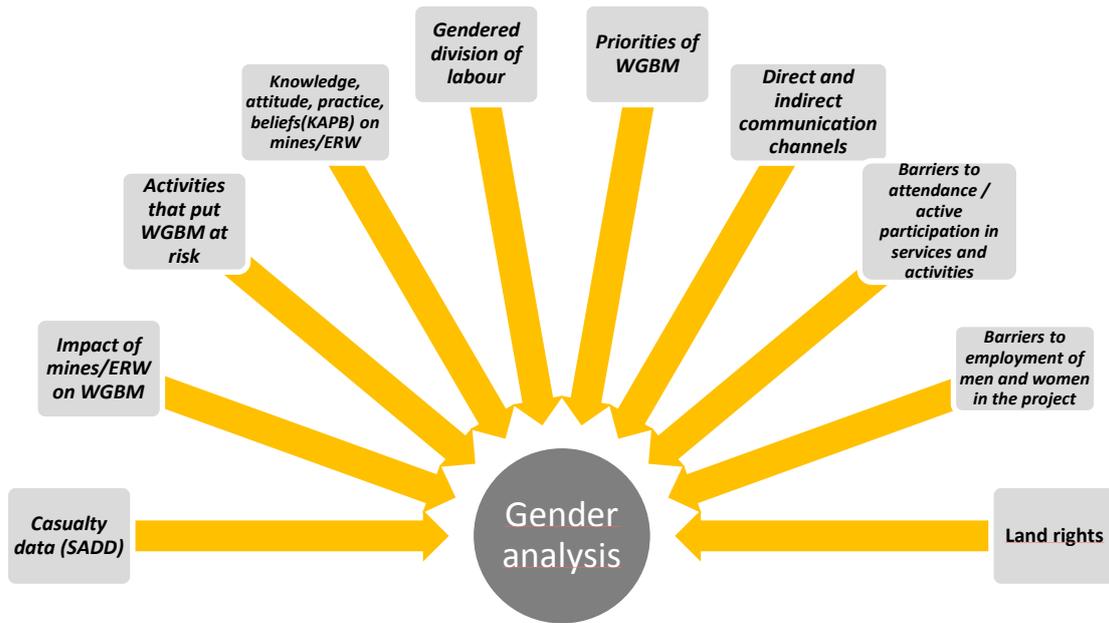
## 7. FOLLOW UP BY GMAP

In some cases the organisation/programme/national authority has asked GMAP to conduct a follow up visit to monitor progress and provide refresher training.

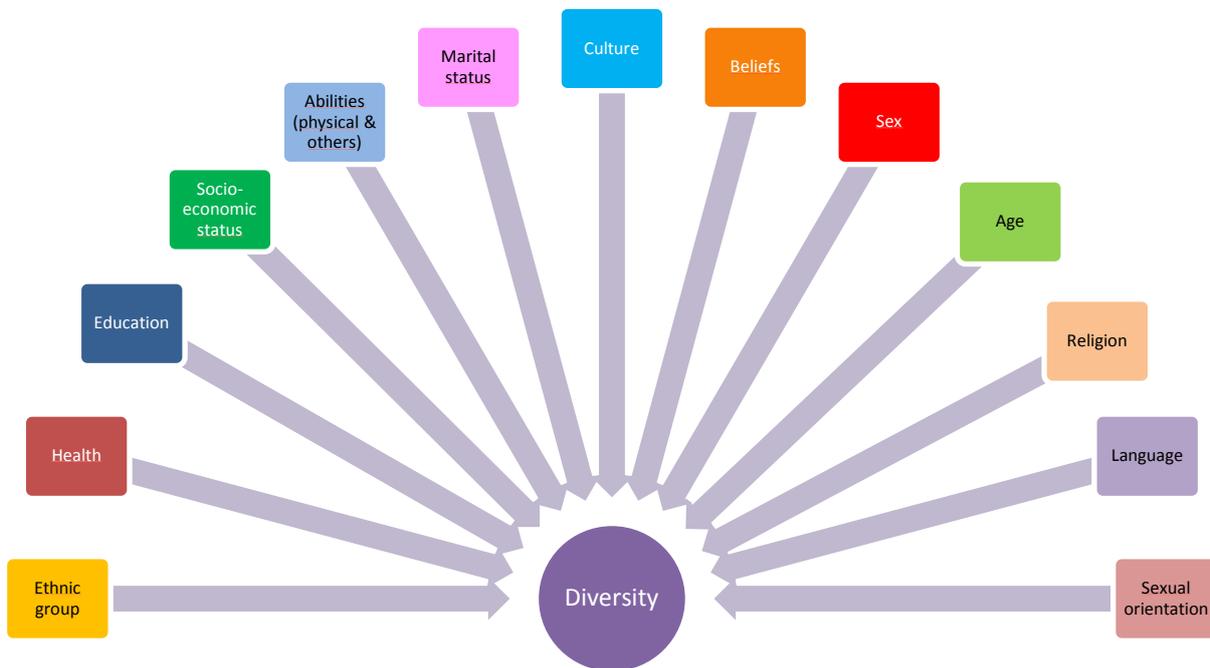
## A GENDER AND DIVERSITY-SENSITIVE MINE ACTION PROGRAMME

A gender and diversity analysis of the mine/ERW contamination and its impact women, girls, boys and men from different backgrounds should be carried-out at the onset of a programme, and the findings should inform the mine action strategy, the national standards and operations.





Other diversity issues relevant to the specific context should also be analysed to identify any barriers to participation, access to services and enjoyment of benefits by specific groups.



**For National Mine Action Authorities and Centres:**

A diverse and gender balanced governing structure and staff of the National Mine Action Authority (NMAA), the National Mine Action Centre (NMAC) and operators will make it more likely that the perspectives and knowledge of all groups are taken into account in the planning and implementation of mine action interventions and that no harm is done by unintentionally reinforcing existing discriminations and inequality.

The mine action information management system has a central role in collecting data that is disaggregated at least by sex, age and other relevant diversity dimensions, for planning and monitoring purposes.

The National Mine Action Strategy and Standards, Accreditation and Quality Management procedures should all be gender and diversity-sensitive.

**For the operators** it is crucial to:

1. Have in place employment policies and procedures that ensure equal opportunities at all levels of the organisation (separate teams/facilities/transport if necessary; adequate parental leave provisions; childcare; code of conduct clearly stating acceptable and unacceptable behaviour, including sexual harassment, Sexual Exploitation and Abuse and Gender Based Violence);
2. Develop relevant gender and diversity-sensitive Standard Operating Procedures;
3. Collect and analyse relevant disaggregated data to monitor implementation and evaluate impact.