

ANNUAL REPORT

2014



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GMAP's vision: A world in which gender and diverse groups benefit from and contribute to mine action on an equal basis, resulting in more sustainable developmental outcomes.

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ABBREVIATIONS

| | |
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| 13MSP | 13 th Meeting of States Parties on the Anti-Personnel Mine Ban Convention |
| 4MSP | 4th Meeting of States Parties on the Convention on Cluster Munitions |
| AOAV | Action on Armed Violence |
| AoR | Area of Responsibility |
| APMBC | Anti-Personnel Mine Ban Convention |
| APMBC ISU | Anti-Personnel Mine Ban Convention Implementation Support Unit |
| AusAid | Australian Government's Overseas Aid Programme |
| CCM | Convention on Cluster Munitions |
| CMC | Cluster Munition Coalition |
| DRC | Democratic Republic of Congo |
| DCA | DanChurch Aid |
| ERW | Explosive Remnants of War |
| GICHD | Geneva International Centre for Humanitarian Demining |
| GMAP | Gender and Mine Action Programme |
| HI | Handicap International |
| ICBL | International Campaign to Ban Landmines |
| ICRC | International Committee of the Red Cross |
| IND | National Mine Action Authority in Mozambique |
| INGOs | International Non-Governmental Organisations |
| Lao PDR | Lao People's Democratic Republic |
| MAG | Mines Advisory Group |
| MRE | Mine Risk Education |
| NGO | Non-Governmental Organisation |
| NMAC | National Mine Action Centre |
| NPA | Norwegian People's Aid |
| SADD | Sex and Age Disaggregated Data |
| SMART | Specific, measurable, achievable, relevant and time-bound |
| UN | United Nations |
| UNICEF | United Nations Children's Fund |
| UNMAS | United Nations Mine Action Service |
| UNSC | United Nations Security Council |
| VA | Victim Assistance |

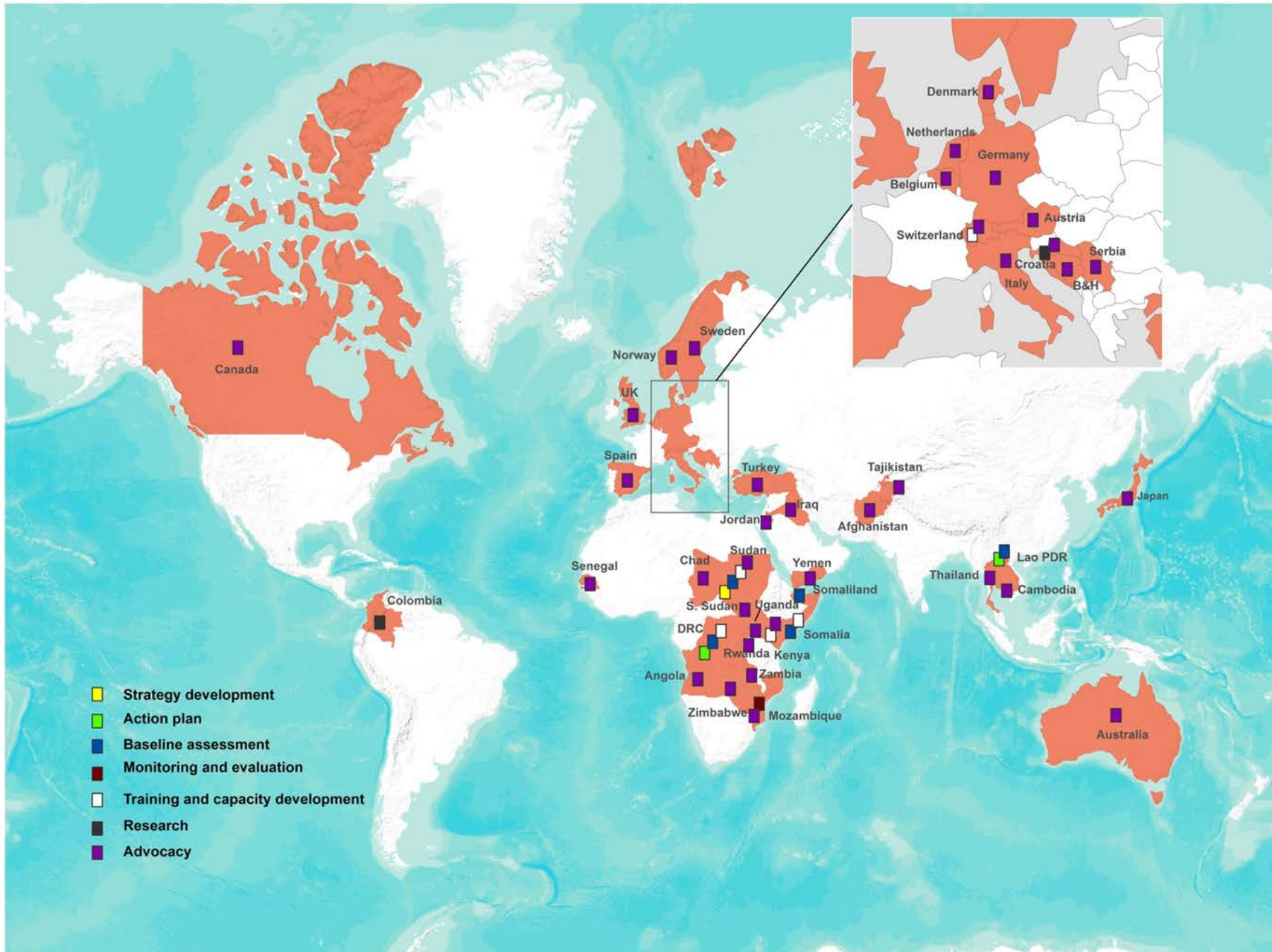
INTRODUCTION

The Gender and Mine Action Programme (GMAP) is an international expert organisation based in Geneva, Switzerland working to increase the inclusiveness and effectiveness of mine action initiatives through the inclusion of gender and diversity perspectives. GMAP also works to enhance equity in mine action programming through the promotion of women's empowerment and participation in decision-making, contributing to the implementation of UNSCR 1325. GMAP is based in Geneva, Switzerland and is hosted by the Geneva International Centre for Humanitarian Demining (GICHD).

GMAP focuses on developing the capacity of mine action programmes, authorities and stakeholders to mainstream gender and diversity, to improve the impact of humanitarian mine action interventions on affected women, girls, boys and men from diverse groups. This is done through undertaking assessments and providing training and advice on gender and diversity in mine action according to identified needs. GMAP carries out demand driven research to collect evidence, raise awareness and provide guidance on specific aspects of gender and mine action. GMAP contributes to the implementation of the Anti-Personnel Mine Ban Convention and the Convention on Cluster Munitions through its advocacy work.

Throughout 2014 there has been progress in areas linked to GMAP's strategic objectives, to strengthen the capacity of mine action organisations and authorities to mainstream gender and diversity into mine action interventions in order to make them more inclusive and effective. GMAP has been present at international and regional levels, as well as in many countries, providing expertise and disseminating good practices.

GMAP GLOBAL FOOTPRINT IN 2014



RESEARCH AND DISSEMINATION

The aim of this work is to disseminate good practices and lessons learnt on gender and diversity mainstreaming to a wide variety of mine action stakeholders.

GMAP conducts demand-driven research, both desk-based and in the field, to document key findings and recommendations on the benefits of and challenges of mainstreaming gender and diversity in mine action.

GMAP has drafted and submitted a number of articles for the Journal of ERW and Mine Action. These include:

- ***“The impact of mixed teams in the land release process”***, published in Issue 18.1 | Spring 2014.
- ***“How gender and disability equality can be included in programme management and hiring”***, published in Issue 18.3 | December 2014.
- ***“Effective local strategies for culturally-sensitive Risk Education in support of Stabilisation and Peace-Building in Somalia”***: GMAP was the lead author on this article (co-authored by UNMAS Somalia) which will be submitted to the Journal in February 2015.

GMAP has also been conducting other research projects to ensure the better documentation of the impact of gender mainstreaming in mine action programmes:

- ***“Gender-sensitive handover procedures”***: a research visit to Colombia was carried out in April 2014 and to Croatia in November 2014. Additional visits and a joint publication with the GICHD are planned for 2015.
- ***The impact of mixed teams on land release processes***: a short questionnaire was sent by email to fifteen current and former operation managers, programme managers and community liaison managers from different international mine action non-governmental organisations. The information received from this, in combination with that compiled during GMAP assessments, was used to draft a publication which was finalised in December 2014.
- ***“Liability and insurance / maternity and paternity issues”***: GMAP used information gathered during in-country assessments to develop a publication highlighting good practices and lessons learnt regarding maternity and paternity issues.
- ***“Effectiveness of gender in mine action”***: GMAP had intended to visit five MAG country programmes where gender mainstreaming action plans had previously been developed. However due to security constraints and MAG operational considerations, these visits were delayed until 2015. However, GMAP has been compiling evidence of outcomes through remote correspondence with other partners and an article on outcomes of GMAP’s work with the national mine action programmes in Afghanistan and South Sudan funded by UNMAS is available on the website: <http://bit.ly/1Ei3gLO>
- ***“Gender Mainstreaming in Armed Violence Reduction (AVR): Gaps and Opportunities”***: during 2014 GMAP partnered with the Graduate Institute of Geneva, and a report on gender mainstreaming in AVR was carried out to identify whether GMAP should expand activities to support mine action organisations that engage in AVR work. The report is available on the GMAP website: http://gmap.ch/fileadmin/ARS_projects/GMAP_ARS_FINAL_REPORT.pdf

GMAP has continued to support the GICHD by providing input to publications:

- A short text was produced on the Importance of **“Mainstreaming Gender in Quality Management Systems”** for GICHD’s handbook **“10 steps to a national quality management system”** which was published in early 2014. GMAP also provided input on gender-sensitive language and comments for the whole handbook.
- GMAP wrote a chapter on gender and diversity in mine action for the revised **“Guide to Mine Action”** that the GICHD produced. GMAP was also part of the external review group for the **“Mine Risk Education”** and **“Mine Action, Security and Development”** chapters, as well as reviewing all relevant chapters from a gender perspective.

HIGHLIGHTS

MAINSTREAMING TOOLKIT FOR MINE ACTION MANAGERS

GENDER & DIVERSITY IN MINE ACTION QUALITY MANAGEMENT



GMAP took the lead on the development of two guides in partnership with the GICHD which will officially be launched at the 18th Meeting of National Directors of Mine Action Programmes and UN Advisors in February 2015. The guides have been developed to assist mine action stakeholders to mainstream gender and diversity¹ in documentation and practices for:

- i. Quality management.
- ii. Contracting and grants management.

The guides are designed for use by a broad range of actors, including: National Mine Action Authorities; National Mine Action Centres; UN agencies; Non-governmental organisations; and commercial contractors. They include checklists to help ensure that gender and diversity considerations are mainstreamed into the core documentation in quality management.

OUTREACH, TRAINING AND TECHNICAL ASSISTANCE

GMAP works with a wide range of stakeholders to increase the capacity and commitment of national mine action authorities and mine/ERW action operators to mainstream gender into their operations.

OUTREACH

To increase dialogue on and promote awareness of the importance of a gender and diversity perspective in mine action, GMAP has coordinated and co-hosted a number of side events and information sharing opportunities:

- GMAP was invited to coordinate a **“Brown Bag Lunch”** to present activities to the Swiss Federal Department of Foreign Affairs in February 2014.

¹ **Diversity:** within any group of people there are differences in values, attitudes, cultural perspective, beliefs, ethnic background, sexual orientation, ability or disability, skills, knowledge, age and life experiences. These differences must be recognized, understood and valued if organisations are to ensure that all groups of people are able to benefit equally from mine action and that it does not add to discrimination experienced by already marginalised groups.

Gender refers to socially constructed roles and opportunities associated with women, girls, boys and men (WGBM). It is an acquired identity that is learned, changes over time and varies widely within and across cultures.

- GMAP hosted a side event on “**Gender and Mine Action: initiatives from national authorities, non-governmental organisations and UN agencies**” at the 17th International Meeting of National Directors and UN technical Advisors in Geneva during April 2014.



- GMAP was on a panel at a discussion on gender and age sensitive victim assistance during the Bridges Between Worlds conference organised by the ISU in Medellín, Colombia in April 2014.

- GMAP, the GICHD and MAG co-hosted a side event at the 3rd Review Conference to the Anti-Personnel Mine Ban Convention in Maputo on “**Effective and inclusive non-technical survey**” at the Third Review Conference to the APMBC in Maputo, Mozambique, June 2014.

GMAP ON SOCIAL MEDIA

GMAP disseminates relevant materials and news through its website www.gmap.ch, its Facebook page <https://www.facebook.com/GMAP.ch> and Twitter account @GMAP_ch.

The website received about 450'000 visits in 2014 for a total of 1.5 million visits since it was created in 2007. The average in 2014 was 14'000 visits per month (10'700 in 2013) with over 55'000 pages and files being viewed every month (45'000 in 2013). GMAP's Facebook page (created in March 2012) currently has 457 Likes (353 in 2013). On average, its posts are viewed by some 70 people with some of them being viewed by up to 250 people. The GMAP-administered Gender and Mine Action group on Facebook has 384 members (244 in 2013) and GMAP's Twitter account (@GMAP_ch) opened in 2013 has 199 followers, even though its use has been limited so far.

TRAINING

GMAP has responded to requests for trainings and has also facilitated a number of sessions at workshops convened by and in collaboration with other organisations. These have included:

- “**Overview of gender in mine action**” at the GICHD Donor training in March 2014.
- “**Mainstreaming gender into contracting**” at a GICHD contracting and liability workshop in Kenya during April 2014 and in Switzerland in May 2014.
- “**Gender and diversity considerations in non-technical survey**” at the GICHD Non-Technical Survey Training of Trainers in Hammelburg, Germany in May and July 2014.
- A session on “**Gender mainstreaming in Design, Monitoring and Evaluation**” was co-facilitated with DCAF at the Design, Monitoring and Evaluation training of the Geneva Centres in July 2014.
- GMAP carried out training with three UNMAS gender focal points in Mogadishu, Somalia in June 2014.
- From 20 to 24 October GMAP carried out a series of trainings for the staff of Norwegian People's Aid (NPA) and the Centre Congolais de Lutte Antimines (CCLAM) staff in the Democratic Republic of Congo (DRC) (photos below)
- “**Gender and Diversity Mainstreaming: Improving the Quality of Mine Action**” at the 19th Partnerships for Peace on Quality Management in October 2014.
- GMAP facilitated a session on mine risk education (MRE) at the GICHD IMAS training in November 2014.

- **“Gender and Diversity Mainstreaming to Improve the Quality of Mine Action”** at the GICHD Quality Management workshop in November 2014.
- GMAP carried out a gender mainstreaming training with the Ordnance Disposal Office in Darfur in November 2014.
- GMAP also regularly carries out induction trainings for new GMAP interns and GICHD staff members.



HIGHLIGHTS

As a result of the GMAP session at the GICHD non-technical survey training, GMAP was invited to conduct a session on **“gender and diversity in community liaison and mine risk education”** at the MAG Global CLM workshop in Nairobi in September 2014. NPA also requested GMAP to develop a module to be integrated into their standardized NTS training which will be carried out globally. Following the GICHD gender and diversity training, GMAP was asked to develop a session linked to the GICHD Mine Action Intelligence Tool, which will be piloted in 2015. In addition to this, after the GICHD Quality Management workshop, GMAP was invited to write the gender and diversity section of the quality management curriculum that will be launched in 2015.

GMAP records and measures outcomes of its trainings and technical assistance interventions by looking at any concrete action that might be taken to better incorporate gender considerations by a mine action programme or organisation that have received training or technical advice. A document on **“GMAP’s commitment to continuous learning and improvement”** is available upon request.

TECHNICAL ASSISTANCE

The assistance provided by GMAP has been varied in scope and focus: in some cases being provided over a teleconference and/or exchange of emails over a short period of time, while in other cases several consultations, meetings, trainings and missions were necessary. The provision of more long-term technical assistance has allowed GMAP to design, test and disseminate context specific tools and methodologies for gender mainstreaming.

GMAP has increasingly worked with mine action programmes to build their capacity to mainstream gender and diversity considerations. This includes a series of missions that have aimed to provide mine action programmes with an analysis on gender and mine action in their specific country context, as well as practical guidance on how they can ensure gender is mainstreamed into their mine action operations.



GMAP has worked with relevant stakeholders to develop gender mainstreaming strategies and monitoring and evaluation mechanisms.

In 2014 GMAP carried out this work with the mine action programmes in Darfur, Lao PDR, Mozambique, Somalia and Somaliland.

GMAP also responds to requests from implementing partners to build their capacity to mainstream gender in operations and a rapid gender assessment for Norwegian People's Aid in the DRC in October 2014, which resulted in a gender baseline report and recommendations.

GMAP also remains in contact with the mine action programmes and organisations it assists to evaluate the outcomes of its work.

HIGHLIGHT: THE MINE ACTION PROGRAMME OF AFGHANISTAN

The Mine Action Coordination Centre of Afghanistan (MACCA) has recruited a female Gender Mainstreaming Associate to facilitate the implementation of the gender mainstreaming strategy. In November 2014 MACCA gender focal points conducted a two-day workshop for twenty-two MAPA and Government focal points to ensure they are aware of the gender mainstreaming requirements for each organisation. The training covered equality and balance, policy development, action planning, gender markers, proposal development, and the monitoring and evaluation of gender and mine action activities.



MRE teams composed of husbands and wives, brothers and sisters, fathers and daughters have been deployed to reach the affected communities and also the returnees coming from Pakistan and Iran. Fourteen with the Afghan Red Crescent Society (ARCS), four with the Danish Demining Group (DDG), two mobile cinema teams deployed by the Association for Aid and Relief Japan, two by the Mine Detection Center and one by Sterling Demining Company.

Gender issues have been integrated into the relevant Afghanistan Mine Action Standards (AMAS) including those for community liaison, mine/ERW survey and land release and quality management. The amendments made are particularly related to ensuring that all age and sex groups are interviewed prior, during and after clearance. The revised AMAS are in the process of being approved as recognised national standards by the Government of the Islamic Republic of Afghanistan.

Gender criteria are now included in the QA completion form and the MACCA has contracted one of the companies to conduct QA monitoring on their behalf to actively seek community feedback from women, girls, boys and men about demining services provided. The company has hired one woman in each team to ensure that they are able to approach women and girls as part of this activity.

Most of the IPs reviewed their organisations' Human Resource policies and made them more gender sensitive. Meanwhile, some partners established a gender complain box system to address any gender sensitive issues that arise. Most of the IPs revised their code of conduct and prepared gender-based induction presentations to be delivered to all newcomers in their organisations. Several mine action IPs are working in building up gender-balanced working teams where possible and provide training sessions on gender issues to all their staff.

Other

GMAP has accumulated the resumes and contact details for twenty male and female experts with diverse backgrounds and from underrepresented groups, with the intention of widening the group of consultants who are generally hired in the mine action sector. GMAP has shared this database with interested parties, including the GICHD.

GMAP has been developing a series of training modules on different topics with the intention of making them available to interested stakeholders. Modules on gender and diversity, gender and diversity in mine action, gender and diversity in quality management, gender and diversity in contracting are advertised on GMAP's website and available upon request.

GMAP has also frequently been asked by partners if an online training tool on gender and diversity in mine action is available. In collaboration with the Geneva Centre for the Democratic Control of Armed Forces (DCAF), GMAP carried out a desk-based mapping study to chart existing resources, and their availability and relevance to potential target audiences, reaching the conclusion that there is a gap in good quality e-learning resources on gender and peace, security and development (PSD). GMAP and DCAF then decided to undertake a systematic training needs assessment in order to verify the need for such e-learning resources² together with the Geneva International Centre for Humanitarian Demining (GICHD), the Geneva Centre for Security Policy (GCSP) and the Small Arms Survey (SAS) consisting of an electronic survey to all staff to map needs. Survey results pointed to the fact that not only does a gap exist in e-learning on gender and PSD, but also that there is a demand for it. The survey findings were validated and expanded through a series of focus group discussions and interviews in all of the participating organisations confirming that an e-learning resource would be a very useful tool for existing and new staff to include gender perspectives in

² Full training needs assessment available upon request.

their activities. The training needs assessment also represented the first collective effort on gender involving all of the Maison de la Paix-based organisations (GMAP, GICHD, DCAF, GCSP and SAS).

PROMOTION OF THE INCLUSION OF GENDER DIMENSIONS IN THE WORK AROUND RELEVANT DISARMAMENT TREATIES (APMBC and CCM)

GMAP attended the **Intersessional meetings of the CCM and APMBC** Standing Committees in April 2014 and the **Third Review Conference of the APMBC** in June 2014. GMAP provided input to the Maputo Action Plan, as well as the extension requests of a number of countries. As always GMAP monitored the statements made in the different sessions to see whether or not gender was mentioned.

HIGHLIGHT: GENDER IN THE MAPUTO ACTION PLAN

It is extremely positive that the Maputo Action Plan has met a satisfying level of gender and age-sensitivity, as the document pushes for gender mainstreaming in every relevant aspect, the collection of SADD, and the articulation of gender and age-sensitive objectives and targets. Gender and age is highlighted in the **introduction**, where it states that “The States Parties will implement the Maputo Action Plan in a cooperative, inclusive, **age-appropriate and gender-sensitive** manner”.

The upholding of gender and age-inclusive methods in land clearance and MRE remains a priority, which is clear from the **Mine Clearance section, Action 9**: “Land release methodologies will be evidence-based, accountable and acceptable to local communities, including through the participation of affected communities, including **women, girls, boys and men**, in the process, and **Action 10**: “Mine risk reduction and education programmes...shall be **age-appropriate and gender-sensitive...**”

Age and gender-sensitive **Victim Assistance** programs remain a priority, which is clear from **Action 12**: “Each State Party with mine victims in areas under its jurisdiction or control, in a manner that takes into account **sex- and age-disaggregated data**, will do its utmost to assess the needs of mine victims..., ” **Action 15**: “Each State Party with mine victims in areas under its jurisdiction or control, taking into account its own local, national and regional circumstances, will do its utmost to...increase availability of and accessibility to appropriate comprehensive rehabilitation services, economic inclusion opportunities and social protection measures for all mine victims, regardless of their gender and age, and **Action 17**: “All States Parties will seize every opportunity to raise awareness of the imperative to address the needs and guarantee the rights of mine victims, in an **age- and gender-sensitive** manner...”

Regarding **International Cooperation** section, **Action 21** highlights that: “States Parties in a position to provide assistance and those seeking to receive assistance...will...articulate age- and gender-sensitive time-bound objectives and targets...if possible on a multi-year basis, and engage regularly in a dialogue on progress and challenges in meeting goals,” and **Action 22**: “States Parties...will support plans and programmes that are informed by relevant and accurate information on contamination and the socio-economic impact of anti-personnel mines – including information which is collected from affected women, girls, boys and men, and is analysed from a gender perspective – and that promote and encourage gender mainstreaming.”

Intersessional Meetings

At the intersessional meeting on the Convention on Cluster Munition in Geneva in April 2014, of the four GMAP’s target countries (Afghanistan, Iraq, Lao PDR, Lebanon), Lebanon mentioned in the section regarding clearance and risk reduction, its ongoing MRE efforts targeting all community members, of

different age, sex, and backgrounds. In the section on victim assistance, Colombia stated that assistance to victims should be guided by gender and age considerations.

Gender and the Anti-Personnel Mine Ban Convention (APMBC)

Prior to the Third Review Conference on the Mine Ban Treaty in Maputo in June 2014, 37 advocacy letters were sent to affected, non-affected and target countries:

| | | |
|-------------------------------|---|-----------|
| Affected countries | Angola, Bosnia-Herzegovina, Chad, Croatia, Jordan, Kenya, Rwanda, Senegal, Serbia, Sudan, Tajikistan, Thailand, Turkey, Uganda, Yemen, Zambia, Zimbabwe | 17 |
| Non-affected countries | Australia, Austria, Belgium, Canada, Denmark, Germany, Italy, Japan, Netherlands, Norway, Spain, Sweden, Switzerland, United Kingdom | 14 |
| Target countries | Afghanistan, Cambodia, DRC, Iraq, Mozambique, South Sudan | 6 |

1) Statements

In general, gender was rarely mentioned in the statements, but a number of highlights are summarised below:

- Clearing Mined Areas: both Chad and Ecuador expressed the importance of deploying both sexes in the field.
- Assisting the Victims: Tajikistan mentioned its commitment towards families of victims and the instauration of a peer to peer support project; Afghanistan and Angola addressed the equally crucial issue of the need to have an age-adequate and gender-sensitive VA program; Angola, Cambodia, DRC, and Tajikistan provided SADD for their number of victims.
- High Level Segment: the ICBL specifically mentioned the importance of gender mainstreaming in mine action.

Gender and the Convention on Cluster Munitions (CCM)

GMAP was unable to attend the 5th Meeting of State Parties of CCM in Costa Rica in September 2014 for budgetary reasons. Furthermore, no advocacy letters were sent before the meeting.

Anyway target countries for the Convention on Cluster Muniton are:

| | | |
|-------------------------|--|-----------|
| Target countries | Afghanistan, Albania, Austria, Bosnia and Herzegovina, Burkina Faso, Canada, Croatia, Germany, Japan, Laos, Lebanon, Montenegro, Netherlands, Norway, Portugal, Sierra Leone, Spain, Sweden, UK, Iraq, Cambodia, Australia, Switzerland, Italy, Chad | 25 |
|-------------------------|--|-----------|

1) Transparency Reports

In 2014, 46 countries out of the 86 states parties listed in the Cluster Muniton Convention website (plus Canada on a voluntary basis) submitted their Transparency Reports (53%), as compared to the 49 of 2013. 10 out of the 46 countries that submitted their 2014 Transparency Reports are cluster munitons affected countries, which represent 28% of the total.

GMAP's analysis of the available Transparency Reports reveals that gender is still a marginal issue for both cluster muniton affected and non-affected countries. However a number of highlights from the transparency reports cited below:

- MRE and warning systems: Afghanistan referred to focusing its MRE on children; Lao PDR listed a series of gender and age-sensitive MRE activities and also special interventions for children; and Lebanon mentioned several activities focused on children, as well as campaigns based on age and sex-disaggregated data.
- Data on victims: Afghanistan, Albania, Lao PDR and Senegal explained their gender and age-sensitive data collection methodologies or directly provided their disaggregated data. *Bosnia and Herzegovina* highlighted that in order to be able to present disaggregated data a more detailed analysis in the field is needed.
- Involvement of victims in assistance planning and implementation, only Afghanistan referred to the creation of a Child Friendly Education – Coordination Working Group to focus on children assistance, and *Lao PDR* reported working closely with representatives of the Lao Disabled People Association, Lao Ban Advocates, Lao Disabled Women and Quality of life Association.

Among **non-affected countries**, only five demonstrated a particular attention to the issue of gender and age in their transparency reports:

- *Andorra* made a donation to the United Nations Office of the Special Representative of the Secretary General for Children and Armed Conflict;
- *France* exported the national comic “Thousand and One mines” to Benin for risk prevention with children;
- *Italy* supported UNMAS in South Sudan in coordination with the National Mine Action Authority (NMAA) and the Ministry of Gender, Child and Social Welfare;
- *Japan* funded the UNICEF’s programmes for Humanitarian Assistance to Children and Women affected by Crises in Chad, child protection in Syria, and provisions of services for children in Male;
- *Spain* helped Handicap International in the inclusion of mines and ERW victims, with a special attention to gender.

2) Statements

In general terms, the statements made by international organisations and state parties at the meeting are not gender and age-sensitive enough. However, a few highlights are listed below:

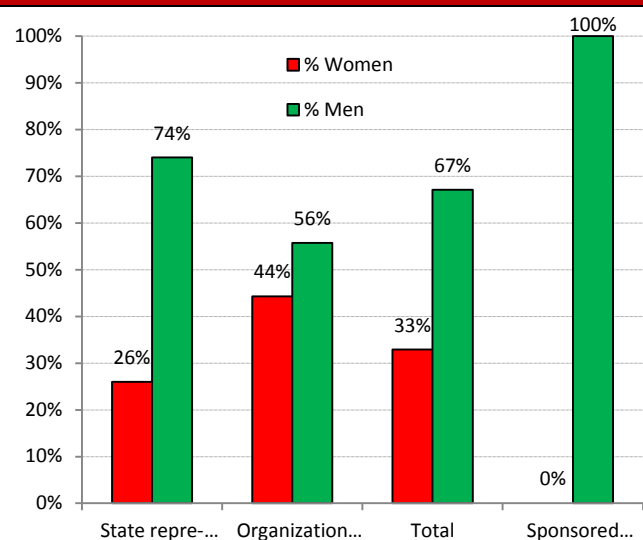
- Introduction to the meeting: Costa Rica raised immediately the issue of children and women affected by cluster munition and came back the topic again afterwards during the general exchange of views.
- Universalization: Ecuador, Trinidad and Tobago and CMC again referred of women and children as particularly vulnerable to cluster munition.
- Clearance and risk reduction: Afghanistan and DRC spoke about their commitment to providing MRE to women, men, girls and boys, while the United Nations Inter-Agency Coordination Group on Mine Action and Lao PDR mentioned concrete interventions targeting only children.
- Victim assistance: Lao PDR and DRC specified the number of their victims disaggregated respectively by age and gender, while Afghanistan referred its commitment to provide age-adequate and gender-sensitive assistance to victims.

Particularly relevant was the CMC’s intervention which expressed indignation for the detected discrimination among victims and preferential treatment for veterans or against particular gender, age, or regional groups, rather than differences in treatment based on the cause of disability or the type of weapon that caused injury. Furthermore, the United Nations Inter-Agency Coordination Group on Mine Action reported a few good examples of VA and national implementation measures targeting children.

Participation statistics:

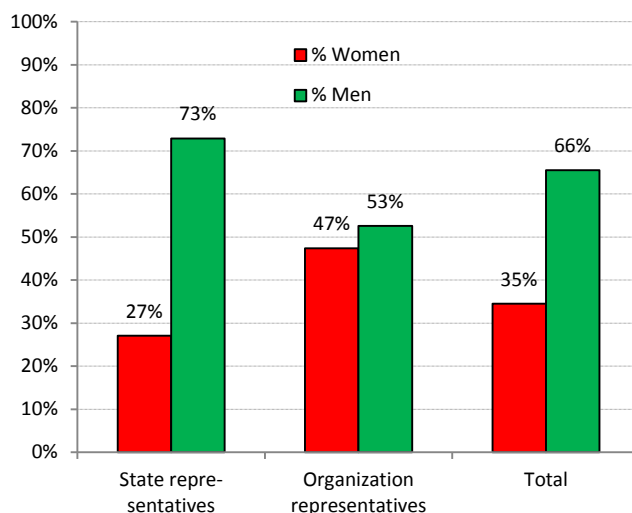
GMAP monitors the gender composition of participants to the main mine action meetings and intends to keep track of the numbers and to disseminate the statistics as an incentive for States Parties and mine action organisations to have more balanced representation at these meetings.

Composition of participants at the Intersessional Meeting on the APMBC, Geneva, April 2014



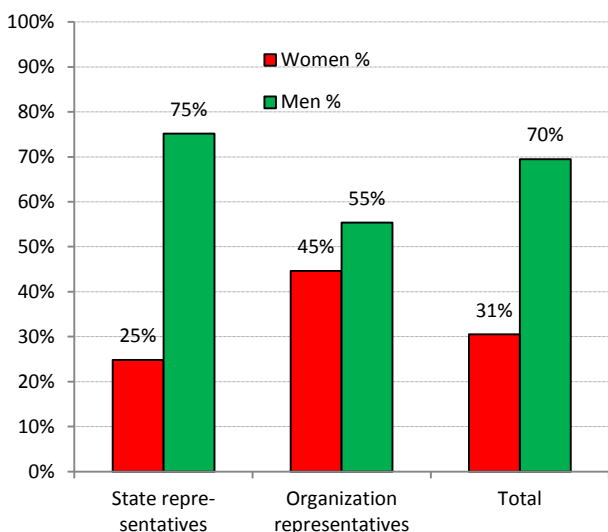
Source: GICHD Participants list. Elaboration : GMAP

Composition of participants at the Intersessional Meeting on the Convention on Cluster Munitions, Geneva, April 2014



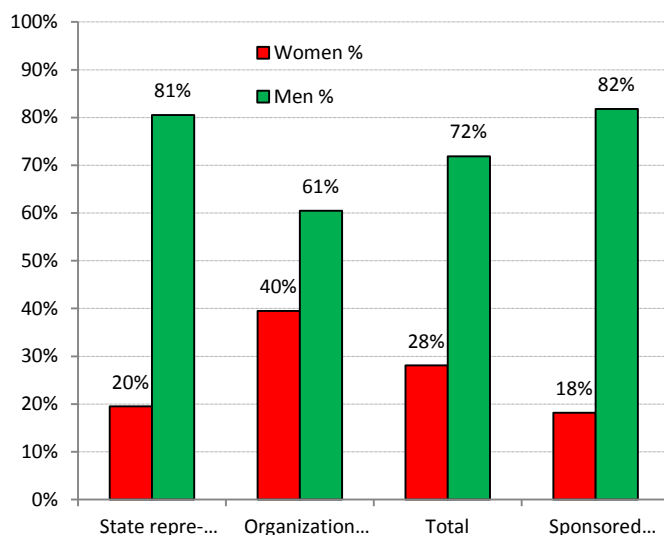
Source: GICHD Participants list. Elaboration : GMAP

Composition of participants at the 5th Meeting of States Parties to the CCM, Costa Rica, Sept. 2014



Source: <http://daccess-dds-ny.un.org/doc/UNDOC/GEN/N14/534/73/PDF/N1453473.pdf?OpenElement>
Elaboration : GMAP

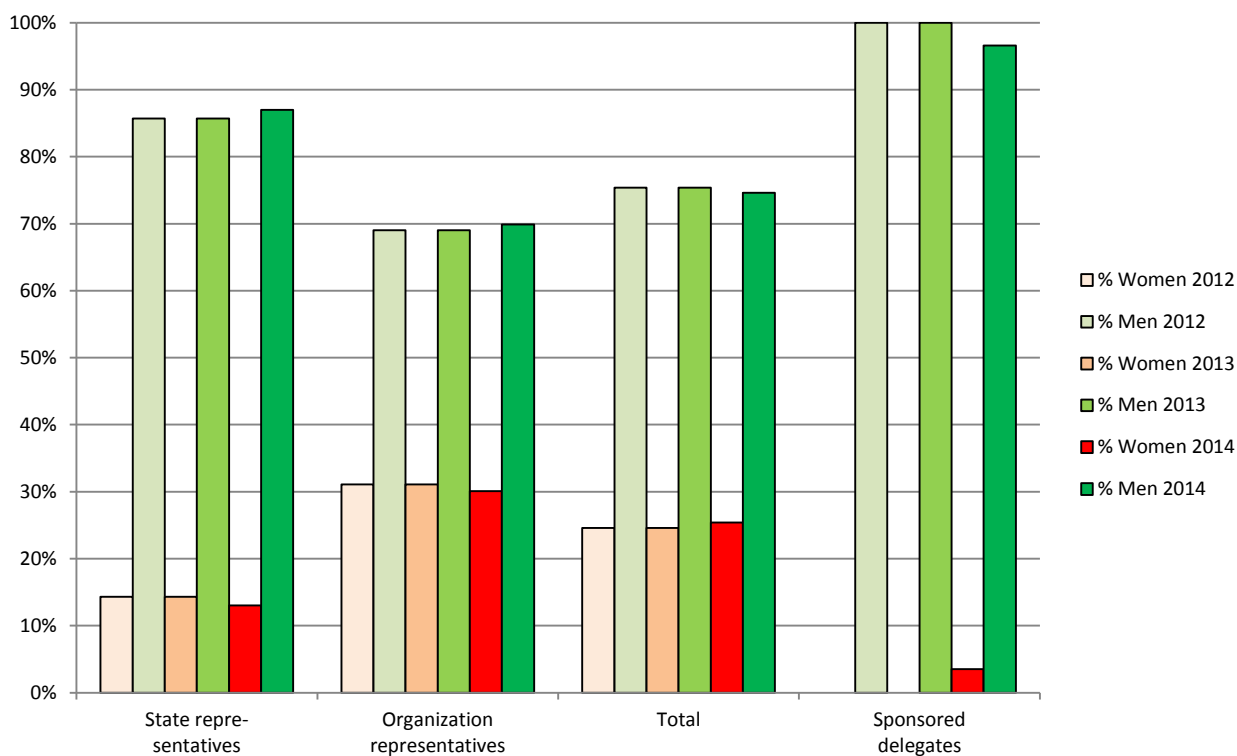
Composition of participants at the 3rd Review Conference on the APMBC, Mozambique, June 2014



Source: <http://www.maputoreviewconference.org/fileadmin/APMBC-RC3/3RC-Final-report-Jun2014.pdf> Elaboration: GMAP

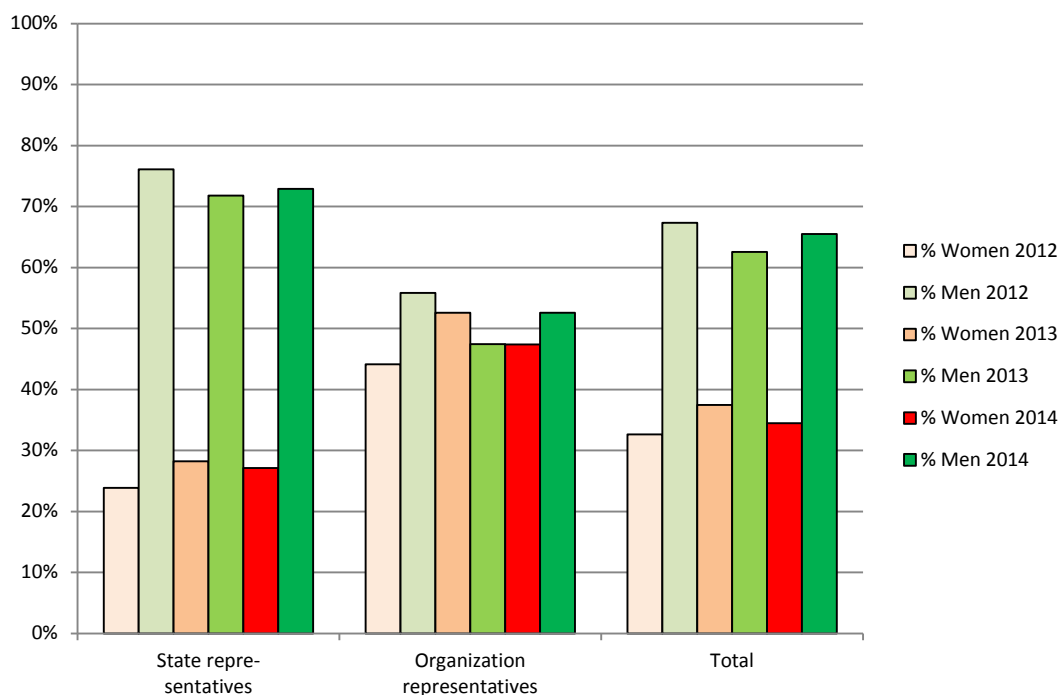
GMAP has also compiled a comparative table with statistics of female participants to mine action international meetings in percentage of total for the last three years (2012-2014):

Participants at International Meetings of Mine Action National Programme Directors and UN Advisors (15th, 16th, 17th)



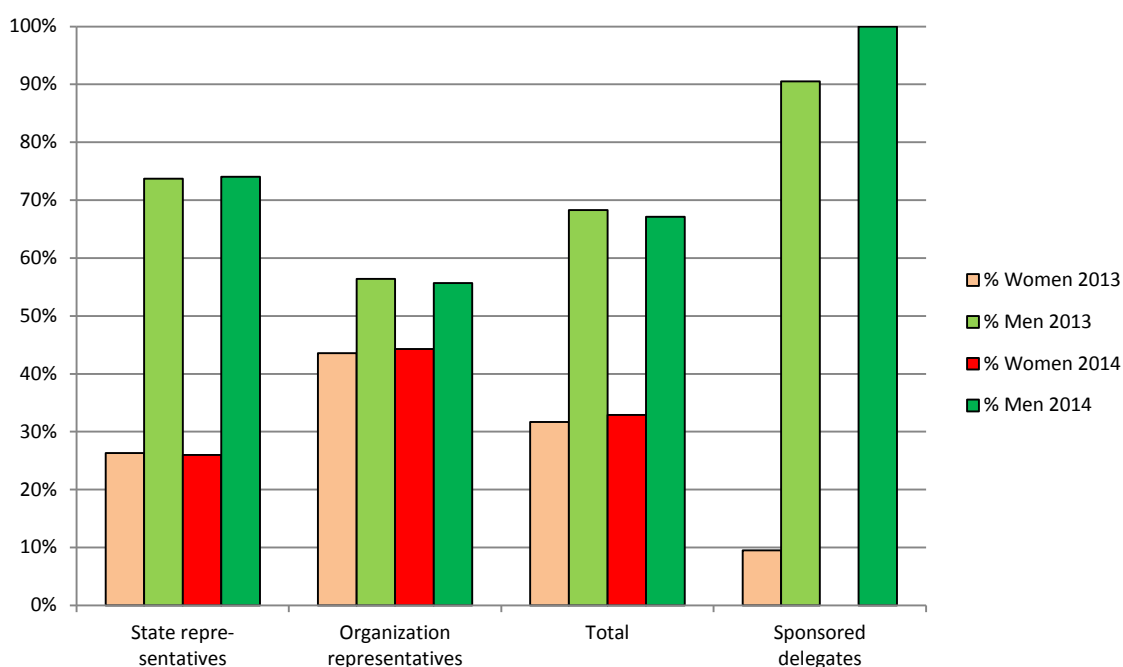
Source: GICHD. Elaboration: GMAP.

CCM Intersessional Meetings



Source: GICHD. Elaboration: GMAP.

APMBC Intersessional Meetings



Source: GICHD. Elaboration: GMAP.

MONITORING AND EVALUATION

GMAP is a learning organisation with a strong commitment to ensuring the delivery of high quality services that meet the expectations and requirements of external customers in terms of organisational learning, behaviour change and results. Continuous learning and improvement is an ongoing process within the organisation to improve the quality of products and services.

GMAP has continued work on the creation of a system for the effective monitoring and evaluation of the impact of GMAP trainings. GMAP produced a best practice document that highlights the tools and systems that have been put in place to monitor and evaluate the effectiveness of its training and capacity development support to mine action organisations globally. These tools and systems are summarised below:

- GMAP uses an online survey tool that measures the reaction of participants to trainings and workshops. The survey tool collects a combination of quantitative and qualitative data which is analysed by GMAP and the findings used to improve the quality of similar future workshops.
- GMAP has designed a basic pre and post training quiz that is composed of a series of questions to assess the knowledge (K), skills (S) and attitudes (A) of participants to gender and diversity in mine action.
- The way that evaluation is carried out depends on the participants of the training / workshop. For example, if the activity is conducted at the level of an individual organisation, they will develop a gender and diversity mainstreaming action plan, whereas if it is for a mine action programme they will develop and adopt a gender and diversity mainstreaming strategy.

The tools have been modified to meet GMAP's requirements and to enable the organisation to meaningfully evaluate the outcomes of our training and capacity development service delivery in terms of reaction, learning and behaviour change.

GMAP has explored the possibility of using the Mine Action Intelligence Tool for the monitoring and evaluation of its work, but it was recommended by the GICHD that at present it is not advisable for GMAP to use this tool. GMAP is following up to identify more appropriate tools given our activities and available dataset.

In 2014, GMAP has continued work on developing a set of gender sensitive indicators for mine action programmes. GMAP has finalised a document outlining key findings from work with different stakeholders into a best practice guide for developing output and outcome indicators for gender mainstreaming. GMAP has also worked with the GICHD to help them design systems for the evaluation of the outcomes of their trainings and capacity development interventions.

FUNDING

In 2014 GMAP's activities were financed by contributions from the Federal Department of Foreign Affairs of Switzerland, the Australian Government's Department of Foreign Affairs and Trade, the Ministry of Foreign Affairs of the Netherlands via the Mines Advisory Group, the German Federal Foreign Office via the Geneva International Centre for Humanitarian Demining (GICHD) and contracts with UNMAS, NPA and the GICHD. GMAP also continued to benefit from the in-kind contribution from the GICHD in the form of office space, furniture, IT equipment and assistance, and accountancy services.

GMAP's funds are managed by the GICHD as a Trust Fund, with separate accounting and audit.

INSTITUTIONAL AND ADMINISTRATIVE SET UP

At the annual General Assembly meeting in August 2014 the Committee members were confirmed:

Dr. Anki Sjöberg - President

Mr. Olivier Cottray - Secretary

Mr. Martin Damary – Treasurer

The other members of the GMAP General Assembly are: Rahel Kunz, Aurélie Lamazière, Gustavo Laurie, Åsa Massleberg, Sharmala Naidoo, Sonia Pezier, and Kristin Valasek.

In terms of staff composition, Arianna Calza Bini was the Director and Abigail Jones was the Programme Manger.

GMAP also greatly benefitted from the voluntary work of several people in the course of 2013 and wishes to thank for their commitment and excellent work the following persons:

Nyske Janssen

Irina Blanche

William Hankey

Dwita Aryani

Laurie Martin

Linda Menchi Rogai

Christina Atekmangoh

Accounting and annual audit (Deloitte) services were provided by the GICHD.

COORDINATION AND COOPERATION WITH PARTNERS

Donors: Switzerland requested GMAP to present their activities and expected results at a brown-bag lunch at the Directorate of Political Affairs, FDFA in Bern in February 2014. GMAP also presented on best practices in gender and diversity mainstreaming at the first training organised by the GICHD for mine action donors in March 2014. Several representatives of the US were present, as well as Finland, Ireland, Russia, Sweden, Switzerland and the UK.

Apopo: GMAP provided advice, materials and examples of organisational gender policy, gender assessment methodology and gender-sensitive indicators.

GICHD: The GICHD continued to provide GMAP with office space and services, IT equipment and assistance and accounting services, and GMAP continued to provide advice, assistance and training on gender and diversity issues to GICHD staff. The collaboration between the two organisations has been strengthened by the implementation of several joint projects (handover), contracts (capacity building in Laos and Mozambique), trainings (donors, NTS, contracting, IMAS, QM, Design Monitoring and Evaluation) and publications (contributions to the Guide to Mine Action, the Handbook “10 steps to a national quality management system”, Toolkits on Gender and Diversity in Contracting and Grants Management and on Gender and Diversity in Quality Management). The GMAP Director continues to be on GICHD’s Advisory Board.

ICBL (International Campaign to Ban Landmines)-CMC (Cluster Munition Coalition): GMAP is a member of the ICBL-CMC and collaborates and coordinates activities with other members on request.

Global Alliance on Armed Violence:

GMAP is a member of the working group on Gender & Armed Violence Working Group of the Global Alliance on Armed Violence and has been contributing to the drafting of the *Armed Violence Reduction Goals Framework*, and the *Women, Peace and Security - Armed Violence Reduction and Prevention Policy Brief*.

Inter-Agency Standing Committee (IASC): GMAP participated in the review process for the revisions to the 2005 IASC GBV Guidelines, contributing especially in the chapter on humanitarian mine action.

ISU APMBC: GMAP was invited to be involved in the discussions around the need to integrate victim assistance in broader frameworks and to present on a panel discussing gender and age sensitive victim assistance during the Bridges Between Worlds conference organised by the ISU in Medellín, Colombia in April 2014.

United Nations: GMAP carried out the gender baseline assessments for two UNMAS-coordinated mine action programmes, Darfur and Somalia.

GMAP co-organised side events at the main meetings of the APMBC and CCM with the participation of representatives from the UN Mine Action Inter Agency Coordination Group.

GMAP also participates in the International Meetings of National Mine Action Programmes Directors and UN Advisors and the UN-NGOs coordination meetings (Committee on Mine Action etc.). When GMAP visits ERW/mine affected countries to carry out research and provide training, it coordinates closely with UN Programmes and Agencies in country. GMAP also includes and promotes the use of the Gender Marker for gender equality programming in its trainings and collaborates with the IASC Sub-Working Group on Gender and GenCap. GMAP is a member of the Mine Action Area of Responsibility (AoR) in the Global Protection Cluster and is the helpdesk for gender and mine action issues for the AoR.

ICRC (International Committee of the Red Cross): GMAP was requested by the ICRC delegation in Pakistan to deliver a training of trainers on MRE.

Graduate Institute of International and Development Studies, Geneva: GMAP submitted a research brief to the Applied Research Seminar of the Graduate Institute and was assigned two students who carried out research on Gender Mainstreaming in Armed Violence Reduction: Gaps and Opportunities.

Operators: GMAP collaborates closely with most INGOs, both at headquarter level and in mine/ERW affected countries. Examples of this are: the work that GMAP is carrying out with MAG in selected countries; collaborations with NPA, AOAV, Handicap International, Danish Demining Group and Danish Church Aid.

Local actors in ERW/mine affected countries: Whenever GMAP has had direct contact with actors working in ERW/mine affected countries and territories, be it National Mine Action Authorities, national and international NGOs or civil society organisations, the cooperation has been very positive and fruitful for both sides.

SWOT ANALYSIS OF THE GENDER AND MINE ACTION PROGRAMME

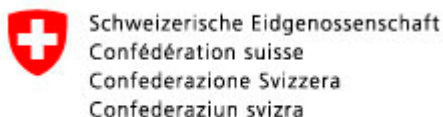
| INTERNAL | EXTERNAL |
|--|---|
| Strengths | Opportunities |
| <ul style="list-style-type: none"> GMAP continues to receive requests for training, advice and collaborations from many different operators and countries. The numerous in-depth technical assistance contracts, with gender baseline assessments, targeted training and action planning, carried out in 2014 have been fulfilled with professionalism, in a timely manner and with high quality outputs and outcomes. Maintaining a stable budget and its team of one Director and one Programme Manager, GMAP managed to carry out the activities and reach its objectives, on time, with extensive travelling. The support from interns and volunteers has been invaluable. | <ul style="list-style-type: none"> New collaborations with other peace and security partners, for example through the Maison de la Paix. Broadening of GMAP's area of work from mine action to peace, security and development. Joint projects and fundraising initiatives with the GICHD. Diversify donor base to include new donors and funding streams (development, gender). Thanks to its collaboration with several mine action organisation and programmes, GMAP has good channels for the dissemination of their tools and publications. |
| Weaknesses | Threats |
| <ul style="list-style-type: none"> Being a small programme of only two full time staff, capacity is limited while demand for GMAP's services has been increasing. Budget limitations have prevented the programme from increasing the number of staff. GMAP would greatly benefit from the support of a permanent paid full-time Programme Assistant. | <ul style="list-style-type: none"> Fundraising: Many donors prefer to give more sizeable grants than those that GMAP currently requests due to the fact that the administration work is very similar for small and larger grants. This has been and remains a challenge for GMAP and has resulted in joint applications or channelling of funding through the GICHD. Donors don't prioritise funding for gender and diversity mainstreaming. Mine action organisations don't prioritise G&D mainstreaming. |

LESSONS LEARNT

- Case studies to demonstrate how mainstreaming gender and diversity in mine action makes a difference can be an important advocacy and awareness-raising tool and will be a priority in 2015.
- GMAP's system for continuous learning and improvement can be strengthened and applied to all core activities.
- Mainstreaming gender and diversity in QM and contracting and grants making is key to ensure that those aspects are included in the implementation phase.
- Donors support/request for gender mainstreaming in mine action has a direct and strong influence on if and how much operators focus on gender and diversity issues.
- Framing GMAP's work in terms of the relevant diversity considerations in a specific context is one way to promote acceptance.
- To be able to measure outcome-level results, mechanisms of feedback and follow up need to be formalised and strengthened and the timeframe for reporting needs to be longer.
- GMAP's experience confirmed that working closely with a programme in-country is the most effective way to change practices, if there is management commitment.
- Focusing on the importance of engaging men in gender mainstreaming is necessary to move away from the idea, still common in the field, that gender is only about women and female employment.
- Research by the Graduate Institute ARS students showed that GMAP is well placed to contribute with its expertise on gender and diversity to the broader armed violence reduction and prevention arena.

ACKNOWLEDGEMENTS

GMAP was able to implement its planned activities in 2014 due to the strong partnerships with a number of donors and organisations. During 2014, we received core contributions, project and programme funding, in-kind support, as well as remunerations for contracted works from a number of governments and organisations. GMAP would like to take this opportunity to thank all those who have supported our work in 2014, with a particularly mention of:



The Federal Department of Foreign Affairs of Switzerland



Australian Government
Department of Foreign Affairs and Trade

The Australian Department of Foreign Affairs and Trade (via the GICHD)



Government of the Netherlands

The Ministry of Foreign Affairs of the Netherlands (via the Mines Advisory Group)



UK Department for International Development (via NPA/GICHD)



The German Federal Foreign Office (via GICHD)



The United Nations Mine Action Service



The Geneva International Centre for Humanitarian Demining

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