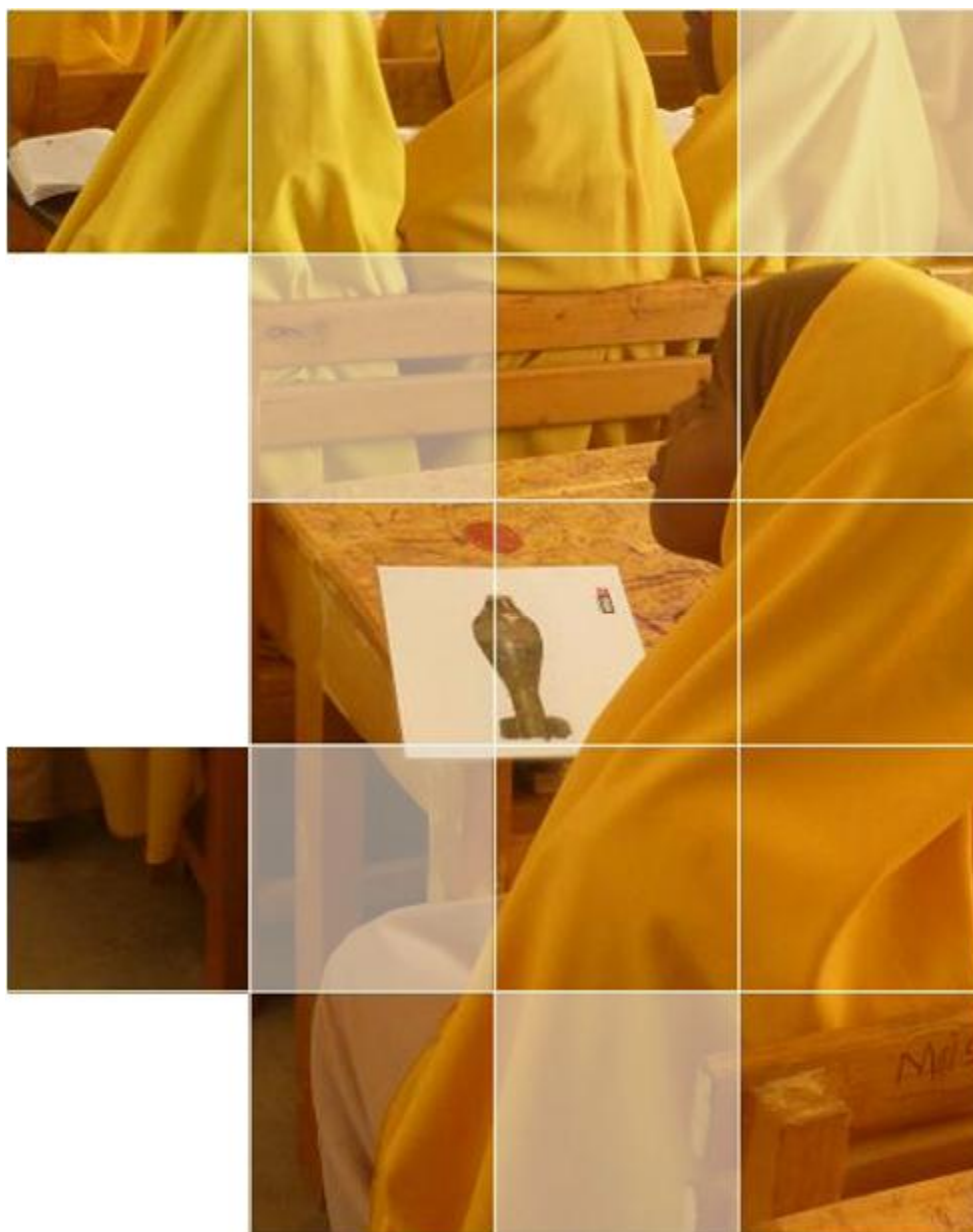


Annual Report 2011



Organisation: Gender and Mine Action Programme

Period: January –July 2011 (as a programme of the Swiss Campaign to Ban Landmines) and August–December 2011 (as an independent association)

Donors: Swiss Federal Department of Foreign Affairs, Ministry of Foreign Affairs of Norway, Australian Government's Overseas Aid Programme (AusAID).



With Friends Again, Bosnia and Herzegovina © Paul Jeffrey, September 2006

Funding

The extension of the grant by the Swiss Federal Department of Foreign Affairs until the end of April 2011 allowed the programme to complete the implementation of **Phase Three** projects and bridge the gap with new grants for the **Fourth Phase** of the programme.

The fundraising for Phase 4 started in December 2010. 92% of the planned budget for 12 months (233'345 CHF) was secured thanks to the contributions from the Federal Department of Foreign Affairs of Switzerland (43%) and the Ministry of Foreign Affairs of Norway (49%) for the period 1 May 2011-30 April 2012.

The Australian Government's Overseas Aid Programme (AusAID) provided additional funds for the period June 2011- December 2012 (183 141 CHF).

GMAP continued to benefit from the in-kind contribution from the Geneva International Centre for Humanitarian Demining (GICHD) in the form of office space, IT equipment and assistance, and accountancy services.

Institutional set up

In June 2011 the General Assembly of the Swiss Campaign to Ban Landmines agreed to transfer staff and funding of the Gender and Mine Action Programme to the newly created association Gender and Mine Action Programme (GMAP). The name was maintained in order to keep the identity and recognition that had been gained by GMAP within the mine action sector. The Constituent Assembly of GMAP was held on 14 June 2011 to approve the Statutes and elect the Committee:

Dr. Anki Sjöberg - President

Mr. Olivier Cottray - Secretary

Mr. Martin Damary – Treasurer

The Programme Manager (Arianna Calza Bini) and Programme Officer (Åsa Massleberg) were confirmed.

In August 2011, GMAP signed a Cooperation Agreement with the GICHD whereby the centre offers free office space and support, including accounting, and GMAP offers its advice and expertise on gender issues in mine action.

GMAP's funds are managed by the GICHD through a Trust Fund with separate accounting and audit, while human resource and other administrative issues, the website and other communications are managed directly by GMAP.

Staff

Since April 2009 GMAP is run by Arianna Calza Bini, Programme Manager, who worked on an 80% basis until June 2011 and then 100% from July on.

Åsa Massleberg is the Programme Officer and worked on an 80% basis until February and then on a 50% basis from March to December 2011.

Special thanks go to the interns who have greatly contributed to the results of GMAP with their voluntary work, energy and ideas:

Céline Cheng

Ashut Taher

Gillian White

Hilda Linde

Implementation:

Phase 3 activities carried out in the first quarter of 2011 included the organisation and facilitation of two 1-day workshops on gender and VA in Uganda in April 2011 following a

request from the Uganda Landmine Survivors Association (ULSA). The first training workshop was conducted in Gulu, a town in Northern Uganda - an area heavily affected by decades of conflict. The second training workshop was conducted in Kampala. A wide range of participants, representing community based organisations, landmine survivors and persons with disabilities, the Media, local NGOs, the Uganda Mine Action Centre, government representatives and international NGOs attended the training sessions.

The proposal for Phase 4 (May 2011-December 2012) of the programme was comprised of the following three projects:

1. Research and dissemination:

- a. To conduct demand-driven research, independently and in collaboration with partners, on the benefits of, and challenges related to, gender sensitive mine action
- b. To document and disseminate case studies, good practices and lessons learnt on gender and mine action

2. Outreach, training and capacity building

- a. To provide technical assistance on gender and mine action to mine action stakeholders upon request
- b. To produce and deliver gender and mine action training modules, specifically targeting national mine action authorities (NMAAs) and operators
- c. To produce and distribute relevant gender and mine action materials

3. Promotion of the inclusion of gender dimensions in the work around relevant disarmament treaties, such as the Convention on the Prohibition of the Use, Stockpiling, Production and Transfer of Anti-personnel Mines and on Their Destruction (APMBC) and the Convention on Cluster Munitions (CCM)

- a. To provide supporting information and encouragement to take gender dimensions into account in the implementation of mine action programmes and activities to key mine-affected SP, non-SP and donor states
- b. To monitor the implementation of the actions that have relevant gender aspects in the *Cartagena Action Plan 2010-2014: Ending the suffering caused by anti-personnel mines (CAP)* adopted at the Second Review Conference of the APMBC in Cartagena, Colombia in December 2009
- c. To monitor the implementation of the actions that have relevant gender aspects in the *CCM's Vientiane Action Plan (VAP) 2010-2015*.

Activities carried out and achievements:

Project 1: Research and dissemination
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The objectives of this project were:

- a. To conduct demand-driven research, independently and in collaboration with partners, on the benefits of, and challenges related to, gender sensitive mine action

- b. To document and disseminate case studies, good practices and lessons learnt on gender and mine action

Activities carried out:

Recruitment and training: GMAP designed recruitment and training survey forms, and reached an agreement with NPA to implement the survey in countries where the organisation has female clearance staff. NPA will then share the information with GMAP so GMAP can carry out further analysis.

GMAP has also reached an agreement with MAG that is keen to implement the recruitment and training survey with its clearance staff.

Handover:

Research has been carried out in a number of countries, including Cambodia, Jordan, Mozambique, Afghanistan and South Sudan. Relevant IMAS and NMAS have been reviewed.

Sex and Age Disaggregated Data (SADD):

Guidelines for the research and a questionnaire for the interviews have been developed. Visits will be carried out in 2012 in selected countries.

Landmines & Livelihoods Survey, Afghanistan: Upon the request of the Mine Action Coordination Centre of Afghanistan (MACCA), and in close collaboration with GICHD, GMAP was involved in the whole process of the second landmines and livelihoods survey in Herat, Afghanistan in October 2011. Along with training and capacity development of Afghan staff, GMAP played an important role in ensuring that gender considerations were mainstreamed throughout the process. GMAP worked closely with Afghan female surveyors in the rural areas of Herat district, collecting data from women and girls living in landmine/ERW affected communities. GMAP further analysed all data, and mainstreamed gender considerations throughout the report. The final report will be available on the GICHD website in the first quarter of 2012.

Achievements for project 1:

Recruitment and training: By the end of 2011, the survey in collaboration with NPA had been implemented in the following countries:

- Thailand
- Guinea Bissau
- Lebanon

Handover: Research findings have been analysed, and a brief is going to be finalised in mid-2012.

Landmines and livelihoods survey: GMAP played a key role in the planning, implementation and follow up of the landmines and livelihoods survey in Herat, Afghanistan, in a gender-sensitive way. The report is currently being finalised, and a side event will be organised in collaboration with the GICHD during the meeting of the standing committees of the APMBC in May 2012.

Project 2: Outreach, training and capacity building

Activities carried out:

Provide technical assistance on gender and mine action to relevant stakeholders upon request

GMAP provided technical assistance to a wide range of mine action stakeholders on a total of 29 occasions during 2011. The assistance varied in its scope and focus. Some of the assistance was provided through e-mail consultations, while others were provided through meetings, trainings and missions. GMAP has been involved in providing technical assistance to actors in the following countries: Afghanistan, Bosnia-Herzegovina, Cambodia, Colombia, Democratic Republic of Congo, Denmark, France, Ivory Coast, Jordan, Mozambique, Nepal, South Sudan, Sudan, Sweden, Switzerland, UK, USA. The support was provided to civil society organisations, operators, the UN and national mine action authorities in English, French and Portuguese.

Develop and deliver training modules to at least three mine action operators

In 2011 GMAP developed and delivered 17 trainings to a total of 24 organisations:

- Afghan Red Crescent Society
- Apopo (Mozambique)
- DDG (Afghanistan)
- Halo Trust (Mozambique)
- Handicap International (France and DRC)
- ICRC (DRC)
- MSB (Sweden)
- Organization for Mine Clearance and Afghan Rehabilitation (OMAR)
- UNDP (Mozambique)
- 5 national NGOs in DRC (Congolese Campaign to Ban Landmines, Humanitas Ubangui, ECC-MERU, TOSALISANA, Femmes Solidaires pour la Paix et le Développement)
- 3 commercial demining companies in Mozambique (CCQ, Empresa Moçambicana Desminagem, Mine Kills)

These trainings were carried out in six countries: Afghanistan, DRC, France, Mozambique, Sweden and Switzerland.

Develop and deliver tailored training modules to at least three national mine action authorities

GMAP developed and delivered tailored training modules for a total of five national mine action authorities (NMAAs) and 4 other national authorities:

- UNMACC and National Focal Point for Mine Action (DRC)
- Ministries of Social Affairs; of Health; of Gender, Family and Children (DRC)
- National Police (DRC)
- IND (Mozambique)

- NCRD (Jordan)
- MACCA/DMC (Afghanistan)
- CMAA (Cambodia)

The length of the training sessions varied from a few hours to a whole day and the content was tailored to the needs and requests of the organisations, but would typically touch upon the following topics:

- Introduction to Gender & Mine Action Programme
- What is gender? What is the difference between gender and sex?
- Why is gender important to mine action?
- How to mainstream gender in mine action:
 - Gender and the project cycle management
 - Recruitment & Training
 - Risk Education/Community Liaison
 - Victim Assistance
 - Land Release
 - Information Management & SADD
- Legal framework
- Conclusions

The trainings were mostly in the format of workshops, with group work and discussion, practical recommendations were presented and concrete examples were shared.

In the case of NMAAs, the recommendations have also been illustrated with relevant articles from the treaties and actions from the CAP and VAP. In DRC and Mozambique, concrete recommendations (in French and Portuguese respectively) on how to mainstream gender into the mine action national strategy, plans, reports and statements at meetings around the treaties were provided.

Additional trainings carried out

GMAP gave presentations on gender and contracting during the GICHD-organised Contracting in mine action workshops in March and November 2011 and a training session on sex and age disaggregated data and gender-sensitive information management during a GICHD-organised IMSMA training course in Geneva in April 2011.

GMAP organised a gender and victim assistance workshop for ICBL – CMC victim assistance focal points during the intersessional meeting of the APMBC in May 2011. A total of 13 women and 13 men from civil society organisations from many different countries attended the workshop. The workshop included presentations by GMAP and group work sessions followed by discussions.

Other outreach activities:

GMAP's photo exhibition Gender and Diversity in Mine Action was set up and presented at the opening of the 14th International Meeting of National Mine Action Programmes Directors and UN Advisors in March 2011.

A new domain was registered for GMAP: www.gmap.ch and became the website's main domain name as GMAP became an independent association in June 2011. The old domain (www.scbl-gender.ch) still works as a synonym and will be kept active for a transitional period of one year. GMAP emails also changed to name@gmap.ch

Achievements for Project 2:

Through workshops and presentations, GMAP directly reached a total of 600 people (176 women, 424 men).

The participants evaluated GMAP's trainings very positively, with on average 88% saying that they found the training relevant for their work and that they acquired new information, 94% finding the quality of the sessions excellent or good, and 86% evaluating the group exercises as excellent or good. 94% found the clarity of presentations and 92% the quality of discussions excellent or good.

In the next phase of the programme GMAP will make an effort to more systematically record and measure outcomes of its trainings, such as any concrete action taken to better incorporate gender considerations in a mine action programme or organisation. Currently some evidence has been gathered through direct feedback from some of the organisations that received training and/or technical assistance from GMAP For example:

- Apopo in Mozambique had no female professional staff at the time of GMAP's visit in August 2011 and hired a female Information Management Manager shortly afterwards, and is planning to recruit female rat handlers.
- DR Congo adopted a new mine action strategy in which gender considerations have been incorporated, both as a result of training and of direct comments to the strategy from GMAP. The Congolese National Mine Action Focal Point is also planning to have a gender unit within the NMAC that will soon be established, and has actively sought GMAP's advice to do so.
- Mozambique has started presenting SADD in its statements at intersessional meetings and MSP, following training and recommendations from GMAP.
- The MACCA in Afghanistan is planning to implement gender-sensitive landmines and livelihoods surveys with gender balanced teams after GMAP's training and participation in the survey in Herat in October 2011. That survey has apparently convinced even the more resistant that it is important to take gender considerations into account in order to achieve better information and results.
- Cambodia: the gender and mine action training in December 2011 was instrumental in the finalization of CMAA's first ever "gender action plan in mine action." CMAA expressed interests in further workshops.

The extent to which GMAP's technical assistance and training were demanded was much higher than expected. During the reporting period more than 70 organisations were supported by GMAP to different extents. On one side GMAP considers this positive, as there

is a growing recognition and awareness of the importance of the issue of gender in mine action. On the other side, however, GMAP's interprets this demand as a sign of the lack of expertise on gender issues within the organisations themselves. This is why GMAP's interventions focus on capacity building through training and technical assistance, providing the basic knowledge and tools and highlighting the need for organisations to build in-house capacity, as the more sustainable and effective way forward.

Additionally, in terms of outreach, GMAP's website www.scbl-gender.ch received an average of 5600 visits¹ a month with 14000 pages and PDF files being viewed every month until June 2011. This means an average of more than 180 visits a day. The web statistics for www.gmap.ch are even higher, with an average of more than 7000 visits a month and 19000 pages and PDF files viewed every month from July to December 2011, meaning almost 250 visits a day. The total number of visitors since the website was created in 2007 is 318000 (on 12 Jan. 2011).

Project 3: Promotion of the inclusion of gender dimensions in the work around relevant disarmament treaties

Activities carried out:

Intersessional Meetings

GMAP attended the back-to-back Intersessional Meetings of Standing Committees of the APMBC and of the CCM in Geneva, 20-30 June 2011 and organised a one-day training workshop on Gender and Victim Assistance for ICBL-CMC VA Focal Points on 24 June.

Second Meeting of States Parties to the Convention on Cluster Munitions (CCM)

In the lead up to the Second Meeting of States Parties (2MSP) to the CCM, GMAP drafted and sent out 24 letters to affected (9) and donor countries (15). GMAP reminded States of the importance of taking gender considerations into account in their activities to fight cluster munitions. GMAP further encouraged them to highlight gender considerations, and to present relevant data in a sex and age disaggregated manner in their statements at the 2MSP to the CCM in Beirut, Lebanon.

GMAP attended the 2MSP in Beirut, Lebanon, from 12 to 16 September 2011 and organised a side event together with UNMAT, MAG, NPA and the Lebanese Landmine Resource Centre on *Gender and Mine Action in Practice* on 15 September.

Eleventh Meeting of States Parties to the APMBC (11MSP)

GMAP attended the 11th Meeting of States Parties to the AP Mine Ban Convention in Phnom Penh, Cambodia, from 28 Nov. to 3 Dec. 2011. Before the meeting 38 letters were sent out to mine-affected countries (22), donors (14), States non-parties (2) highlighting the gender-related actions of the Cartagena Action Plan, stressing the need to act upon them and to report on progress made through the statements at the 11MSP and in transparency reports.

¹ The definition of Visits according to The Webalizer is: *the number of "unique" visits. A visit consists of several requests in succession from the same Internet user. A person who views ten pages counts as one visit. The interval is currently 30 minutes, i.e. if the same person returns to the site 50 minutes after their previous visit, webalizer will count one additional visit.*

At the 11MSP GMAP co-organised a side event together with UNMAT called: *Gendering on: updates on gender in mine action*. GMAP presented on gender sensitive surveys, citing examples from the landmines and livelihoods survey in Afghanistan. The three other presentations were given by Gustavo Laurie (UNMAS) and the directors of two ICBL member organisations: Purna Shova Chitrakar (NepalCBL) and Sulaiman Aminy (ALSO-Afghan Landmine Survivors Organisation). The side event was chaired by UNDP's most senior mine action employee, Tim Horner, and was well attended by about 50 women and men, representing donor governments, mine affected countries and international mine action NGOs.

Achievements for Project 3:

GMAP can by no means take credit for the progress made in terms of implementation and reporting on gender-sensitive action points in the framework of the APMBC and CCM action plans, however it is reasonable to assume that its advocacy, awareness raising and monitoring activities have had a positive impact in terms of making gender issues more visible.

An analysis of statements given at the various conferences and meetings shows the following:

At the **June 2011 APMBC Intersessional Meeting**, Afghanistan stressed the importance of gender equality, as well as equal access to education for all children, embodied in its legal system, in its presentation on victim assistance, while Uganda mentioned gender responsiveness, inclusion, and nondiscrimination in dealing with disabled children's education in its victim assistance session. Albania, Mozambique, Senegal, Serbia, and Thailand also raised the issue of gender in their statements and Norway issued a statement on the relevance of UN Security Council Resolution 1325 and the gender-related actions in the Cartagena Action Plan, also mentioning GMAP's research and outreach work.. The Australian and Ugandan chairs addressed gender in their opening statements by reminding other States Parties of their obligations to gender sensitivity in the Cartagena Action Plan.

At the **CCM Intersessional Meeting**, in June 2011, gender was mentioned in a few sessions. During the Clearance and Risk Reduction session, Albania and Zambia stated that MRE has been provided to women, girls, boys and men.

At the Victim Assistance session, the CMC reminded States Parties that they committed to collect all necessary data, disaggregated by sex and age, and to assess the needs and priorities of all cluster munition victims within one year of entry into force. Therefore, there is a need "to hear about improvements and about efforts to ensure that implementation is both age and gender appropriate." At the same session, Switzerland highlighted the importance of gender issues and the non-discrimination between cluster munitions victims and other persons with disabilities. Albania mentioned that sex and age disaggregated data on injured persons has been collected and is available, and it also ensured that emergency services, health care and rehabilitation capacities have improved and are available to men, women, boys and girls.

During the International Cooperation and Assistance session, the GICHD emphasized the importance to take into account the needs and aspirations of all the people, in a gender way,

to be efficient and effective. The GICHD mentioned that its collaboration with GMAP helps them to ensure that gender and diversity issues are mainstreamed.

In September 2011, Beirut welcomed the **2nd Meeting of States Parties (2MSP) to the Convention on Cluster Munitions (CCM)**. As mentioned in the drafted Beirut Progress Report, gender is mentioned as a question for discussion. Under title VII on International Cooperation and Assistance, a point is dedicated to express the need to ensure that gender and diversity issues are mainstreamed by States Parties in order to secure efficiency and effectiveness of the CCM.

At the 2MSP, Chad, Iran, Japan, Lebanon, Lao PDR, Malaysia, Morocco and Sierra Leone provided information disaggregated by sex and age in their statements. These countries made references to the impact of Cluster Munitions on children, but also on women. Portugal highlighted the importance of the gender dimension in the consequences caused by the use of this weapon. Moreover, Lebanon and Albania stated that they strive to have data disaggregated by sex and age in order to improve the quality of available data and upgrade the existing statistics.

On victim assistance, Cambodia, Croatia, Germany, Lebanon and Switzerland expressed their support to the gender-sensitive approach. Switzerland added that gender should be integrated in all the aspects of the actions in order to prevent discrimination in access to assistance and to socio-economic reinsertion efforts. In this regard, Albania's Ministry of Health ensured that emergency services, health care and rehabilitation capacities are equally available to men, women, boys and girls, both at local and remote areas and at the national level.

Concerning Mine Risk Education, Lebanon said that appropriate targeted materials and approaches have reached over 1 million school children, farmers and general population.

At the 11th Meeting of States Parties (11MSP) to the Mine Ban Convention, which took place in Phnom Penh last November, Afghanistan, Australia, Chile, Colombia, Croatia, Guinea Bissau, Mozambique, Myanmar, Spain and Tajikistan made references to men, women and children in their statements. These efforts prove that the importance of having sex and age disaggregate data is recognized by many countries. Furthermore, Albania, Cambodia, Chad, Germany, Mozambique, Tajikistan and Uganda integrated a gender perspective in victim assistance activities. Afghanistan and Ecuador also used sex and age disaggregated data when detailing MRE activities.

Palau stated that women and men are conducting risk awareness, survey, collection and destruction of explosive weapons. Meanwhile, Australia and Norway reminded the importance to mainstream gender in all the aspects of mine action projects, and Serbia recognized the right of gender equality of persons with disabilities.

Both the gender side events at the 2MSP and 11MSP were well attended (around 50 people) and stimulated interesting discussions, showing interest and growing awareness from people involved in the work around the treaties.

Coordination and Cooperation with Partners

Donors: The cooperation with the donors has been very positive, as Australia, Norway and Switzerland have not only provided funding but have also been very supportive of GMAP's work and of gender issues in mine action in general.

GICHD: A new Cooperation Agreement was signed in August 2011 between the new GMAP association and the GICHD, replacing the previous Memorandum of Understanding with GMAP as a programme of the Swiss Campaign to Ban Landmines. The GICHD provides GMAP with office space and services, IT equipment and assistance and accounting services, and GMAP gives advice and training on gender and diversity issues to GICHD staff. Being based at the GICHD has improved GMAP's outreach, strengthened its visibility and has improved the knowledge and consideration of gender and diversity issues at the GICHD, both internally and in the organisation's external activities. Some results of the closer collaboration with GICHD are:

A page on Gender and diversity has been added on the website to the About GICHD section; GMAP has assisted the different sections of the GICHD in the elaboration and revision of diversity and equal opportunity action plans;

GMAP reviews the vacancy announcements and terms of reference for posts at the Centre to make sure they are gender sensitive;

GMAP reviews some of the publications of the centre for gender sensitive language and content, and in some cases has been asked to write specific sections and/or examples related to gender;

GMAP provides gender related topics for discussion to GICHD staff going on mission;

GMAP has been involved in delivering sessions and participating to several trainings held at and by the GICHD;

GMAP has been invited to advise the Gender and Diversity Working Group of the centre on specific issues;

GMAP has had better access to National Mine Action Authorities and other operators thanks to its proximity to the GICHD.

ICBL (International Campaign to Ban Landmines)-CMC (Cluster Munition Coalition): GMAP is a member of the ICBL-CMC and its collaboration with the coordination and members of the campaigns has been strengthened considerably during phase 4.

As mentioned above, GMAP organised a gender and victim assistance workshop training during the May 2011 intersessional for ICBL-CMC VA Focal points.

GMAP was involved in the organisation of side events on gender at both the 2MSP of the CCM and the 11MSP of the APMBC together with ICBL-CMC.

GMAP commented on the grant scheme to support national campaigns, giving advice on how to mainstream gender into the call for proposals.

GMAP regularly comments on documents prepared and/or circulated by the ICBL-CMC suggesting gender sensitive language and content.

GMAP has also offered advice on how to better mainstream and mention gender issues in the statements delivered at the meetings of the APMBC and CCM and to encourage SP to report on the implementation of the Action Plans in general and on the action points addressing gender issues in particular.

GMAP was also involved in the elaboration of a proposal for ECHO together with the ICBL-CMC, but ICBL-CMC finally decided not to submit it.

GMAP also co-organised with ICBL and Handicap International Switzerland a Lend Your Leg Flash Mob in Geneva for the 4th of April, International Day for Mine Awareness.

ISU APMBC (Implementation Support Unit of the Anti-Personnel Mine Ban Convention): The ISU has asked for GMAP's advice on issues related to the encouragement of more gender-balanced delegations from States, the inclusion of gender issues in progress reports and extension requests, and gender-sensitive codes of conduct. GMAP has also encouraged the ISU to start compiling sex-disaggregated statistics of participants to the meetings

United Nations: GMAP has co-organised side events at the main meetings of the APMBC and CCM with UNMAT. GMAP is a member of the Mine Action Area of Responsibility in the Global Protection Cluster and is the helpdesk for gender and mine action issues for the AoR. GMAP also participates to the International Meetings of National Mine Action Programmes Directors and UN Advisors. When GMAP organises trips to ERW/mine affected countries to carry out research and provide training, it coordinates closely with the UN Programmes. GMAP also includes the Gender Marker in its trainings and collaborates with the IASC Sub-Working Group on Gender and GenCap.

ICRC (International Committee of the Red Cross): GMAP has had several meetings with several ICRC divisions, the Weapon Contamination unit, the Physical Rehabilitation unit and the Women and War office, to exchange information and discuss possible collaborations.

Graduate Institute of International and Development Studies, Geneva: GMAP has been invited to several events of the Programme on Gender and Global Change and has had exchanges and interviews with some students. Several of the interns that have been working at GMAP have also been current or former students of the Graduate Institute.

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.

Strengths of the Gender and Mine Action Programme

- **Credibility:** GMAP has consolidated its position as the reference organisation for gender in mine action. In 2011 GMAP has been requested to give presentations, trainings or in other ways provide expertise on gender and mine action by more than 30 actors (national and international) from 15 different countries.
- **Visibility:** As previously mentioned, GMAP's website (www.gmap.ch) has an average of more than 7000 visits a month and 20'000 pages and PDF files viewed every month from July to December 2011, meaning almost 250 visits a day. The total number of visitors since the website was created in 2007 was 318000 (on 12 Jan. 2012). Being based at the Geneva International Centre for Humanitarian Demining has also improved the visibility of the programme, as well as its access to many key actors and stakeholders. GMAP has been invited to give sessions on gender issues related to different aspects of mine action at most training courses held by and at the GICHD, facilitating the interaction with a broad range of actors.

- **Cost effectiveness:** Despite having a modest budget and a very small team of one Programme Manager (100% since June 2011) and one Programme Officer (50% since March 2011), GMAP has managed to carry out the activities and reach its objectives, and in several cases exceeded them, in a timely, efficient and effective way, also thanks to the support from unpaid interns and volunteers.
- **Independency:** GMAP became an independent association under Swiss law in June 2011. This decision was made based on the fact that the previous institutional set-up of GMAP as a programme of the Swiss Campaign to Ban Landmines was problematic for a number of reasons. GMAP believes that the current organisational set-up has clarified GMAP's status and mandate. While benefiting from GICHD's in-kind contribution and providing advice and training to the centre on several occasions, GMAP continues to be a separate and independent organisation, with its own Statutes, Committee, General Assembly, budget and salary scale.

Weaknesses of the Gender and Mine Action Programme

- **Fundraising:** GMAP has the advantage of having a very specific focus and of being the only organisation entirely focussed on gender in mine action, but this can also make it "hard to sell" to public and private donors outside the mine action world. In a context of financial crisis and shrinking aid budgets gender is also a topic that is at risk of not being prioritised.
- Being a small programme, **capacity** is limited and if the demand for GMAP's services increases there will be a need to increase staff and/or to recur to consultants.
- Possible solutions to overcome these weaknesses are:
 - to have a sound fundraising strategy
 - to strengthen relations with current donors
 - to participate in consortia tendering for funds for mine action
 - to ask organisations that request GMAP's services to pay part of the costs.

Lessons learnt

- It is very important to tailor training and outreach activities to the needs of the receiving organisation. A lot of work has been carried out by GMAP in this sense. Background information has been gathered on the country context and on the organisations and their needs in terms of training and information on gender in mine action.
- There continues to be a need for data, information, studies/analyses on the benefits of gender-sensitive mine action.
- Despite always presenting the "rights" argument for gender equality in mine action in its outreach activities, GMAP realises that the efficiency and effectiveness arguments tend to be more convincing for operators in the field.
- Gender mainstreaming in mine action is still often donor-driven.
- Capacity to mainstream gender in mine action organisations and NMAAs tends to be low.
- Even though there have been improvements in terms of gender considerations being taken into account in mine action interventions, political will and concrete support for gender equality in mine action tend to be weak.
- The effect of the three points above is that gender is seldom thoroughly mainstreamed in mine action programming, implementation and monitoring and evaluation

Donors:

GMAP takes this opportunity to thank its donors:

Ministry of Foreign Affairs of Norway

Federal Department of Foreign Affairs of Switzerland

AusAID-Australia

The Geneva International centre for Humanitarian Demining - GICHD for its in-kind contribution.

Glossary:

- APMBC Anti-personnel Mine Ban Convention
- AusAID Australian Government's Overseas Aid Programme
- CAP Cartagena Action Plan
- CCM Convention on Cluster Munitions
- CMC Cluster Munition Coalition
- ERW Explosive Remnant of War
- GICHD Geneva International Centre for Humanitarian Demining
- GMAP Gender and Mine Action Programme
- GenCap IASC Gender Standby Capacity Project
- IASC The Inter Agency Standing Committee
- ICBL International Campaign to Ban Landmines
- ICRC International Committee of the Red Cross
- IMAS International Mine Action Standards
- IMSMA Information Management System for Mine Action
- ISU Implementation Support Unit (for the Mine Ban Treaty)
- MACCA Mine Action Coordination Centre of Afghanistan
- MAG Mines Advisory Group (NGO)
- MRE Mine Risk Education
- MSP Meeting of States Parties
- NMAA National Mine Action Authority
- NMAC National Mine Action Centre
- NMAS National Mine Action Standards
- NPA Norwegian People's Aid (NGO)
- SADD Sex and Age Disaggregated Data
- SCBL Swiss Campaign to Ban Landmines
- ULSA Uganda Landmine Survivors Association
- UNDP United Nations Development Programme
- UNMACC United Nations Mine Action Coordination Centre
- UNMAS United Nations Mine Action Service
- UNMAT The United Nations Mine Action Team
- VAP Vientiane Action Plan

