



# STRATEGY

## 2023-2026



## Introduction

Every year, across the world, millions of civilians bear the brunt of landmines, cluster munitions and other explosive ordnance. Lives are lost or irreparably damaged, as survivors and their families struggle with the physical, psychological, social, and economic consequences of accidents.

The presence of explosive ordnance is not just a threat to the physical safety and well-being of people. It is also a key obstacle to the timely and effective delivery of humanitarian aid, post-conflict stabilisation, recovery and reconstruction, peace, and sustainable development.

# A WORLD FREE FROM EXPLOSIVE ORDNANCE RISKS

**The Geneva International Centre for Humanitarian Demining (GICHD)** works to reduce risks to communities stemming from all types of explosive ordnance: landmines, cluster munitions, explosive remnants of war, and unsafely and insecurely managed conventional ammunition.

The GICHD is guided by the vision of a world free from the risks posed by all types of explosive ordnance, where individuals and communities can thrive. In such a world, people are safe from the threat of physical harm. They live in communities where explosive ordnance is no longer an obstacle to livelihoods and does not limit access to fundamental services. Individually, as well as collectively, they can work towards a just, stable, inclusive, and sustainably prosperous society.

### VISION

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A world free from explosive ordnance risks, where communities thrive

### MISSION

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The GICHD helps to develop and professionalise explosive ordnance risk reduction, promoting innovative, tailored, and sustainable solutions

# Strategic way forward 2023 – 2026

The GICHD enters the new strategic period building on progress and lessons learnt through 25 years of support to mine action and more broadly explosive ordnance risk reduction in over 60 countries around the world. Responding to an evolving global,

normative, and operational context, the Centre will follow four main strategic directions: consolidating work in its traditional and recent areas of activity; enhancing its conflict-sensitive approach; facilitating the development of national capacities

and promoting national ownership and good governance; furthering connections between explosive ordnance risk reduction and global agendas on humanitarian action, development, and peace.

## THEORY OF CHANGE

### STRATEGIC OBJECTIVES



International obligations are fulfilled, national targets are reached



Communities' protection from and resilience to explosive harm are enhanced



Explosive ordnance risk reduction enables humanitarian action, development, and peace



Explosive ordnance risk reduction advances gender equality, diversity, and inclusion

### OUTCOMES



**Multilateral processes are informed by evidence and supported by expert advice**

Providing substantive inputs and advice to contribute to informed discussions and evidence-based decision making in legal and political multilateral processes.



**National responses are framed by strategies, regulated by up-to-date standards, and enabled by information management**

Supporting the development of the necessary national frameworks to guide planning, implementation and monitoring, thus promoting localised, sustainable, and holistic responses that maximise value for money.



**Operations are implemented safely, effectively, and efficiently**

Developing and adapting operational systems, methods, tools, and approaches to ensure that operations remain safe, effective, and efficient in diverse and evolving contexts.



**Gender and diversity are mainstreamed, and equality and inclusion promoted in explosive ordnance risk reduction**

Strengthening gender and diversity mainstreaming capacities in affected countries, towards effective, inclusive, sustainable, and locally led responses.



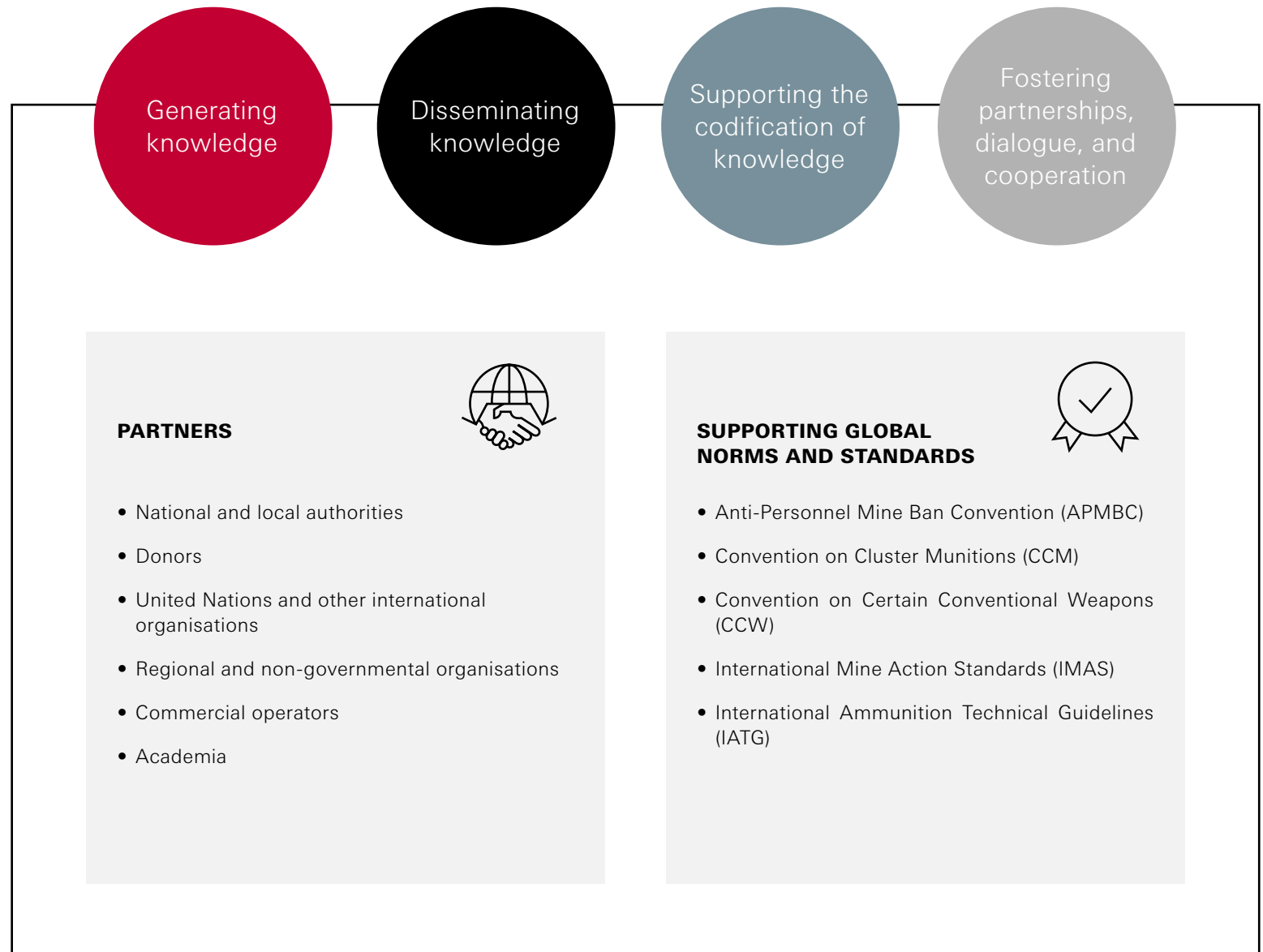
**The impact of explosive ordnance risk reduction is enhanced through connections with global agendas**

Connecting explosive ordnance risk reduction with broader humanitarian, development, and peace efforts, thus promoting enhanced effectiveness.

## How the GICHD works

The GICHD carries out its mission through four distinct and mutually reinforcing lines of service, working in collaboration with and in support of partners around the world.

### LINES OF SERVICE



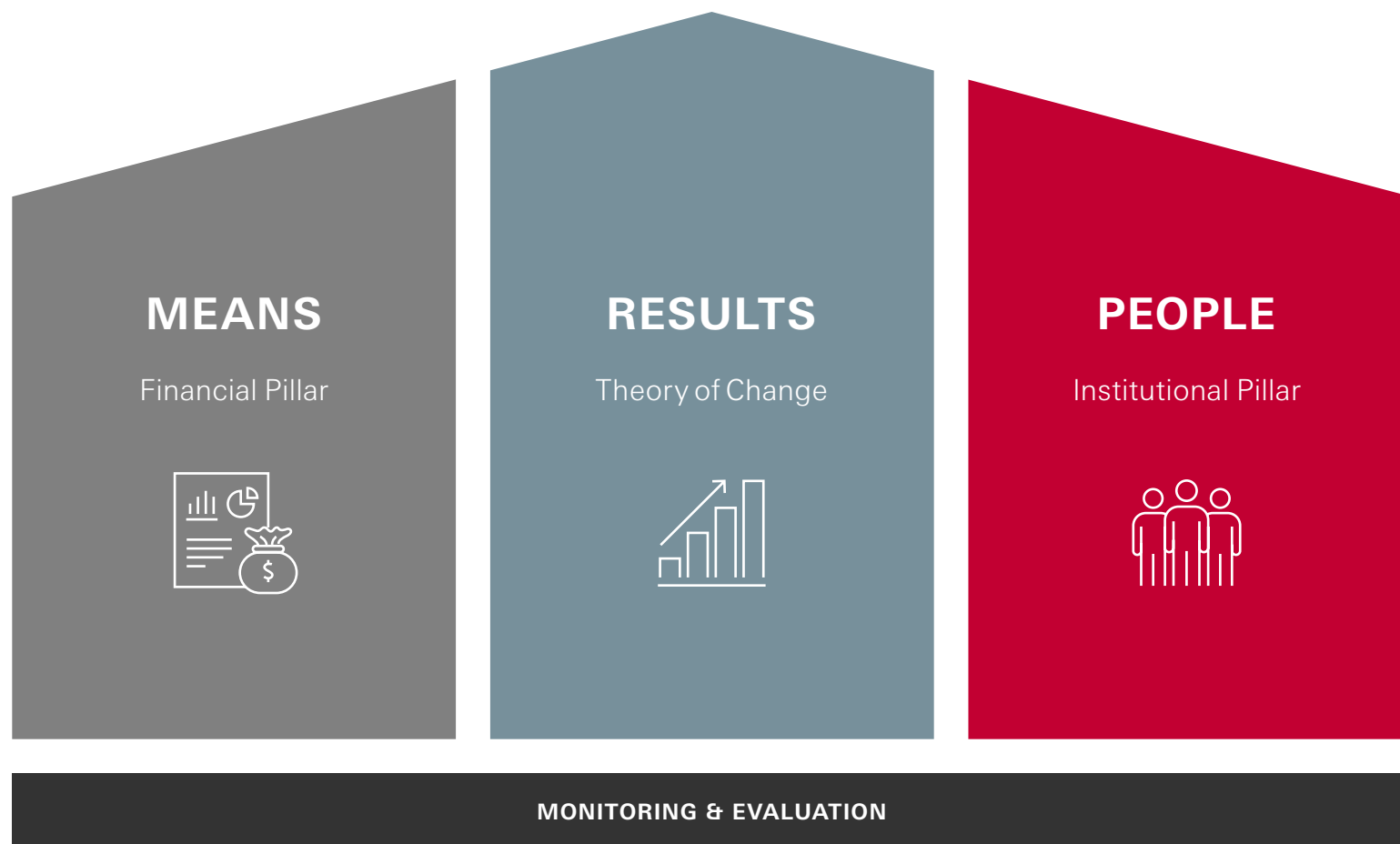
## New Strategy Structure

The GICHD's expansion into new areas of work has led to a substantial increase in size, with the consequent growth in financial needs and greater organisational complexity. These developments required adjustments to the internal set-up, prompting a coherent and in-depth process of introspection to identify how the Centre could continue to achieve effective results while remaining efficient and in sync with its core values and working principles.

The new Strategy structure comprises three pillars: the Theory of Change describes the purpose of the Centre and the impact it aims to achieve, distilled into strategic objectives and outcomes; the Financial Pillar lays out the priorities the Centre will pursue to improve financial sustainability and efficiency in resource management; the Institutional Pillar summarises how the Centre will adapt its own structures and processes towards building a thriving, efficient, and effective organisation that maximises the potential of its people.

A coherent system of monitoring and evaluation will be applied to measure progress in each of these pillars and collect evidence that will provide the foundation for strategic steering, activity planning, and reporting.

# 2023-2026 STRATEGY



# Core values and working principles

The Centre is guided by the core values of trust, inclusion, learning, respect, accountability, and innovation and follows six working principles across the board of its activities.

## CORE VALUES



### TRUST

We work with utmost integrity, communicating transparently and honestly



### RESPECT

We are collaborative, valuing diverse perspectives with a compassionate and empathetic mindset



### INCLUSION

Diversity, equality, and inclusion are central to who we are and how we work



### ACCOUNTABILITY

We are accountable to each other, our partners and those who support us, driven by needs and impact



### LEARNING

We are humble and strive to continuously improve to maximise impact



### INNOVATION

We are creative and agile in the face of challenge and empowered to take risks to accelerate change

## WORKING PRINCIPLES

1

Uphold the humanitarian principles of humanity, neutrality, impartiality, and independence

2

Adopt a conflict-sensitive approach to minimise negative impacts and maximise positive impacts of the Centre's interventions

3

Embrace a spirit of interconnectedness and partnership, building on partners' comparative advantages

4

Support the development of institutions, processes, and capacities as a means for sustainable, nationally owned responses

5

Mainstream gender and diversity considerations in all aspects of its work, promoting participation and inclusivity

6

Integrate environmental considerations in all aspects of the Centre's work

## About the GICHD

The GICHD works towards reducing risks to communities stemming from all types of explosive ordnance: landmines, cluster munitions, explosive remnants of war, and unsafely and insecurely managed ammunition stockpiles. As an internationally recognised centre of expertise, the GICHD helps develop and professionalise explosive ordnance risk reduction for the benefit of its partners: national and local authorities; donors; the United Nations and other international organisations; regional and non-governmental organisations; commercial operators and academia.

The Centre operates upstream, helping national authorities take charge of their own programmes and focusing on the development of appropriate strategies, standards, and management frameworks. It also fosters the development and implementation of global norms and standards by providing expert support to relevant international instruments and processes. Finally, the Centre promotes partnerships, dialogue, and cooperation at global, regional, and national levels.



## **GICHD STRATEGY 2023-2026**

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