ANNUAL REPORT 2018

GENDER AND MINE ACTION PROGRAMME
The 2018 Annual Report is a very special one for GMAP, as it will be the last as an association. It has been a marvellous journey, from the foundation as a programme of the Swiss Campaign to Ban Landmines in 2006, to “independence” as association in 2011, to integration into the GICHD as a division on 1 March 2019.

As GMAP’s governance, we approved this change as we believe that this will be a mutually beneficial venture, the logical consequence of a close 11-year collaboration. Gender and diversity-mainstreaming efforts in the sector and beyond will be strengthened as GMAP becomes formal part of the GICHD. We also believe that this integration will help GMAP overcome some of the challenges outlined in the 2017 Annual Report, such as the small size of the team and mainly project-based funding.

In the GMAP governance year after year we keep on congratulating the operational team on the quality and quantity of work done. This Annual Report highlights the cumulative work done by GMAP throughout the past 12 years, for example:
- building the capacity of over a thousand people, with an almost perfect gender balance of participants (51.7% men, 48.3% women)
- conducting 28 baseline assessments in 17 different countries
- providing technical assistance in no less than 120 occasions in more than 15 countries, and
- conducting research and advocacy, in multiple platforms and forums.

A key achievement in 2018 is the partnership with UNMAS to update the UN Gender Guidelines for Mine Action Programmes, which was developed through extensive consultations with mine action practitioners. It is exceptionally appropriate that this reworked and consolidated document, which will be made available in 2019, will mark the end of the GMAP association, as the Swiss Campaign initiative that it grew out of was inspired by the original 2005 UNMAS guidelines.

I take the opportunity to thank GMAP’s long-standing and new partners and donors for their interest and commitment towards mainstreaming gender and diversity and ask them to accompany the continued journey. A special thank-you to the GICHD Director Stefano Toscano and the GICHD governance for the support provided to GMAP throughout the years, and the confidence put in GMAP for the integration. Looking at the track-record and knowing the potential of the GMAP operational team, I’m confident that it is a choice you will not regret.

With this I would like to thank Arianna and her team for all the good work throughout the years and wish them all the best for 2019 and the future.

Dr. Ann-Kristin "Anki" Sjöberg, President
ABOUT US

We are the Gender and Mine Action Programme, an expert organization working to mainstream gender and diversity perspectives within all aspects of mine action. Our work helps improve inclusivity, effectiveness, and efficiency, while promoting gender equality and women’s empowerment.

GMAP increases operational efficiency and integrates a rights-based approach for transformative mine action, by working with partners to identify gaps and mainstream gender at every step of the way. Our work is urgent, as the number of casualties has more than doubled in recent years (from less than 3,500 in 2013 to over 7,000 in 2017, according to the Landmine Monitor 2018).

THE TEAM

GMAP is guided by a committee of dedicated gender and diversity champions. In 2018, the team included GMAP Director Arianna Calza Bini, Programme Manager Dominic Wolsey, Programme Officer Marion Provencher, Junior Programme Officer Vanessa Sampaio, and Research Officer Laura Biscaglia.

GMAP also wishes to specifically thank Committee President, Dr. Anki Sjöberg, Secretary, Mr. Mark McCarthy, and Treasurer, Mr. Martin Damary, and GMAP members: Åsa Massleberg, Lorraine Serrano, Olivier Cottray, Aurélie Lamazière. Finally, special thanks to Elisabeth Decrey Warner, the founder of GMAP. We wish her programme many more years of continued success as part of the GICHD.
ACKNOWLEDGEMENT

GMAP was able to carry out its activities and reach its objectives thanks to the work of the team, as well as strong partnerships with a number of donors, local and national organisations, and the support of various people who have helped and guided us throughout the year.

GMAP would like to take this opportunity to thank all those who have supported our work in 2018, with a special mention to:

- The Government of Canada
- The Government of Netherlands
- GICHID
- Australian Government
- The Government of China
- UNMAS
- The Government of Italy

50 Years German Humanitarian Assistance
Countries worked in 2018:

- Cambodia
- Canada
- Chad
- Colombia
- Democratic Republic of Congo
- Germany
- Iraq
- Lebanon
- South Korea
- Switzerland
- United Kingdom
- Zimbabwe

6 Gender & Diversity Assessments and Monitoring Visits

Training Conducted
265 Trainees (106 M / 159 F)

3 Countries Supported through Technical Assistance

2 Research Projects Conducted
VISION

A world in which women, girls, boys, and men from diverse groups are safe from mines/ERW and equally participate in and benefit from mine action.

STRATEGIC FRAMEWORK

All GMAP activities contribute to the vision of GMAP and serves the objectives under the strategic framework

Objective 1 - An inclusive approach to mine action interventions that increases relevance, effectiveness, and efficiency

- Outcome 1.1: Gender and diversity-sensitive mine action laws, policies, strategies or action plans are adopted, implemented, and monitored by partners
- Outcome 1.2: Gender and diversity-sensitive standards and methods are applied and GMAP tools used by partners
- Outcome 1.3: Partners' demonstrate commitment to gender and diversity mainstreaming by continuing to collaborate with GMAP

Objective 2 - Gender and diversity are mainstreamed by mine action organisations in broader human security interventions

- Combined outcomes: Cooperation between GMAP, mine action actors, and other human security actors is strengthened

Objective 3 - UNSCR 1325 (on Women, Peace and Security) is implemented by mine action organisations

- Combined outcomes: Increased female employment and participation in mine action, including in international mine action meetings
OBJECTIVE ONE
An inclusive approach to mine action interventions that increases relevance, effectiveness, and efficiency

Outcome 1.1: Gender and diversity-sensitive mine action laws, policies, strategies or action plans are adopted, implemented, and monitored by partners

Gender and Diversity Policy for Mine Action In Colombia: Assessment in Cauca & Workshop in Bogotá
January & May - Descontamina

In the framework of the GFFO-funded support by GICHD to Descontamina Colombia, GMAP carried out the third and last gender and diversity assessment in Miranda, Cauca with local authorities, survivors and indirect victims, and HALO’s staff. Cauca being a very diverse department of Colombia, focus group discussions with indigenous and Afro-colombian members of the community allowed GMAP to capture their diverse perspectives and to formulate recommendations that were included in the inputs for the Gender and Diversity Policy. A draft policy was discussed in a stakeholder workshop in May in Bogotá.
Gender & Diversity Assessment of DCA Lebanon
April - DanChurchAid

GMAP conducted a gender and diversity baseline assessment of DCA’s mine action programme in Lebanon. The assessment found that Lebanon has positive social attitude towards deployment of women in operations and identified many good practices in DCA. GMAP was able to make a few recommendations to increase the number of female staff, have more inclusive handover procedures, better use of sex and age disaggregated data and better targeted MRE material.

Workshop on Action against Mines in Colombia
Toronto, Canada
May-June - OAS

GMAP was invited to participate to a meeting hosted by the Organisation of American States in Toronto to discuss progress and challenges of humanitarian mine action in Colombia. GMAP reported on its work with Descontamina Colombia and partners to formulate a gender and diversity policy for the sector. The progress in the participation of women in all aspects of mine action in Colombia was highlighted, as well as the need to sustain the involvement and participation of women and girls to ensure they participate and benefit from mine action and are given the means to empower themselves.
In December GMAP travelled to Erbil to conduct a joint assessment of several organisations working in the Kurdish Region of Iraq (KRI) and the Northern liberated areas, following an assessment of the Directorate for Mine Action in 2017. Key individuals from seven organisations were interviewed and key documents from each organisation were assessed, for a joint report on common challenges and suggested solutions to be shared and followed on in 2019.

**Outcome 1.2: Gender and diversity-sensitive standards and methods are applied and GMAP tools used by partners**

**Gender & Diversity Assessment and Training in Chad**

**March - Humanity & Inclusion**

GMAP conducted a gender and diversity baseline assessment of HI's mine action programme in Chad before the beginning of their demining operations in the North of the country. The assessment provided recommendations to ensure the inclusion of women, girls, boys and men and people with disabilities. GMAP also supported the programme to develop a methodology for conducting a gender and diversity analysis in N'Djamena, the Lake region and Moundou that will help adapt and tailor activities to the different groups.
Gender & Diversity in Mine Action Workshop at HALO Trust HQ
May - The HALO Trust

GMAP visited HALO’s headquarters in Scotland to deliver a two day workshop on gender and diversity mainstreaming in mine action. 22 staff members from across the programme took part in sessions covering mainstreaming in activities, employment, safeguarding, and grants. HALO offered a warm welcome to GMAP and the workshop proved to be a space for constructive discussions.

Arab Regional Cooperation Programme
Workshop on Gender & Diversity
July - GICHD

GMAP conducted a two-day regional workshop for the GICHD’s Arab Regional Cooperation Programme, bringing together participants from eight national authorities. The workshop was hosted by the Lebanon Mine Action Centre with the aim of increasing the capacity of attendees in gender and diversity related management and policy in mine action. Attendees came from Lebanon, Libya, Palestine, Somalia, Iraq, Iraqi Kurdistan, Sudan, and Yemen.
GMAP conducted a baseline assessment of NPA’s Lebanon country programme, focused on the development of anti-harassment and Protection from Sexual Exploitation and Abuse systems. The programme was reviewed and more than 50 staff interviewed, leading to several recommendations and the design of a complaints mechanism, the delivery of which GMAP/GICHD will support in 2019. The assessment included training of NPA's staff, notably of Gender Focal Points.

GMAP conducted a gender and diversity assessment of NPA in Zimbabwe where the programme has been found to be deliberate and responsive in their approach to gender and diversity. GMAP made specific recommendations with regards to the reporting systems and the code of conduct, and other policies that can lead to equal opportunities in the workplace.
Gender Focal Points Training in the Democratic Republic of Congo
November - CCLAM

GMAP conducted a training for gender focal point from the national authority (CCLAM) as well as other national NGOs in Kinshasa. All participants were trained on tools for mainstreaming gender and diversity in mine action activities. Each participant ended the course by working on individual action plans to mainstream gender and diversity in the work of their organisation. GMAP will follow up with participants on the implementation of the action points.

Enhance mine action knowledge and promote future platforms for mine action knowledge sharing for ASEAN Member States
November - ASEAN Regional Mine Action Centre

GMAP participated in a regional workshop meant to enhance mine action knowledge and knowledge-sharing for ASEAN Member States that was held in Siem Reap, Cambodia. The Director of GMAP was invited to be on the panel of the session on gender mainstreaming in mine action and presented on good practices of mainstreaming gender in the project cycle and in all mine action activities.
UN Gender Guidelines for Mine Action Programmes
All year - UNMAS

GMAP was approached by UNMAS to update the UN Gender Guidelines for Mine Action Programmes. Following a consultation at the NDM and a survey involving around sixty mine action stakeholder organisations, the decision was taken to restructure the guidelines in a project management cycle format and reduce the page count. The final version is a set of practical guidelines for mine action programmes on mainstreaming gender in project design, implementation and evaluation. The guidelines will be translated into all six UN languages and published in 2019.

Outcome 1.3: Partners’ demonstrate commitment to gender and diversity mainstreaming by continuing to collaborate with GMAP

Gender and Non-Proliferation, Arms Control, and Disarmament Workshop
March - WILPF & SAS

GMAP, Small Arms Survey (SAS), and WILPF were invited by the Permanent Mission of Canada to deliver a one day training of diplomats on gender in disarmament. Diplomats from more than 10 countries were trained on international instruments, gender diversity in programming and concrete applications on the policy and programming levels.
Combined Outcomes: Cooperation between GMAP, mine action actors, and other human security actors is strengthened

**Afghanistan Donor and Implementing Partners**

**Coordination Workshop for Mine Action**

April - GICHD

GMAP participated in the 2018 Afghanistan Donor Seminar organised by the GICHD. This meeting brings together donors and implementing partners in Afghanistan for resources mobilization and to coordinate and follow-up on activities. GMAP discussed progress and challenges around MAPA’s strategic objective on gender mainstreaming.

In the margins of the Afghan Donor Seminar, the GICHD and GMAP co-hosted a public event titled “Including Men and Boys with Disabilities in Afghanistan”. The event invited a diverse range of panelists to discuss introduction the importance of looking at how gender norms affect men and boys’ access to health care systems.
During the Intersessional Meetings to the APMBC in Geneva, GMAP launched a new guidance for victim assistance responsive to gender and diversity. The guidance informs organisations, programmes, and institutions on how to implement activities that are inclusive of women, girls, boys and men of different groups, so that victim assistance efforts can benefit all.

**OSCE Forum for Security Cooperation Meetings on "The Role of Mine Action in All Phases of the Conflict Cycle"
June, OSCE**

GMAP was invited to the OSCE Forum for Security Cooperation in Vienna to present at an event on "The Role of Mine Action in all Phases of the Conflict Cycle". The OSCE FSC sought to better understand how to make mine action more inclusive, effective and efficient through gender mainstreaming. GMAP Director discussed the importance of women's participation at all levels of conflict prevention and resolution, as well as the responsibility of organisations to ensure that they work to reduce the risk of gender-based violence.
The biggest global conference on sustainable development brings together academia, government, civil society, the United Nations, and the private sector for the achievement of the 2030 Agenda. GMAP participated to present a joint GICHD-GMAP research on the spillover effects of mainstreaming gender in mine action across the SDGs.

International Symposium in Seoul
"NGO's Role for Mine Clearance in the DMZ"
November

GMAP was invited to participate to the International Symposium in Seoul, South Korea, to discuss the role of NGOs in mine clearance of the DMZ. GMAP presented the importance of the adoption of a gender perspective for humanitarian mine action and broader peace building efforts. GMAP also provided an overview of the normative framework and the contributions of inclusive mine action towards UNSCR 1325.
During the Geneva Peace Week, GMAP organised, along with the Maison de la paix Gender & Diversity Hub, in a workshop on integrating gender equality in peacebuilding. Around 30 participants were taught to apply a variety of gender mainstreaming tools in order to make abstract notions of gender concrete. Participants to GMAP’s session were asked to analyse a case scenario and make recommendations for a gender and diversity sensitive response.

International Gender Champions Disarmament Impact Group

The IGC Disarmament Impact Group held its first briefing. 19 States and dozens of civil society representatives were briefed on how a gender perspective can inform the work of a disarmament treaty, specifically the APMBC. GMAP collaborated in the production of a factsheet on gender in the APMBC that was presented and distributed at the side event, to support Member States in integrating gender perspectives in their work at the 17MSP and beyond.
OBJECTIVE THREE

UNSCR 1325 (on Women, Peace and Security) is implemented by mine action organisations

Combined outcomes: Increased female employment and participation in mine action, including international mine action meetings

21st International Meeting of National Mine Action Programme Directors and United Nations Advisers
February

At the 21 NDM-UN, GMAP participated in a plenary session titled “No Women, No Peace”. GMAP Director discussed how the inclusion of women in the security sector makes mine action more effective, and how in turn mine action contributes to the implementation of the Women, Peace and Security Agenda.

GMAP held a side event for the update of the 2010 UN Gender Guidelines for Mine Action Programmes. Actors from across the sector, including operators, donors, national authorities and NGOs, were present to discuss how to make them more relevant to mine action programming. This participation provided valuable input for the GMAP team for the revision of the guidelines.
1,164 followers
125+ additional likes
50/50 men and women
Top followers from:
- Switzerland
- Iraq
- USA
- Afghanistan
- France

5,002 website visitors
1,574 searches
7,801 website visits
Top visitors from:
- Switzerland
- France
- US
- UK
- Italy

11 blog posts

832 followers
Top tweets:

Missed last week's @INTGenderChamps #DisarmG briefing? Read up on it and download the factsheet on mainstreaming gender in disarmament treaties #MSP17 gmap.ch/international-

"No Woman, No Peace" at #NDMUN21 emphasises the importance of women as agents of change and meaningful participants to peace processes, with @GMAP_ch, @Peace_Women, @CanadaUNGeneva and @DescontaminaCO
GMAP was established in December 2006 as a project of the Swiss Campaign to Ban Landmines. An independent association since June 2011, GMAP has worked in over 30 mine-affected countries around the world. In the past 12 years, GMAP has been conducting gender and diversity assessments, providing technical assistance, and developing capacity of mine action programs, authorities and stakeholders to mainstream gender and diversity within their work. In March 2017, the Director of GMAP, Arianna Calza Bini, became an International Gender Champion.

After many years of close collaboration, GMAP became a programme of the GICHD on 1 March 2019. With the integration into the GICHD, GMAP hopes to multiply and strengthen the specialised support on gender and diversity that it has been providing to the mine action community, with an increased focus on the national mine action authorities.
12 YEARS OF GMAP

CAPACITY BUILDING

ASSSESSMENTS & MONITORING

Since 2012...

28 baseline assessments in 17 countries

6 monitoring visits in DRC, Iraq, Lao PDR, Lebanon, South Sudan, Vietnam

TECHNICAL ASSISTANCE

Assistance to a wide range of mine action stakeholders in more than 120 occasions in more than 15 countries

ADVOCACY

Various partnerships and working groups to help disseminate gender and diversity awareness in mine action. Platforms include APMBC, NDM-UN, OSCE FSC, GFFO, IGC, MdP G&D Hub...

RESEARCH

Gender and Landmines: From Concept to Practice
Gender and Diversity in Mine Action Quality Management
Gender-sensitive Recruitment and Training in Mine Action
Victim assistance responsive to gender and other diversity aspects
And many more publications, articles, blog posts...
<table>
<thead>
<tr>
<th>ABBREVIATIONS</th>
<th>Definition</th>
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<tr>
<td>APMBC</td>
<td>Anti-Personnel Mine Ban Convention</td>
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<td>ASEAN</td>
<td>Association of Southeast Asian Nations</td>
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<td>CCLAM</td>
<td>Centre Congolais de Lutte Antimines</td>
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<tr>
<td>CCM</td>
<td>Convention on Cluster Munitions</td>
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<td>DCA</td>
<td>DanChurchAid</td>
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<td>DFID</td>
<td>Department for International Development</td>
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<td>ERW</td>
<td>Explosive Remnants of War</td>
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<td>GnD Hub</td>
<td>Maison de la Paix Gender and Diversity Hub</td>
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<td>GFFO</td>
<td>German Federal Foreign Office</td>
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<td>GICHD</td>
<td>Geneva International Centre for Humanitarian Demining</td>
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<td>GMAP</td>
<td>Gender and Mine Action Programme</td>
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<td>HALO</td>
<td>The HALO Trust</td>
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<td>HI</td>
<td>Humanity &amp; Inclusion</td>
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<td>HQ</td>
<td>Headquarters</td>
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<td>ICBL</td>
<td>International Campaign to Ban Landmines</td>
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<td>ICRC</td>
<td>International Committee of the Red Cross</td>
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<td>IGC</td>
<td>International Gender Champions</td>
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<td>ISU</td>
<td>Implementation Support Unit</td>
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<td>MAG</td>
<td>Mines Advisory Group</td>
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<td>NDM</td>
<td>National Directors' Meeting</td>
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<td>NGO</td>
<td>Non-Governmental Organisation</td>
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<td>NMAS</td>
<td>National Mine Action Standards</td>
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<td>NPA</td>
<td>Norwegian People's Aid</td>
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<td>NTS</td>
<td>Non-Technical Survey</td>
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<td>OSCE</td>
<td>Organisation for Security and Cooperation in Europe</td>
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<td>SAS</td>
<td>Small Arms Survey</td>
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<td>SDGs</td>
<td>Sustainable Development Goals</td>
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<td>UN</td>
<td>United Nations</td>
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<td>UNDP</td>
<td>United Nations Development Programme</td>
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<td>UNMAS</td>
<td>United Nations Mine Action Service</td>
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<td>UNSCR</td>
<td>United Nations Security Council Resolution</td>
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<td>UXO</td>
<td>Unexploded Ordnance</td>
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<td>WILPF</td>
<td>Women's International League for Peace and Freedom</td>
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GMAP IS NOW A PROGRAMME OF THE GICHĐ

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