

# ANNUAL REPORT 2016



gender &  
mine  
action



## FOREWORD

2016 marked GMAP's 10th anniversary. It was also the year in which for the first time since the entry into force of the Anti-Personnel Mine Ban Treaty gender and diversity issues were showcased in a dedicated panel in the plenary session of the 15<sup>th</sup> Meeting of States Parties. This was of course a great achievement for the host country Chile, but also for other countries, agencies, and organizations such as GMAP that have been tirelessly lobbying, insisting and pushing for this issue in these fora for years.

The story of GMAP started in a small office in the outskirts of Geneva in December 2006. It was "born" as a programme of the Swiss Campaign to Ban Landmines, which at the time was still active and was hosted in the Geneva Call office. It was there, between second-hand furniture and improvised garbage bins that the first ideas for GMAP's work were discussed and the founding stones were laid for what is now a small active organization, which became independent in 2011.

At the beginning, there was a lot of emphasis on women, and to some extent girls, because their role in mine action was more limited. But over the years GMAP's work has increasingly covered other aspects of diversity. The gender issue was not totally absent from mine action at the time of GMAP's foundation, but it was underdeveloped and we have seen a growing interest, or appetite, for GMAP's work over time.

This is the past and present of GMAP, but what is then in the future?

- As part of GMAP's governing structure we see that there continues to be a need for GMAP's expertise in the mine action community – the increasing number of requests for support is testimony of this.
- GMAP can also apply its accumulated expertise from mine action in other human security-related fields, such as disarmament, demobilization and reintegration, small arms and light weapons, armed violence reduction or preventing violent extremism.

Of course, there are also some existing challenges such as being a small team with mainly project-based funding, but these can be overcome through the support of many of you who are currently reading this: GMAP's supporters, donors, or simply individuals interested in making gender and diversity integrated parts not only of mine action, but all work in the human security and development areas. I am convinced that when you go through this report you will see a very interesting future ahead of GMAP.

With this I would like to thank Arianna and her team for all the good work in 2016 and wish them all the best for 2017 and the future.



**Dr. Ann-Kristin 'Anki' Sjöberg, President**



## ACKNOWLEDGEMENTS

**GMAP** was able to carry out its activities and reach its objectives thanks to the work of the Director, Programme Manager, Junior Programme Officer, and with the invaluable support of Programme Assistants, as well as strong partnerships with a number of donors and other organisations.

GMAP would like to take this opportunity to thank all those who have supported our work in 2016, with a special mention to:



The Government of the Netherlands



The Government of the United Kingdom



The Government of Italy



The Geneva International Centre for Humanitarian Demining



The Government of Australia



The Government of Germany



United Nations Mine Action Service – UNMAS



The Government of the United States of America



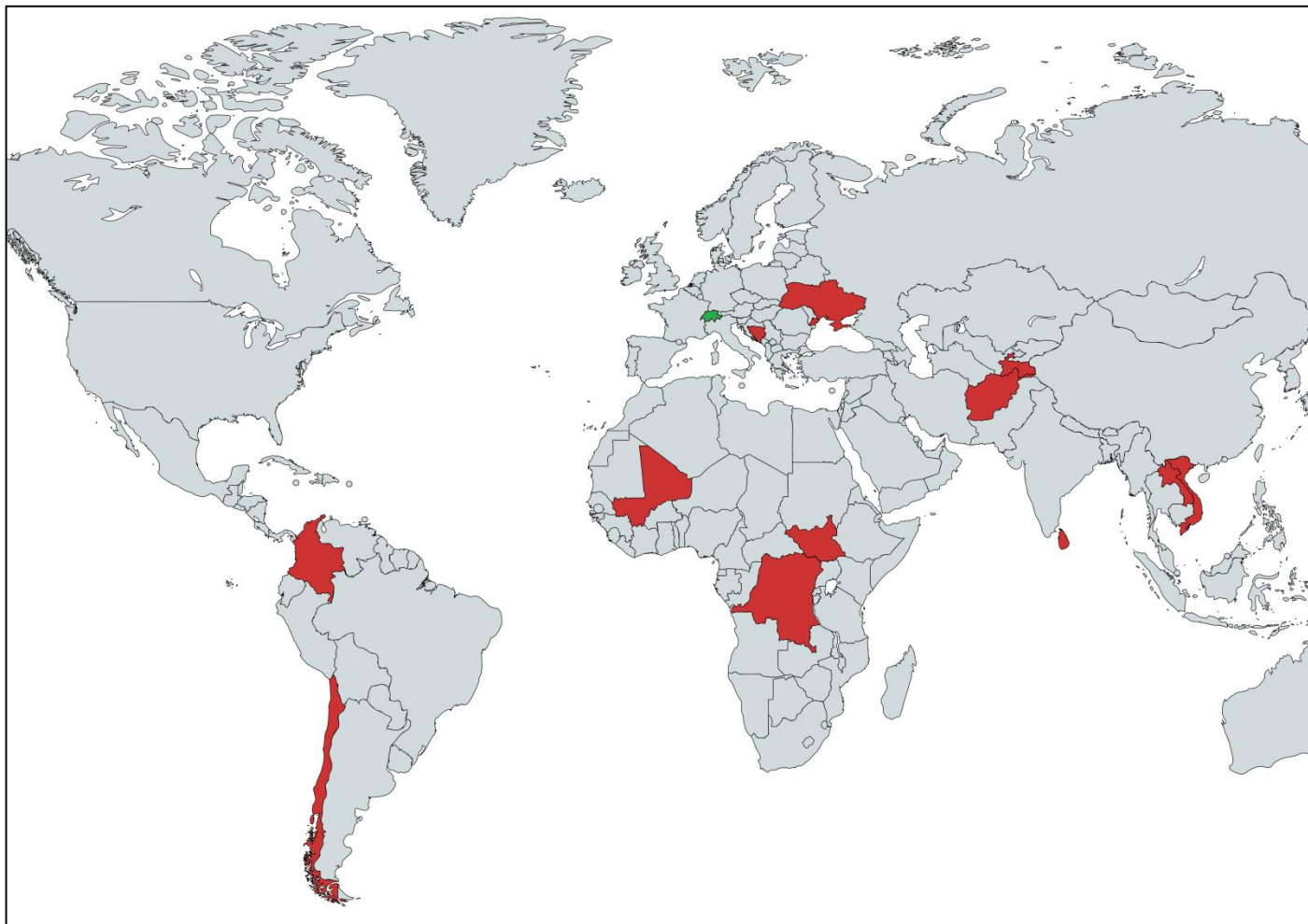
United Nations Development Programme

GMAP often works as a subcontracting NGO to larger organisations conducting work across the mine action sector, such as clearance operators or the GICHD. GMAP receives donor funding through these partners as a result of this subcontracting relationship, as well as directly from donors in some cases.

## Contents

GMAP'S GLOBAL FOOTPRINT.....	5
ABBREVIATIONS.....	6
ABOUT GMAP.....	7
WHO WE ARE.....	8
Objective One:.....	9
OUTCOME 1: Gender and Diversity-Sensitive Mine Action Laws, Policies, Strategies or Action Plans are Adopted, Implemented, and Monitored by Partners.....	10
OUTCOME 2: Gender and Diversity Sensitive Standards are Applied and GMAP Tools are Used by Partners.....	16
OUTCOME 3: Key Partners' Services and Outputs are Gender and Diversity-Sensitive.....	17
Objective Two:.....	19
Combined Outcomes: Cooperation Between GMAP, Mine Action Actors, and Other Human Security Actors is Strengthened.....	20
Objective Three:.....	23
Combined Outcomes: Increased Female Employment and Participation in Mine Action, Including International Mine Action Meetings.....	24

## GMAP'S GLOBAL FOOTPRINT IN 2016



### Countries supported

- Afghanistan
- Bosnia and Herzegovina
- Chile
- Colombia
- Democratic Republic of Congo
- Lao PDR
- Mali
- South Sudan
- Sri Lanka
- Tajikistan
- Ukraine
- Vietnam



**3 Gender & Diversity  
Assessments & Monitoring Visits**



**3 Training Visits Conducted**



**10 Countries Supported through  
Technical Assistance**



**4 Research Projects Conducted**

## ABBREVIATIONS

APMBC	Anti-Personnel Mine Ban Convention
CCLAM	Centre Congolais de Lutte Antimines
CCM	Convention on Cluster Munitions
CMC	Cluster Munition Coalition
C4SI	Collaborate for Social Impact
DCAF	Centre for the Democratic Control of Armed Forces
DRC	Democratic Republic of Congo
EOD	Explosive Ordnance Disposal
ERW	Explosive Remnants of War
GICHD	Geneva International Centre for Humanitarian Demining
GMAP	Gender and Mine Action Programme
HALO	The HALO Trust
HQ	Headquarters
IASC	Inter-Agency Standing Committee
ICBL	International Campaign to Ban Landmines
ICRC	International Committee of the Red Cross
IP	Implementing Partner
ISU	Implementation Support Unit
MAG	Mines Advisory Group
MAPA	Mine Action Program for Afghanistan
MRE	Mine Risk Education
NATO	North Atlantic Treaty Organisation
NGO	Non-Governmental Organisation
NMAS	National Mine Action Standards
NPA	Norwegian People's Aid
NRA	National Regulatory Authority
NTS	Non-Technical Survey
PDR	People's Democratic Republic of Lao
PVE	Preventing Violent Extremism
SADD	Sex and Age Disaggregated Data
SCOR	Strengths, Challenges, Opportunities, Risks.
SDGs	Sustainable Development Goals
SOPs	Standard Operating Procedures
UN	United Nations
UNDP	United Nations Development Programme
UNMAS	United Nations Mine Action Service
UNSCR	United Nations Security Council Resolution
UXO	Unexploded Ordnance

## ABOUT GMAP

The Gender and Mine Action Programme (GMAP) is an international expert organisation based in Geneva, Switzerland working to make mine action more inclusive, effective, efficient and equitable through the mainstreaming of gender and diversity perspectives. GMAP also works towards the implementation of UN Security Council Resolution (UNSCR) 1325 through the promotion of women's empowerment and participation in decision-making in mine action programmes. 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 tailored training and advice on gender and diversity in mine action. 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 (APMBC) and the Convention on Cluster Munitions (CCM) through its advocacy work. GMAP is a learning organisation with a strong commitment to ensuring the delivery of high quality services and products that meet the expectations and requirements of external customers in terms of organisational learning, behaviour change and results.

## 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.

## WHAT WE DO



**Assessment**



**Capacity  
Development**



**Technical  
Assistance**



**Research**



**Monitoring**



**Advocacy**

## WHO WE ARE

GMAP is guided by a committee of dedicated gender and diversity champions. GMAP wishes to specifically thank Committee President, Dr. **Anki Sjöberg**, Secretary, Mr. **Mark McCarthy**, and Treasurer, Mr. **Martin Damary**.

### Staff

Director

**Arianna Calza Bini**

### Programme Managers

**Nicola Sandhu** (February – November 2016)

**Lilla Schumicky-Logan** from December 2016

### Junior Programme Officer

**Marion Provencher** from September 2016

### Programme Assistants

GMAP greatly benefited from the voluntary work of programme assistants and student interns throughout 2016

**Ramon Moraes Sales Sousa**

**Lisa Hult**

**Saman Rejali**

**Tetyana Belitska**

**Lucas Musetti**

**Florian Micco**

**Renata Guimaraes Naso**

**Sabena Sandhu**

**Talha Paksoy**



## **Objective One:**

**An inclusive approach to mine action interventions that increases relevance, effectiveness, and efficiency**





## **OUTCOME 1: GENDER AND DIVERSITY-SENSITIVE MINE ACTION LAWS, POLICIES, STRATEGIES OR ACTIONS PLANS ARE ADOPTED, IMPLEMENTED, AND MONITORED BY PARTNERS**

In 2016, **GMAP** provided assistance on designing, drafting, implementing, and monitoring gender and diversity-sensitive mine action programmes, policies, strategies and action plans. GMAP also provided remote assistance and conducted in-country monitoring of laws, policies, strategies or action plans. GMAP conducted two assessments, one monitoring visit, three training visits, and either conducted or contributed to six workshops over the course of 2016 under this outcome.

GMAP continues to see evidence of the impact of the assistance provided. For example, in 2016 as a result of GMAP's recommendations provided the previous year, MAG Lebanon recruited 25 female searchers in two new teams. This increased MAG's percentage of female staff in Lebanon from 7% to 20%.

### **South Sudan**

#### **Monitoring Visit of the 2013 Gender and Diversity Action Plan MAG South Sudan**

January 2016 – Royal Netherlands Government support



In January, GMAP visited MAG in South Sudan to monitor progress on their gender & diversity action plan, drafted with GMAP's support in 2013. Community liaison and MRE activities are conducted in a gender and diversity sensitive manner and GMAP materials are used for training of staff. A cause for poor retention of female staff was identified in the limited maternity leave offered by the organization, in line with the South Sudanese labour law. As a result, female staff did not return to work. GMAP recommended that the maternity leave period be extended and this has taken place on the programme since the monitoring visit. GMAP also visited UNMAS, who agreed to include an extended maternity leave requirement in their requests for proposals from that point onwards.

## Afghanistan

### Supporting the implementation of the National Mine Action Strategic Plan of Afghanistan (NMAASP) 2016-2020. Development of a Gender & Diversity Policy for the Mine Action Programme of Afghanistan (MAPA)

May – German Federal Foreign Office (GFFO) support



A two-day workshop was carried out by GMAP in Kabul with 40 participants from the mine action stakeholders of the MAPA. Lessons learned from the implementation of the Afghan Gender Mainstreaming Strategy 2014-2016, developed with GMAP's support in 2013, were discussed and informed the development of the MAPA Gender and Diversity Policy that resulted from the workshop. By integrating gender and diversity mainstreaming in the NMAASP (Goal 4), the Afghan case represents best practice for a national mine action authority.

## Laos and Vietnam

### MAG Lao PDR and Vietnam Monitoring of Gender and Diversity Action Plans Regional Workshop

June – Department for International Development (DFID) - UK support



GMAP visited MAG in Vientiane to conduct a monitoring visit and regional workshop. In 2015, GMAP conducted gender and diversity assessments and drafted gender and diversity action plans for MAG's Laos and Vietnam programmes. The workshop examined the progress of the country programmes in reaching their objectives and developed further action points to address remaining challenges.



## Mali

### Gender and Diversity Baseline Assessment for the adoption of a gender and diversity-sensitive strategy May & July 2016 – United Nations Mine Action Service support



GMAP was engaged by UNMAS to conduct a gender and diversity assessment of their programme in Mali. Visits were conducted in May and July and an assessment report was produced. Remote support was provided for the development of a national gender and diversity in mine action strategy.

## Colombia

### Gender & Diversity in Non-Technical Survey Training October 2016 – GFFO Support



As part of GMAP's sustained engagement with humanitarian mine action in Colombia, GMAP supported a GICHD training of trainers on Non-Technical Survey for the Colombian Humanitarian Demining Brigade and representatives from the Navy and civilian NGOs. GMAP provided gender and diversity mainstreaming support for the sessions and a specific session on gender and diversity-sensitive NTS, including a field exercise.



## Tajikistan

**Gender & Diversity Assessment of the Tajikistan Mine Action Programme (TMAP). Regional Workshop on Gender and Diversity in Mine Action and workshop to develop a National Policy on Gender & Diversity for the TMAP.**  
September & November 2016 – United Nations Development Programme Support



In 2016 GMAP was awarded a contract by UNDP Tajikistan to conduct a number of activities in support of the Tajikistan Mine Action Programme (TMAP). GMAP conducted an initial gender and diversity assessment in September of the TNMAC and its partners. GMAP recommended that most organisations adopt a code of conduct and a reporting mechanism, consistently analyse data collected by sex and age, and present that data in a disaggregated way.

In November, GMAP conducted a two-day regional workshop in Dushanbe with representation from the national authorities of Afghanistan, Armenia, Ukraine and Tajikistan. This workshop was an opportunity for the authorities to exchange experiences, good practice, and challenges in mainstreaming gender and diversity in their mine action programmes. The event was well received and there has been subsequent communication between the actors involved on these issues. Furthermore, GMAP carried out a workshop with the TMAP stakeholders to develop a national policy on gender and diversity for the sector.

## Ukraine

### Gender & Diversity sessions at the Ukraine National Mine Action Standards and Strategy Workshops March and October 2016 – GFFO support



GMAP participated to two workshops organised by GICHD, DCAF, and the OSCE in Kiev, one on National Mine Action Standards and one on the Ukrainian national mine action strategy. The goal of GMAP's sessions at the workshops was to promote the integration of gender and diversity considerations in their national mine action standards and strategy.

## Bosnia and Herzegovina

### Gender Mainstreaming in National Mine Action Strategic Planning and Prioritisation Workshop November 2016 - GFFO Support



GMAP conducted a session at a GICHD-led workshop on mine action strategic planning in Sarajevo in November. This session, on mainstreaming gender and diversity in strategic planning, fed into the draft national strategy for Bosnia and Herzegovina. GMAP additionally provided desk input to the draft strategy later on in the year. The strategy is likely to be adopted in the second half of 2017.

## Sri Lanka

### Gender and Diversity in Operational Efficiency session at an Operational Efficiency Workshop

November 2016 – DFID Support



GMAP supported the delivery of a GICHD training event on operational efficiency in November 2016 in Colombo. GMAP conducted a session on gender and diversity in operational efficiency with participants from the national authority, who asked for further guidance on the development of gender and diversity sensitive code of conduct and reporting mechanism. The training consisted of three sessions: an introduction to gender and diversity, gender and diversity in quality management, and gender and diversity in land release. Trainees from the national authority finally identified areas for mainstreaming gender and diversity in their programme and agreed on next steps to undertake to make their operations more inclusive and efficient.

## **OUTCOME 2: GENDER AND DIVERSITY-SENSITIVE STANDARDS ARE APPLIED AND GMAP TOOLS ARE USED BY PARTNERS**

Mine action standards (international and national) are a key opening for ensuring that the needs, priorities, and capabilities of women, girls, boys and men from different groups are taken into consideration in programming and operations. In 2016, GMAP reviewed international and national mine actions standards in addition to Standard Operating Procedures (SOPs) to ensure that gender and diversity had been included at all levels. This covered six countries in addition to wider standards which cover the sector as whole.

GMAP thus contributes to ensuring that gender and diversity considerations are built into the institutional knowledge of organisations and the mine action sectors. As GMAP is hosted by the GICHD, GMAP contributes to a wide range of internal and external policies, strategies, standards and other outputs, offering a gender and diversity lens.

### **Review of Mine Action Standards:**

- Mali National Mine Action Standards
- Tajikistan National Mine Action Standards
- Ukraine National Mine Action Standards (workshop)
- International Mine Action Standard 07.12 on Quality Management
- GICHD Guide to Developing National Mine Action Standards
- Participation to the IMAS Review Board

### **Review of SOPs:**

- MAG South Sudan
- MAG Lao PDR
- MAG Vietnam

### **Review of other tools:**

- GICHD National Mine Action Strategies Monitoring Framework
- GICHD Operations Baseline Assessment Framework



## **OUTCOME 3: KEY PARTNERS' SERVICES AND OUTPUTS ARE GENDER AND DIVERSITY-SENSITIVE**

Throughout 2016, GMAP continued to closely collaborate with existing partners while forging new relationships. These include mine action authorities, international organisations, and non-governmental organisations.

### **Mine Action Authorities**

GMAP supported the mine action authorities of the following countries by facilitating **gender and diversity mine action workshops and training courses**:

- **Afghanistan**
- **Bosnia and Herzegovina**
- **Colombia**
- **Sri Lanka**
- **Tajikistan**
- **Ukraine**

### **International Organisations**

GMAP's closest partner is the **Geneva International Centre for Humanitarian Demining (GICHD)**. GMAP has been hosted by the GICHD since 2010 and works in close collaboration, providing gender and diversity mainstreaming support to the GICHD in both its internal and external activities. The GICHD provides GMAP with office space and support services such as accounting and IT. Furthermore, since September 2016, a new shared JPO position was created by the GICHD to support the GICHD's and GMAP's work on gender and diversity.

In 2016, GMAP provided support to training courses and workshops on non-technical survey, quality management and operational efficiency, international and national mine action standards, and information management. Additionally, GMAP was involved in the GICHD Donors Seminar, provided training on gender and diversity in mine action to new staff, conducted individual coaching sessions with Heads of Division on the adoption of gender and diversity sensitive individual objectives, and provided advice on avoiding inappropriate comments in the workplace. It also provided advice and support on increasing participation of women to GICHD training courses, provided inputs for the Ammunition Safety Management mission to Niger, and contributed to the GICHD's review of the NATO guidelines on gender in mine action.

Finally, GMAP provided support to mainstream gender and diversity in the drafting of the GICHD's guide to cluster munitions and wrote a section on gender and diversity. GMAP often participates in GICHD planning and result-based management meetings and is an active member of the GICHD Gender and Diversity Working Group and the Advisory Board.

## Other collaborations

Throughout the year, GMAP continued its collaboration with the **Mines Advisory Group** (MAG), the **United Nations Development Programme** (UNDP), the **United Nations Mine Action Services** (UNMAS), and **Norwegian People's Aid** (NPA).

GMAP continuously collaborates with the Implementation Support Units of the **APMBC** and the **CCM**.

GMAP contributed the **Handicap International**-led development of guidelines on an integrated approach to victim assistance and participated to a workshop in Geneva in May.

Assistance on gender and diversity in mine action was also provided to the Centre for the Supporters of Human Rights, UN Women Laos, and DDG, the HALO Trust, NPA, FSD for supporting the drafting of proposals.

In 2016 GMAP was approached by the commercial security and mine action operator JANUS Global Operations (previously Sterling) about a bid to provide UNMAS with quality management of the mine action programme in South Sudan. JANUS requested GMAP's support to ensure that their services would be gender and diversity sensitive. The bid was successful and GMAP activities are due to start in 2017.

GMAP is a member of the **International Campaign to Ban Landmines** (ICBL) - **Cluster Munition Coalition** (CMC).



## Objective Two:

Gender and diversity are mainstreamed by mine action organisations in broader human security intervention





## **COMBINED OUTCOMES: COOPERATION BETWEEN GMAP, MINE ACTION ACTORS, AND OTHER HUMAN SECURITY ACTORS IS STRENGTHENED**

### **Input on Canada International Assistance Review**

GMAP provided input to the Government of Canada in the framework of the International Assistance Review. That input ranged from recommendations on Canada's feminist foreign policy and a gender and diversity-sensitive approach to mine action, to the broader women, peace and security agenda, and gender and disarmament.

### **Maison de la Paix Gender & Diversity Hub**

In 2016, GMAP has continued seeking to expand the scope of its activities to broader human security initiatives.



These include the **Maison de la Paix Gender & Diversity Hub**. GMAP is a founding and active member of the Gender and Diversity Hub and has participated in all the activities in 2016, some of which are highlighted below.

### **Public discussion: The Power of Gender in Preventing Violent Extremism (PVE) Interactive dialogue organised by GCSP**

Gender and Diversity Hub Support - June 2016



Building on the Women, Peace and Security agenda, UN Security Council resolution 2242 calls for greater participation and leadership of women in developing strategies to prevent terrorism and violent extremism. The dialogue sought to answer the questions of what a gender sensitive approach to PVE looks like, how they can be translated into practices, and finally, how women and girls are impacted by violent extremism.



## Persons with Disabilities living in a conflict: Mali Case Study

July 2016



GMAP and the GICHD hosted a Maison de la Paix Gender and Diversity Hub brown bag lunch event where Ms. Rose Diakite, the vice president of the Malian Federation of Persons with Disabilities Associations (FEMAPH) spoke about the conditions of Malian women with disabilities in conflict and post-conflict contexts. GMAP encouraged Rose to speak after engaging with her during a gender and diversity assessment in Mali in May, eventually sponsoring her attendance at the Geneva CEDAW meeting during the same trip in 2016.

## A Geneva Peace Week Event: Film Screening of Yemeniettes

November 2016



Through the Gender and Diversity Hub, GMAP jointly presented the documentary *Yemeniettes*, which follows the journey of Yemeni girls on their entrepreneurial journey in a country facing great challenges. The film was followed by a discussion with Yahya Khalil (ICRC) and Jovana Carapic (Small Arms Survey).

## Outreach

In 2016, in partnership with Norwegian People's Aid, GMAP produced a series of five videos on gender and diversity in mine action. The videos are meant to be used as training material or for advocacy and information sharing.

Initially produced in English, the videos were subsequently translated into French and Spanish, and GMAP intends to translate them into more languages in 2017 if funding is available. They are all freely available on the [gmap.ch](http://gmap.ch) website.



**MINE ACTION** BENEFITS **ALL**







## 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**

UNSCR 1325 on Women, Peace, and Security promotes women's participation and full inclusion in post-conflict processes, decision-making, and activities. GMAP works with all its partners to improve human resources policies, procedures, and practices to ensure that men and women are offered equal opportunities, and that organisations strive for gender balance.

Having women working in all areas at all levels of mine action ensures that women in affected communities can be reached, included, and heard during mine action activities. The inclusion of women and minority groups make operations more effective and efficient, and guarantees that mine action benefits all.

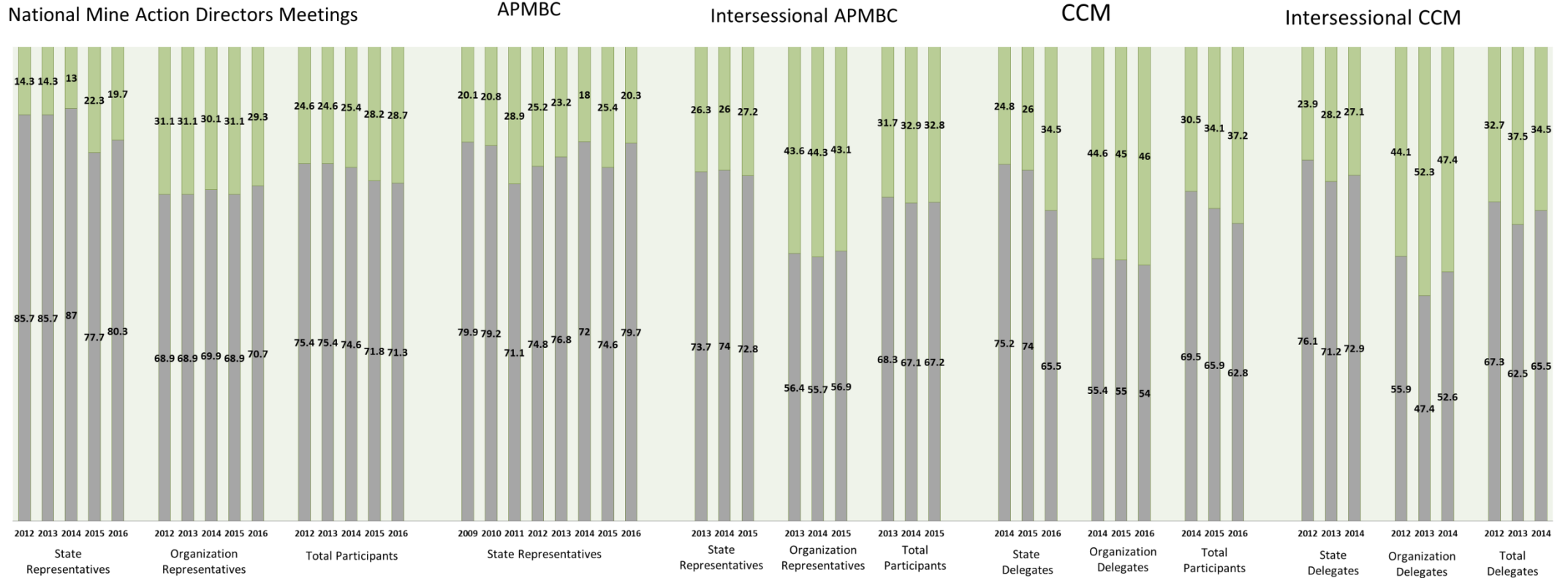


## Gender Balance at Mine Action Meetings

GMAP monitors statistics of female/male participation at mine action meetings as a proxy for the decision-making power in the sector. The data demonstrates slight improvements in women’s participation at the National Directors Meeting and the CCM, with organisational representation significantly higher than state representation. The main conclusion from the data is that progress is slow at best in women’s participation at these major meetings and that significant work remains to be done. Mine action continues to be a male-dominated sector and GMAP will continue to monitor and follow up on the participation gap.

**Participation in Mine Action Conferences Over Time (%)**

■ Men ■ Women



## Participation in International Mine Action Meetings

### 19th International Meeting of Mine Action National Programme Directors and United Nations Advisors in Geneva



GMAP's Director, Arianna Calza Bini, participated in a panel on Transformation and Innovation in mine action at the 19th International Meeting of Mine Action National Programme Directors and United Nations Advisors in Geneva in February. Her presentation highlighted GMAP's work with partners (UN, National Mine Action Authorities, GICHD, and operators) towards making commitments to mainstream gender and diversity in mine action programmes more concrete and more easily measurable.

### CCW Protocol V Meeting of Experts



GMAP was invited to the CCW Protocol V Meeting of Experts session on Cooperation and Assistance and Victim Assistance to present on age and gender sensitive victim assistance.



## 15th Meeting of States Parties to the Anti-personnel Mine Ban Treaty in Santiago, Chile



As an organization providing technical expertise in the sector, GMAP was invited, together with Australia, Afghanistan, UN Women and ICBL, to take part in the panel on gender and mine action at the 15th Meeting of the States Parties in Santiago, Chile, where it had the opportunity to underline the importance of gender and diversity mainstreaming in policy, programming, implementation, monitoring and evaluation of mine action interventions. This event marked a very important milestone as for the **first time** in almost two decades since the entry into force of the Mine Ban Treaty, **gender and diversity issues** were brought under spotlight in a **dedicated panel in the plenary session**.

# COMMUNICATION AND ENGAGEMENT



7,236 Visitors

Searched  
12,059 Times

46,448+  
Website Visits

Top visit by location

1. Switzerland
2. Russia
3. United Kingdom
4. United States
5. France



864 Fans

200+  
Additional

2,500 People  
Reached at a  
Given Time

Followers by location

1. Switzerland
2. Iraq
3. Afghanistan
4. United States
5. France

## RESEARCH

In early 2016, GMAP published a case study on the motivations for male engagement in gender mainstreaming in Afghanistan (available on [gmap.ch](http://gmap.ch)):

*Male Engagement in Gender Mainstreaming  
In Mine Action in Afghanistan*

**Abigail Jones and Ramon Moraes Sales Moura – January 2016**

A paper by GMAP's Programme Assistant Tetyana Belitska on the role of female former FARC fighters in mine action was published by Colombia Reports:

*Clearing Colombia's Landmines:  
The Untapped Potential of the FARC's Female Fighters*  
**Tetyana Belitska – August 2016**

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### COLOMBIA REPORTS

GUESTS

**Clearing Colombia's landmines: the untapped potential of the FARC's female fighters**

*written by Tetyana Belitska* | August 4, 2016





## Graduate Institute's Applied Research Seminar



Each year students from the Graduate Institute of International and Development Studies' master programmes carry out, as part of their curricula, research projects for international and non-governmental organisations. In 2016, a group of students worked on the direct and indirect impacts of women's participation in humanitarian mine action in Lebanon and Colombia in collaboration with GMAP. The resulting report highlighted very interesting findings, such as the agency women found working in mine action. They found women reported an increased voice, as well as more influence and awareness of issues surrounding them, which had a positive impact on both their families and communities. The conclusion of the study suggests that women working in mine action were more likely to influence people's mindsets, perceptions and awareness of issues such as traditional gender roles. The researchers called this phenomenon 'knowledge agency', which they believe could be transformative for the communities in which these women live in the long term.

*Women in Humanitarian Mine Action:  
Assessing Agency in Families and Communities*

**Franyiska Ehlert, Zeila Lauletta and Nelly Schläferreit – December 2016**

## Collaborate for Social Impact (C4SI)



In 2016, GMAP took part in Collaborate for Social Impact (C4SI), an experiential programme that challenges students to answer real-life problems identified by international organisations. GMAP directly challenged one team, asking them to find an innovative way to communicate the impact of gender and diversity inclusive mine action in communities, and how to report on the greater humanitarian benefits of inclusive mine action programmes. The team introduced their innovative visuals as well as their Impact Platform to report on the successes of inclusive mine action programmes.

GMAP also participated, with the Maison de la Paix Gender & Diversity Hub, in challenging a second team, asking this time how the Hub could enhance engagement on gender and diversity in peace and security within the relevant organisations at the Maison de la Paix.

**Gender and Mine Action Programme**

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