



## Gender and Diversity in Mine Action: Measuring Results



# ASSESSMENTS, OUTREACH AND CAPACITY DEVELOPMENT: UN & NMAAs





# ASSESSMENTS, OUTREACH AND CAPACITY DEVELOPMENT: OPERATORS





# ADVICE AND CAPACITY DEVELOPMENT: GICHD





## GENDER & DIVERSITY IN CONTRACTING AND GRANTS MANAGEMENT



## GENDER & DIVERSITY IN MINE ACTION QUALITY MANAGEMENT



### Effects of Mixed Teams on Land Release

by Arianna Calza Bini, Nyske Janssen and Abigail Jones | Gender and Mine Action Programme | [view pdf](#)

The Gender and Mine Action Programme (GMAP) investigated the impact of mixed gender teams on land release. Based on the opinion of the respondents, as well as gender baseline assessments conducted by GMAP, the organization found that in most cases mixed teams in the land release process are primarily associated with the employment of women and its effect on the teams. Some mine action managers indicated that mixed teams actually enable better access to information while only a few respondents indicated that more accurate and inclusive information will allow mine action organizations to prioritize tasks where the impact is highest. This demonstrates that despite arguments in favor of mixed teams, their importance is still not fully understood in the mine action sector.

Despite increasing global recognition that mixed gender teams can benefit land release, sufficient documentation does not exist to support this. In 2013 the Gender and Mine Action Programme (GMAP) started to map first-hand experiences by sending a short questionnaire to current and former operations, program and community liaison managers working in the field of mine action. The 10 respondents have worked for different international nongovernmental organizations in North and Central Africa, the Middle East and Southeast Asia. The respondents were invited to share their personal experiences from 2003-2013 as well as opinions on the perceived impact of mixed gender and male teams on non-technical survey, clearance and handover.

In addition, findings were analyzed from seven gender baseline assessments involving more than 400 people. For these assessments, GMAP conducted individual interviews, focus group discussions, staff surveys and direct observation of local staff and expatriates in six different countries during 2012-2013. GMAP observed that impact was most frequently interpreted as effect; hence, the results of this analysis are presented as effects on the individual, effects on the team and effects on younger and older members of impacted communities, both male and female.<sup>1,2</sup>



HALO non-technical survey training in March 2013 in El Retiro, Colombia.  
Photo courtesy of Grant Salisbury.

### FEATURE

## Implementing Culturally-sensitive Risk Education in Somalia

The Somali Compact 2014 – 2016 outlines the objectives of the Somalia federal government to guide the process of stabilization and peace building. The Compact also recognizes the vital contributions by representatives of women, youth, civil society organizations, traditional elders, religious leaders, diaspora and the business community from all segments in each region.<sup>1</sup>

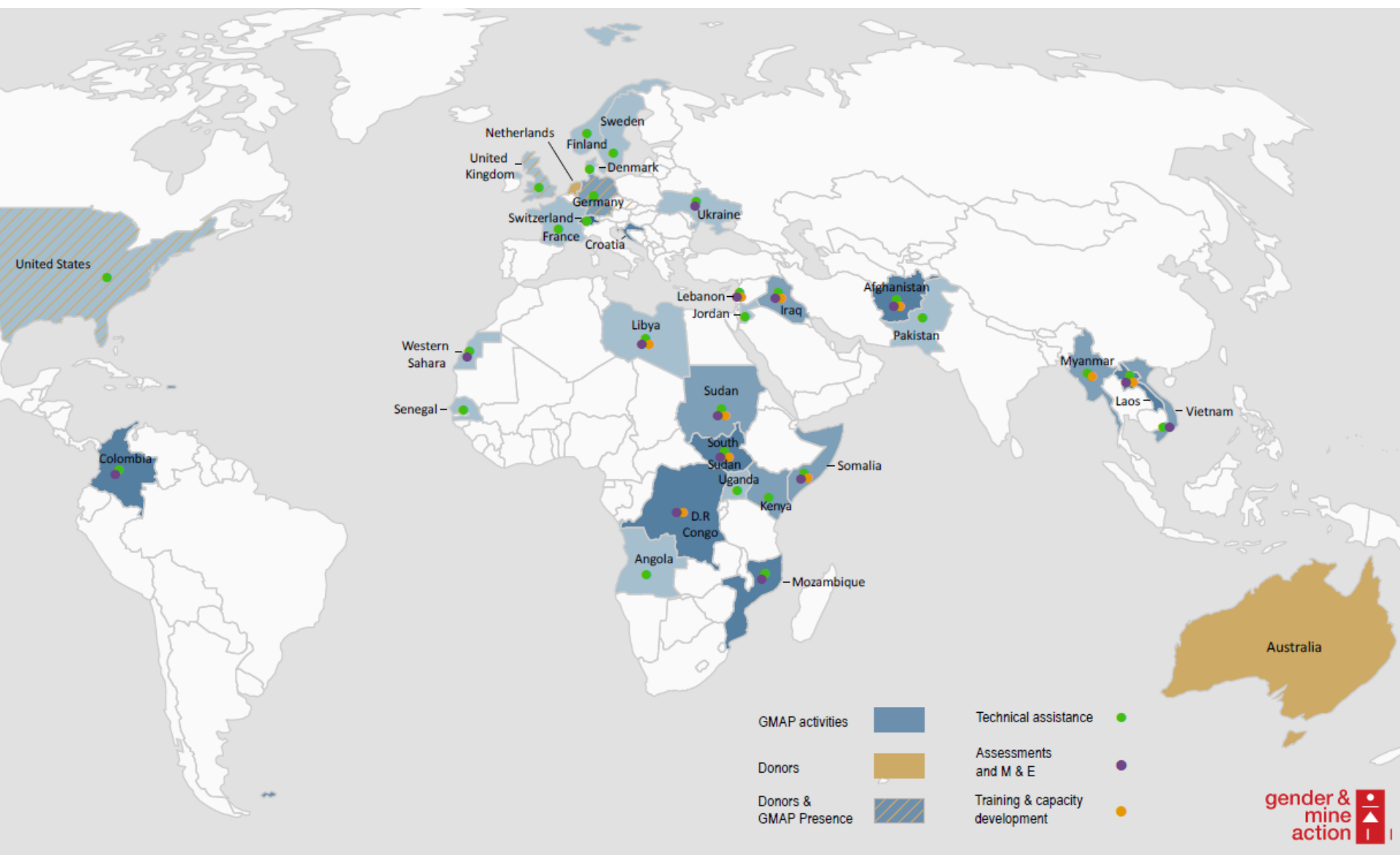
by Abigail Jones | Gender and Mine Action Programme | and Kjetil Ivar Breili | UNMAS

The Somalia Explosive Management Authority (SEMA) and the United Nations Mine Action Service (UNMAS) Somalia contracted the Gender and Mine Action Programme (GMAP) in 2014 to carry out a comprehensive gender assessment of its mine action program. The aim of the assessment was to identify strengths, weaknesses, opportunities and threats for gender mainstreaming in core activities of the humanitarian explosive management program, including risk education (RE) activities. Through consultations with staff from the national authorities, U.N. agencies, national nongovernmental organizations (NGO), in-



UOS gender-balanced RE teams.  
All graphics courtesy of UNMAS.  
In Somalia in 2009 and has since provided support to the

# GMAP GLOBAL FOOTPRINT





# MONITORING AND EVALUATION



## THE STRATEGY OF THE UNITED NATIONS ON MINE ACTION 2013-2018



## HOW ARE WE MEASURING RESULTS?





# Any questions?

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