

Gender Guidelines

for Mine Action Programmes



UNITED
NATIONS

Gender Guidelines for Mine Action Programmes



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Gender Guidelines for Mine Action Programmes

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Department of Peacekeeping Operations

Two UN Plaza

6th Floor

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Preface

The United Nations has endorsed the strategies of gender mainstreaming and gender balance to achieve the objective of gender equality. The United Nations *Gender Guidelines for Mine Action Programmes* are intended to help United Nations mine action policy makers and field personnel incorporate gender perspectives in all relevant mine action initiatives and operations. The development of the guidelines has been informed by the Inter-Agency Steering Committee on Gender and Mine Action, a working group of the Inter-Agency Coordination Group on Mine Action, chaired by the United Nations Mine Action Service (UNMAS) and comprised of representatives from the United Nations Department for Disarmament Affairs, Department of Peacekeeping Operations/Best Practices Unit, Office of the Special Adviser to the Secretary-General on Gender Issues and Advancement of Women, United Nations Office for Project Services, United Nations Children's Fund, United Nations Development Programme, and International Committee of the Red Cross, with input from the Survey Action Centre, a non-governmental organization.

The guidelines are being presented as a working document. Their distribution and use will be monitored by the Steering Committee for a period of one year, and feedback-guided revisions will be incorporated into an updated version in 2005. UNMAS will coordinate an outreach process including the development of training materials and workshops for United Nations mine action personnel.

I would like to acknowledge the generous support provided by the Government of Canada for this initiative and to thank all those colleagues who have contributed to the production of the guidelines. Promoting gender mainstreaming and gender balance in United Nations mine action programmes helps ensure that our efforts address the needs of all individuals in mine-affected communities in the most equitable manner possible.



Martin Barber
Director
United Nations Mine Action Service
January 2005

Contents

	<i>Page</i>
Preface	iii
Abbreviations	vi
INTRODUCTION	1
Gender perspectives in mine action	1
Purpose and users of the guidelines	1
Scope of the guidelines	2
MINE CLEARANCE.....	3
Gender objectives for mine clearance	3
Gender considerations in mine clearance.....	3
Checklist for gender mainstreaming in mine clearance.....	6
MINE RISK EDUCATION	7
Gender objectives for mine risk education.....	7
Gender considerations in mine risk education	7
Checklist for gender mainstreaming in mine risk education.....	10
VICTIM ASSISTANCE	11
Gender objectives for victim assistance.....	11
Gender considerations in victim assistance.....	12
Checklist for gender mainstreaming in victim assistance	14
ADVOCACY	15
Gender objectives for advocacy	15
Gender considerations in advocacy	16
Checklist for gender mainstreaming in advocacy	18
CONCLUSION	19
Glossary.....	20
Endnotes.....	21

Abbreviations

The following abbreviations have been used:

DPKO	Department of Peacekeeping Operations
ERW	explosive remnants of war
IACG-MA	Inter-Agency Coordination Group on Mine Action
ICRC	International Committee of the Red Cross
IDPs	internally displaced persons
IWTC	International Women's Tribune Centre
MACC	mine action coordination centre
MRE	mine risk education
NGO	non-governmental organization
STI	sexually transmitted infection
UNICEF	United Nations Children's Fund
UNMAS	United Nations Mine Action Service

A glossary is provided at the end of the publication.

Introduction

Gender Perspectives in Mine Action

Mines and explosive remnants of war (ERW) pose a significant threat to the lives, well-being and economic development of individuals and communities in more than 40 countries worldwide.¹ Men, women, boys and girls are affected, and best assisted, in different ways. The guidelines are intended to help ensure that gender perspectives are incorporated into United Nations mine action programmes. It is hoped that this effort, undertaken to facilitate the application of the United Nations system-wide policy on gender mainstreaming and gender balance, will contribute to the evolution of more efficient, cost-effective, and culturally appropriate mine action programmes.²

Member States have requested the Secretary-General to ensure that all United Nations programmes pursue the strategies of gender mainstreaming and gender balance. Gender mainstreaming is “the process of assessing the implications for women and men of any planned action.”³ It focuses attention on ensuring that the concerns and experiences of individuals of both sexes are taken into consideration in the design, implementation, monitoring and evaluation of programmes.

An important complement to the gender mainstreaming process is the objective of obtaining gender balance which necessitates the recruitment of equal numbers of men and women to work for the United Nations at all levels. Women are underrepresented throughout the system, and the Secretary-General and Member States have called for efforts to improve the status of women within the Organization.⁴ United Nations mine action programmes must seek to establish proactive recruitment and hiring practices to increase the number of women employed in this sector.

Purpose and Users of the Guidelines

These guidelines have been developed to help United Nations mine action personnel at Headquarters and in the field, to mainstream gender considerations and strive for gender balance in the planning and implementation of United Nations mine action programmes.

United Nations mine action is coordinated by the United Nations Mine Action Service (UNMAS), which forms part of the Department of Peacekeeping Operations (DPKO). UNMAS chairs the Inter-Agency Coordination Group on

Mine Action (IACG-MA) at the working level. The IACG-MA comprises representatives from a number of United Nations departments, programmes, funds, specialized agencies and other entities involved in mine action, including the Department for Disarmament Affairs, DPKO, Office for the Coordination of Humanitarian Affairs, Office of the Special Adviser on Gender Issues and Advancement of Women, Office of the United Nations High Commissioner for Human Rights, Office of the United Nations High Commissioner for Refugees, United Nations Office for Project Services, Food and Agriculture Organization of the United Nations, United Nations Children's Fund, United Nations Development Programme, World Food Programme, World Health Organization, and World Bank. These offices and bodies are guided in their work by the United Nations mine action policy,⁵ mine action strategy,⁶ and related documents.⁷ The United Nations mine action partners “share a vision for a world safe from the threat of landmines [and ERW], where economic and social development can occur free from the constraints imposed by landmine [and ERW] contamination, and where the needs of victims are addressed.”⁸

The United Nations manages and supports mine action programmes in the field. United Nations mine action personnel should apply the guidelines in all areas of work within their jurisdiction, and should encourage implementing partners to refer to the guidelines and contribute to their development and application. It is hoped that these guidelines will also be useful to other mine action stakeholders, including non-governmental organizations (NGOs), the International Committee of the Red Cross (ICRC), the Geneva International Centre for Humanitarian Demining, and academic institutions such as Cranfield University and James Madison University.

Scope of the Guidelines

The guidelines highlight a range of gender considerations that should be taken into account in four of the five main areas, or “pillars”, of mine action: (a) mine clearance; (b) mine risk education; (c) victim assistance; and (d) advocacy. While the fifth pillar, stockpile destruction, might offer opportunities to advance the goal of gender balance, no relevant gender considerations have yet emerged for inclusion in the guidelines.

The recommendations included in the guidelines reflect good practice in specific contexts and, while indicative of considerations to be borne in mind by all United Nations mine action personnel, will not be directly applicable in all circumstances. The guidelines should be adapted to the local context.

Mine Clearance



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Mine clearance involves surveying to gather mine-related information, the mapping and marking of contaminated ground, and the clearance of mines and ERW.

Gender Objectives for Mine Clearance

- Ensure that the most comprehensive and representative information on the threat of mines and ERW is collected from affected communities.
- Ensure that when prioritizing areas for clearance, the various needs of adults and children of both sexes are taken into consideration.
- Ensure that all individuals, regardless of sex, have equal access to the benefits of mine clearance (including employment opportunities and training).
- Ensure that the behaviour and attitudes of clearance teams do not adversely affect local populations.

Gender Considerations in Mine Clearance

Men, women, boys and girls often have distinct roles and responsibilities within a mine-affected community. Consequently, their exposure to and knowledge of any possible mine/ERW threats will differ. Mine action personnel must therefore seek

input from individuals representing the gender and age groups in each mine-affected community to obtain comprehensive and accurate information for surveying, mapping and prioritizing clearance.

Gather information at times and locations convenient for all individuals. Coordinate creative, proactive efforts to obtain information from men, women, boys and girls. Conduct meetings at times and locations conducive to the participation of males and females in separate or mixed groups, depending on the local context. Give consideration to whether women are represented among those groups typically consulted by mine action personnel, such as local authorities, senior military personnel, government administrators, or community groups. Even if women are present in these groups, also seek information from women who are not in leadership positions. Providing childcare might enable more women to attend information-gathering sessions.

Gather information from women and men about the location and impact of the threat and the projected use of cleared land. In addition to discerning the location of suspected mines and ERW, it is important to gather the views of women and men on how suspected mined areas obstruct daily life, how clearance could improve life in their community, and how different sectors of a community plan to use cleared land. In training survey teams, highlight the need to draw such information from both women and men, and include examples of the different methodologies recommended to obtain the knowledge, views and aspirations of each group. Disaggregate all data collected from informants by sex and age, with a clear indication and social analysis of the activities that put them at risk, the activities curtailed owing to the presence of mines or ERW, and the activities that would ideally, from the informants' perspectives, be conducted on the land in question if it were cleared.

Because men and women can be affected in different ways by mines and unexploded ordnance, national guidelines for the planning and monitoring of mine action activities were developed in Cambodia ensuring the participation of individuals of both sexes. The guidelines directly address the gender issue to ensure that surveyors and planners reach women and men, obtaining and integrating their views without prejudice.

Seek to achieve gender balance in survey and clearance teams. Engaging women to serve on survey teams can help ensure the participation of female community members in the information-gathering discussions. Take appropriate steps to ensure that vacancy announcements for survey and demining job opportunities are accessible to women and men and do not contain requirements that unneces-

sarily discourage female applicants or preclude their employment. Experience indicates that women are careful deminers.

Anela Hadrovic is a single mother and female deminer from Kosovo who works in Bosnia. For Anela, who also supports her parents, demining is a desirable income-generating employment opportunity that allows her to provide for her entire family.

Demining in
Kosovo

Mine action activities should not adversely affect local communities. The presence of mine survey or clearance teams in impoverished mine-affected communities could potentially be a catalyst for sexual exploitation or abuse of vulnerable women and children in the local population, which could also foster the spread of the human immunodeficiency virus and other sexually transmitted infections (STIs). United Nations mine action programme managers and chief technical advisors, together with the designated gender focal points in each country, must take appropriate action to prevent, detect and provide redress for sexual exploitation and abuse, pursuant to the relevant bulletin issued by the Secretary-General in 2003.⁹ All United Nations staff must adhere to the relevant codes of conduct and established procedures for the investigation of allegations of sexual abuse and exploitation. United Nations mine action personnel should inform community members of United Nations codes of conduct in this regard and make all residents, including men, women and children, aware of the procedures for filing a complaint against United Nations staff or their implementing partners.

Checklist ✓
for Gender Mainstreaming
in Mine Clearance

Ensure that the most comprehensive and representative information on the mine/ERW threat is collected from members of the community.

✓	Arrange meeting times and locations to encourage the participation of individuals of both sexes.
✓	Collect information from organizations and/or groups representing males and/or females.
✓	Train survey/clearance teams regarding gender considerations, and recommend best practices in collecting data from individuals of both sexes.
✓	Assemble survey teams comprised of men and/or women, as appropriate, based on the characteristics of the groups to be interviewed.
✓	Disaggregate survey data by sex and age (with boys and girls defined as those under the age of 18).

Ensure that when prioritizing areas for clearance, the distinct needs and views of individuals of both sexes are considered.

✓	Collect the distinct views and assessments of men, women, boys and girls by ensuring gender balance among the interviewers. This objective should be reflected in the terms of reference for major surveys.
✓	Specify the sex and age group of interviewers and interviewees in all data analyses.

Ensure that, wherever possible, men and women have equal access to employment opportunities linked to survey and clearance activities.

✓	Make vacancy announcements accessible to women and men.
✓	Ensure that vacancy announcements clearly identify aspects of the job that might influence women applicants, such as travel requirements or provisions for lodging or childcare.
✓	Encourage the employment of women deminers wherever possible.
✓	Track the sex of training session participants and periodically review whether women and men have equal access to job training opportunities.
✓	Make all possible arrangements to accommodate the needs of both women and men within the work environment.

Ensure that survey/clearance teams do not adversely affect local populations.

✓	Provide information and training for survey/clearance teams on local customs and behavioural codes associated with gender roles. Elaborate training on United Nations codes of conduct to ensure that expected standards of conduct are observed to prevent sexual exploitation and abuse.
✓	Inform community members about codes of conduct and procedures for registering complaints or allegations of sexual exploitation or abuse.

Mine Risk Education



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Mine risk education (MRE) refers to activities aimed at raising awareness and promoting behavioural change among members of communities affected by mines and ERW in order to reduce the risk of injury from such devices.

Gender Objectives for Mine Risk Education

- Ensure that all individuals at risk have access to culturally appropriate forms of MRE that specifically address those activities that put them at risk.
- Enhance the participation of vulnerable groups of adults and children of both sexes in MRE initiatives.
- Ensure that men and women have equal access to employment opportunities and benefits deriving from MRE initiatives.

Gender Considerations in Mine Risk Education

Collect data that reveal the distinct at-risk behaviours of men, women, boys and girls. Casualty data should indicate the specific activities that led to accidents and should be disaggregated by age and sex, making it possible to derive a more accurate assessment of mine/ERW risks and an indication of any patterns of at-risk behaviour specific to particular sex and age groups. This analysis should inform the targeting of certain audiences for MRE messages.

Collect data that reveal the distinct attitudes held by men, women, boys and girls with regard to mine/ERW risks and threats. Endeavour not only to obtain factual data about casualties and patterns of at-risk behaviour, but also to discern the depth of knowledge and particular attitudes about mine/ERW risks and threats among each of these groups. It has been found that when MRE teams conduct house-to-house inquiries, the various family members provide different answers to the same questions about mine/ERW threats.¹⁰ Undertake to obtain this information in mixed or segregated settings, as appropriate, to ensure that safety messages address actual risky behaviours and propose realistic solutions. MRE materials should accurately portray the roles, risks and behaviours of adults and children of both sexes.¹¹

Credible messengers should be used to convey appropriate MRE messages to individuals of both sexes. Whether the target audience understands and responds to a particular message is often a function of how the message is conveyed. For example, sports figures and other celebrities, mothers, and mine/ERW survivors can be effective and credible MRE messengers for different target audiences. When planning MRE, take into account differences in literacy, mobility, and access to various communications media among men, women, boys and girls.

Mine-Risk Education
in Chechnya

In Chechnya the ICRC conducted research to determine the best way to reach boys and girls with MRE messages. It was found that local folk tales featured a character to which boys related in particular. MRE programmes used this character in publications and activities such as puppet shows to convey the desired messages to the targeted audience.

Consider the availability of men, women and children when planning the timing, venue and composition of MRE meetings. Keep relevant logistical considerations in mind when organizing MRE activities so that males and females can assemble in separate or mixed groups to hear messages or participate in assessments and planning. Take care to select times and locations that do not require target audiences to miss work or school or to neglect their daily tasks.

Mine-Risk Education
in Eritrea

In areas in which the majority of people are Muslim, women are often unable or unwilling to attend mine risk education workshops with men. An Eritrean MRE team endeavouring to accommodate local cultural preferences changed their meeting schedule from weekdays to weekends when they discovered that weekends were the best time to access local female villagers as a separate group.

Seek to verify that men, women, boys and girls accurately understand the MRE messages presented. Illiterate participants require special attention in this regard. Take note of the sex and age of participants in MRE sessions to help monitor the extent to which all sectors of an affected community are being reached.

Strive for gender balance among MRE trainers. Assemble male and/or female MRE training teams to help ensure access to individuals of both sexes in affected communities. Make vacancy announcements accessible to women and men, and take positive steps to encourage female applicants. In the light of restrictions women candidates and staff may face, including difficulties travelling to interviews and work, consider allowing family members to accompany MRE trainers travelling long distances. Consider the provision of childcare, when warranted.

In Afghanistan, locally acceptable male/female teams (e.g., brother/sister, mother/son, husband/wife) are employed by NGOs to provide mine risk education. This gender-balanced composition allows MRE messages to be communicated to women in an environment in which men have very limited access to women outside their families. At the same time, it provides employment for women and makes it easier for them to travel within a work context.

Mine-Risk Education
in Afghanistan

Checklist ✓

**for Gender Mainstreaming
in Mine Risk Education**

Ensure that groups at risk are appropriately identified.	
✓	Collect casualty data disaggregated by sex and age.
✓	Validate data disaggregated by sex and age through community consultations with men, women, boys and girls.
✓	Analyse casualty data to determine which population groups (identified according to sex and age) are most at risk
✓	Gather information on the attitudes and behaviour of men, women, boys and girls and their knowledge of mine/ERW threats to determine how at-risk behaviours might realistically be modified within these groups.
Ensure that all individuals, regardless of age or sex, have access to culturally appropriate mine risk education that takes into account the daily activities that put them at risk.	
✓	Present MRE materials that accurately portray the roles, risks and behaviours of men, women, boys and girls.
✓	Use appropriate messengers (such as same-sex trainers, peers and respected authorities) to convey MRE messages to specific target audiences.
✓	For all MRE activities, choose times, venues and modes of communication that are convenient and appropriate for the targeted groups (for example, radio messages might be most effective for illiterate communities or those without access to print or video media).
Enhance the participation of male and female community members in mine risk education planning and monitoring.	
✓	Planning, monitoring and evaluation of MRE activities must include men, women, and to the extent possible, girls and boys.
Ensure that men and women have equal access to the employment opportunities and benefits associated with mine risk education initiatives.	
✓	Make vacancy announcements accessible to women and men.
✓	Ensure that vacancy announcements identify aspects of the job that might influence women applicants, such as travel requirements, the availability of childcare, and the possibility of employment for husbands and wives.
✓	Record and periodically review information on the sex of trainees to ensure that both women and men have access to training opportunities.
✓	Provide appropriate accommodations and childcare for mixed-sex MRE teams.

Victim Assistance



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Victim assistance comprises activities undertaken to help those who have been injured by mines/ERW as well as the collection of data on casualties, injuries and/or access to services.

Gender Objectives for Victim Assistance

- Ensure that all individuals, regardless of age or sex, have equal access to emergency and continuing care for injuries sustained in mine/ERW accidents.
- Ensure that the planning and provision of services for mine/ERW survivors (including physical rehabilitation, vocational training and psychological support) are tailored to the different needs of men, women, boys and girls.
- Ensure that men and women have equal access to employment opportunities in victim assistance programmes.

Gender Considerations in Victim Assistance

Women and girl survivors might experience greater difficulty than men and boys in obtaining medical care. Men and boys, who tend to comprise the majority of mine/ERW survivors, face different and often fewer obstacles to obtaining appropriate medical care. For cultural reasons, males are more likely than females to receive high-cost medical attention and transport in some countries. Military personnel, who are mostly men, sometimes receive faster and better attention than civilians. Women and girls in some contexts also face additional barriers when follow-up medical care is required. Men may be prioritized to receive prosthetic devices and services, as “the cost of investing both time and funding into extensive rehabilitation programmes for children and/or women members of a poor household may outweigh the perceived benefits of such attention.”¹² In some cultures girls and women cannot be examined by male doctors without a male family member present, limiting their access to orthopaedic care.

Men, women, boy and girl survivors often face different economic, psychological and social repercussions within their communities. Male survivors who head households often experience the devastation of losing their status as the principal income generator. In many conflict and post-conflict countries affected by mines/ERW a disproportionate number of women are heads of household. The obstacles faced by these women in obtaining employment are compounded if a mine/ERW injury leaves them disabled. Individuals of different ages and sexes might also differ in the extent to which they are willing to discuss the psychological and social consequences of their injuries, and this can influence recovery. Psychosocial interventions must take into account gender and age differences in coping styles.

Provide psychological and other forms of support for the relatives of mine/ERW survivors, as new burdens are likely to be assumed by various family members, depending on their social role. Women and girls most often become the caregivers for survivors and may require technical and psychological assistance. Family members compelled to play a greater role in generating income for the family may benefit from vocational training or other types of assistance.

Gather, analyse and store age- and sex-disaggregated data on survivors' needs and access to services. Take steps to ensure the collection of age- and sex-disaggregated data on the needs of survivors, their socio-economic status, and the care they are receiving as a basis for planning and monitoring victim assistance programmes. If data collection systems do not exist within the public health system, a separate database might be required. When possible, collect data directly from the survivors as well as from members of their family and community; perceived needs may differ substantially among men, women, boys and girls.

Pursue advocacy initiatives with and on behalf of mine/ERW survivors. It is important to support and participate in advocacy and awareness-raising initiatives that engender respect for the rights of mine/ERW victims. Advocacy efforts might focus on a range of issues, among them legislative reforms to eliminate discrimination against persons with disabilities, the incorporation of barrier-free access to public spaces in the planning of reconstruction and infrastructure development projects (such as schools and clinics), and the inclusion of survivors in vocational training and employment programmes.

Strive for gender balance among health workers and counsellors to best address the specific needs of men, women, boys and girls. Make vacancy announcements available and accessible to women and men, and take positive steps to encourage female applicants. Consider the restrictions women candidates or team members may face, including difficulties travelling to and from interviews or work. Barriers can often be overcome by offering practical solutions, such as providing childcare support to female team members.

Checklist ✓

for Gender Mainstreaming
in Victim Assistance

Ensure that all members of the community injured in mine/ERW accidents have equal access to emergency and continuing care.	
✓	Provide transportation, where possible, to ensure better access to emergency and follow-up care for all survivors.
✓	Engage same-sex staff in prosthetic workshops to assist mine/ERW survivors.
✓	Provide privacy for patients during their physical exams and consultations.
✓	Make appropriate accommodations and arrangements (including for guardians or chaperones) to ensure that women and children are able to obtain treatment, particularly if they must travel from their homes.
Ensure that the different economic, social and psychological impacts of mine/ERW accidents on men, women, girls and boys are considered when planning and implementing victim assistance programmes.	
✓	Collect, analyse and store sex- and age-disaggregated data on mine/ERW survivors and the impact of their injuries on their economic, social and psychological well-being.
✓	Involve male and female survivors of mine/ERW accidents in the planning, implementation and monitoring of assistance programmes.
✓	Provide access to same-sex counsellors or support groups for male and female survivors (as appropriate within the local context).
✓	Provide support services for family members taking care of mine/ERW survivors.
Engage in advocacy to raise awareness of the rights of all disabled persons.	
✓	Support existing national programmes addressing disability-related issues, ensuring that equitable care, rehabilitation and vocational/educational opportunities are provided for all individuals, regardless of age or sex.
Ensure that men and women have equal access to victim assistance employment opportunities.	
✓	Implement affirmative action employment and training strategies for women with disabilities.
✓	Prioritize the recruitment of male and female mine survivors in mine action programmes.
✓	Prioritize microcredit or small business loan projects for female mine survivors heading households.
✓	Ensure that victim assistance service providers furnish sex-segregated accommodations.

Advocacy



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Advocacy initiatives include the following: raising public awareness of the mine/ERW problem and mine action interventions; mobilizing resources for mine action; promoting adherence to and compliance with international norms and commitments relating to the use of mines, the elimination of the mine/ERW threat, and the promotion of affected populations' rights; integrating mine action into peacekeeping, humanitarian and development programmes and budgets; and integrating mine action into the work of international and regional organizations, including international financial institutions.

Gender Objectives for Advocacy

- Ensure that advocacy initiatives reach individuals of both sexes, as appropriate.
- Ensure that public information/outreach conveys the benefits of mine action for all individuals, regardless of age or sex.
- Encourage advocacy behaviour among men, women, boys and girls in mine/ERW-affected communities.
- Ensure that men, women and children have equal opportunities to participate in advocacy-related initiatives.

Gender Considerations in Advocacy

Employ appropriate means of communication to ensure that awareness-raising efforts reach men, women, boys and girls. Utilize the most suitable and effective means of communication when conducting an information campaign on the mine/ERW threat or responsive mine action interventions, taking into account the religious and cultural practices, levels of education, and special needs of the target audience. Where illiteracy rates are high, local language radio is a preferred means of disseminating information as is the use of visual images including posters and community-based theatre. To reach a literate female audience, non-traditional mine action outlets such as women's magazines might be used for print advertising campaigns. A public service announcement broadcast on an international news channel will reach an international audience but might be less effective in a mine-affected country (if cable service is required). Select times and channels for radio or television broadcasts with a view to the age and sex composition of the target audience likely to be viewing or tuning in.

Advocacy in
Sierra Leone

The International Women's Tribune Centre (IWTC) observed that in Sierra Leone, United Nations mine action advocacy messages are communicated through radio broadcasts and other means often inaccessible to women in local communities. IWTC has launched advocacy efforts in marketplaces to reach women, who are often in such areas conducting activities to feed their families.

Advocacy encouraging adherence to or compliance with international instruments should highlight the impact of mines/ERW on specific segments of affected populations. For instance, when seeking to raise awareness in civil society or influence policy makers or legislators in a country that is hosting a refugee population or is home to internally displaced persons (IDPs), it might be important to indicate that mines and ERW are often found in border areas near these populations, and because women and children make up the majority of refugees and IDPs they are at greater risk.

United Nations mine action personnel should support national authorities in the provision of sex- and age-disaggregated information in their reports on compliance with the obligations of the Anti-Personnel Mine Ban Convention. For example, the reports required under article 7 of the Convention could include information about the measures taken to provide immediate and effective warning to men, women, boys and girls regarding mines and ERW. The reports could also detail the steps taken to incorporate gender perspectives in the provision of victim assistance or mine clearance support.

Encourage all individuals in mine-affected and other areas to engage in advocacy to reduce the threat of mines/ERW and to promote respect for the rights of affected persons. United Nations staff can help local advocates gain access to government, national and international advocacy networks for men, women, boys and girls.

Ensure that gender balance is considered in all public outreach and public relations events. For example, encourage donors visiting mine-affected countries to consult with women's organizations and other community groups to learn about their needs and concerns as well as their contributions to addressing the threat of mines/ERW.

Strive for gender balance in staffing advocacy-related positions. Make vacancy announcements available and accessible to women and men, and take positive steps to encourage female applicants. Attempts should be made to address possible restrictions faced by women candidates and staff.

Checklist ✓

for Gender Mainstreaming in Advocacy

Employ appropriate means of communication to ensure that awareness-raising messages reach men, women, boys and girls.	
✓	Take the characteristics of the target audience into account in developing messages and selecting the means of communication for their dissemination.
Ensure that information is conveyed about the benefits to all individuals of compliance with international legal instruments addressing the mine/ERW problem or the rights of affected persons.	
✓	In reports submitted by States in accordance with article 7 of the Anti-Personnel Mine Ban Convention, include references to sex- and age-specific measures taken to provide immediate and effective warning to men, women, boys and girls regarding mines and ERW.
✓	In reports compiled for public information purposes, include sex-disaggregated data and analysis of the differing impact of mine action on the lives of men, women, boys and girls and their diverse needs within this context.
✓	Provide age- and sex-specific information on mine action in specific countries or thematic areas for inclusion in relevant reports of the Secretary-General to the Security Council, General Assembly, or Economic and Social Council.
Encourage advocacy behaviour among all individuals in mine-affected and other countries.	
✓	Encourage and monitor the participation of men, women and children in advocacy efforts.
✓	Involve individuals of all ages and both sexes in planning the implementation of relevant aspects of the United Nations advocacy strategy for mine action.
✓	Make relevant employment opportunities equally available to women and men.

Conclusion

United Nations mine action programmes are endeavouring to help communities all over the world recover from the devastating effects of mines and ERW. In providing the necessary assistance and support to post-conflict populations, emphasis must be placed on the principle of equality, regardless of the cultural context. Gender mainstreaming and gender balance are strategies designed to ensure that the contributions, concerns and needs of men, women, boys and girls are acknowledged and addressed without bias.

With a view to implementing the directives of the Secretary-General and the General Assembly, the United Nations *Gender Guidelines for Mine Action Programmes* will be field-tested as part of an overall outreach and evaluation strategy. The practical application of the guidelines will be assessed during consultations with United Nations mine action programmes and implementing partners over a period of one year to ensure that the designated goals can be met. On behalf of the IACG-MA, UNMAS would therefore be pleased to receive any comments, suggestions or questions you may have with regard to the present document. Please contact us at:

United Nations Mine Action Service
Two United Nations Plaza, 6th Floor
New York, NY 10017 U.S.A.
Tel.: (212) 963-1875 Fax: (212) 963-2498
dpko-unmas@un.org

Glossary

Explosive remnants of war (ERW) are unexploded ordnance and abandoned explosive ordnance, as defined in Protocol V to the Convention on Prohibitions or Restrictions on the Use of Certain Conventional Weapons Which May be Deemed to be Excessively Injurious or to Have Indiscriminate Effects.

Gender balance refers to the equal representation of women and men at all levels of employment. The United Nations General Assembly has affirmed the urgent goal of achieving 50/50 gender distribution in all categories of posts within the Organization, especially at the senior and policy-making levels.

Gender equality refers to the equal rights, responsibilities and opportunities of men, women, boys and girls. The principle of equality implies not that members of the two sexes are or will become the same, but that their rights, responsibilities and opportunities will not depend on whether they were born male or female. Gender equality implies that the interests, needs and priorities of all individuals are taken into consideration without regard to age or sex.

Gender mainstreaming (or mainstreaming a gender perspective) refers to the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making the concerns and experiences of both women and men an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated.

Internally displaced persons (IDPs) are those who have been forced to flee their homes suddenly or unexpectedly in large numbers as a result of armed conflict, internal strife, systematic violations of human rights or natural or man-made disasters, and who remain within the territory of their own country.

Marking is the emplacement of a measure or combination of measures to identify the position of a hazard or the boundary of a hazardous area. This may include the use of signs, paint marks or other indicators, or the erection of physical barriers.

Mine action coordination centre (MACC) is an organization that provides mine risk education, conducts training, carries out the reconnaissance of mined areas, organizes the collection and centralization of mine data, and coordinates local (mine action) plans with the activities of external agencies, (mine action) NGOs and local deminers. For national mine action programmes, the MACC usually acts as the operational office of the national mine action authority.

Technical survey is the detailed topographical and technical investigation of known or suspected mined areas identified during the planning phase. Such areas may have been identified during the general mine action assessment or have been otherwise reported.

Endnotes

- 1 *The Landmine Monitor Report 2004: Toward a Mine-Free World* (New York, Human Rights Watch, November 2004) indicates that a total of 83 countries and territories are affected by the presence of mines. United Nations programmes have been established in more than 30 of these countries and territories, starting with Afghanistan in 1989 and Cambodia in 1992. Mines have an impact on the lives of significant numbers of people in about 40 countries.
- 2 For further information on this topic, see United Nations, "Gender mainstreaming in peacekeeping activities: report of the Secretary-General," 13 February 2003 (A/57/731); and United Nations Development Programme, *Gender Approaches in Conflict and Post-Conflict Situations* (New York, 2003).
- 3 Economic and Social Council, agreed conclusions 1997/2.
- 4 United Nations, "Improvement of the status of women in the United Nations system: report of the Secretary-General," 17 September 2003 (A/58/374); and General Assembly resolution 58/144 of 22 December 2003 (A/RES/58/144).
- 5 United Nations, "Assistance in mine clearance: report of the Secretary-General," 14 October 1998 (A/53/496), annex II.
- 6 United Nations, "United Nations mine action: a strategy for 2001-2005; report of the Secretary-General, addendum 1," 16 October 2001 (A/56/448/Add.1).
- 7 United Nations, "Assistance in mine action: report of the Secretary-General; addendum: eliminating the threat of landmines and explosive remnants of war: United Nations advocacy strategy for 2004-2005," 20 August 2004 (A/59/284/Add.1); United Nations, "Mine action and effective coordination: the United Nations policy; sectoral policy: information management for mine action; report of the Secretary-General, addendum 2," 17 October 2001 (A/56/448/Add.2); United Nations, "Mine action and effective coordination: the United Nations policy; sectoral policy: the scope of action of mine action centres and organizations in victim assistance" (a subcomponent of the preceding document), issued May 2003; and Inter-Agency Coordination Group on Mine Action, *Mine Action Guidelines for Ceasefire and Peace Agreements*, issued 4 March 2003, available at http://mineaction.org/misc/resultdisplay.cfm?doc_ID=1761.
- 8 United Nations Mine Action, "Overview," available at http://www.mineaction.org/misc/dynamic_overview.cfm?did=11.
- 9 United Nations, "Secretary-General's Bulletin: Special measures for protection from sexual exploitation and sexual abuse," 9 October 2003 (ST/SGB/2003/13).
- 10 United Nations, *International Guidelines for Mine and Unexploded Ordnance Awareness Education* (1999).
- 11 Ruth Bottomley, *Crossing the Divide: Landmines, Villagers and Organizations*, PRIO Report 1/2003 (International Peace Research Institute, Oslo, 2003); publication prepared in collaboration with Handicap International Belgium and the United Nations Children's Fund.
- 12 United Nations Children's Fund, *Technical Notes: Special Considerations for Programming in Unstable Situations* (New York, UNICEF/Programme Division and Office of Emergency Programmes, January 2001), p. 377.



United Nations Mine Action Service
Department of Peacekeeping Operations
Two United Nations Plaza, 6th Floor
New York, NY 10017 USA
e-mail: dpko-unmas@un.org
www.mineaction.org

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