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April 2024

**Advancing Gender Equality in Mine
Action: Progress, Challenges, and the
Path Forward**

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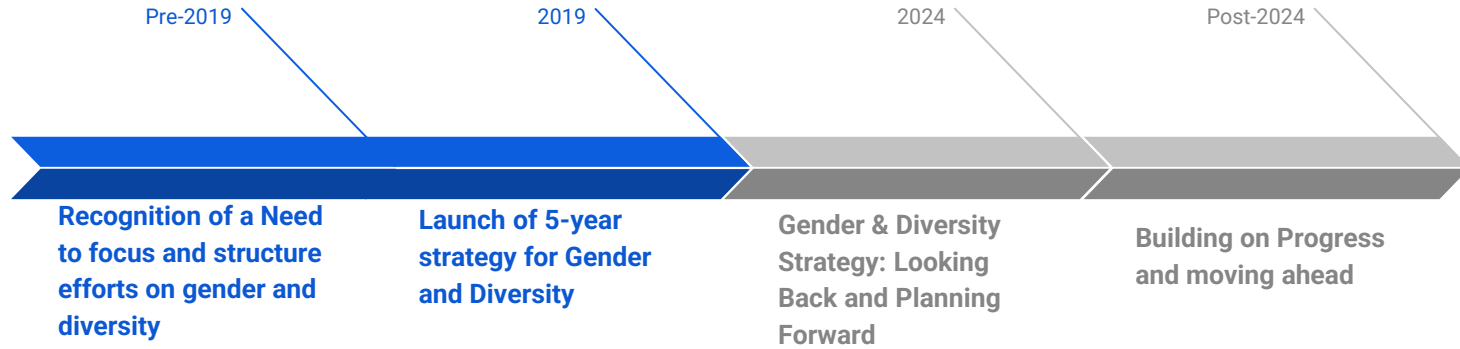


UNOPS

UNOPS Peace and Security Cluster - Global footprint



Gender & Diversity Strategy 2019-2024



Purpose & Scope:

Ensure gender and diversity empowerment, equality, inclusion, and non-discrimination in employment, decision-making, and opportunities within all mine action programmes

Strategic Objectives of the Strategy



1

Increase the proportion of qualified women recruited by UNOPS for UNMAS Field Programmes and create an enabling environment to support their retention

2

Enhance representation of women and under-represented groups in leadership roles

3

Strengthen the role of women in the technical and delivery oversight of mine action operations

4

Ensure accountability framework for Senior Management personnel to enable progress

5

Ensure gender mainstreaming at the project level are conducted in-line with the UN MA Strategy to ensure UNMAS programmes respond to the different needs of WGMB, ensuring their empowerment and inclusion

Gender Equality, Disability and Social Inclusion in Human Resources Practices

- Re-imagining Traditional Technical Roles
- Changing the Outreach Strategy
- Scrutinizing essential requirements of positions that may be seen as limiting - in South Sudan and others
- Hiring of a dedicated NYPO Gender, Diversity and Social Inclusion (GEDSI) Advisor
- Identifying trends and drivers of female resignations by analysing exit interviews and focus groups
- Supporting National Capacity

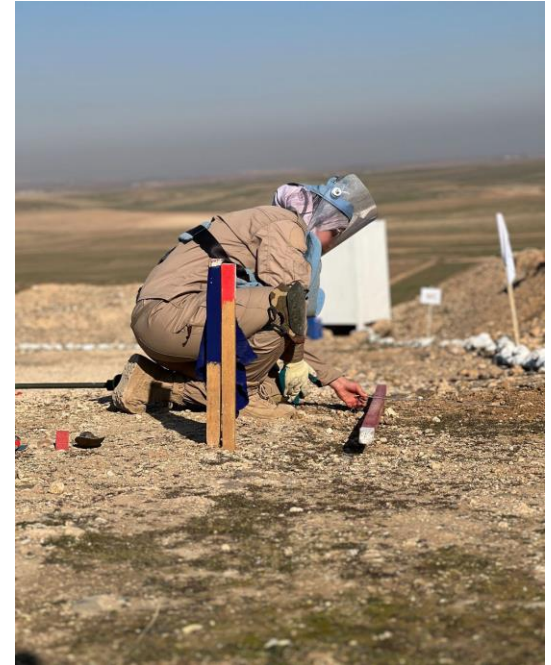


Surpassing industry standards: today, 40% of UNOPS global mine action workforce are women, 28% of female personnel hold leadership positions, 22% are engaged in explosive ordnance disposal (EOD) technical roles

Examples from the field - best practices

In **Mali**, the **appointment of a female Chief of Operations Officer** for its mine action program was a powerful symbol of a cultural shift driven by the program itself, including male team members who became champions of change

In **South Sudan and Iraq**, **outreach events at educational institutions** including the University of Mosul and Juba Institute for Mechanics, were attended by more than 150 people and showcased critical contributions of women to mine action and promoted opportunities. As a result, in Iraq 60% of new hires in 2022 were female and the South Sudan programme recruited their first female mechanic.



Working with Implementing Partners



UNOPS PSC developed and circulated to our implementing partners a [Gender and Diversity mainstreaming tool kit](#) to serve as a resource to facilitate the strengthening of their capacities in gender and diversity mainstreaming in Mine Action.

Achievements of Implementing Partners

UNOPS PSC has been leveraging its **pre-qualification (PQ) processes** to strengthen our focus on gender and diversity mainstreaming and Prevention of Sexual Exploitation and Abuse (PSEA). As a result of gender and PSEA-focused evaluation criteria in our PQ processes since 2018, PSC has observed the following:

- 13 out of 20 suppliers developed a new or improved an existing Prevention of Sexual Exploitation and Abuse (PSEA) policy/procedure
- 6 out of 7 suppliers developed a new or improved an existing gender mainstreaming, diversity, and equal opportunity policy/procedure



Understanding the **behavioral and cultural changes** that are required for positive impact

The Way Forward

Dedicated funding towards gender and diversity is required

Additional emphasis on **mainstreaming gender, diversity, and inclusion** into the activities of projects

Drafting of the Global Equality, Diversity and Inclusion Strategy is ongoing, in full consultation with programmes and partners, based on the review of the outcome of the gender and diversity action plans

Taking a **phased approach** for the next strategy


Taking **specific contexts into consideration** at the global level



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