



Women in HMA – progress made and lessons learned

20th International Symposium for Mine Action 2024 - Croatia

Inclusion in Strategic Frameworks

- In MAG's 5 year strategy (2018-2023), Gender along with Conflict Sensitivity, Diversity and Inclusion and the Environment were identified as 4 key cross cutting themes for our work.
- MAG will support the transformation of gender norms in all aspects of our work.
- We will do this by:
 - Embedding gender sensitivity in our programming and practices
 - Ensuring that the empowerment and full participation of women is promoted in all aspects of our organisation
 - Developing, contributing and sharing our knowledge around good practice in our sectors
- After being centred in the previous plan Gender is now expected to be streamlined across all areas of MAG's work in MAG's new strategy which runs from 2024

Organisational developments

- MAG recruited two global members of staff to provide guidance and leadership
- Country gender baseline assessments
- Identifying gender focal points
- Changes to MAGs HR and recruitment processes
- Safeguarding developments



Working with Mine Action Authorities and other partners

- Work with partners to identify areas for cooperation and learning
- Assist with establishing coordination structures
- Support with integration of gender issues within national strategic plans



Community Engagement

It is important to have diversity within the staff of the organisation if we are trying to access all parts of the communities we are working with

Key activities include:

- Delivery of targeted EORE
- Non-technical survey data gathering
- Organising and conducting Focus Group Discussions for gathering feedback
- Working with communities on identifying their priorities for delivery of activities



Recruitment and training of programme staff

- Processes and systems in country must be assessed if increased female participation at all levels of the workforce is to be achieved.
 - We need to make sure there are provisions made for maternity leave, childcare, bathroom needs, suitable uniforms, menstrual hygiene, female medics etc.
 - We need to be building the capacity of women particularly in technical roles.
- The presence of women at the highest levels of management in the country programmes is useful in supporting access for women across the workforce.
- Linkages between women working across the sector can provide vital support.
- Demobilisation considerations are also important to consider.

Example: Workshop to support women in demining in South Sudan



- In February this year MAG co-organized a workshop with DCA, DRC and GICHD, with the theme:

**Empowering Women,
Clearing Paths:
Breaking Barriers as
Deminers.**

The impact of HMA activities - key gender considerations

- Understanding of different needs when assessing land use pre and post clearance
- Conflict Sensitivity analysis
- Analysis of the socio-economic changes
- Links with wider humanitarian/stabilisation/development strategies and projects.
- Housing land and property rights and what the various needs are within the community

Example: Housing Land and Property rights in Iraq

- In a 2020 by NRC it was noted “that displaced and conflict-affected women are consistently more likely to live in poor or inadequate shelter, and report a greater fear of eviction and less ability to claim their housing, land and property (HLP) rights.”

Broken Home: Women’s housing, land and property rights in post-conflict Iraq, NRC, 2020



Some overarching lessons learned

- Limiting our work within the mandate and not engaging on the social, and economic factors is not helping to address the underlying root causes of women's exclusion
- Gender- baselines assessments & analysis is key to uncovering barriers to meaningful inclusion
- Resourcing is key - Often a one-off activity or funding will not yield long-term results for women's inclusion
- Increased recognition by our donors of the need to do gender analysis is key to allowing us to continue to expand our work in this area.



Questions/Feedback?
