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# NATO GUIDELINES FOR GENDER MAINSTREAMING IN **MINE ACTION**



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# 1 Abbreviations

AC	Arms Control
ACCS	Arms Control and Coordination Section (NATO)
AHWG	Ad-Hoc Working Group (NATO)
AXO	Abandoned Explosive Ordnance
C-IED	Counter-Improvised Explosive Devices
CRSBV	Conflict-Related Sexual and Gender-Based Violence
DPKO	Department of Peacekeeping Operations (UN)
EAPC	Euro-Atlantic Partnership Council (NATO)
ERW	Explosive Remnants of War
GICHD	Geneva International Centre for Humanitarian Demining
ICRC	International Committee of the Red Cross
IED	Improvised Explosive Devices
IMAS	International Mine Action Standards
ISACS	International Small Arms Control Standards
MA	Mine Action
MACC	Mine Action Coordination Centre
MRE	Mine Risk Education
NGO	Non-governmental Organization
NSPA	NATO Support and Procurement Agency
PSSM	Physical Security and Stockpile Management
SGBV	Sexual and Gender-Based Violence
UN CASA	United Nations Coordinating Action on Small Arms
UNICEF	United Nations Children's Fund
UNMAS	United Nations Mine Action Service
UNODA	United Nations Office for Disarmament Affairs
UNSCR	United Nations Security Council Resolution
UXO	Unexploded Ordnance
WHO	World Health Organization
WPS	Women, Peace and Security

## 2 Reference documents

The present guidelines are based on the following reference documents:

1. United Nations Security Council Resolution 1325, Women and peace and security, (31 October 2000), available from [undocs.org/S/RES/1325](http://undocs.org/S/RES/1325).
2. United Nations Security Council Resolution 1820, Use of sexual violence as a tool of war, (19 June 2008), available from [undocs.org/S/RES/1820](http://undocs.org/S/RES/1820).
3. United Nations Security Council Resolution 1888, Protection of women, girls from sexual violence in armed conflict, (30 September 2009), available from [undocs.org/S/RES/1888](http://undocs.org/S/RES/1888).
4. United Nations Security Council Resolution 1889, Strengthening the participation of women at all stages of peace processes, (5 October 2009), available from [undocs.org/S/RES/1889](http://undocs.org/S/RES/1889).
5. UN Mine Action Service, Gender Guidelines for Mine Action Programmes, March 2010, available from [www.mineaction.org/sites/default/files/publications/MA-Guidelines-WEB.pdf](http://www.mineaction.org/sites/default/files/publications/MA-Guidelines-WEB.pdf).
6. Women's International League for Peace and Freedom, Women and Explosive Weapons, 2014.
7. International Mine Action Standards, UNMAS, available from [www.mineactionstandards.org](http://www.mineactionstandards.org).

# 3 Introduction

## 3.1 Mine Action in NATO

Landmines, Improvised Explosive Devices (IED) and Explosive Remnants of War (ERW) pose a significant and obvious threat to the lives, well-being and economic development of individuals and communities, and contribute to hamper development and state-building in post-conflict situations.

These Gender Mainstreaming Guidelines for Mine Action are intended to help NATO and partners working on mine action projects or programs to incorporate gender perspectives in their various aspects. The objective and spirit of these guidelines is to improve effectiveness and efficiency of NATO's activities through better gender mainstreaming in projects and programs at the design, management, and implementation levels. By incorporating gender mainstreaming, the projects or programs will be more successful, with long-lasting results.

The following guidelines are based on and adapted from international guidance (in particular the International Mine Action Standards) and practices for Mine Action. They have an advisory – but not mandatory – character and need to be contextualized. Their implementation should not be influenced by cultural biases, but can be adjusted to suit local cultures and practices.

## 3.2 Purpose of the Guidelines

NATO has acknowledged the importance of mainstreaming gender perspective in its full spectrum of activities, as established in its NATO/EAPC Action Plan for the Implementation of the NATO/EAPC Policy on Women, Peace and Security. In this spirit, NATO strives to provide clear and comprehensive advice and guidance to practitioners, policymakers and other actors on the ground on the integration of gender perspectives when dealing with Mine Action issues.

NATO is not a main actor as to Mine Action, nor is it in a position to address all its five pillars. NATO will have to establish partnerships with other international organizations or actors to enhance effectiveness of its efforts. It is therefore essential to have some degree of doctrinal interoperability with these actors.

Being able to address effectively and holistically mine action is not only a matter of effectiveness at tactical level, but may also have strategic impact and enhance the sustainability of other successes. This is especially true in stability operations, where the solution lies most of the time beyond military effectiveness.

### 3.3 Target Audience

These guidelines are designed to be used by designers, managers, and practitioners of NATO members and partner countries. They may be used by other national or international actors and stakeholders.

## 4 Scope of the Guidelines

The guidelines highlight a range of gender considerations that should be taken into account in all five main areas, or “pillars”, of mine action. Even if NATO as a regional security organization may not be involved in all pillars, it was deemed essential to provide project designers and managers with a broader understanding of the activities involved as a way to promote interoperability with other stakeholders, including civil society.

These guidelines offer a set of recommendations based on best practices and international standards, but are not legally binding. They are designed to be implemented in permissive or semi-permissive environment and cannot be directly applicable in all circumstances. They should therefore be adapted to the local context.

Interaction with non-NATO entities will be in accordance with NATO’s Comprehensive Approach Action Plan.<sup>1</sup>

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<sup>1</sup> C-M(2008)0029-COR1, PO(2010)0143 FINAL and PO(2011)0045.



# 5 Guiding Principles

NATO's activities pertaining to Mine Action follow the International Mine Action Standards (IMAS) and UN-established guidance, which have been proved effective and meet requirements of the Alliance. Therefore, the present guidelines address the five main pillars identified by the UN for mine action:

- a) Mine Risk Education (MRE);
- b) Humanitarian Demining (i.e. mine and ERW survey, mapping, marking and clearance);
- c) Victim Assistance, including rehabilitation and reintegration;
- d) Physical Security and Stockpile Management (that includes Stockpile Destruction);
- e) Advocacy against the use of antipersonnel mines.

However, NATO, as a political military Alliance, does not have the mandate, nor the capabilities to address the full extent of all five pillars and, therefore, rely on cooperation and coordination with external actors. Many aspects of these five pillars may have an impact on NATO operations, and therefore must be considered in designing projects and programs, even if they are not directly implemented by NATO.

The recommendations included in the guidelines reflect the best practices and practical examples in specific contexts and cannot be directly applicable in all situations and environments. The guidelines should always be adapted to the local context.

## 5.1 Minimize footprint

Engagement in foreign areas and countries must follow some basic and common sense rules. As a rule, expatriate staff in a host country should behave as guests. Especially in traditional societies and cultural rich environments, foreign aid activities should not translate as an additional burden for host populations. Activities have to follow the "do-no-harm" principle in cultural, economic, and political terms. The sudden inflow of expatriate staff in a given area or community may have disruptive side-effects on local social life and on the community way of life.

Further, it is not only about preventing misconduct of expatriate staff, but also about avoiding generating misconduct within the local population by allowing corruption or abuse.

### Pay attention to

- International personnel that have only recently joined may lack knowledge of local behavior, and therefore they may not be prepared to interact with local populations
- The socio-economic impact of expatriates in areas, including impact of higher prices and rentals, may generate tensions in the short- to medium-term
- Wages and salaries given to local workers should be fair and adequate to the task, but should not lead to dramatic changes in the local social structures, nor affect traditional industry or generate incentives for illegal activities (e.g. prostitution, work of children, and other human kinds of exploitation)

### Checklist

- Provide information and training for teams involved in conducting surveys and mine clearance on local behavior related to gender roles. Elaborate training on civil-military codes of conduct to make sure that expected standards are taken into account to prevent sexual exploitation and abuse
- Inform local community members about codes of conduct and procedures for submitting complaints or allegations of sexual exploitation or abuse
- Establish a system for reporting misconduct and inappropriate behavior

## 5.2 Sustainability

The ultimate objective of mine action is to restore a socio-economic context that will allow communities to resume a normal life after a conflict. This needs to be achieved despite substantial changes provoked by destructions and disabilities of individuals. This objective may require significant changes in the local economy and traditional activities, including the reduction of self-sustainability at community level. Successful mine action project may include the generation of new economic activities

### Pay attention to

- Lack of provisions or expensiveness of health insurance plans for disabled persons
- Lack of legal provisions to support victims and their dependents
- In case of international victim assistance, make sure that women and dependents have a fair access to international victim assistance programs

### Checklist

- Support existing national programs addressing disability-related issues, ensuring that equitable care, rehabilitation and vocational and educational opportunities are offered to all individuals, regardless of age or sex
- If no existing national program, contribute to support capacity building measures

## 6 Mine Action and Counter-Improvised Explosive Devices Activities

According to the IMAS, Mine Action aims at reducing the social, economic and environmental impact of mines, and ERW including unexploded sub-munitions.

It must be noted that Mine Action is not just about demining; it is also about people and societies, and how they are affected by landmine and ERW contamination. The objective of mine action is to reduce the risk from landmines and ERW to a level where people can live safely; in which economic, social and health development can occur free from the constraints imposed by landmine and ERW contamination, and in which the victims' different needs can be addressed.

IEDs are one of the main causes of casualties among troops and affect local populations. C-IED is a complex set of activities that is not limited to stopping or neutralizing an IED once it is already in place, but also aims at identifying and disrupting the networks that create and initiate IEDs. Although NATO strives to address the full spectrum of activities involved in the process of deploying IEDs, these guidelines are not designed to address combat situations. Therefore these guidelines are meant to address IEDs in post-conflict situations, within permissive or semi-permissive environments.

These guidelines should complement efforts of the Alliance in helping members and partners in developing their own C-IED capabilities, with a particular emphasis on education and training, doctrine development and improving counter-measure technologies.

## 6.1 Mine Risk Education (MRE)

MRE includes educational activities designed to prevent harm to civilians by diminishing the risk of deaths and injuries from mines and all types of explosive devices, including abandoned (AXO) or unexploded (UXO) ordnance. MRE achieves these goals by raising awareness and encouraging change in behavior with a help of public campaigns, education and training, and liaising with the local communities. Moreover the goals of MRE are to reduce the social and economic impacts from mines and Explosive Remnants of War (ERW) and are therefore supporting development.

MRE's target audiences may include the military, security officials, and civilians, and can be performed by civilians and international organizations partners.

### 6.1.1 Objectives

The objectives of Mine Risk Education are:

- To raise awareness of the dangers posed by mines and other unexploded ordnance, and influence behavior of individuals to help them avoid injuries
- To raise awareness in specifically-defined areas that will require some time to be cleaned from explosive devices and hazards
- To allow the conduct of normal activities necessary to socio-economic recovery despite the threat of explosive hazards

In military operations, MRE can be considered as part of 'hearts and minds' campaign and a way to gain the trust of local populations.

## 6.1.2 Activity specific considerations for gender mainstreaming

- It is important to make sure that all persons at risk have access to appropriate form and content of MRE suited to their needs
- MRE must be tailored to the actual risks local populations face, and must therefore be based on a study of data and information on the behavior of women, girls, boys, and men. Analysis of disaggregated data on casualties by activity, age, and sex, should allow obtaining a precise assessment of risks and patterns specific to particular sex and age groups in a defined area
- The use of the most effective channels should be used to convey the relevant messages to individuals of both sexes. The understanding and reaction to a message by the target audience depends on how the message is conveyed. Difference in sex, age, occupation, and experience can be crucial for ensuring effective and credible transmission of messages to different target audiences. Another important element in planning MRE are the differences in literacy, mobility, and access to various means of communication among both sexes
- The full participation of women, men, and children should be sought when designing MRE activities (e.g., the message, audience, timing, and venue). When organizing MRE activities, take into consideration using mixed groups of both sexes to hear messages or participate in assessments and planning. Take into account times and locations that do not require members of target audiences to miss their work, school, and daily responsibilities
- Ensure that both sexes fully understand the messages presented. Consider participants with different levels of literacy. Take into account the sex and age of participants to sessions in order to be able to monitor the outreach of all sectors of affected population
- Strive for gender balance between the trainers. Organize male and female MRE training teams to ensure that individuals of both sexes will be reached. It is important to ensure that all related vacancy announcements are accessible to both sexes, especially to encourage female applicants and to facilitate travelling long distances by providing childcare.

### 6.1.3 Designing Projects

Design and guidance for MRE projects is based on:

- Identification of groups of the population that are the most likely to be affected by the landmines or IEDs, especially the most vulnerable sectors of society
- Identification of the various target groups (audiences) within the potentially affected groups in order to adjust the messages and the communication methods in tune with local culture and practices
- Selection of the most appropriate methods of addressing the highest priority activities and ensuring that all women, girls, boys and men at risk have equal access

#### Pay attention to

- Using quantitative data alone for assessments is not always the most appropriate and correct choice (e.g., the percentage of MRE staff on the ground or the percentage of fatalities)
- Different contexts may require targeted messaging to be applied in order to reach all sex and age groups
- Personal matters and responsibilities limit the availability and participation of groups of different sexes

## Checklist

- Collect sex- and age-disaggregated data on incidents
- Examine the disaggregated data within the local context to conclude which groups according to sex and age are most likely to be affected
- Collect information on the attitudes to responsibilities, roles and behavior of both sexes and on their familiarity with mine and ERW threats to find out how to address the issue more efficiently with targeted messaging for each group
- Ensure that all materials used for MRE are clear, precise, and easy to grasp when it comes to explaining the risk and different behaviors of men, women, boys, and girls
- Choose the most suitable persons (e.g., same-sex trainers, peers, and respected authorities) in order to convey MRE messages to specific target audiences
- Choose times, venues, and methods of communication for all MRE activities that are the most suitable for the target groups (e.g., alternative delivery of messages for those without access to print or video media)
- Identifying, planning, delivering, monitoring, and evaluation of MRE activities must involve women, men, and, where possible, girls and boys
- Identify other actors in MRE activities, communicate and coordinate resources and actions (e.g.: monthly cluster meetings)



## 6.1.4 Human resources and socio-economic aspects

Providing equal access to the employment and benefits for both sexes with regard to MRE initiatives.

### Pay attention to

- Both sexes may be affected differently, even if the conditions at work are the same
- Lack of support and coordination between the ministries and institutions for balancing the participation of women and men in mine action

### Checklist

- Ensure that vacancy announcements are available for both sexes
- Make sure that vacancy announcements take into account aspects related to job that might influence the likeliness of women to apply (e.g., travelling arrangements, childcare considerations, and the possibility for husbands and wives to find employment together)
- Ensure and monitor that both women and men have access to training opportunities
- Provide appropriate conditions (e.g., accommodation and childcare) for mixed-sex MRE teams

## 6.2 Mine clearance / Humanitarian demining

Mine clearance aims at the physical removal of landmines and other explosive hazards resulting from conflicts. Mine Action, as opposed to military or combat demining activities, requires an extremely high level of quality in implementation in order to allow resumption of social and economic activities after a conflict. Further demining activities must be designed holistically, especially in complex environments, in order to ensure sustainable and long-lasting results.

Demining includes conducting surveys to gather mine-related data, the mapping and marking of contaminated ground, and release of land through survey or clearance of mines and ERW from a specified area to a predefined standard.

### 6.2.1 Objectives

- To save lives and reduce the risk of accidents
- To allow resumption of normal social and economic activities after a conflict, and
- To return land that was contaminated by explosive devices and hazards to its original purpose while minimizing the risks for its users.

### 6.2.2 Activity specific considerations for gender mainstreaming

Within mine-affected communities, women, men, girls and boys have different roles and responsibilities and may consequently have a different exposure to mine and ERW threats. The awareness of mine and ERW threats also differs depending on the gender and age group. Staff dealing with mine action must strive for input from all gender and age groups in each mine-affected community to obtain complete and correct information for surveying, mapping and prioritizing clearance. The activity includes:

- Making sure that the most complete and representative information on the threat of mines and ERW is gathered
- Ensure that the needs of local communities and the various socio-economic groups are taken into account when prioritizing clearance activities (e.g., access to schools, places of worship, and key economic activities)

- Ensure the benefits of mine clearance are applicable to the community as a whole
- Ensure that the behavior and attitudes of staff dealing with clearance do not harm local populations (e.g., by raising unduly the cost of living)

The following guidance is recommended when planning demining activities:

- When collecting data use innovative, proactive, and alternative efforts to acquire information from all gender and age groups. Organize meetings at times and locations convenient to the participation of both sexes in separate or mixed groups, depending on the local context. Ensure that women are represented among the groups consulted by mine action workers, such as local authorities, military personnel, government officials, or community groups. Seek also information from women who are not in leadership positions. Consider providing childcare, if possible, in order to enable participation of more women in information-gatherings
- Gather information from both sexes about the location and impact of the threat and the planned use of cleared land. Aim at gathering the views of both sexes on how assumed mined areas limit daily life, how clearance would improve life in the community, and how different sectors of a community intend to utilize the land. Disaggregate all data gathered by sex and age, with a socio-economic evaluation of activities that are affected by the risk of mines or ERW
- Women involvement in all phases of a project may not only contribute to facilitate the cooperation of local women for collecting information, but can also serve as role models to other female in the society
- Ensure that vacancy announcements for survey and demining jobs in demining are available to both sexes and do not include gender limitations or prohibit the employment of women
- Mine action activities should not harm local communities. Preventive measures should be taken to ensure that mine action will have a minimal footprint and will minimize the risk of sexual exploitation or abuse of vulnerable women and children in the local populations. All NATO personnel and mandated entities must abide by the relevant codes of conduct and established procedures for the investigation of allegations of sexual abuse and exploitation. NATO staff dealing with mine action/NSPA should inform community members of NATO's codes of conduct and make all gender and age groups aware of the procedures for filing a complaint against NATO staff or their implementing partners

### 6.2.3 Designing projects

Ensure that when prioritizing areas for clearance, the different needs and opinions of adults and children of both sexes are considered, and gender aspects are taken into account.

Make sure that the most complete gender sensitive and representative information on the threat of mines, ERW, and IEDs is gathered from all age and gender groups in the affected communities.

#### Pay attention to

- Include girls and women in prioritization surveys, who tend to be less accessible than boys and men, and therefore to be excluded
- Sufficient and meaningful consultation of women in all phases of projects' design, implementation, and liquidation
- Surveys conducted by men often only reach boys and men in some regions; and
- Staff working on surveys and clearance often are not adequately-sensitized to the importance of gathering data and information from different groups and sexes.

## Checklist

- Arrange meeting times and locations adequately in order to ensure the participation of individuals of both sexes
- Collect information from organizations and groups representing individuals of both sexes
- Train survey and clearance teams in gender-related issues and recommend best practices and lessons-learned in gathering data by and from individuals of both sexes
- Bring together survey teams composed of men and women as necessary, based on the local context and characteristics of the groups to be interviewed
- Disaggregate survey data by sex and age
- Identify cultural sensitive issues that may affect implementation of the program and diversity in recruitment
- Gather opinions and assessments of all sex and age groups by ensuring gender balance among the interviewers. This objective should be reflected in the terms of reference for surveys
- Specify the sex and age group of interviewers and interviewees in all data analyses

## 6.2.4 Human resources and socio-economic context

Make sure that all individuals, regardless of age and gender, enjoy the same level of access to and benefit from demining activities (e.g., training and employment).

### Pay attention to

- In some local contexts, women and girls tend to be less educated and less literate than men and boys
- Human resources policies of implementing partners are difficult to implement in the field due to difficulties to achieve requirements on local applicants (i.e., a university degree) and affect women, especially when they have less access to education and work experience due to social constraints, etc.
- There may be a lack of facilities for women and children
- Advertisements for new employment opportunities should be well targeted to both sexes and they should be placed adequately to reach them
- Work-related assumptions may prevent women from applying
- Discrimination in the workplace may be prevalent, with women limited to administrative work or support functions
- Legal and constitutional obstacles to women working without the approval of a male relative often exist. In some areas, legal frameworks aiming at reducing discrimination based on religion or sex, especially with respect to labor issues and violence against women and children, are weak
- In traditional societies, social life is regulated by ethnic groups, social and religious figures, elders, or tribal affiliation, all of which dictate acceptable social norms
- Lower health insurance benefits may be offered to women; and
- Officials may not be sensitized to incorporating gender perspectives in long-term policies, strategies and plans

## Checklist

- Ensure that vacancy announcements are available to individuals of both sexes
- Make sure that job advertisements clearly identify aspects of the job that might affect women applicants unfavorably, such as travel requirements, lodging, and childcare
- Wherever possible, encourage the employment of women in all aspects of related work, including as de-miners
- Track the gender of participants at the training sessions to assess if individuals of both sexes have equal access to job training; and
- Make sure that needs of both gender groups are taken into consideration when it comes to the working environment

## 6.3 Victim Assistance

Victim assistance includes activities to meet the immediate and long-term needs of mine- and ERW-affected persons. Victim assistance should take account of (but not be limited to), information management systems; emergency and continuing medical care; physical rehabilitation; psychosocial support and social inclusion; economic reintegration; and laws and public policies that promote effective treatment, care and protection for all disabled citizens, including landmine victims with a human rights perspective.

Victim assistance is not a core activity of NATO. However, it must be part of any mine action project or program, even if performed and implemented by third party actors. Victim assistance, though not a military activity, may be part of stabilization efforts and may support 'Hearts and Minds' campaigns in this context.

As an integral part of mine action, victim assistance is an obligation to the signatory States under Article 6 of the Antipersonnel Mine Ban Treaty. The treaty states that "each State Party in a position to do so shall provide assistance for the care and rehabilitation, and social and economic reintegration, of mine victims and for mine awareness programs."

### 6.3.1 Objectives

Objectives of the victim assistance in the framework of mine action are:

- To reduce the suffering of the victims
- To reduce the socio-economic impact of the landmines and IEDs by helping victims to be reinserted into the normal economic life
- To reduce the socio-economic impact of the landmines and IEDs on victims' dependents and to help them to overcome the loss of revenue in the long run (for instance, the loss of income from the death of the chief income-earner)



### 6.3.2 Activity specific considerations for victim assistance

The objective of victim assistance is not limited to the reduction of suffering, but also aims at reducing the impact of landmines or IEDs. In other words, beyond medical support to physical victims, the socio-economic impact of landmines may be considered. Therefore, victim assistance must be understood as a holistic issue:

- Make sure that all individuals, regardless of age or sex, have equal access to emergency and continuing care for injuries sustained in mine and ERW accidents
- Ensure that services provided to mine and ERW casualties (including physical rehabilitation, vocational training and psychological support) are tailored to the specific needs of all gender and age groups
- Ensure that both sexes have equal access to job opportunities in victim assistance programs and projects
- Ensure that populations whose vulnerability has increased as a result of a landmine or IED incidents (e.g., the elderly, women, and children) can receive necessary training and education to resume a sustainable economic activity

In solving these issues, some factors have to be considered:

- There are some gender-based limitations for women and girl survivors when receiving medical care. In some countries, men and boys tend to receive higher prioritization in receiving appropriate medical care. For example, in some contexts women face additional limitations when it comes to follow-up medical care. In some cultures, women cannot be examined by a male doctor without the presence of a male family member, limiting their access to health care
- Because of the absence of sex-disaggregated data, the lack of reliable data or reporting systems, many accidents involving women tend to stay unreported
- Military personnel may receive better attention than civilians
- It is important to collect and analyze age- and sex-disaggregated data on the needs of survivors, access to services, socioeconomic status, and care received. It is the basis for planning and monitoring victim assistance

projects and programs. Separate databases might be required if comprehensive data collection systems do not exist. Data needs to be gathered from the victims and their families and community; taking into account different needs for both sexes and different age groups

- It is important to have the support and participation in advocacy initiatives of mine and ERW survivors, and in awareness raising campaigns with special focus on the respect for their rights. Advocacy efforts might focus on a range of issues, among them legislative reforms to eliminate discrimination against persons with disabilities, the incorporation of access to public places in the planning of reconstruction and infrastructure development projects (e.g., hospitals and schools), and the inclusion of survivors in vocational training and employment projects and programs
- Aim at gender balance among health workers and counsellors to address the specific needs of women, girls, boys, and men. Make job announcements available and accessible to both sexes, and encourage female applicants paying special attention and offer practical solutions to the restrictions that female may face when invited for an interview

### 6.3.3 Designing projects

The design of victim assistance projects should not only address the physical damages caused by explosive devices, but also consider their socio-economic impact. The objective is to achieve a sustainable recovery of the individuals and their community.

Ensure tailored planning and provision of services (e.g., physical rehabilitation, vocational training, and psychological support) for mine and ERW survivors to the different needs of both sexes.

#### Pay attention to

- Make sure that all members of the community have equal access to all types of medical assistance for injuries from mine/ERW accidents
- Ensure that women's mobility is not hampered by security conditions
- Consider that some traditional activities may no longer be performed due to the displacement of individuals, the disability of the male survivors, etc. and that alternative economic activities may be created in order to allow the community to survive
- Data on predominantly male victims may result in resources being directed mostly to them. This tends to create a "tree-hide-the-forest" effect against secondary victims (e.g. dependents) who may need to be better integrated into the new socio-economic context
- There may be a lack of correct and sex-disaggregated referral systems for both sexes with disabilities in some regions
- The need for data disaggregated by age and sex
- Gender related costs to be part of a budget. The need to break down budgets according to gender
- In some contexts, women cannot be treated in the same unit or at the same time as men

## Checklist

- Provide support to access emergency and follow-up medical care to victims in the form of transportation, where possible
- Ensure that same-sex staff is engaged in workshops to assist mine and ERW survivors, where necessary
- Ensure full privacy for patients during their physical examinations and consultations
- Provide arrangements and accommodation to ensure that women and children are able to obtain treatment, with a special attention to those who must travel long distances
- Gather and examine sex and age disaggregated data on mine and ERW survivors and the impact of their injuries on their economic, social, and psychological well-being
- Involve survivors of mine and ERW accidents of both sexes in all phases of PCM (including in planning, identification, implementation, monitoring, and evaluation) of assistance projects and programs
- Where necessary, ensure same-sex trainers or support groups for both sexes
- Ensure support to family members taking care of mine and ERW survivors, as needed

### 6.3.4 Human resources and socio-economic context

Ensure that people with disabilities, regardless of gender have equal access to victim assistance programs and employment opportunities.

#### Pay attention to

- Discrimination against disabled persons, including women, or implementation of recruitment and training processes without consideration of special needs
- The risk that mine survivors will not be considered for future employment opportunities
- The economical vulnerability of female mine survivors, especially when they serve as the primary income source or as the head of household
- Culturally different contexts that forbid women to use victim assistance services at the same premises as men

#### Checklist

- Prepare and implement employment and training strategies for women with disabilities
- Prioritize the recruitment of mine survivors of both sexes in mine action programs and projects
- Support female mine survivors heading households, where and if possible (e.g., using microcredit or small business loan projects)
- Ensure sex-segregated accommodations by victim assistance service providers where necessary

## 6.4 Physical Security and Stockpile Management

Poor physical security of weapons and ammunition tend to generate problems that may have significant impact on communities. The diversion of weapons and ammunition, corruption, organized criminality, and arms proliferation are its most obvious consequences.

Poor stockpile management of ammunition, especially under harsh climatic conditions, may have a direct impact on the safety and security of local populations and security personnel. Unintended explosions of ammunition can cause casualties and significant damage to infrastructure, and can contaminate wide areas by scattering munitions and chemical residue over previously safe land. The characteristics and stability of ammunition can be affected by conditions such as moisture, temperature, and diurnal cycling. The improper storage of ammunition may cause degradation that can result in the leakage of extremely sensitive and harmful chemicals. The interaction of such chemicals can cause contamination, fires, or detonations.

Physical Security and Stockpile Management (PSSM) encompasses all provisions for the necessary physical security of infrastructure and national capacities to secure and account for weapons and ammunition under government control. PSSM covers the full lifecycle of weapons and ammunition, from procurement to destruction. It includes the construction and rehabilitation of weapons and ammunition storage facilities in line with international standards, the design and implementation of effective management and accountability processes, as well as capability development for effective management and monitoring.

Stockpile management is a wide-ranging term that covers specific technical areas related to the safety and security of ammunition and explosives in accounting, storage, transportation, and handling. It refers to issues such as the determination of stockpile size, types of stockpiles, location of stockpiles, and the management of ammunition in service. Effective stockpile management requires comprehensive planning to ensure that all activities related to stockpile management work together as an integrated system.

## 6.4.1 Objectives

The three primary objectives of PSSM are:

- To keep weapons and ammunition out of reach of unauthorized individuals, and to make them readily available to institutional security and defense organizations
- To ensure a safe and secure storage of ammunition that minimizes the risk of damage and unintended explosion; and
- To ensure a lifecycle management of ammunition and weapons in order to guarantee their proper functioning and timely availability
- To ensure the proper, safe, and environmental-friendly disposal of ammunition or chemicals contained in weapons systems

## 6.4.2 Activity specific considerations for gender mainstreaming

Although PSSM activities (when conducted properly) should not directly affect local populations, it may be important to consider a few points that ensure buy-in from local population and sustainability of a project:

- Ensure that the most complete and inclusive information is gathered from populations in the affected areas
- Ensure that the needs of both sexes and all age groups are taken into account when prioritizing stockpile destruction (in particular, if the project offers new job opportunities for locals, or if the destruction involves open explosion methods that may affect customary activities such as wood collect)
- Ensure that the presence of international project staff does not harm local communities or disrupt the local socio-economic context
- Make sure that communities and individuals have been informed about potential risks and are aware of emergency measures
- Strive for the participation of vulnerable groups of both sexes in information sessions; and
- Make sure that individuals of both sexes have equal access to job opportunities and benefits originating from PSSM-related activities

The following guidance is recommended when planning PSSM activities:

- Conduct assessments and prevailing threat analyses of the location and environment surrounding the stockpile location in order to assess the potential security risk and threats to the stockpile and local population for both genders. This should take into account contingency plans, especially regarding the different conditions and concerns between facilities located in heavily-populated urban environments versus an isolated rural environment
- PSSM contributes to the safety of neighboring populations by minimizing risks for catastrophic explosions, in addition to its other functional and operational aspects. However, in certain situations, where populations live in the close vicinity of storage facilities, cooperation with local authorities and civil society may contribute in raising awareness and in educating the population on safety measures and recommended behavior in case of emergency
- Gather and study data and information on habits of women, girls, boys, and men in the area foreseen for the stockpile destruction in order to indicate the specific activities performed that could lead to accidents and therefore should be disaggregated by age and sex. Such work will help obtain a more precise assessment of risks, traditions, daily routines, and responsibilities specific to gender and age groups. This analysis would help to target the audiences with personalized messages
- Collect data and organize meetings depending on availability (e.g., timing, venue) suitable for individuals from all age and gender groups ensuring the possibility of participation of both sexes in separate or mixed groups to hear messages or participate in assessments and planning, depending on the local context
- Ensure that members of target audiences do not miss their work, school, or other daily responsibilities
- Ensure that women and children are represented among the groups consulted by staff in charge of stockpile destruction, such as local authorities, military personnel, government administrators, or community groups
- Seek information from women who are concerned with the area without limitation to the leadership positions



- Provide timely and complete information including alternative ways or necessary support if the area used by local population needs to be blocked for stockpile destruction
- Consider necessary childcare, if possible, in order to enable more women to participate in information-gathering sessions
- Gather information from both sexes about the impact of the stockpile destruction and the planned use of cleared land. Aim at gathering the views of both sexes on how the areas blocked for stockpile destruction limit daily life, how destruction would improve life in their community, and how different sectors of a community intend to utilize the land
- When training survey teams, highlight the need for information from both sexes on the ways to find out about the knowledge, views and aspirations of each group, including examples of the different approaches suggested to gain the knowledge, views and needs of groups
- Disaggregate all data gathered by sex and age, with a clear indication and social analysis of the actions that put them at risk, the activities that risk the stockpile destruction, and the activities that would normally be conducted on the land if not for stockpile destruction in order to help to better focus the efforts and ensure that messages address the risky behavior and provide achievable solution
- Try to achieve gender balance in survey and stockpile destruction teams. Involving women to serve in survey teams can help ensure the participation of female in the data-collecting discussions. To this end, ensure that vacancy announcements for survey and stockpile destruction jobs are available to both sexes and do not put limitations on female applicants or prohibit their employment
- PSSM activities should not affect local communities unfavorably. The presence of mine survey or stockpile destruction teams in affected areas could possibly bring sexual exploitation or abuse of vulnerable women and children in the local communities, which would encourage the spread of sexually transmitted infections (STIs)
- PSSM teams should take proper action to prevent and detect sexual exploitation and abuse. All NATO staff must obey to the relevant codes of conduct and established procedures for the investigation of allegations of sexual abuse and exploitation. NATO staff dealing with PSSM-related activities should inform community members of NATO's codes of conduct

in this regard and make all gender and age groups aware of the procedures for filing complaints against NATO staff or their implementing partners

- Use reliable channels in order to convey messages to individuals of both sexes. The understanding and reaction to a message by the target audience depends on how the message is conveyed. Differences in sex, age, occupation, and experience can be crucial for ensuring effective and credible transmission of message to different target audiences
- Another important element to take into account in planning PSSM-related activities are the differences in literacy, mobility, and access to various means of communication among both sexes
- Ensure that both sexes fully understand the messages presented. Consider participants with different levels of literacy. Take into account the sex and age of participants to sessions in order to be able to monitor the outreach of all sectors of population inhabiting the area to be affected
- It is important to ensure that the vacancy announcements are accessible to both sexes, and to encourage female applicants and facilitate the travelling especially for long distances and provision of childcare.

### 6.4.3 Designing projects

When designing PSSM programs, take into account the fact that women can play a strong role in the establishment of preventive and emergency measures for the population related to storage facilities, especially when they are located near inhabited areas. Women provide a valuable interface between project managers and the local population in identifying areas of concern and locating vulnerable populations. Thus:

- Women are involved in the process of establishing links with the local population and in the risk assessment for neighboring populations
- Awareness programs should be established to teach basic behavioral rules in case of explosion and fire in schools (e.g., meeting points, evacuation plans)
- Education and physical measures (e.g., signs and posters) should be designed and used to help children avoid playing in the vicinity of ammunition storage facilities and to minimize the risk of false alarms,

as well as to avoid confusion for security personnel with possible fatal consequences

- Make sure that the most complete gender-sensitive and representative information is gathered on the habits of the individuals of all ages and gender groups for assessing the location and environment surrounding the areas envisaged for PSSM-related activities (e.g., stockpile destruction)
- Ensure that when prioritizing areas for PSSM-related activities, the different needs, habits (such as daily responsibilities involving the potential affected area), and opinions of adults and children of both sexes are considered and that gender aspects are taken into account

### Pay attention to

- Involving women for the conduct of surveys in order to overcome structural and cultural biases
- Staff working on stockpile destruction often are not adequately sensitized to the importance of gathering sex-disaggregated data and information
- All individuals, regardless of age and gender, should enjoy the same level of access to and benefit from PSSM-related activities (e.g., stockpile destruction)
- Both sexes may be affected differently even if the working conditions are the same
- Depending on the context, the education and literacy levels of different genders and age groups can vary. Women and girls tend to have less access to education
- In traditional societies, social life is regulated by ethnic groups, social and religious figures, elders, or tribe affiliation, dictating acceptable social norms
- There often is lower health insurance benefits offered to women
- Government representatives are not satisfactory sensitized to incorporating gender perspectives in long-term policies and plans; and
- There often is a lack of regulation and legal framework at the national-level to ensure effective PSSM of weapons and ammunition, and to ensure safety of local populations

## Checklist

- Arrange meeting times and locations to ensure the participation of individuals of both sexes
- Collect information from organizations and groups representing individuals of all demographic and gender groups
- Train survey and stockpile destruction teams in gender-related issues, and recommend best practices and lessons learned in gathering data from individuals of both sexes
- Bring together survey teams composed of men and women, as needed, based on the context and characteristics of the groups to be interviewed; and
- Disaggregate survey data by sex and age
- Gather opinions and assessments of all sex and age groups by ensuring gender balance among the interviewers. This objective should be reflected in the terms of reference for surveys
- Ensure that vacancy announcements are available to individuals of both sexes
- Make sure that job advertisements clearly identify aspects of the job that might affect women applicants favorably or unfavorably, such as travel requirements, lodging and childcare
- Wherever possible, encourage the employment of women in PSSM-related activities
- Track the gender of participants at the training sessions to assess if individuals of both sexes have equal access to job training opportunities
- Take into account that needs of both gender groups are taken into consideration when it comes to the working environment
- Ensure that all materials used for informing the local societies are clear, precise and easy to grasp when it comes to explaining the risk and different behaviors of men, women, boys, and girls; and
- Choose the most suitable persons (e.g., same-sex trainers, peers and respected authorities) in order to convey messages to specific target audiences

#### 6.4.4 Human resources and socio-economic context

NATO should seek to enhance the opportunities for participation of male and female community members in PSSM-related projects and providing equal access to the employment and benefits for both sexes with regard to PSSM-related activities.

Management of a storage facility:

- The wide range of activities involved in PSSM opens a wide door to the employment of personnel of both sexes in all functions

##### Pay attention to

- Human resources policies of implementing partners are difficult to implement in the field due to difficulties to achieve requirements on local applicants (i.e., a university degree) and affect women, especially when they have less access to education and work experience due to social constraints, etc.
- Accessibility and the level of literacy of women are more difficult to reach as a result of a lack of access to PSSM-related activities
- There is a potential lack of support and coordination between the ministries and institutions regarding equal opportunities for the participation of women and men
- Advertisements of new employment opportunities and their placement are not always well-targeted to both sexes
- Work-related assumptions may prevent women from applying
- Discrimination in the workplace may be prevalent, with women limited to administrative work or support functions; and
- Legal and constitutional obstacles to women working without the approval of a male relative often exist. In some areas, legal frameworks aiming at reducing discrimination based on religion or sex, especially with respect to labor issues and violence against women and children, are weak

## Checklist

- Ensure that vacancy announcements are available for both sexes
- Make sure that vacancy announcements take into account aspects related to job that might influence the likeliness of women to apply (e.g., travelling arrangements, childcare considerations, and the possibility for husbands and wives to find employment together)
- Ensure and monitor that both women and men have access to training opportunities
- Identifying, planning, delivering, monitoring, and evaluation of PSSM-related activities must involve men and women
- Provide appropriate conditions (e.g., accommodation and childcare) for mixed-sex PSSM teams

## 6.5 Advocacy

Advocacy for mine action refers to public support, recommendations, or positive publicity with the aim of removing, or at least reducing, the risk and impact of mines and ERW. Advocacy in affected regions is intended to create greater public awareness on:

- The local landmine and ERW situation
- Mine clearance activities
- Promoting affected populations' rights, including on the direct and indirect impact of landmine contamination
- Mobilizing resources for mine action
- Promoting adherence to and compliance with international norms and commitments
- Creating a general dialog about the indiscriminate effects of landmines
- Sharing best practices and lessons learned

### 6.5.1 Objectives

The main objectives of advocacy are:

- To create public awareness through all available means thereby preventing new casualties and reducing the casualty rate
- To strengthen victim assistance services and sensitizing all stakeholders on the issue
- To support the call on the universal ban of antipersonnel landmines and to join the global mine ban community

## 6.5.2 Activity specific considerations for advocacy

- Advocacy encouraging adherence to or compliance with the international legal instruments should emphasize the impact of mines and ERW on affected populations. For instance, in certain contexts it might be important to present examples that demonstrate that mines and ERW are often found in areas where the majority of refugees and IDPs are women and children, therefore making them at a greater risk in border areas
- Where possible, support national authorities in collecting and using sex- and age-disaggregated data in their reports on compliance with the obligations of the Anti-Personnel Mine Ban Convention, for example, on the measures introduced to provide immediate and effective warnings to women, girls, boys and men regarding mines and ERW, and the steps taken to incorporate gender perspectives in victim assistance or demining support
- Encourage all individuals in mine-affected areas to engage in advocacy efforts to reduce the threat of mines and ERW, and to promote respect for the rights of affected persons. Where necessary, it is advisable to work with governmental, national, and international advocacy networks for women, girls, boys, and men
- Make sure that gender balance is considered in all public outreach and public relations events. For example, donors visiting mine-affected countries should consult with women's organizations and other local community groups to acquire knowledge about their needs and concerns as well as their competencies and abilities and possible contributions to address the threat of mines and ERW
- Aim at achieving a gender balance for advocacy-related positions. Ensure that vacancy announcements are available and accessible to both sexes, and encourage female applicants to apply. Identify possible limitations for women and solutions to address them



### 6.5.3 Designing projects

- Encourage advocacy-related activities and initiatives among both sexes in mine and ERW-affected communities
- Make sure that advocacy initiatives reach all age and sex groups accordingly
- Make sure draw public awareness also on the gender dimension in mine action including differentiate impact on women and men, girls and boys
- Make sure that advocacy initiatives reach individuals of both sexes, as appropriate
- Ensure that public information and outreach conveys the benefits of mine action for all individuals, regardless of age or sex
- Use the most suitable means and channels of communication to ensure that awareness raising efforts reach all age and sex groups
- Ensure appropriate and effective means of communication for information campaign on the danger of mine and ERW threats or responsive mine action interventions, taking into account the specific context. More precisely, the context includes religious and cultural practices, levels of education, and the special needs of different groups
- Take into consideration illiteracy rates in order to choose the right instrument (e.g., web pages, print materials, or radio announcements in a local language) for dissemination of information. Use visual images wherever the local context requires. International news channels will reach international audiences and is less likely to be effective in a mine-affected country

### Pay attention to

- Identify positive role models for women and girls
- Insufficient of communication among actors and donors in mine action
- Insufficient of exchange of experiences, best practices and lessons learned
- Insufficient of reporting on gender issues and sex-disaggregated data
- Insufficient of awareness of the importance of gender mainstreaming
- Difficulties in explaining why gender issues are relevant
- Insufficient of awareness of the difference gender mainstreaming can make
- Insufficient of gender awareness among national and international actors in mine action
- Insufficient of plans to mainstream gender and advocate with a focus on gender issues

### Checklist

- Develop messages and choose the means of communication for their distribution taking into account the features of the target audience
- Encourage the participation of men, women, and children in advocacy efforts
- Focus on channels which specialize on women audiences. Based on the age and gender of the target audience, carefully select existing media, times and channels which can be used, to take into account the age and sex of the target audience
- Involve individuals of all ages and both sexes in planning the implementation of relevant aspects of the advocacy strategy for mine action
- Provide equal availability for employment opportunities to both sexes

# 7 Concluding Remarks

NATO's efforts in mine action result from the desire to help partners to recover from the devastating effects of mines and ERW. In providing the necessary assistance and support to affected populations in post-conflict areas, an emphasis should be placed on the principle of gender equality, regardless of the cultural context. Gender mainstreaming guidelines are designed to ensure that the contributions, concerns, and needs of all age and gender groups are acknowledged and addressed accordingly.

NATO's Gender Mainstreaming Guidelines for Mine Action will be field-tested with a view to implementing the action plan and agenda of the Secretary General. The practical application of the guidelines will be assessed during consultations with NATO mine action projects and programs and implementing partners over a period of one year to ensure that the goals are being met or take corrective action as necessary.

NATO welcomes any comments, suggestions, recommendations, or questions you may have with regard to these guidelines.

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## 8 Glossary

**Ammunition** include “the complete round or its components, including cartridge cases, primers, propellant powder, bullets or projectiles, that are used in small arms or light weapons.” (UN CASA, ISACS 01.20:2016(E)V1.3)

**Civil society** is defined as the “associations of citizens (outside their families, friends and businesses) entered into voluntarily to advance their interests, ideas and ideologies. This term does not include profit-making activity (the private sector) or governing (the public sector).” (UN CASA, ISACS 01.20:2016(E)V1.3)

**Operational Command** is “the authority granted to a commander to assign missions to tasks to subordinate commanders, to deploy units, to reassign forces, and to retain or delegate operational and/or tactical control as may be deemed necessary. It does not of itself include responsibility for administration or logistics. May also be used to denote the forces assigned to a commander.” (NATO AAP-6)

**Conflict-related sexual and gender-based violence (CR-SGBV)** is defined as “Any sexual and/or gender-based violence against an individual or group of individuals, used or commissioned in relation to a crisis or an armed conflict” (NATO Military Guidelines on the prevention of, and response to CR-SGBV, MCM-009-2015, Paragraph 9)

**Contaminated area**, in the context of mine action, the term refers to “an area known or suspected to contain mines and, or ERW.” (IMAS, pg.8)

**Demining** is defined as “activities which lead to the removal of mine and ERW hazards, including technical survey, mapping, clearance, marking, post-clearance documentation, community mine action liaison and the handover of cleared land. Demining may be carried out by different types of organizations, such as NGOs, commercial companies, national mine action teams or military units. Demining may be emergency-based or developmental.” (IMAS, pg. 10)

**Destruction** refers “to the process of final conversion of weapons, ammunition, explosives into an inert state so that it can no longer function as designed. [...] Techniques available range from the relatively simple open burning and open detonation (OBOD) techniques to highly sophisticated industrial (demilitarization) processes.” (UNODA, IATG 10.10)

**Destruction** is defined as “the process of final conversion of munitions and explosives into an inert state whereby they can no longer function as designed.” (IMAS, pg. 11)

**Explosive remnants of war (ERW)** are “unexploded ordnance and abandoned explosive ordnance. [...] Unexploded ordnance means explosive ordnance that has been primed, fused, armed, or otherwise prepared for use and used in an armed conflict. It may have been fired, dropped, launched or projected and should have exploded but failed to do so. [...] Abandoned explosive ordnance means explosive ordnance that has not been used during an armed conflict, that has been left behind or dumped by a party to an armed conflict, and which is no longer under control of the party that left it behind or dumped it. Abandoned explosive ordnance may or may not have been primed, fused, armed or otherwise prepared for use.” (Convention on Certain Conventional Weapons, Art. 2)

**Explosive ordnance (EO)** are “all munitions containing explosives, nuclear fission or fusion materials and biological and chemical agents. This includes bombs and warheads; guided and ballistic missiles; artillery, mortar, rocket and small arms ammunition; all mines, torpedoes and depth charges; pyrotechnics; clusters and dispensers; cartridge and propellant actuated devices; electro-explosive devices; clandestine and improvised explosive devices; and all similar or related items or components explosive in nature.” (IMAS, pg. 14)

**Gender** refers to “the social attributes associated with being male and female learned through socialization and determines a person’s position and value in a given context. This means also the relationships between women and men and girls and boys, as well as the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. Notably, gender does not equate to woman.” (NATO, BI-SC Directive 40-1, 2012)

**Gender analysis** is defined as “the systematic gathering and examination of information on gender differences and social relations in order to identify and understand inequities based on gender”. (NATO, BI-SC Directive 40-1, 2012) It could also be understood as “methods used to understand the relationship between men and women in the context of the society. For example, military planning activities should assess the different security concerns of women and men, girls and boys in the area of operation or take account of power relations in the community to ensure women and men have equal access to assistance

where the military is engaged in supporting humanitarian assistance. Other examples would include understanding how customary conflict-resolution mechanisms affect women and men differently and how their social status may change as a result of war.” (UN, Addressing Conflict-Related Sexual Violence, 2010, pg. 5)

**Gender balance** can be explained as followed: “NATO-led operations can be more effective with enhanced women’s participation at all levels. The experiences and skills of both men and women are essential to the success of NATO operations. Today’s conflicts often require a Comprehensive Approach in terms of more tactful public relations, better and more extensive situational awareness, information operations, information gathering and intelligence production. Women in NATO-led forces can be an asset and an enabler, especially in activities of engagement with the local population. NATO-led operations will deploy the capacity and capability to engage with the entire population, men and women, girls and boys. It is optimal to have both a gender balanced force, and gender balanced teams. Gender engagement activities include, but are not limited to: CIMIC, HUMINT, information operations, psychological operations, investigations, medical services and public affairs.” (NATO, BI-SC Directive 40-1, 2012, Chapter 3.3)

The term **Gender-based violence (GBV)** is used to “distinguish common violence from violence that is directed against individuals or groups of individuals on the basis of their gender or sex. It includes acts that inflict physical, mental or sexual harm or suffering, threats of such acts, coercion and other deprivations of liberty. While women, men and boys and girls can be victims of gender-based violence, women, and girls are the main victims.” (UN Department of Peacekeeping Operations, Policy for Gender Equality in UN Peacekeeping Operations 2010, pg. 9)

**Gender equality** refers to “the equal rights, responsibilities and opportunities for women and men, and girls and boys. Equality does not mean that women and men will become the same, but that women’s and men’s rights, responsibilities and opportunities will not depend on whether they are born female or male.” (NATO, BI-SC Directive 40-1, 2012)

**Gender mainstreaming** is defined as a “strategy to achieve gender equality by assessing the implications for women and men of any planned action, including legislation, policies and programs in all areas and at all levels, in order to assure that the concerns and experiences of women and men are taken into account in the design, implementation, monitoring and evaluation of poli-

cies and programs in all political, economic and societal spheres. This will lead to that women and men benefit equally and inequality is not perpetuated. Gender mainstreaming in this context represents the process to recognize and incorporate the role gender plays in relation to NATO's various operational missions. Gender mainstreaming does not focus solely on women, but the benefits of mainstreaming practices recognize their disadvantaged position in various communities." (NATO, BI-SC Directive 40-1, 2012)

**Gender-responsive DDR programs** are programs that "are planned, implemented, monitored and evaluated in a gender-responsive manner to meet the different needs of female and male ex-combatants, supporters and dependents." (UNDDR, Integrated DDR Standards, Level 5.10., pg. 25)

The term '**gender perspective**' is a way of seeing or analyzing which looks at the impact of gender on people's opportunities, social roles and interactions. This way of seeing is what enables one to carry out gender analysis and subsequently to mainstream a gender perspective into any proposed program, policy or organization. (UN Women, Gender Equality Glossary)

**Improvised Explosive Device (IED)** is defined as a "device placed or fabricated in an improvised manner incorporating explosive material, destructive, lethal, noxious, incendiary, pyrotechnic materials or chemicals designed to destroy, disfigure, distract or harass. They may incorporate military stores, but are normally devised from non-military components." (IMAS, pg. 19)

**Integrated mine action and development** include "efforts to enhance the contribution that mine action makes to socio-economic development and poverty reduction, particularly in contexts where contamination by landmines and ERW impedes post-conflict reconstruction and development. (2) Efforts by development actors, working with mine action organizations, to actively promote the development of mine-affected communities and regions" (IMAS, pg. 20)

**Integration of gender perspective** is a "way of assessing gender-based differences of women and men reflected in their social roles and interactions, in the distribution of power and the access to resources. In ACO and ACT activities it is used synonymously with implementing the requests of UNSCR 1325, related resolutions, as well as directives emanating from NATO. The aim of which is to take into consideration the particular situation and needs for men and women, as well as how the activities of NATO have different effects on them. More fundamentally, implementing a gender perspective is done by adapting action following a "gender analysis"." (NATO, BI-SC Directive 40-1, 2012)

**Light weapons** “are, broadly speaking, weapons designed for use by two or three persons serving as a crew, although some may be carried and used by a single person. They include, inter alia, heavy machine guns, hand-held under-barrel and mounted grenade launchers, portable anti-aircraft guns, portable anti-tank guns, recoilless rifles, portable launchers of anti-tank missile and rocket systems, portable launchers of anti-aircraft missile systems, and mortars of a caliber of less than 100 millimeters.” (Report of the Open-Ended Working Group to negotiate an International Instrument to Enable States to Identify and Trace, in a Timely and Reliable Manner, Illicit Small Arms and Light Weapons, A/60/88, Nr.4(b))

**Mainstreaming UNSCR 1325 in policies, programmes and documentation** means the “inclusion of UNSR 1325 and related Resolutions in NATO’s everyday business at all levels. The aim is to yield a change in mindsets and behaviors, so that consideration is given to the impact and benefits of the Resolutions in the daily work of the organization, its staff and committees.” (NATO, NATO/EAPC 2011 policy for implementing UNSCR 1325 on WPS, Art. 4.1.1.)

**Marking** is defined as 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 etc., or the erection of physical barriers.” (IMAS, pg. 24)

**Mine** is defined as “munition designed to be placed under, on or near the ground or other surface area and to be exploded by the presence, proximity or contact of a person or a vehicle.” (Amended Protocol on Prohibitions or Restrictions on the use of Mines, Booby-Traps and Other Devices, Art. 2.1)

**Mine action** includes “activities which aim to reduce the social, economic and environmental impact of mines, and ERW including unexploded sub-munitions. [...] Mine action comprises five complementary groups of activities:

- a) MRE;
- b) Humanitarian demining, i.e. mine and ERW survey, mapping, marking and clearance;
- c) Victim assistance, including rehabilitation and reintegration;
- d) Stockpile destruction; and
- e) Advocacy against the use of APM ” (IMAS, Pg. 24-25)



**Small arms** “are, broadly speaking, weapons designed for individual use. They include, inter alia, revolvers and self-loading pistols, rifles and carbines, sub-machine guns, assault rifles and light machine guns” (Report of the Open-Ended Working Group to negotiate an International Instrument to Enable States to Identify and Trace, in a Timely and Reliable Manner, Illicit Small Arms and Light Weapons, A/60/88, Nr.4(b))

**Sex** is understood as the “biological differences between men and women, which are universal and determined at birth”. (UNESCOs Gender Mainstreaming Implementation Framework for 2002-2007., pg. 17)

**Sex-disaggregated data** is “data that is cross-classified by sex, presenting information separately for men and women, boys and girls. Sex-disaggregated data reflect roles, real situations, general conditions of women and men, girls and boys in every aspect of society. For instance, the literacy rate, education levels, business ownership, employment, wage differences, dependents, house and land ownership, loans and credit, debts, etc. When data is not disaggregated by sex, it is more difficult to identify real and potential inequalities. Sex-disaggregated data is necessary for effective gender analysis.” (UN Women, Gender equality glossary)

**Sexual violence** is “when the perpetrator commits an act of a sexual nature against one or more persons or cause such person or persons to engage in an act of sexual nature by force, or by threat of force or coercion, such as that caused by fear of violence, duress, detention, psychological oppression or abuse of power, against such person or persons or another person, or by taking advantage of a coercive environment or such person’s or persons’ incapacity to give genuine consent.” (NATO, BI-SC Directive 40-1, 2012)

**Stockpile destruction** includes the “physical destructive procedure towards a continual reduction of the stockpile of explosive ordnance.” (IMAS, pg. 36)

**Survivor** is “a man, or a woman or a child who has suffered harm as a result of a mine, ERW or cluster munition accident.” (IMAS, pg. 37)

**Unexploded Ordnance (UXO)** is defined as “EO that has been primed, fuzed, armed or otherwise prepared for use or used. It may have been fired, dropped, launched or projected yet remains unexploded either through malfunction or design or for any other reason.” (IMAS, pg. 39)

**Victim** are defined as “persons individually or collectively who have suffered physical, emotional and psychological injury, economic loss or substantial impairment of their fundamental rights through acts or omissions related to the use of mines or the presence of ERW. Victims include directly impacted individuals, their families, and communities affected by landmines and ERW.” (IMAS, pg. 40)

Mine **victims** “include those who, either individually or collectively, have suffered physical, emotional and psychological injury, economic loss or substantial impairment of their fundamental rights through acts or omissions related to mine utilization.”(ICBL Working Group on Victim Assistance)

**Victim assistance** refers to “all aid, relief, comfort and support provided to victims (including survivors) with the purpose of reducing the immediate and long-term medical and psychological implications of their trauma.” (IMAS, pg. 40)

**Violence against women** is defined by the UN General Assembly in the 1993 Declaration on the Elimination of Violence Against Women as “any act of gender-based violence that results in, or is likely to result in physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion, or arbitrary deprivation of liberty, whether occurring in public or in private. Violence against women shall be understood to encompass, but not be limited to, the following:

- (a) Physical, sexual, and psychological violence occurring in the family, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation, and other traditional practices harmful to women, non-spousal violence, and violence related to exploitation;
- (b) Physical, sexual and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment, and intimidation at work, in educational institutions and elsewhere, trafficking in women, and forced prostitution; and
- (c) Physical, sexual, and psychological violence perpetrated or condoned by the State, wherever it occurs.” (UNGA, A/RES/48/104, Art. 1)

# 9 Additional Reading Material

## Reference material

1. *Guide to Contracting in Mine Action*, Second Edition, Chapter 8, GICHD, Geneva, May 2012, pp. 117-123
2. *Gender and Priority-Setting in Mine Action*, GICHD Issue Brief 5, Geneva Center for Humanitarian Demining, December 2012
3. *Gender & Diversity in Contracting and Grants Management*, Gender and Mine Action Programme – GICHD, Geneva, December 2014
4. *Gender & Diversity in Mine Action Quality Management*, Gender and Mine Action Programme – GICHD, Geneva, December 2014

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5. Calza Bini A., Janssen N. and Jones A., *Effects of Mixed Teams on Land Release*, Journal of ERW and Mine Action, April 2014
6. Hankey William, *Gender and Disability Equality in Mine Action Program Management*, Journal of ERW and Mine Action, December 2014
7. Wallacher Hilde, *Gender Mainstreaming in Mine Action*, International Peace Research Institute, Oslo (PRIO), Policy Brief 8/2007
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