Gender & Mine Action

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Why Gender is important in Mine Action?

• Afghanistan remains heavily contaminated
• Impact not always the same on diff sex and age group
Reference documents:

1) MAPA Gender Mainstreaming Strategy 2014 – 2016

2) National Mine Action Strategic Plan 2016 – 2020
MAPA - Gender Mainstreaming Strategy 2014 -2016

Vision

"Gender is mainstreamed in all aspects of the Mine Action Programme of Afghanistan by 2016, resulting in more sustainable outcomes for women, girls, boys and men"
MAPA - Gender Mainstreaming Strategy 2014 - 2016:

Strategic Objectives:

• Land Release

• Mine Risk Education

• Victim Assistance

• Equal Access to Employment

• Project Cycle Management
MAPA Goals 2016 - 2020

1. Facilitating development

2. Engaging with other sectors

3. Implementing five pillars of MA
   - Preventive
   - Responsive

4. Gender and Diversity Mainstreaming
National Mine Action Strategic Plan 2016 – 2020:

**Gender & diversity mainstreaming Objectives:**

a) To develop MAPA gender and diversity policy

b) To increase employment of women, people with disabilities, and other marginalized groups to 10 -15% to 2020

c) To promote gender and diversity sensitive project management (identification, design, implementation, impact evaluation)

d) To Raise awareness
Access to employment:

MAPA Workforce 2014-2016

- **2014**: Men 12438, Women 113, Total 12551
- **2015**: Men 12083, Women 140, Total 12223
- **2016**: Men 9554, Women 172, Total 9726
Achievements:

- MAPA GMWG established
  - met 16 times
  - 3 GMWG workshop held

- Documents reviews

- GD training provided for 3,800 personnel
Challenges:

• Security

• Paradigm change not easy

• MA perceived to be men’s work

• Cultural limitation
Thank you