



CAMBODIAN MINE ACTION AND VICTIM ASSISTANCE AUTHORITY

# Gender Mainstreaming in Mine Action Plan 2021-2025



Prepared by: CMAA Gender Team

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Supported By:

## **FOREWORD**

The Royal Government of Cambodia is strongly committed to strengthening gender equality at all levels and in all areas and the role of women, who is the backbone of the economy and society by incorporating gender mainstreaming into key national policies and strategic plans. On this basis, gender mainstreaming in mine action sector has been stipulated as an important objective in the National Mine Action Strategy 2018-2025 (NMAS 2018-2025) as a roadmap for all national and international demining operators, ministries, institutions, development partners and other stakeholders in implementing mine action in Cambodia.

In response to the NMAS 2018-2025, in cooperation with all stakeholders CMAA has updated and developed Gender Mainstreaming in Mine Action Plan (GMAP) 2021-2025 in line with the NMAS mandate to ensure the concerns, experiences and needs of women, men, girls, boys and people with disabilities are taken into consideration in the design, implementation, monitoring and evaluation of mine action programs which requires the cooperation and supports from all stakeholders including the Royal Government of Cambodia, development partners and other relevant stakeholders which contributes to the development of our society.

On behalf of the Cambodian Mine Action and Victim Assistance Authority, and on my own behalf, I would like to thank the good cooperation of the Ministries, national and international demining operators and relevant stakeholders in providing valuable inputs to the CMAA, especially the United Nations Development Program (UNDP), which provided both technical and financial support for this plan.

I sincerely hope that all national and international demining operators, ministries, institutions, development partners and other stakeholders will continue to participate in a high spirit of cooperation in implementing of GMAP 2021-2025 effectively and successfully to promote gender equality, and toward our common goal of a Cambodia Mine Free by 2025.

Phnom Penh, 06<sup>th</sup> December, 2021  
Senior Minister, in charge of Special Mission  
First Vice President of CMAA

(Signed and Stamped)

**LY THUCH**

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## Abbreviations

CMAA	Cambodian Mine Action and Victim Assistance Authority
CMAA-GT	CMAA Gender Team
CMAS	Cambodian Mine Action Standard
DBU	Database Unit
EORE	Explosive Ordnance Risk Education
ERW	Explosive Remnants of War
GICHD	Geneva International Centre for Humanitarian Demining
GMAP	Gender Mainstreaming in Mine Action Plan
MAPU	Mine Action Planning Unit
MoSVY	Ministry of Social Affairs, Veterans and Youth Rehabilitation
MoEYS	Ministry of Education, Youth and Sports
NMAS	National Mine Action Strategy
PMAC	Provincial Mine Action Committee
PRD	Public Relation Department
PwD	Persons with disabilities
PWDF	Persons With Disabilities Foundation
QLS	Quality of Life Survey
QMT	Quality Management Team
RGC	Royal Government of Cambodia
SADD	Sex-Age Disaggregated Data
TRG-Gender	Technical Reference Group for Gender Mainstreaming in Mine Action
UNDP	United Nations Development Programme
VA	Victim Assistance
VAD	Victim Assistance Department

## I. Introduction

Gender equality, equity and women's empowerment is a strategy to be prioritized in the interest of poverty alleviation, good governance, social development, and economic growth. The Royal Government of Cambodia's (RGC) recognition of this is exemplified by the Rectangular Strategies Phases 4 for Growth, Employment, Equity and Efficiency, the Cambodian Sustainable Development Goals (CSDGs) Goal 8, the National Strategic Development Plan 2019-2023, the Neary Rattanak Strategic Plan V (2019-2023), the National Action Plans to Prevent Violence Women and Children 2019-2023 (NAPVAWs), and in the mainstreaming of gender in existing policies, public reform programs and national and sectoral strategic plans.

The RGC's commitment is to secure progress and future opportunities in many fields of Cambodian society. Mine Action takes into account women, men, girls, boys and persons with disabilities have different roles and responsibilities, particularly with regard to exposure to risk, decision-making power and access to resources/assistance and other benefit aspects in mine action. Therefore, the RGC commits to promote gender equality, equity and women's empowerment - through the NMAS under **Goal 8** and **Objective 3**.

**Goal 8:** Ensure mine action activities are supported by enhanced quality management system, effective information management, and are gender and environment protection sensitive.

**Objective 3: Promote gender mainstreaming in mine action.**

### **Strategies:**

1. Develop Gender Mine Action Plan (GMAP) and Gender Mainstreaming Guideline.
2. Strengthen capacity of CMAA, Mine Action Planning Units (MAPU), operators, sub-national and local authorities in implementing the gender mainstreaming guidelines.
3. Promote equal participation of women in mine action processes, services for survivors, Mine Explosive Ordnance Risk Education (EORE) and advocacy activities.

To implement the above strategies, CMAA developed a Gender Mainstreaming in Mine Action Plan (2013-2015) followed by the GMAP (2018-2022) which laid out the detailed activities and indicators to promote gender equality in Mine Action. The GMAP (2018-2022) was evaluated by the Geneva International Centre for Humanitarian Demining (GICHD) as a robust plan with SMART indicators and relevant activities which will improve the state of gender mainstreaming in mine action in Cambodia. However, along with the achievements, challenges and constraints remain, and these require countermeasures to be addressed and establish the GMAP (2021-2025).

## II. Objectives

This Action Plan is developed primarily to accomplish the activities set forth in the **objective 3** in **Goal 8** in NMAS and to help the CMAA and relevant stakeholders who are working to support Mine activities in Cambodia to mainstreaming gender considerations and to strive for gender equality and equity in all the activities. It is also aimed to be used as a roadmap to direct and assist the implementation process of gender mainstreaming in planning, implementation and evaluation of all mine action programs.

## III. Gender Mainstreaming in Mine Action Plan 2021-2025

The GMAP 2021-2025 is set forth as follows:

### **Strategy 1: Update and strengthen the implementation of the GMAP and Guideline on Gender Mainstreaming in Mine Action**

***Expected output 1.1: The GMAP 2021-2025 is developed and Guideline on Gender Mainstreaming in Mine Action is revised***

Activities:

1. Develop GMAP 2021-2025
2. Disseminate the GMAP 2021-2025 to relevant stakeholders
3. Revise Guideline on Gender Mainstreaming in Mine Action

***Expected output 1.2: Monitoring and evaluation mechanism of the implementation of GMAP is strengthened***

Activities:

1. Conduct monitoring and evaluation with MAPU, QMT, and operators to ensure alignment with Guideline on Gender Mainstreaming in Mine Action
2. Develop an annual workplan and formats of quarterly and annual reports on gender progress for the CMAA Gender Team
3. Organize quarterly CMAA Gender Team meeting and TRG-Gender meeting at least one a year
4. Conduct mid-term review and final evaluation on the GMAP implementation

### **Strategy 2: Strengthen capacity of CMAA, MAPU, operators, sub-national and local authorities in the implementation of Guideline on Gender Mainstreaming in Mine Action**

***Expected output 2.1: Capacity of CMAA Gender Team, MAPU, operators, sub-national and local authorities is strengthened***

Activities:

1. Provide trainings to CMAA Gender Team on procedures for monitoring and evaluation on the implementation of Guideline on Gender Mainstreaming in Mine Action and GMAP 2021-2025
2. Provide trainings on gender mainstreaming in mine action to CMAA's staff, MAPU, QMTs, and operators

3. Collect data and compile annual reports on training related to gender mainstreaming that CMAA, MAPU and operators received from relevant stakeholders

**Expected output 2.2:** *Reports on capacity building of women staff in CMAA, MAPU and operators*

Activities:

1. Collect and compile mid and year end reports on capacity building for women staff of CMAA
2. Collect and compile mid and year end reports on capacity building for women staff of MAPU
3. Collect and compile mid and year end reports on capacity building for women staff of operators
4. Assess the capacity needs of female workers in Mine Action and advocate on identified needs that would assist female workers to gain employment opportunity post 2025

**Strategy 3: Promote equal participation of women in mine action processes, services for survivors, EORE and advocacy activities**

**Expected output 3.1:** *Gender responsive and sex, age and disability disaggregated data (SADDD) are available to use*

Activities:

1. Review all relevant report forms to ensure inclusion of gender responsive and sex, age and disability disaggregated data
2. Conduct meetings with all mine action stakeholders to inform about the updated report forms

**Expected output 3.2:** *Equal participation and representation of women, men, boys, girls and vulnerable people are promoted in mine action through advocacy activities with relevant stakeholders*

Activities:

1. Incorporate gender mainstreaming into awareness raising events organized by responsible department of CMAA
2. Collect SADDD on all victims to facilitate equitable access to appropriate services (emergency, medical care, physical care, psychosocial care, rehabilitation, livelihoods, and legal service)
3. Review EORE materials to ensure that targeted messages are available for women, men, girls, boys and persons with disabilities based on a need assessment
4. Develop CMAS chapter on gender mainstreaming in mine action
5. Provide support to all initiatives of all stakeholders on gender and join regional and global events on gender in mine action
6. Assess the impact of Covid-19 on women working in mine action

**Expected output 3.3:** *Increased number of women in decision making positions and staffing of CMAA, MAPU, and operators through advocacy*

Activities:

1. Advocate to increase number of women in decision making positions of CMAA, MAPU, and operators

2. Work closely with VA department of CMAA and the MoSVY to increase number of female staff at rehabilitation centers
3. Produce case studies and videos on women working in mine action

## **IV. Financial Resources**

Partnerships in humanitarian mine action in Cambodia have been critical to the success the sector has enjoyed to date and have been instrumental in substantially contributing to milestone achievements. Gender mainstreaming implementation has had the support of international partners, especially from UNDP, GICHD, Japan, the United States of America, the United Kingdom, Australia, Germany, Norway, Canada, the Netherlands, New Zealand, Switzerland and China. Traditional donors are still the main and necessary sources of funding for the mine action sector. Cambodia continues to nourish the good relations with donors and development partners built on over many years of mutual trust and collective achievements.

In line with Neary Rattanak V (2019-2023) and National Mine Action Strategy 2018-2025, the RGC is committed to ensure inclusivity and gender sensitivity in mine action by supporting national coordination and regulatory functions through CMAA and national operators in the implementation of GMAP 2021-2025. Moreover, CMAA will mobilize more resources to fill the gap by deepening relations with a diverse donor base with the support from the APMBC Committee on Enhancement of Cooperation and Assistance, and Regional states/ NGOs/ International Organizations as essential partners, while fostering relations with emergent donors as well as other non-traditional donors, including the private sector. Engaging the private sector will give us a new angle to raise funds.

Gender mainstreaming implementation in mine action does not have to be complex and costly. All stakeholders in mine action sector should take on a more cost-effective approach to implement GMAP 2021-2025. However, resource mobilization strategy for mine action sector was established to ensure the sufficient resources to support the implementation of all mine action activities including gender mainstreaming.

## **V. Monitoring and Evaluation**

Monitoring and Evaluation (M&E) is crucial for CMAA and the CMAA Gender Team to assess the level of progress in the implementation of the GMAP in meeting targets and in gleaning information about the challenges that shall be addressed and required interventions. To achieve this, the CMAA Gender Team prepares a monitoring and evaluation system for internal application within the CMAA. If necessary, the CMAA Gender Team needs to give guidance to the departments, MAPU, QMTs, and operators in how to use the M&E tools to facilitate the implementation and reporting processes.

Strategies for monitoring and evaluation on the implementation of policies and the GMAP shall be as followed:

- The CMAA Gender Team has the main role in coordinating the implementation of the GMAP, reporting on progress to leaders in the organization as well as relevant development partners.
- Relevant department within CMAA, through their delegated gender focal points, shall act as an implementing agency of the GMAP by incorporating relevant gender

activities into their workplans and adhering to reporting mechanisms to feedback progress and barriers to the CMAA Gender Team to consolidate gender activities and track progress.

- The CMAA Gender Team needs to conduct regular follow-up activities to assess to what extent gender perspectives have been taken into consideration in the daily work of each department and relevant stakeholders. The follow-up activity is conducted for the purpose of providing feedback for improvement if necessary.
- Indicators and detailed annual activities are described in the GMAP 2021-2025 and in the three-year implementation plan of CMAA. These indicators and detailed activities are used to measure annual progress of gender status in mine action.

The CMAA Gender Team shall conduct monitoring and evaluation activities in close collaboration between all the departments, the management and project implementation and development partners. Evaluation and reporting on the implementation and progress of gender mainstreaming shall be conducted on an annual basis, at the mid-term review of the plan and at the final stage, using timelines and templates for monitoring and evaluation. The CMAA Gender Team shall hold regular meeting on a quarterly basis to discuss achievements, areas for improvement, challenges, and solutions. As the efforts evolve and situations change, activities can be revisited and revised in order to ensure the effectiveness of this vital implementation.

## **VI. Conclusion**

It is worth noting that the gender mainstreaming in Mine Action is not the sole responsibility of the Gender Team of CMAA alone, but it is a cross-cutting issue which relies on contributions from all the departments of CMAA and understanding from relevant stakeholders such as MAPU, QMT, operators and relevant ministries and organizations. The GMAP 2021-2025 is the roadmap for achieving target activities. Successful implementation of the GMAP 2021-2025 depends on the commitment of all staff, at all levels of the CMAA, and demands the active participation and cooperation from MAPU, QMT, operators and relevant stakeholders to promote gender equality in mine action.

## Annex-1: Detailed Logical Framework

### Gender Mainstreaming in Mine Action Plan 2021-2025

Key Activities	Indicators	Means of Verification	Responsible Party	Target				
				2021	2022	2023	2024	2025
<b>Strategy 1: Update and strengthen the implementation of the GMAP and Guideline on Gender Mainstreaming in Mine Action</b>								
<i>Expected output 1.1: The GMAP 2021-2025 is developed and Guideline on Gender Mainstreaming in Mine Action is revised</i>								
<b>Activity 1:</b> Develop GMAP 2021-2025	GMAP 2021-2025 approved	GMAP 2021-2025	CMAA Operators Stakeholders	1	-	-	-	-
<b>Activity 2:</b> Disseminate the GMAP 2021-2025 to relevant stakeholders	Number of dissemination workshops/meetings of GMAP 2021-2025	Workshop/Meeting reports	CMAA Operators Stakeholders	-	1	-	-	-
	Number of copies of GMAP 2021-2025 published	Number of copies of GMAP 2021-2025	CMAA	150	150	-	-	-
<b>Activity 3:</b> Revise Guideline on Gender Mainstreaming in Mine Action	Guideline revised	The revised guideline	CMAA Operators Stakeholders	-	1	-	-	-
	Number of copies of guideline published	Number of disseminated copies of guideline	CMAA	-	150	150	-	-
<i>Expected output 1.2: Monitoring and evaluation mechanism of the implementation of GMAP is strengthened</i>								
<b>Activity 1:</b> Conduct monitoring and evaluation with MAPU, QMT, and operators to ensure alignment with Guideline on Gender Mainstreaming in Mine Action	Number of visits	Visiting reports	CMAA	2	4	4	4	4

<b>Activity 2:</b> Develop an annual workplan and formats of quarterly and annual reports on gender progress for the CMAA Gender Team	Annual workplan developed	Annual workplan	CMAA-GT	1	1	1	1	1
	Quarterly and annual report format developed	Quarterly report format	CMAA-GT	1	-	-	-	-
		Annual report format	CMAA-GT	1	-	-	-	-
<b>Activity 3:</b> Organize CMAA Gender Team meeting quarterly and at least one annual TRG-Gender meeting to update on the progress of the gender mainstreaming activities in responding to the three-year implementation plan	Number of quarterly CMAA-GT meeting conducted	Meeting reports	CMAA-GT	4	4	4	4	4
	Annual TRG-Gender meeting conducted	Meeting report	CMAA Operators Stakeholders	1	1	1	1	1
<b>Activity 4:</b> Conduct mid-term review and final evaluation on the GMAP implementation	Mid-term review and final evaluation conducted	Mid-term review and final evaluation reports	CMAA Stakeholders	-	-	1	-	1
<b>Strategy 2: Strengthen capacity of CMAA, MAPU, operators, sub-national and local authorities in the implementation of Guideline on Gender Mainstreaming in Mine Action</b>								
<b>Expected output 2.1: Capacity of CMAA Gender Team, MAPU, operators, sub-national and local authorities is strengthened</b>								
<b>Activity 1:</b> Provide trainings to CMAA Gender Team on procedures for monitoring and evaluation on the implementation of Guideline on Gender Mainstreaming in Mine Action and GMAP 2021-2025	Number of trainings provided	Training reports	CMAA-GT	-	1	1	-	-
<b>Activity 2:</b> Provide trainings on gender mainstreaming in mine action to CMAA's staff, MAPU, QMTs, and operators	Number of trainings on gender provided	Training reports	CMAA Stakeholders	-	2	2	1	-
<b>Activity 3:</b> Collect data and compile annual reports on training related to gender mainstreaming that CMAA, MAPU and operators received from relevant stakeholders	Number of annual reports on training related to gender mainstreaming compiled	Annual reports on training related to gender mainstreaming	CMAA Operators Stakeholders	-	1	1	1	1

<b>Expected output 2.2: Reports on capacity building of women staff in CMAA, MAPU and operators</b>								
<b>Activity 1:</b> Collect and compile mid and year end reports on capacity building for women staff of CMAA	Mid and year end reports on capacity building compiled	Mid and year end reports on capacity building	CMAA	-	2	2	-	-
<b>Activity 2:</b> Collect and compile mid and year end reports on capacity building for women staff of MAPU	Mid and year end reports on capacity building compiled	Mid and year end reports on capacity building	CMAA	-	2	2	-	-
<b>Activity 3:</b> Collect and compile mid and year end reports on capacity building for women staff of operators	Mid and year end reports on capacity building compiled	Mid and year end reports on capacity building	CMAA	-	2	2	-	-
<b>Activity 4:</b> Assess the capacity needs of female workers in Mine Action and advocate on identified needs that would assist female workers to gain employment opportunity post 2025	Number of capacity needs assessment study conducted	Assessment report	CMAA	-	-	1	-	-
	Number of meetings/workshops to share the finding and recommendations with relevant stakeholders	Reports of meetings/workshops	CMAA	-	-	-	2	-
	Number of follow-up meetings conducted to trace implementation of recommendations by relevant stakeholders	Reports of the follow-up meetings	CMAA	-	-	-	-	2
<b>Strategy 3: Promote equal participation of women in mine action processes, services for survivors, EORE and advocacy activities</b>								
<b>Expected output 3.1: Gender responsive and sex-age disaggregated data are available to use</b>								
<b>Activity 1:</b> Review all relevant report forms to ensure inclusion of gender responsive and sex-age disaggregated data	27 report forms are reviewed	Reviewed reports forms	CMAA UNDP	27	-	-	-	-

<b>Activity 2:</b> Conduct meetings with all mine action stakeholders to inform about the updated report forms	Number of meetings with CMAA, MAPU, QMT and operators conducted	Reports of the meeting	CMAA	-	2	-	-	-
<b>Expected output 3.2: Equal participation and representation of women, men, boys, girls and vulnerable people are promoted in mine action through advocacy activities with relevant stakeholders</b>								
<b>Activity 1:</b> Incorporate gender mainstreaming into awareness raising events organized by responsible department of CMAA	Number of awareness raising events joint	Reports of the activities	CMAA	-	1	1	1	-
<b>Activity 2:</b> Collect SADD on all victims to facilitate equitable access to appropriate services (emergency, medical care, physical care, psychosocial care, rehabilitation, livelihoods, and legal service)	Annual report of QLS collected	Annual report of QLS	CMAA-GT VAD	1	1	1	1	1
	Annual report on services provided to victims collected	Annual reports on services provided to victims	CMAA-GT VAD	1	1	1	1	1
<b>Activity 3:</b> Review EORE materials to ensure that targeted messages are available for women, girls, boys, and men, based on a need assessment	Meeting to review EORE material conducted	Meeting report	CMAA-GT PRD	1	1	1	-	-
	Number of workshops organized to ensure the EORE materials with targeted messaging available	Workshop report	CMAA Operators Stakeholders	1	1	1	-	-
<b>Activity 4:</b> Develop CMAS chapter on gender mainstreaming in mine action	CMAS chapter on gender mainstreaming in mine action developed	CMAS chapter on gender mainstreaming in mine action	CMAA Operators Stakeholders	-	1	-	-	-
<b>Activity 5:</b> Provide support to all initiatives of all stakeholders on gender and join regional and global events on gender in mine action	Number of supported activities providing to relevant stakeholders	Reports on the activities	CMAA-GT	1	1	1	1	-
	Number of events joint	Reports of the joining events	CMAA-GT	1	1	1	-	-

<b>Activity 6:</b> Assess the impact of Covid-19 on women working in mine action	The assessment on impact of COVID-19 conducted	Assessment report	CMAA Operators Stakeholders	-	1	-	-	-
<b>Expected output 3.3: Increased number of women in decision making positions and staffing of CMAA, MAPU, and operators through advocacy</b>								
<b>Activity 1:</b> Advocate to increase number of women in decision making positions of CMAA, MAPU and operators	Discussion meetings to advocate conducted	Meeting reports	CMAA	-	1	1	1	-
<b>Activity 2:</b> Work closely with VA department and the MoSVY to increase number of female staff at rehabilitation centers	Consultative meeting with PWDF/MoSVY conducted	Meeting report	CMAA-GT VAD	-	1	1	1	-
Activity 3: Produce case studies and videos on women working in mine action	Case studies and video produced	Case studies and video on women working in mine action	CMAA	-	1 case study 1 video	-	-	-