

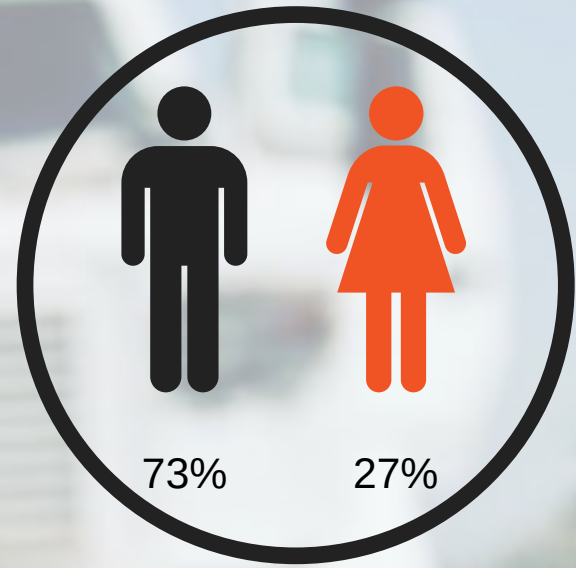
UNMAS PORTFOLIO – UNOPS PSC GENDER & DIVERSITY STRATEGY 2019-2023

- For over 20 years, the United Nations Office for Support Services (UNOPS) has been the primary implementing partner to the United Nations Mine Action Service (UNMAS)
- Within the context of the partnership, one of the greatest challenges is the participation of women in a traditionally male dominated sector
- To address the challenge, UNOPS' Peace and Security Cluster (PSC), together with UNMAS, has created a joint strategy, in a comprehensive and targeted effort to improve both parity and mainstreaming across all programmes/projects
- The Strategy supports all 17 UN's SDGs alongside the 2030 Agenda; the UN's Mine Action Strategy (2019-2023); the Ottawa Convention and its 2025 commitment; SCR 1325 (2000); and the Secretary General's System-Wide Gender Parity Strategy
- However, it goes well beyond these mechanisms. It has the potential to directly impact over 5,000 personnel within the UNOPS – UNMAS partnership (including implementing partners), the beneficiaries it serves in 18 countries/territories around the world, and also the entire mine action sector



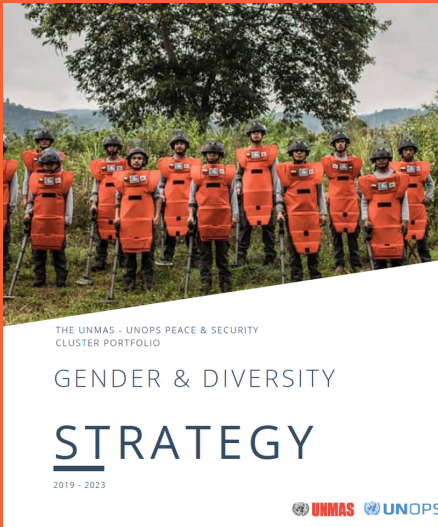
THE PROBLEM

- At the strategy's inception, 73% of personnel within the partnership were men. This ratio is synonymous with the broader mine action sector, which faces similar disparities
- Over 60 million people still live in daily fear of landmines and explosive remnants of war; women face particular difficulties which impacts families and communities with physical, psychological and economic ramifications
- In conflict, men and women are impacted differently. Differential approaches to the way mine action is carried out is needed to respond to men and women's different security and peacebuilding needs and concerns, which has proven to lead to more sustainable peace



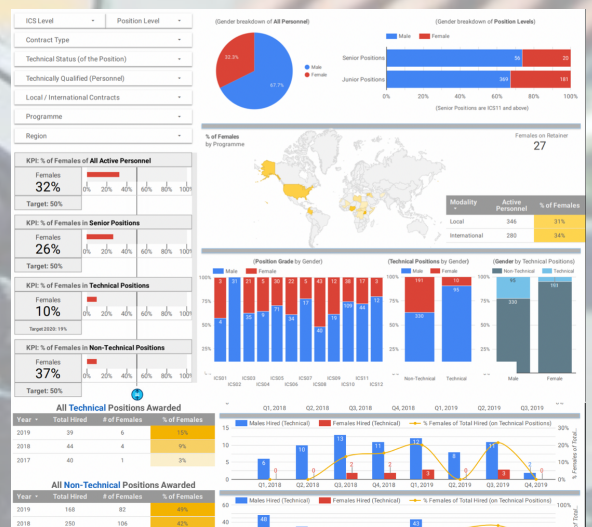
THE SOLUTION

- The scope of our strategy is all encompassing; with five strategic objectives covering both parity and mainstreaming through focusing on areas such as training, talent management and working with the broader mine action sector
- It is supported by 20 workplans (1 global and 19 field) with tangible and measurable outputs, indicators and outcomes
- The Global Workplan guides our work at the portfolio level, including reflecting UNOPS' corporate initiatives and special measures
- The UNMAS Field Programme Workplans supports the Global Workplan and are tailored to the context of their respective field programmes



IMPACT TRACKING

- A Dashboard has been created, which allows the tracking of parity statistics and workplan progress in real time
- Collectively, the workplans and dashboard enable sustainable development priority-setting, monitoring, and data collection and analysis to ensure "no one is left behind" and contributes to more equitable, participatory and inclusive approaches to programme/project delivery



ANTICIPATED IMPACT

- 12 SDGs have direct relevance to mine action and an additional five have an indirect link. As such, the strategy not only contributes to achieving the SDGs, but can also be pursued as an objective of the 2030 Agenda
- The increased inclusion of women in mine action has important immediate benefits for women and their communities, while at the same time making mine action more effective
- It is a pathway towards broader and truly sustainable empowerment, peace and changing societal norms about gender roles that have far reaching effects beyond the UNMAS - UNOPS Partnership

WHAT IS NEEDED?

- Long term investment in the five-year strategy is needed, which will be assessed on an annual basis, through our progress tracking to inform prioritization. For 2020/2021, funding in the following areas has been identified:
 1. **Personnel** - to provide reinforcements to the human resource team to enhance outreach, retention and career development, as well as to support deployment of gender specialists
 2. **Training** - to enhance capacity to create targeted, context specific training and toolkits for personnel and implementing partners

WHY US? WHY YOU?

- For over two decades, UNOPS has acted as an implementing platform for its partner, UNMAS, in which it has gained considerable experience. This coupled with UNOPS' added value in information and knowledge management, technical expertise, and bespoke project design means we have the tools to turn our joint strategy into a reality
- With gender and peace/security as thematic priorities, our interests align to enable size-able impact to the mine action sector, beneficiaries and beyond

For more information please contact:
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