



GENDER MAINSTREAMING STRATEGY OF THE MINE ACTION PROGRAMME OF AFGHANISTAN

INTRODUCTION

The Gender Mainstreaming Strategy of the Mine Action Programme of Afghanistan (MAPA) 2014 – 2016 (henceforth referred to as “the strategy”) was developed, with the assistance of the Gender and Mine Action Programme (GMAP) through a grant funded by UNMAS and UNOPS, as well as a financial contribution from the Geneva International Centre for Humanitarian Demining (GICHD). The development of the strategy coincides with the end of the “Mine Action Programme for Afghanistan Mine Action Strategic Guideline 2008-2013” which clearly states its intention to promote gender mainstreaming throughout all the activities of the programme.

The strategy presents the common objectives that will guide the work of all stakeholders in the MAPA over the next three years to ensure that all those affected by landmines and explosive remnants of war (ERW) enjoy equal access to age- and gender-sensitive assistance and services, direct and indirect victims are fully integrated into society, and where the mine action programme contributes to the adoption of safer behaviours, and to the creation of an environment conducive to development.

The strategy underlines the MAPA’s commitments to meaningfully mainstream gender in all aspects of its activities, to ensure the design, implementation, monitoring and evaluation of gender-sensitive mine action projects that are consistent with the specific needs, priorities and capabilities of women, girls, boys and men in mine/ERW affected communities throughout Afghanistan.

The strategy reaffirms the importance of effective partnerships with beneficiary communities and emphasizes the imperative for the MAPA to collectively increase the impact of its mine action work on all stakeholders through the delivery of sex and age appropriate activities and services.

STAKEHOLDERS

Key stakeholders that have been identified for ensuring the successful implementation of this strategy include:

NGOs	INGOs	Local Commercials		Int. Commercials	Government Ministries	Other
ATC	HT	ACL	NDC	G4S	MoE	ANDAMA/DMC
OMAR	HI	ADC	NDSS	EODT	MoPH	MACCA
DAFA	DDG	AGD	OMAR	RONCO	MoLSAMD	ICRC
MCPA	AAR Japan	AMDC	SDG	RELYANT		ARCS
DAO	FSD	KDC	SADG-SGI			ISAF
ALSO	Sterling Int.	KMA	SADc			MEDICO
AOAD	CPI	KMCC	SDC			UNMAS
		CMCC	SMCC			Donor agencies
		GGDC	TDC			
		GS	TDG			
		HDI	UADC			
		NMCC	WDC			
7	7	24		4	3	8
GRAND TOTAL						53

A GENDER PERSPECTIVE IN MINE ACTION

Women, girls, boys and men are affected differently by landmines and ERW and therefore need to be assisted in different ways. Due to the specific mobility patterns, roles and responsibilities that are allocated to women, girls, boys and men in Afghanistan, they often hold different information on areas that are contaminated, or suspected of being contaminated in their communities. If not all groups are consulted in information gathering activities, vital and life-saving information may be lost. Existing discrimination and bias sometimes mean that women can be hard to reach when implementing surveys and as a result, this means that their priorities – frequently the priorities of their children and of basic community survival – can be excluded. In areas such as victim assistance and risk education, gender determines the access to and impact of activities and services, where females often face more restrictions compared to males.

A number of guidelines, UN documents and resolutions stress the importance of including gender perspectives and considerations in mine action programmes: United Nations Security Council Resolution 1325 (2000); Convention on Cluster Munitions (2008) + Vientiane Action Plan (2010-2015); Cartagena Action Plan of the Anti-Personnel Mine Ban Convention (2010-2014); Convention on the Rights of Persons with Disabilities; International Mine Action Standards (rev. 2009); United Nations Gender Guidelines for Mine Action Programmes (2010); United Nations Inter-Agency Mine Action Strategy 2013–2018.

In addition to this, government legislation exists that aims to further the goal of gender equality in Afghanistan, most notably the: Bonn Agreement (2001); Accession to Convention on the Elimination of Discrimination Against Women (2003); Afghanistan Constitution (2004); 10-year National Action Plan for Women (2008); Elimination of Violence Against Women Law (2009); Presidential Decree (2012); Labour Law of Afghanistan (2007).

CONTEXT OF ENGAGEMENT

In December 2012 GMAP was approached by the Mine Action Programme of Afghanistan to request support in developing a common approach to ensuring that women, girls, boys and men in mine/ERW affected communities participate in and benefit equally from all mine action interventions for all actors dealing with mine action, including government agencies and commercial operators. During May 2013 GMAP carried out focus group discussions and individual interviews with the Mine Action Coordination Centre of Afghanistan (MACCA), UN agencies, NGOs, international commercials and other actors that constitute the Mine Action Programme in Afghanistan. A baseline assessment report was subsequently produced and shared with all stakeholders, outlining findings for each of the key areas of research, including strengths, weaknesses, opportunities and threats for the process of mainstreaming gender in mine action interventions.

In November 2013 GMAP facilitated a two day participatory workshop funded by the GICHD with identified stakeholders at the MDC offices in Kabul. Twenty one men and four women attended the workshop, representing seventeen of the different organisations, commercial companies, UN, donor, and government agencies that are involved in mine action in Afghanistan. The aim of the workshop was to present the findings and recommendations from the GMAP baseline report, facilitate discussion amongst stakeholders over their practical implementation, and to give participants the opportunity to contribute to initial discussions on the formulation of a mainstreaming strategy for the Mine Action Programme of Afghanistan. GMAP used the discussions held during the workshop as a basis for the draft version of the strategy which was circulated to all stakeholders before being finalized.

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"

MISSION STATEMENT

"The stakeholders in the Mine Action Programme of Afghanistan work together to ensure that women, girls, boys and men in affected communities participate in and benefit equally from all mine action interventions. It does so by raising awareness of the importance of their different needs, priorities and capabilities in the programme, as well as through the effective implementation of age and sex appropriate land release, MRE, and victim assistance activities and services."

OBJECTIVES AND ACTION PLANS

For the period 1st January 1393 (2014) – 31st December 1395 (2016), the Mine Action Programme of Afghanistan and other stakeholders commit to focusing their resources on the achievement of the following strategic objectives:

Strategic Objective 1: Land Release	
Women, girls, boys and men participate in non-technical survey, community liaison, pre and post clearance impact assessment, and handover activities and benefit equally from access to safe land.	
<p>Activities:</p> <ul style="list-style-type: none"> • IPs conduct a gender analysis in their geographical areas of operations to understand the needs and priorities of the different sex and age groups • Implementing partners develop their own action plan, to be endorsed by MACCA, for gender mainstreaming based on their area of operations and specific activities • MACCA/DMC revise Land Release, NTS, Community Liaison and Handover AMAS and corresponding QA forms • IPs revise relevant SOPs in line with relevant AMAS, which is checked as part of the accreditation process • MACCA/DMC revise Non-Technical Survey form to ensure sex and age disaggregated data is collected on participation in all data-gathering meetings • MACCA/DMC and IPs monitor participation of women, girls, boys and men in community-level meetings and handover ceremonies • MACCA/DMC and IPs train field teams on gender awareness and the importance of gender-sensitive data collection • MACCA/DMC and IPs identify networks and forums where women, girls and other underrepresented groups can be accessed for data-gathering and handover 	<p>Inputs:</p> <ul style="list-style-type: none"> • GMAP gender baseline report (2013) and recommendations related to land release • Human resource expertise • Time • Finances • Coordination meetings of Working Group • Training • Field visits and monitoring activities • External consultant / expert trainer • MACCA and IP gender focal points
<p>Who is responsible:</p> <ul style="list-style-type: none"> • Quality Management sections in MACCA and implementing partners • IMSMA officers • MACCA/DMC QA/Ops Officers • Operations and Field Managers in NGOs/commercials • MACCA and IP gender focal points • IP training cells 	<p>Timeframe: 1st January 2013 – 30th June 2014</p>
<p>Indicators:</p> <ul style="list-style-type: none"> • # VTF projects receiving a gender code of 2a/2b when the GMAP checklist related to land release (included in the GMAP gender baseline report) is applied (outcome) • # implementing partners that develop a gender mainstreaming action plan which is endorsed by MACCA (output) • # relevant AMAS revised from a gender mainstreaming perspective (output) • # relevant SOPs approved during accreditation (output) 	<p>Means of verification:</p> <ul style="list-style-type: none"> • AMAS, SOPs etc • Results of organizational and operational accreditation • Community Liaison and Post Demining Impact Assessment forms • Non-Technical Survey IMSMA form • IMSMA data disaggregated by sex and age on community participation in data-gathering meetings

<ul style="list-style-type: none"> • # sex and age-segregated data-gathering meetings organized (output) • # of males: females trained on data-sensitive data gathering (output) • Ratio of men: women in community liaison/impact monitoring teams; • # WGBM participating in formal/informal handover ceremonies. 	<ul style="list-style-type: none"> • Monthly reports from IPs • Training records • Human resource records on staff composition • IMSMA data disaggregated by sex and age on participants in handover ceremonies
<p>Risks / Assumptions:</p> <ul style="list-style-type: none"> • IPs apply learnings from the GMAP workshop related to gender-sensitive land release activities • MACCA/DMC commit to revising relevant AMAS and IPs revise SOPs accordingly • Delay in implementation of action due to lack of resources • Low quality of work • IPs lack the necessary skills to carry out a thorough gender analysis 	
<p>Strategic Objective 2: Mine Risk Education</p>	
<p>Sex- and age-sensitive MRE services are provided to women, girls, boys and men in landmine/ ERW affected communities and other at risk populations</p>	
<p>Activities:</p> <ul style="list-style-type: none"> • IPs carry out a thorough gender analysis in each geographical area of operation which translates into relevant activities for WGBM and indicators in all project proposals. • Implementing partners develop their own action plan, to be endorsed by MACCA, for gender mainstreaming based on their area of operations and specific activities • MACCA/DMC revise MRE and Community Liaison AMAS and corresponding QA forms • IPs revise MRE and Community Liaison SOPs in line with relevant AMAS, which is checked as part of the accreditation process • MRE working group review and revise MRE messages to target the needs of the different sex and age groups • Revise existing MRE materials to ensure that sex/age and regionally appropriate images are used • Integrate child-to-child techniques into the national curriculum • MACCA/DMC and IPs identify networks and forums where women, girls and other underrepresented groups can be accessed for direct MRE • Recruit more gender-balanced MRE teams where possible and utilize them for data collection and the dissemination of information on land that is now safe to use • Train male and female community focal points as MRE facilitators • Capacity building and training to the MoE on the importance of gender mainstreaming in MRE activities. 	<p>Inputs:</p> <ul style="list-style-type: none"> • GMAP gender baseline report (2013) and recommendations related to mine risk education • Finances (for maharam) • Training • Coordination meetings of Gender and MRE Working Groups • Monitoring activities
<p>Who is responsible:</p> <ul style="list-style-type: none"> • MACCA/DMC Quality Management Department • MACCA MRE Advisor • Ministry of Education • MRE section managers in IPs, but signed off by operations manager or director • Regional Operations Managers • Gender mainstreaming working group • MACCA gender focal points 	<p>Timeframe:</p> <ul style="list-style-type: none"> • Review of documents: 1st January 2014 -31st December 2014 • Implementation of gender sensitive activities: 1st January onwards • Ongoing monitoring of activities

<p>Indicators:</p> <ul style="list-style-type: none"> • # VTF projects receiving a gender code of 2a/2b when the GMAP checklist related to MRE (included in the GMAP gender baseline report) is applied (outcome) • # implementing partners that develop a gender mainstreaming action plan which is endorsed by MACCA (output) • MRE and Community Liaison AMAS revised from a gender mainstreaming perspective • # relevant MRE and Community Liaison SOPs approved during accreditation (output) • Ratio of male : female community focal points trained • # of couples teams hired (output) • # WGBM receiving revised MRE services (output) • # sex segregated MRE sessions organized (output) • # WGBM that exhibit behavioural change regarding ERW-affected sites and the associated risks (KAPB surveys) (outcome) • % civilian casualties recorded disaggregated by age and sex (output) • # trainings conducted with the Ministry of Education (output) 	<p>Means of verification:</p> <ul style="list-style-type: none"> • MRE materials (leaflets, banners) • Results of QA (IMSMA) • Results of Impact Monitoring related to KAPB • IMSMA data on participation in MRE activities (monthly reports) • IMSMA and HMIS data on casualties (monthly reports) • IMSMA data on Hazards report by different sex and age groups • Training records / reports
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<p>Assumptions:</p> <ul style="list-style-type: none"> • IPs apply learnings from the GMAP workshop related to gender-sensitive MRE activities • MACCA/DMC commit to revising relevant AMAS and IPs revise SOPs accordingly • Delay in implementation of action • Funds are available for new methodologies and materials • The security situation permits the continued deployment of gender-balance teams • Sufficient female and male community focal points can be identified
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Strategic Objective 3: Victim Assistance

Women, girls, boys and men living with disability in Afghanistan have access to sex and age appropriate emergency, continued medical care, psychosocial support and socio-economic reintegration services.

<p>Activities:</p> <ul style="list-style-type: none"> • Understanding the extent of the challenge faced: <ul style="list-style-type: none"> ○ All IPs should carry out a thorough gender analysis in the different geographical areas of operation to understand the challenges faced by people living with disabilities, as well as the impact on their families. ○ Implementing partners develop their own action plan, to be endorsed by MACCA, for gender mainstreaming based on their area of operations and specific activities ○ Maintain an up-to-date IMSMA and HMIS database on landmine/ERW casualties in Afghanistan where all data is disaggregated by age and sex ○ Modify the IMSMA Victim form to ensure sex and age disaggregated data is collected on indirect victims and maintain an up-to-date IMSMA and HMIS database on landmine/ERW indirect victims in Afghanistan. ○ Implementing partners develop their own action plan for gender mainstreaming 	<p>Inputs:</p> <ul style="list-style-type: none"> • GMAP gender baseline report (2013) and recommendations related to victim assistance • Finances • Training • Coordination meetings of Gender and Victim Assistance Working Groups • Monitoring activities
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based on their area of operations and specific activities

- **Emergency and continuing medical care:**
 - Increase access to emergency pre hospital response services in all heavily mine/ERW-impacted rural areas for women and girls by providing transport to health centres and paying for maharam (chaperone) services
- **Physical rehabilitation**
 - Train male and female doctors, nurses and physiotherapists to carry out rehabilitation services
 - Improve accessibility through the provision of transport to appropriate physical rehabilitation facilities and paying for maharam (chaperone) services
 - Improve accessibility in provinces with disability services by establishing mobile outreach units with gender-balanced staff
 - Promote disability awareness, including information on the different impact of disability for WGBM, through provincial hospitals, district hospitals, basic health centers and community health centers, particularly in areas where there are no rehabilitation services.
- **Psychological support and social reintegration**
 - Train peer support workers from different age and sex groups
 - Conduct awareness-raising programs throughout the country on the rights and capacities of people with disabilities, and in particular women with disabilities
- **Economic reintegration**
 - Integrate WGBM with disabilities, including mine survivors, in a package of programs including employment, vocational training, micro-credits, self-employment and other assistance
 - Integrate indirect victims (WGBM) in a package of programs including employment, vocational training, micro-credits, self-employment and other assistance
- **Community based rehabilitation**
 - Train male and female community based rehabilitation trainers
 - Establish sex segregated self-help groups
 - Identify an alternative and culturally appropriate activity (instead of sport) for women and girls living with disabilities
- **Inclusive education**
 - Integrate gender-sensitive inclusive education messages into the national curriculum for children
- **Law, standards and public policies**
 - MACCA and DMC revise the Victim Assistance AMAS from a gender mainstreaming perspective
 - MACCA / DMC provide capacity building and training to the MoLSW, MoPH and MoE on the importance of gender mainstreaming in victim assistance activities

<p>and services</p> <ul style="list-style-type: none"> o Mainstream gender in the revised Afghanistan National Disability Action Plan 	
<p>Who is responsible:</p> <ul style="list-style-type: none"> • MoE, MoPH, MoLSAMD • MACCA VA Advisor • VA section managers in IPs, but signed off by operations manager or director • Regional Operations Managers • Gender mainstreaming working group • MACCA gender focal points 	<p>Timeframe:</p> <ul style="list-style-type: none"> • 1st January 2014 – 31st December 2016
<p>Indicators:</p> <ul style="list-style-type: none"> • # VTF projects receiving a gender code of 2a/2b when the GMAP checklist related to victim assistance (included in the GMAP gender baseline report) is applied (outcome) • # implementing partners that develop their own gender mainstreaming action plan (output) • # implementing partners that develop a gender mainstreaming action plan which is endorsed by MACCA (output) • # MWGB that exhibit behavioural change regarding landmine/ ERW survivors (outcome) • # direct victims (WGBM) accessing sex and age appropriate VA services (output) • # indirect victims (WGBM) accessing sex and age appropriate VA services (output) • Gender-sensitive National Disability Action Plan finalized and adopted (output) • # MWGB that report improved life conditions as a result of accessing VA services (outcome) • Victim Assistance AMAS revised from a gender mainstreaming perspective (output) • # trainings conducted with the MoLSW, MoPH and MoE (output) 	<p>Means of verification:</p> <ul style="list-style-type: none"> • Accident data in IMSMA • Victim data in IMSMA • Language used in Afghanistan National Disability Action Plan • Language used in VA AMAS • Knowledge, Attitudes, Beliefs surveys • Curriculum booklets for schools • Training records
<p>Assumptions:</p> <ul style="list-style-type: none"> • IPs apply learnings from the GMAP workshop related to gender-sensitive VA activities and services • MACCA/DMC commit to revising relevant AMAS and IPs revise SOPs accordingly • Delay in implementation of action • Funds are available • The security situation permits the continued deployment of gender-balance teams throughout the country 	
<p style="text-align: center;">Strategic Objective 4: Equal Access to Employment</p>	
<p style="text-align: center;">Men and women have equal access to employment opportunities in the Mine Action Programme of Afghanistan</p>	
<p>Activities:</p> <ul style="list-style-type: none"> • Collect sex disaggregated data on staff composition at the individual organizational level, broken down into support/administration, operations, and management • Review and revise human resources Standard Working Procedures from a gender mainstreaming perspective • Review and revise relevant human resource documents e.g. vacancy announcements, 	<p>Inputs:</p> <ul style="list-style-type: none"> • GMAP gender baseline report (2013) and recommendations related to equal access to employment • Human resource expertise • Time • Finances

<p>job descriptions, terms of references</p> <ul style="list-style-type: none"> • Agree on word/sentence in Dari and Pasto for explaining “gender” • Identify and train trainers in gender and mine action • Gender awareness training, including sessions on gender-based violence, for all new and existing staff members 	
<p>Who is responsible:</p> <ul style="list-style-type: none"> • Human Resource Managers (in-country and external) • MACCA Gender Focal Points • Implementing partner gender focal points 	<p>Timeframe:</p> <ul style="list-style-type: none"> • Annually (data on staff composition) • Training to be carried out with all staff by 31st December 2014.
<p>Indicators:</p> <ul style="list-style-type: none"> • Ratio of men : women employed at different levels in the MAPA (output) • # of stakeholders that are recognized as Labour Law compliant as part of organizational accreditation (output) • Word/sentence in Dari and Pasto for explaining “gender” agreed upon and utilized by the stakeholders in the MAPA (output) • # of staff (disaggregated by sex) that are trained as gender in mine action trainers (output) • % of staff (disaggregated by sex) that receive training on gender awareness as part of their induction (output) 	<p>Means of verification:</p> <ul style="list-style-type: none"> • Organisational Accreditation – check HR SWPs, code of conduct and staff composition data • Vacancy announcements • Job descriptions • Terms of reference • Training records
<p>Assumptions:</p> <ul style="list-style-type: none"> • Donors continue to support gender mainstreaming as a priority • Senior management support the revision and implementation of policies and procedures • Traditional culture allows women and men to work in non-traditional roles • IPs apply learnings from the GMAP workshop to the development of gender-sensitive human resource documents 	
<p>Strategic Objective 5: Project Cycle Management</p>	
<p>Gender is meaningfully mainstreamed throughout project cycle management</p>	
<p>Activities:</p> <ul style="list-style-type: none"> • Review and revise the following documents from a gender perspective: calls for proposals, tenders, statements of work, contracts, evaluation grids • Train all those who are responsible for project cycle management on how to conduct a thorough gender analysis which translates into relevant activities for WGBM and indicators in all project proposals • Apply the GMAP checklists for demining/MRE/VA projects to all funding applications • Only allocate funding to proposals scoring 2a/2b when the system that GMAP has developed is applied 	<p>Inputs:</p> <ul style="list-style-type: none"> • GMAP gender baseline report (2013) and recommendations related to project cycle management • GMAP checklists for demining/MRE/VA • UNOPS/UNMAS New York • Training
<p>Who is responsible:</p> <ul style="list-style-type: none"> • UNOPS (contracts) • MACOA • MACCA Gender Focal Points 	<p>Timeframe:</p> <ul style="list-style-type: none"> • Annual VTF funding allocations • Ongoing monitoring of projects

<ul style="list-style-type: none"> • MACCA/UNMAS/DMC proposal review team • All IPs 	
<p>Indicators:</p> <ul style="list-style-type: none"> • # relevant documents revised (output) • # project managers that receive training on gender-sensitive project cycle management (output) • # VTF projects receiving a gender code of 2a/2b when the GMAP checklists related to land release, mine risk education, and victim assistance (included in the GMAP gender baseline report) is applied (outcome) • # bilaterally funded projects receiving MACCA endorsement when the GMAP checklist is applied (outcome) 	<p>Means of verification:</p> <ul style="list-style-type: none"> • Calls for proposals • Tenders • Statements of Work • Contracts • Evaluation grids • Proposals submitted to the VTF
<p>Assumptions:</p> <ul style="list-style-type: none"> • UNOPS/UNMAS commit to revising grants and contracts documentation and to accepting additional costs related to gender mainstreaming. • PRT utilize GMAP checklists related to land release, mine risk education, and victim assistance (included in the GMAP gender baseline report) to meaningfully apply the gender code. • The gender code continues to be used as a tool for assessing mine action projects • Bilateral donors continue to require MACCA endorsement for project proposals 	

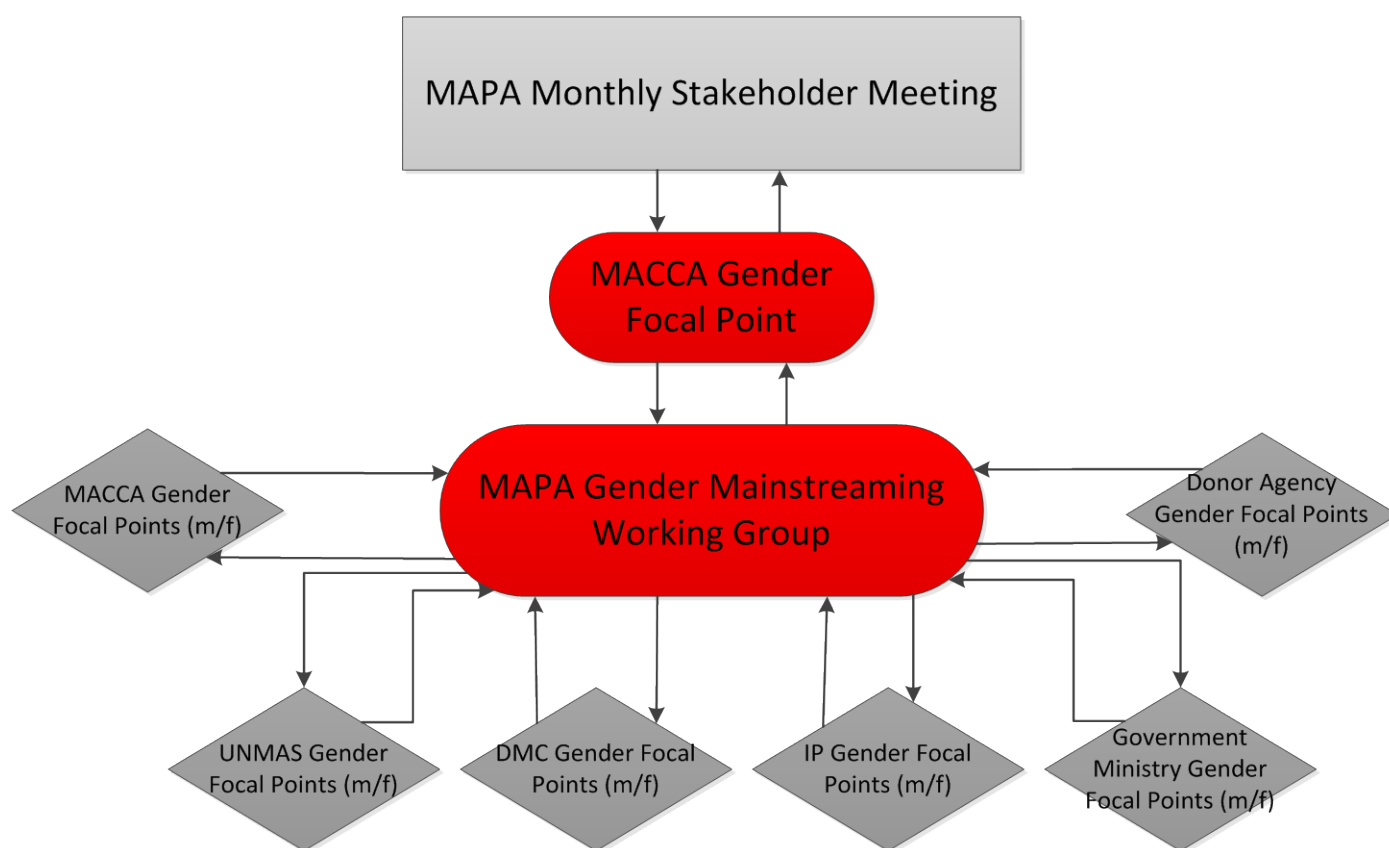
MONITORING AND EVALUATION

The Mine Action Programme of Afghanistan considers that identifying the impact of its mine action work on women, girls, boys and men in beneficiary communities is essential. As such, it is committed to establishing a monitoring and evaluation mechanism to assess progress made towards the implementation of its vision, objectives and individual action plans.

A monitoring system based on the comprehensive set of indicators included in the above tables is required to assess progress in implementing the gender mainstreaming strategy on a programme-wide basis. Monitoring will be coordinated by the MACCA gender focal point and the lessons learnt through the monitoring system will help improve the design and implementation of gender-sensitive activities to achieve outputs, outcomes and impacts on the different sex and age groups.

At the individual organization level the director takes responsibility for the monitoring and evaluation of the implementation of activities. Each organization is to nominate one or two gender focal points (male **and** female) who will follow up on the practical implementation of action and communicate with the MACCA gender focal point on progress. Each stakeholder is also to develop its own gender mainstreaming action plan that takes into consideration their activities and geographical area of operations.

The mechanism for communication on progress towards implementation will be a gender working group. The exact structure of this group is outlined below:



Purpose of the group

- Monitor the effective implementation of the gender strategy, including bi-annual review of the progress towards the achievement of indicators.
- Follow up on the development of individual organization gender mainstreaming action plans and provide endorsement if satisfied with the final product.
- Document best practices and lessons learned on the most effective ways to mainstream gender and share these lessons with different actors.

Membership	<ul style="list-style-type: none"> • Each stakeholder will identify a gender champion who will participate in the gender working group. • The gender working group must always include both male and female members. • The membership can be rotational but members should stay in the group for a minimum period of twelve months
Schedule of meetings	<ul style="list-style-type: none"> • The gender working group will hold a meeting every month dedicated to monitoring the successful implementation of gender mainstreaming strategy and the organisation action plans, with the support of the MACCA gender focal points. • Additional meetings can be requested if there is recognized to be an urgent need.

UNMAS and the MACCA should identify and commission an external organization to carry out an evaluation at the end of 2018.

ANNEX ONE - ACRONYMS

AMAS	Afghanistan Mine Action Standards
DMC	Department of Mine Clearance
ERW	Explosive Remnants of War
GMAP	Gender and Mine Action Programme
GICHD	Geneva International Centre for Humanitarian Demining
IPs	Implementing Partners
KAB	Knowledge, Attitudes, Beliefs
KAPB	Knowledge, Attitudes, Practices, Beliefs
MACCA	Mine Action Coordination Centre of Afghanistan
MACOA	Mine Action Contracts Office for Afghanistan
MAPA	Mine Action Programme of Afghanistan
MoE	Ministry of Education
MoLSAMD	Ministry of Labour, Social Affairs, Martyred and Disabled
MoPH	Ministry of Public Health
MOWA	Ministry of Women's Affairs
MRE	Mine Risk Education
NTS	Non-Technical Survey
QA	Quality Assurance
SOPs	Standard Operating Procedures
SWP	Standard Working Procedure
UNMAS	United Nations Mine Action Service
UNOPS	United Nations
VA	Victim Assistance
VTF	Voluntary Trust Fund
WGBM	Women, Girls, Boys and Men