



GENDER FOCAL POINT

CAPACITY DEVELOPMENT PROGRAMME 2021-2022



The GICHD Gender Focal Point Capacity Development Programme helped build sustainable capacity for gender and diversity mainstreaming in the mine action sector. Participants acquired the knowledge and skills to become an effective Gender Focal Point within their organisation.

GET TO KNOW

DIMA AYASH, Weapons and Ammunition Management Coordinator and Gender Diversity and Inclusion Committee Team-Leader from MAG - Lebanon.

ABBAS MEHDI, Standards and Training Unit team leader, Gender, Diversity, and Inclusion team leader, and Safeguarding focal point from MAG - Lebanon.

They participated in the GICHD Gender Focal Point Capacity Development Programme 2021 - 2022. Check out their experience and achievements below!

MAIN ACHIEVEMENTS SINCE DECEMBER 2021

'We provided basic trainings to all staff and we explained what we mean by 'gender', 'diversity' and 'inclusion'. 200 staff members received this training and we then analysed, through surveys, whether the level of knowledge had increased or not.

We delivered and tailored high-level training for managers to incorporate Gender, Diversity and Inclusion (GDI) in their work. Then we supported LMAC in the delivery of trainings to relevant staff in Humanitarian Mine Action operators as part of the gender objectives in the national strategy.

We conducted a survey on staff training. We found a significant improvement in knowledge of the definition of gender and why gender and diversity are important in mine action.'

HAVE YOU FACED SOME CHALLENGES?

'Yes, we have faced some challenges in implementing the GDI strategy. First, the community had misconceptions about GDI concepts. In some areas, they had never heard the terms 'gender and diversity' and 'inclusive'. We overcame this problem by conducting trainings and explaining to them what GDI means, how it works, and how it can be useful to them.

The second challenge was multi-tasking, as we had to juggle our full-time jobs and our responsibilities as GDI focal points. We solved this challenge by restructuring the GDI committee and better allocating our time. Also, we searched for partners and discussed with our headquarters for support.'

WHAT'S NEXT FOR YOU?

'We will continue to raise awareness about gender diversity, equality, and inclusion by developing new trainings, tools, and methodologies, offering training modules based on different needs, and creating a GDI committee profile on social media.

We will liaise with LMAC to discuss future collaboration and ways to support mainstreaming gender in mine action in Lebanon as a whole.

Finally, we will create a practice committee to enhance learning within organisational units and empower individuals in their work.'