

## GENDER FOCAL POINT CAPACITY DEVELOPMENT PROGRAMME 2019-2021

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

**HIBA GHANDOUR, Programme Officer - MAG Lebanon** participated in the GICHD Gender Focal Point Capacity Development Programme 2019-2021. Check out her experience and achievements as a GFP below!



### IMPACT OF THE GFP TRAINING

'The training allowed me to gain the confidence to talk about gender and inclusion considerations with higher management in the country and at organisational level.'

'It allowed the organisation to attract women during recruitment and promote women in programme specifically in operations and to start thinking of gender considerations during redundancies not only recruitment, and in capacity development plans.'

### MAIN ACHIEVEMENTS SINCE DECEMBER 2019

'I delivered basic training in English and Arabic on gender and inclusion for all MAG Lebanon staff.'

'We added gender and inclusion targets in our country strategic plan 2020-2025.'

'I acted as a reference point for women in operations to discuss openly suggestions and concerns. A suggestion box has been developed for women to share information or concerns anonymously.'

### WHAT'S NEXT?

'An internal gender and inclusion committee will be established to offer needed support for women at MAG.'

'With all relevant departments involved, head of departments will share the responsibilities of mainstreaming gender and inclusion within their departments and look for opportunities and areas of improvement.'