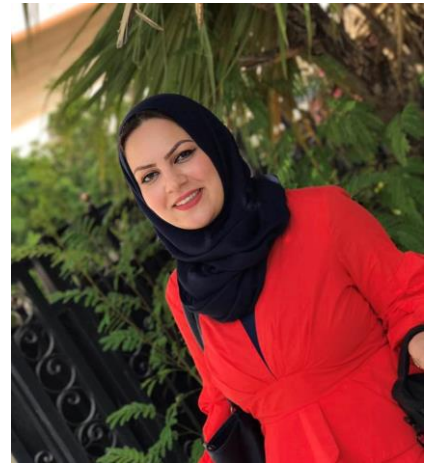


GENDER FOCAL POINT CAPACITY DEVELOPMENT PROGRAMME 2019-2021

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

LUBNA SABEEH, Gender and Diversity Coordinator, Norwegian People's Aid – Iraq, participated in the GICHD Gender Focal Point Capacity Development Programme 2019-2021. Check out her experience and achievements below!



MAIN ACHIEVEMENTS SINCE DECEMBER 2019

'We have conducted a gender and diversity analysis in 6 districts.'

'We have established a Gender Focal Points Network. One man and one woman per region.'

'Since December 2019, up to this time, 695 employees have been trained on various topics including gender and diversity in mine action, gender equality in the work force, gender analysis etc.'

'The program has worked on conducting 3 gender focused research and surveys, with the aim of obtaining a greater understanding of the gender mainstreaming situation in the mine action sector.'

WHAT'S NEXT?

'Taking the recommendations and findings drawn from field research and surveys and converting them into action.'

'Continuing to increase the percentage of women in the operations department until achieving a gender balance. In the coming period, we strive to reach women representation rate of 25%.'

'Begin to measure the impact of all the activities that have been and will be implemented and find out how these activities were able to make a social change.'