

## Arab Regional Cooperation Programme (ARCP)

The GICHD ARCP Gender Focal Point Capacity Development Programme 2020-2022 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

**ZEIN FTOUNI**  
Gender Focal Point

Zein Ftouni works at the DanChurchAid (DCA) ACT Alliance Lebanon.

### INTERVIEW

**What have been your main gender and diversity mainstreaming achievement since participating in the training?**

After completing the training, my first goal was to conduct a gender and diversity training for all staff. The training took place in September 2021. This went very well, for example I created a group exercise so that the participants could identify and analyze wrong treatments and what it is equity-equality.

**Did you manage to negotiate a clear role and responsibilities as a gender focal point in your organisation?**

In 2021, my supervisor and I discussed my terms of reference (TOR) regarding the gender focal point aspect. It is in 2022, that my TOR finally changed, and I was officially the Gender Focal Point within DCA ACT Alliance Lebanon.

**Do you liaise with the national authority regarding gender in mine action activities?**

Yes, we work closely with the Lebanon Mine Action Center (LMAC). In December 2021, LMAC organised two workshops to develop a draft of code of conduct and reporting mechanism. This was in line with the LMAC plan for the implementation and monitoring of the LMAC Strategy 2020-2025. In addition, an annual workplan 2022 was discussed and set by the GFP's of all operators and LMAC.

### WHAT IS NEXT?

In 2022, we will be doing trainings, but it will take time, preparation and effort. In 2022, we will develop the data analysis on a quarterly basis in order to use the findings to ensure mine action activities are inclusive and effective. We will continue the discussion with Human Resources (HR) on ways to improve the status of women in the organization. We continue to support LMAC in achieving its gender strategy in mine action activities.



'Every achievement starts with the decision to try, so the training ignited the spark of achieving success. Now all staff are familiar with gender and diversity and eager to learn more, this encouraged me to go forward toward the next accomplishments.'