Effectively Addressing Resistances for Gender Focal Points
1. Gender focal points are change catalysts
2. Resistances to change
3. Effectively addressing resistances
The Panelists

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About this Webinar

Questions

Audience Question
Q: Can NAMAs be sub-national in scope or are they only at the national level?
A: There are many examples of sub-National NAMAS

Pre-dry run audience and recording test
Webinar ID: 433-864-950

GoToWebinar

YouTube
1. Gender focal points are change catalysts
Initiating change...

"I want you to find a bold and innovative way to do everything exactly the same way it's been done for 25 years."
Gender Focal Points...
2. Resistances to change
What are the Challenges?

- Gender not prioritized
- ‘Tyranny of the urgent’
- Technical requirements /procedures over people’s needs and concerns
- Varying skills and experience
- Gender are women’s issues
- Lack of time, seniority, and authority
- Evidence-based analysis
- Coordination
- Cultural resistance
Resisting change within organizations

- Invisibility
- Denial
- Organizational marginalization
- Programmatic marginalization
- Focal demand:
  - Lack of information
  - Complexity
  - Structural problems

“What if we don’t change at all ... and something magical just happens?”
Individually resisting change

- Trivialize
- Ridicule
- Deny
- Blame groups
- Blame others
- Point to the exceptions
- Regard gender awareness as an imposition
2. Effectively addressing resistances
Cultural sensitivity
Create the organizational CLIMATE FOR CHANGE

GFP as Change AGENTS

GFP as Information HUBS
The role
Blended Training:

Date: 24 April - 12 May (Online),
15 - 19 May (Face-to-face in Turin, Italy)
Duration: 3 weeks online and 1 week face-to-face
Language: English

How to Register:

Applications should be filled on-line at: http://intranetp.itcilo.org/STF/A9710452/en
Objectives
At the end of this blended training, GFPs will:

• Deepen basic gender concepts;
• Explore thematic areas dealing with key gender and women’s issues;
• Understand gender architecture in the UN System;
• Be able to apply gender mainstreaming tools;
• Have developed their skills in advocacy and communication.

The training will also promote the building of a community to encourage discussion and sharing of good practices. This community will also support access to resources and tools.
Questions

- In spite of my knowledge in Gender issues, I don’t know how to convince the women who live in villages in Iraq. They are (as if) they live in other world. How can I change their attitude?
- How can we get gender based training?
- WHO is integrating gender mainstreaming with equity, human rights and social determinants of health into its work at HQ global, regional and country levels. Are other UN agencies doing this or does gender always stay separate? What are your thoughts on this? What do you think are the advantages or disadvantages of keeping gender as a distinct area requiring a dedicated Focal Point?
- Is the correct title of the role "Gender Focal Point" or "Focal Point for Women"? If the former, what UN documentation makes this transition in the title from "Focal Point for Women", as used in the SGB on the terms of reference for the role, to "Gender Focal Point"?
- What are the interpersonal skills that a gender focal point needs to execute his/her duties?
- In my office it is very hard to push and improve gender marker despite all training and workshop as well focus group discussion that already done. Any further tips on this?
- Could you also use examples to respond to "rude or other trivializing" comments or attitudes of Organizational staff (including senior staff)?
- Can you share sample of key performance indicator related with gender mainstreaming which we can use to measure effectivity of staff in supporting gender related work?
- Since gender focal points also have other work responsibilities, is it possible that you can advocate the gender focal points are allowed to dedicate a proportion of their time dedicated to it? Say 30-45%?

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Questions

• Can one attend the online without participating on the face-to-face?
• What is the cost of that course?
• How your training in Turin will assist Office that already has gender strategy in its implementation?
• what is the cost of the course?
• is there a formal gender focal point 'job' description? Can you share the gender focal point ToR (standard) for the UN that you are discussing?
• To access the Gender Markers Module, make sure you are registered on our eLearning Campus and go to
  https://trainingcentre.unwomen.org/course/view.php?id=2 to access this specific course called "I Know Gender"

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