

GENDER MASTER TRAINING:

7 - 10 Februry 2017 : ZIMBABWE



Introduction

Enhancing Nutrition Stepping Up Resilience and Enterprise (ENSURE) hosted a 4 day Gender Master Training for Participants from 4 major USAID funded programmes in Zimbabwe; Feed the Future Crops, Feed the Future Livestock, AMALIMA and ENSURE. It was attended by 42 participants that comprised of Technical Leads, Gender Specialists and Field Officers.

ENSURE is a 5 year food security program being implemented in 6 districts of Manicaland and Masvingo provinces of Zimbabwe. Gender Equity and Women's Empowerment have been placed at the centre of programming.

Workshop Objectives

- The overarching objectives of the training were to:
- Strengthen the capacity of USAID funded programs on gender transformative programming in line with USAID guidelines
 - Build skills of staff on delivery of field level participatory tools through a process of reflection and challenging rigid gender norms
 - Strengthen capacity of staff on gender qualitative monitoring through gender outcome mapping
 - Promote learning and sharing amongst partners

Gender Master Training Components

- Gender Equity and Women's Empowerment: The Journey so far: The experience of the ENSURE Programme
- Gallery Walk and Poster Presentation
- Baseline Gender Knowledge
- Gender Integration Approaches and Models
- Gender Domains of Change
- Gender Transformative Tools
- Field Trip
- Gender Outcome Mapping and Action Planning

Workshop Proceedings : Official opening

The Gender Master Training was officially opened by the ENSURE Chief of Party, David Evans who highlighted the importance of gender in programming. Suzanne Truchard, from USAID Mission highlighted some of the USAID expectations, policies and guidelines to gender integration for DFAP programmes.

Facilitation Tools Used

Workshop used various methodologies inclusive of group work, games and field visit. Facilitation was done by Gender Advisors and Specialist from the 4 USAID funded programmes

- Vote with your feet
- Matching Game
- Ideal Man/ Ideal Women
- Video – Boys don't cry
- Man's box / women's box
- Men box
- Card Games
- Circle of influence
- Steps Game
- Asset Mapping
- Pile Sorting
- Person and Things
- 24 Hour daily Clock

Expected Outputs

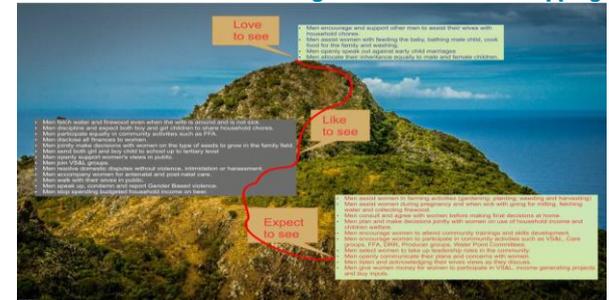
- Standardized approaches to gender programming amongst USAID funded programmes
- Skilled and motivated carter able to implement and monitor quality gender transformative programmes.
- Gender Module with practical field level participatory tools for partners.

Shift and Share Exercise



Feed the Future Livestock makes a presentation on gender integration during the shift and share session

Gender Qualitative Monitoring: Gender Outcome Mapping



The Participants were taken through the Gender Outcome process and how it provides programme with an opportunity to monitor Gender Transformative change.

Field Visit:

Participants had an opportunity to interact with ENSURE beneficiaries, care group leaders and clients, male advocates, VSL clients.



Key Learnings

- Male engagement for gender equity
- Stakeholder involvement
- VSL; Women's economic empowerment
- Working with local level leadership enhances sustainability

Action Planning

At the end of the four day workshop, projects set down to develop Action Plans. Below are some of the areas that were prioritised as per Programme

- ENSURE:** Feedback to staff
Rolling out of cooking demonstrations for men
- Feed the Future Livestock:** Compilation and distribution of gender toolkit
Capacity building of field Staff and Stakeholders
- Amalima:** Capacity building of Technical Coordinators
Community Training
- Feed the Future Crops:** Gender Integration Workshop for staff members
Identification and training of male and female gender champions