

Overview

USAID and Food For Peace (FFP) partners recognise gender inequality as an underlying impediment to food and nutrition security. FFP theory of change and its guidelines for gender analysis illustrate the importance of gender as an outcome as well as an integrated implementation approach in food security programming.

While gender analysis and gender capacity is a requirement for the success of food security programme, implementing partners and gender specialists recognise that there is a practical challenge to deliver on these requirements.

CARE collaborated with the leads of all FFP implementing partners in Bangladesh (CARE, HKI, and World Vision) to lead a gender training of trainers for key program staff, who would subsequently have the capacity and mandate to lead follow-on trainings and ensure quality of those trainings within their own FFP programs



Ideal Woman Tool © CARE 2016

Objectives of the Gender TOT

The gender and facilitation TOT was conducted in two phases; in December 2016 and May 2017. Participants were recruited from all technical purposes of the programmes.

The following are the objectives of the TOT on gender and facilitation:

- Build a cadre of master trainers across of the current Bangladesh Food for Peace programmes, who understands the relationship between gender equality outcomes and their technical work.
- Strengthen skills, self reflection and a conviction to ensure that gender considerations are fully owned and effectively integrated in programmes.
- Establish mechanisms for follow on gender trainings and mentoring support throughout their respective teams.

Expected Outcomes

- Participants have clear technical understanding of gender concepts, outcomes of inequality in their sectoral work, and gender-transformative approaches to gender equality
- Participants have consciousness of how gender norms operate in their own lives, the gender socialization process, and recognize their personal responsibility/commitment for gender equity and social change
- Participants have realization of how gender is integrated in each and every sector
- Participants have facilitation skills and a set of participatory tools to begin leading gender trainings and activities in their own work
- Participants have a clear action-plan of gender work, including plans for mentorship, follow-up support, and clear standards for becoming "certified" as a master trainer

Practicing Using Participatory Gender Tools

Guided by the USAID Framework on Gender integration the team identified critical gender domains of change that promote gender equity in food and nutrition security. For each domain of change or theme; a tool was selected and practiced. Participants were able to practice facilitating the tools both in class and at the field. Emphasis was given on qualities of a good facilitator. Below are the gender themes and related tools that were used:

- Understanding Gender Concepts- Matching Game
- Gender Socialisation- Ideal Man/Ideal Woman and Video on Manbox by Tony Potter
- Control of Resources- Asset Mapping tool
- Power and Privilege- Persons and Things; Steps Game
- Household Decision Making- Pile Sorting Tool
- Gender Division of Labour- 24 Hour Clock
- Gender Based Violence- Role Play
- Gender and Nutrition- Access to Nutrition Exercise



Participants using 24 Hour Daily Clock as part of Field Practice © CARE 2017

Personal Gender Transformation

Participants went through a process of identification of progress markers and sharing of experiences on how they have managed to change practices despite cultural barriers. This process helped participants reflect on the importance of "walking the talk" on gender; surfacing their own fears and discomforts on some gender behaviour changes; at the same time encouraging each other and celebrating on their progress. The progress markers were categorised from easy to do to the most profound changes; that is Expect to See; Like to See and Love to See gender behaviours changes.

Action Planning

The three programmes: SHOUHARDO III; Nobo Jatra and SAPLING developed action plans focusing on the below key issues:

- Each organization identified a mentor who will provide follow on support and feedback on gender facilitation.
- The organizations prioritized the use and roll out of one tool per each gender domain of change. Each organization will adapt the tools to their different contexts.
- Gender dialogue training will be embedded in organizational detailed implementation plans
- Organizations will refine progress markers for men and women staff members and reflect on them
- A refresher training for all organizations will be conducted after one year.

Key Lessons

- Coming together as three Food for Peace partners created opportunity for the organizations to learn from each other and help build a common understanding on gender integration in food security programming.
- Practicing both in class and at field coupled with providing feedback help to build skills on delivery of gender trainings.
- Repeated practice on gender and facilitation has helped participants to develop special skills on how to deal with opposition and disagreements on gender.
- Effective gender facilitators are those that address gender transformation at 3 levels: at personal level; organizational level; and community level.

Modules Used

- Gender Equity and Diversity Module (CARE)
- Farmer Field Business School (CARE)
- Nurturing Connections Module (HKI)