

Report of the Training:

During 7th to 9th February 2011, Gender Focal Point meet was organised by IFAD at Sun-N-Hotel, Nagpur. Judith D'souza from IFAD (Implementation Support Specialist), and Abha Bhैया, Consultant (for IFAD Gender Strategy) from Jagori were present for the workshop.

On first day informal introduction of all participants was taken and their vision towards gender mainstreaming in their project was shared with all. Then rules & schedule for the workshop was decided. Afterwards presentations were made on project,s Gender mainstreaming strategy as follows:

- OTELP, Orissa
- ULIPH, Uttarakhand
- Tejaswini, Maharashtra
- CAIM, Maharashtra
- MLIPH, Meghalaya
- JTDP, Jharkhand
- MPOWER, Rajasthan
- PTSLP, Tamilnadu

Discussion was held on issues of each project. For example in CAIM strategy facility of maternity and paternity leave was not included. It was informed by Judith and consultant that it must be incorporated in the strategy as it is provision in National policy. Other issues of discussion were as follow;

- Gender sensitive baseline data
- Quantified participatory method,
- Quantified measurable indicators, Gender sensitive M & E indicators
- Gender Inclusive HR system
- Gender inclusive targets

The Consultant informed all that there should be concept note of the strategy which should consist of

- Description of reality(Statement of status of women)
- State generated data i.e socio economic development indicators(health, education, sex ratio, PRI)
- Vision of a gender just society
- Long & short term goals
- Govt mechanism – Political, law, programmes
- Women's Movement a/ NGOs

In next session Practical and Strategic needs of women was explained with various examples by the consultant

Practical Need: - Are immediate need related to day to day life and which leads to change in condition of women.(For ex- water, shelter, food, smokeless chulha etc)

Strategic Need:-Leads to change in position of women. i.e self esteem, self confidence, participation in decision making, PRI etc.

Then Human rights, Gender justice were explained by the consultant.

Afterwards outcome level indicators were mutually decided. This should be monitored from two villages of 5 districts of each project. The indicators are as follows;

- Single women participation in public foras:
- How many livelihood activities have been done with them and with POP families
- How many poorest HHs have shifted from present level of poverty y
- No. of Govt schemes assessed by the project to reach the POP- widow pension, Indira awas yojana, old age pension, scholarship to SC/SY, Kanya dan, etc
- Specific schemes-Janashree Suraksha, DRDA
- Political participation of women in local Govt. Bodies, position of women in the bodies
- Increase in the family income- by how much
- Case stories of success/ failures
- How many woman have engaged as a leaders of a programme
- Increasing women's entitlement within family and community
- Additional impact of project interventions

Then Group exercise on activity defining and developing M & E indicator was conducted. Participants were divided into 2 groups i.e. Livelihood group and Women empowerment group. For livelihood group one objective of CAIM project was given for exercise i.e Improve household income through diversified onfarm and offfarm activities and for Empowerment group malnutrition and ownership of assets i.e objective of Tejaswini were given for discussion. After group discussion presentation were made by Sangita, Rajesh (livelihood group), Vaishali & Pravin (Empowerment group).

It was unanimously decided by all that basic conceptual training should be conducted in each project before June 2011. Procurement of Resource organisation should be done by each project. The ToR for RNGO may include-

- Developing common understanding of gender among all staff
- Training of local leaders on gender issue
- Providing training support material for staff and CBOs
- Doing follow up plans with the state teams
- Guiding the state teams to access other resources/ expertise/ exposure visits
- Developing training contents / providing training in making project gender sensitive(M&E, log frame, component , management, communication, reporting

Training content for basic foundation course at State level was decided by all is as follows:

- Conceptual understanding of gender as conceptual tool
- Social construction of gender(stereotypes/masculinity/Femininity, caste/class/ disability, single)
- Multiple identities and access to resources, power , position etc
- Historical review of gender and development-discourse+ practices
- Women’s movement-feminism
- Gender & poverty analysis
- Sexual division of labour
- Translation into programme implementations(specific exercise taking few programme plans)

Next meeting for focal point was proposed during 9th to 13th June 2011. During which advanced training will be conducted which will cover Gender budgeting and Gender mainstreaming.

List of the Participants:

Sr. No	Name	Name of the Project	Mobile No.
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10.	Pravin Bansode	Tejaswini, Maharashtra	
11.	Naresh Ugemuge	Tejaswini, Maharashtra	
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