Training Report

Workshop on Gender Mainstreaming Strategy for Programme staff & Implementing Agencies

Workshop on "Gender Mainstreaming Strategy" for staff and implementing agencies was held on 10th February 2011 at Prabodhini, Amravati. For this Workshop Judith D'souza, Implementation Support Specialist, IFAD was present as Resource Person. Workshop was divided into 3 sessions as follows;

- Basic understanding of gender
- Targeting policy of IFAD, gender framework of IFAD, MDG 3 torch campaign
- CAIM's Gender Mainstreaming Strategy

First two sessions were conducted by Judith, IFAD and third session was conducted by Gender Expert, CAIM.

In the first session some statements were given and asked participants whether these are related to Gender or Sex to know the basic understanding of the participants. The statements were as follows;

- Women gives birth to babies men don't
- Caring of babies is the responsibility of women because they can breast feed babies
- Men have moustaches
- Women cannot carry heavy loads
- Women are scared of working at night outside their home
- Men's voice break at puberty, women doesn't
- Women are emotional and men are rational
- Most of the women have long hairs & men have short hairs
- Most scientists are men
- Cooking comes naturally to women

On each statement discussion took place on the relevance with gender or sex. And then concept of Gender & Sex was very well explained by the Resource Person.

After this exercise the participants were divided into 3 groups. The following chart was given for group work. For each article, activity and roles the group was asked to decide whether it is related to men or women to understand the social construction and stereotype.

Article	Activities	Roles
Broom	Sewing	Chef
Car keys	Cooking	Tailor

Saree	Washing clothes	Farmer
Roll-pin	Reading newspaper	Housewife
Screw-driver	Breast feeding	Breadwinner
Hammer	Bathing children	Nurse
Stove	Fixing the electric bulb	Mother
Tip	Knitting sweaters	Barber
Lipstick	Driving	Politician
Briefcase	Sweeping	Head of the family

After group discussion each group presented their views. At the end of the discussion everyone was well versed with the fact that basis of social construction is gender and not sex.

After this activity "Story of two frogs" was discussed with participants to understand the Feminity and masculinity.

The after lunch session started with MDG 3 Torch Campaign

On 4 October 2009, the President of IFAD, received the Torch of MDG 3 from the Danish Minister for Development Cooperation, committing IFAD "to do something extra" to promote gender equality and women's empowerment.

"The programmers and projects that IFAD supports demonstrate that – when their assets and capabilities increase - women can become powerful agents of change in their communities. Women can indeed play critical roles in overcoming rural poverty and hunger.   At IFAD we know that without women we will not achieve the First Millennium Development Goal.

That is why gender equality and women's empowerment have always been at the core of IFAD's efforts to reduce rural poverty. "

Afterwards IFAD's Targeting Policy was discussed. Targeting defines the basic steps in designing and implementing a targeting strategy as:

- **gender-sensitive poverty and livelihoods analysis in design, at start-up and during implementation**
- **identification and implementation of a targeting strategy**
- **monitoring and evaluation of targeting performance**

Monitoring and Targeting Performance:

- Does the monitoring system track how different target groups are participating and benefiting? Is it capable of reflecting whether the target groups are benefiting as planned?
- Is it capable of determining whether rural poor women and men are being economically and socially empowered? If so, how have the findings been fed back to project management and how have they responded?

- Is the monitoring system capable of determining whether the targeting performance is good or bad? Has there been any assessment of targeting effectiveness? If so, how have the findings been fed back to project management and how have they responded?
- Do sex-disaggregated data or qualitative information exist on the participation of different categories of people in different project activities? Is there any gender analysis of these data and are the findings being fed back to project management?
- Is the performance of implementing partners and project field staff in terms of outreach to poorer communities and women being monitored? Are the findings being fed back to project management and how have they responded?
- Does the project monitor whether the communities are satisfied with the facilities provided, the performance of service providers, and the use of funds? Is there any community feedback on who is benefiting and by how much? How is this information being channelled back to and used by project decision makers?

Afterwards the concept of Gender Mainstreaming was defined as follows;

- *Gender mainstreaming* is an institutional transformation process that integrates efforts to achieve gender equality into the core of development activities. The approach requires specific consideration of the distinctive implications for men and women of resource allocations, policies, procedures, and institutional norms and structures. It is complementary to activities targeted specifically to women, which are also necessary in many situations.

- A *gender mainstreaming* approach poses significant challenges for effective implementation. In particular, it is a decentralized approach that requires that staff be willing and able to accept responsibility for addressing gender equality and women's empowerment and that there are institutional structures, processes, and incentives in place to support and encourage their efforts. It also needs continuously to identify and address other organizational constraints to effective implementation.

Gender Mainstreaming in IFAD

IFAD pursues a three-pronged strategy for gender mainstreaming and women's empowerment aiming to:

- expand women's economic empowerment through access to and control over fundamental assets;
- strengthen women's decision-making role in community affairs and representation in local institutions; and

– improve the knowledge and well-being of women and ease women's workloads by facilitating women's access to basic rural services and infrastructures.

Third session was started with the CAIM's Gender mainstreaming strategy. The strategy is formulated in two parts i.e. . Organisational level and Programme level. In the Organisational level the Goal, objective, implementation, responsible authority, benefits to staff and responsive HR policy was discussed. In the Programme policy, the targeting and gender, gender integration in the programme component, capacity building of all stakeholders, gender &convergence, asset ownership, microfinance, drudgery reduction, health, domestic violence, advocacy issues etc are discussed.