

SAIL NM Gender Integration Workshop Report

Reporting Period: 14-15 January 2020

Date submitted: 25 January 2020



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1. Introduction

SAIL aims to provide a means of ensuring the improved availability of diverse, safe, affordable nutrient-rich foods, especially for women and young children from poor and vulnerable households. This will be achieved by ensuring that poor households have an increased ability to purchase accessible nutritious foods due to improved incomes from entrepreneurial activities including improved small-scale aquaculture in the intervention areas and the strengthening of aquaculture market systems with particular attention to expanding opportunities for women and youth. In addition, behavioural change work will prioritize nutritious-conscious household decisions by means of both home production and local markets. Specifically, it is expected that the adoption of fish culture technologies would contribute to improved food and nutrition security for poor households in several ways; i) generating income from fish culture which would be used to purchase nutritious food, ii) creating alternative employment generating activities and increasing labour productivity, and iii) increasing available food supply and fish consumption.

KIT Royal Tropical Institute was commissioned by WorldFish Myanmar to support gender integration during the inception phase through a participatory workshop to inform the design of the gender mainstreaming in SAIL. This comes at a critical point in the project inception phase following the project scoping phase (where township selection modelling has taken place) where there is opportunity to fine-tune project objectives and strategies. The workshop provided a starting point for supporting project staff to prioritize relevant gender outcomes and identify feasible and realistic gender integration strategies to achieve the development and gender objectives of the program. Achieving both the development and gender objectives of the program will only be successful if program staff take ownership of integrating gender across the activities rather than seeing gender as not a standalone activity.

The workshop was jointly facilitated by Julie Newton (KIT) and Jessica Scott (WorldFish).

This report provides an account of the workshop. Note that the key deliverables are available as separate attachments detailed in Table 1. Also see Annex for Agenda, Participants, evaluation and PowerPoint slides (separate attachment).

Table 1: Expected workshop outputs

Deliverable	Remark
1. Revised Theory of Change which specifies desired gender outcomes	Included in Building Blocks document Note that this has been simplified to highlight the gender assumptions.
2. Draft gender integration entry points in Activities by pathway	In Building Blocks document and excel sheet
3. Draft gender indicators in MEL framework	(Was not possible to complete since the project design has yet to be finalized). Tentative indications provide in excel sheet

2. Workshop roll out

2.1. Objective of the workshop

The overall goal of the workshop was to help WorldFish SAIL staff and partners understand what gender integration implies for SAIL. The objectives of the participatory gender integration workshop were to work together with key project staff and potential implementing partners to:

- To jointly identify the key gender outcomes to be achieved in the project
- To jointly identify key areas in the project where gender integration can take place
- To foster enthusiasm and learning for gender

Through the workshop, the aim was to:

- Revise the SAIL theory of change to integrate gender throughout the program
- To identifying priority gender outcomes and relevant gender strategies for different impact pathways of SAIL as input into the Myanmar gender strategy which is to be updated 2020.
- Identify where there is need for better gender integration in layers of data required for different outputs and identify strategy/next steps to meet these needs.
- Review opportunities to better integrate gender into the MEL

2.2. Tailoring of workshop objectives and agenda

A flexible approach was taken to the workshop agenda for a number of reasons. First, due to uncertainty about how many participants and their availability for the two days. Second, because not everyone has been on a gender training, this meant more time was needed to explain core gender concepts prior to the group work. Third, lack of clarity around project design components (particularly market systems) also meant more delay in explaining components. In spite of these challenges, the objectives of workshop were achieved and participant acknowledge the value of workshop at this point in time.

Annex 1 presents the Agenda for day 1 and day 2.

2.2 Work Participants

A total of 19 participants were present, of which 68% were WorldFish staff and remaining were project partners and others. See more detail in Table 2. These figures do not reflect the variation in attendance for Day 1 and 2.

Table 2. Breakdown of training participants by country

	Participants Day 1	Participants Day 2
World fish MY	13	12
WF global	1	1
Partner (BRAC, PACT)	4	4
Donor (USAID)	1	2
<i>Total</i>	<i>19</i>	<i>19</i>

2.3 Training Evaluations

Overall the workshop was well received. The value of having the workshop at this stage of project design was appreciated and acknowledged at coming at a critical time. For next time, it was noted that more effort to encourage more participatory process that caters for different language needs.

See Annex 3 for detailed responses.

Table 3: Summary of evaluation

Questions	Summary
Three most useful learnings	How to practically integrate gender into activities (walking through ToC and activity plan: mapping gender to concrete activities) Gender outcomes typology Unpacking ToC Learning more about what is GTA
What was not useful	Nothing specific. All relevant.
Ranking facilitation	Excellent (3) Very good (7) Good (1) Ok (1)
Suggestions for improvement	More interaction with participants (noting language was a barrier) Identify representative of 3 pathways to support co-facilitation Do same activity at concept note stage Think of different way to do group work around activities (two projector screens)
Further comments	Arrange refresher workshop More support for language translation

3. Recommendations and next steps

For follow up gender integration it is critical to ensure:

1. The building block document + gender integration matrix should be shared with CoP (Chief of Party) and core project team as input into the Detailed Implementation Plan and MEL framework. It is recommended that the DIP should note when gender support is required.
2. Use the baseline findings and value chain analysis to support design of gender interventions to respond to gender barriers and opportunities. Arrange workshop of core people to process implications of baseline findings to project design and revise detailed activity plan and budget accordingly.
3. Use baseline findings to re-align gender strategy and prioritize the key gender outcomes for SAIL to be followed up. This is also an opportunity to identify what key areas of gender learning the project wants to prioritize as part of MEL. Note that USAID stated that whatever learning is embarked on, it should seek to make the link to food and nutrition security outcomes. A separate workshop could be organized to validate the gender strategy as part of broader inception workshop for project partners once they have been selected.
4. New partners: When onboard new partners – arrange an inception workshop that covers the ToC. This will include the gender assumptions in the ToC (but not calling it gender workshops) the expectation of gender integration throughout the program. This should be in Myanmar language to ensure everyone understands.

Annex 1: Program

Day 1: Wednesday 15th January

8.45 am	Registration and welcome
9am	Introduction Getting to know each other, reviewing why gender matters and objectives of workshop
10.15	Tea break
10.30	Recap of main gender (concepts + outcomes)
12.30	Lunch
13.15	Understanding gender outcomes by pathway (aquaculture production, market systems, nutrition)
	Unpacking the gender dimensions of SAIL ToC To identify the main gender assumptions and gender outcomes by pathway (group work by pathway and plenary by pathway)
16.00	Introduction to gender strategies
	Wrap up and next steps for Day 2
5.00 pm	Close

Day 2 Thursday, 16th January

8.45 am	Welcome
9am	Welcome and AHA moments
9.30	Recap of ToC and Assumptions: Identifying gaps in intervention + data needs for baseline/value chain analysis, MEL
10.30	Tea break
10.45	Working session: gender integration into activities
12.30	Lunch
13.15	Working session: gender integration into activities
16.45	Wrap up and evaluation
5.00	Close

Annex 2: Participants list

Gender Integration Workshop Attendance List					
No	Name	Position	Organization	Signature	
				15-Jan-20	16-Jan-20
1	Dr. Manjurul Karim	Chief of Party	WorldFish		
2	Ms. Jessica Scott		WorldFish		
3	Ms. Quennie		WorldFish		
4	Ms. Mo Mo Aung		WorldFish		
5	Ms. Aye Aye Lwin		WorldFish		
6	Mr. Kyaw Win Khaing		WorldFish		
7	Ms. Nay Thah Phaw		WorldFish		
8	Ms. Than Than Swe		WorldFish		
9	Ms. Khin Nyein Chan	M&E	BRAC Myanmar		
10	Ei Ei Phyo	PMO	WorldFish		
11	TRAVIS GYMON	USAN ^{Econ. Growth Gender POC}	USAID		
12	Kimi's Leemar	Consultant	WF		
13	Aye Aye Lwin	Project Manager	WF		
13	Kyau Win Khaing	Training & Field Coordinator	WorldFish		
13	Robert Johnson		USAID		
14	Julie Nunn		KIT		
15	Thida Lin	Deputy M&E Pact	Pact		
16	G. Hkawn Nu	Program Coordinator	Pact		
17	TEOH SHU JIAU	GIS scientist	WorldFish		
18	SROD AMAN ALI	M&E SPECIALIST	WorldFish		
19	Mark Dubois	Post Doc.	WF		
	EMILY QUINAN	FUNDRAISING & PROG. DEV.	BRAC		
	Kim's Leemar	Consultant			
	Taniquil Islam	Country Rep.	BRAC		
	WAE WIN KHANG	Social Awareness Officer	WF		
	Ang Min Thee		USAID		

Annex 3: Workshop evaluation

1. 3 most useful learnings:

Gender outcomes and transformative approach knowledge
Exploring ways that would help in gender integration strategy
Team work for set up detail plan activity in align with indicators, outputs (IR) etc

Gender outcomes typology
Proper activities discussion
Baseline discussion

Walk through of the activities.
Integrating gender into the IRs.
Group aspect – collaboration in general was very good.

A good way to validate project documents (log frame, work plan, result framework, ToC)
Process of how gender could be integrated.
Methods to disaggregate activities into sub-activities.

GTA in MEAL framework
Find out gap in indicator
Linkage between control (Activity and output) and influence (outcome level)

Know what is gender integration.
How to link with our current job.

Better understanding of SAIL Programme & ToC
Levels of gender mainstreaming
Implications for gender mainstreaming across all levels & functions of Programme

Looking at assumptions behind the activities
Empowerment is a slow process
Mapping gender to concrete activities

Gender responsive programing
Detailed capacity of SAIL NM ToC
Participatory approach followed

Exit strategy is important even at the early stage of the project
GTA is not easy to do and we should not be using the work transformative because we are not yet of this stage/
we have not done this at all!

Definition of gender lens
Understanding of GTA
Integrate gender into activity plan of program

Gender does not stand alone. It should be integrated at each level.
We should consider sustainability, minor groups with gender lens. Should not be top-down, should be bottom up.
We did not think about gender outcomes. And we usually implement the activities – Reach and access to resources & benefits. We should focus on empowerment & transform.
We need to know local context.

Different perspectives on gender solutions.
Different contextual clarities from different participants
Understanding the project concept for log frame discussion.

2. Not useful

Can't really say anything was un-useful.

Introductions are long, but very interesting – may be a quicker icebreaker. Something like “one word to describe gender”

All good.

Everything seems relevant

All useful but not sure if others who are not SAIL NM project team have the same enthusiasm as me.

All sessions of workshop are useful

One way interaction (less comments from some participants)

3. Rank facilitation

Very good

Excellent

Excellent – great guidance but not over bearing. Allowed (and forced sometimes) participants to get fully involved. And it's clear you both know your stuff. Great work

Good

Very good – all consideration are very relevant with our hope.

OK

Very good

Very good

Excellent

Very good! However, because of limited time & colleagues who are not fluent in English may have struggled to follow the discussion. So not sure how to make it better.

Facilitation – Very good (interactive discussion & lecture are balance, keep up good work & have space to improve)

Very good

Very good

4. Suggestions to improve

All management and operation team could participate

To time enough for workshop

More interaction by participants. Find ever more ways to get people involved.

Following using more participatory tools/methods.

These workshop should be continued before every project designs.

Need to be more active/live. Get more time.

More into each session – what is objective of work we are doing?

Do this as part of the concept note proposal stage

There has to have some energizer.

Suggestion to improve: identify representative of 3 outputs – production, market & nutrition before the workshop – who can co-facilitate the discussion together with main facilitators (also note-taker) during day 2 group discussion.

Instead of laptop based, could be screen based projection.

5. Any comments

Refresher workshop should be organized.

All the best

Look for work to the next moment.

Might be good to have more fun / ice breaking

Nothing

N/A

Grateful for the participatory, inclusive process

A very well conducting workshop. Hats off!

Thanks & fantastic workshop!

Thanks!