

Workshop Summary Report



Southern Africa Regional Workshop: Gender Equality and GBV Programming for Cluster/Sector Actors in Humanitarian Action

*23-25 September 2008
Johannesburg, RSA*

*Hosted by
OCHA HQ and Regional Office for Southern Africa
Under the auspices of
IASC Sub-working Group on Gender and Humanitarian Action*



**Participants and Facilitators
Indaba Hotel - Jo'burg
23-25 September 2008**

Summary of the Workshop

The third and final pilot regional workshop on *Gender Equality and Gender-based Violence Programming for Cluster/Sectors Actors in Humanitarian Action* took place from 23-25 September 2008 in Johannesburg, South Africa. (The first pilot regional workshop was held in Nairobi, Kenya, in November 2007, and the second in Bangkok, Thailand, in July 2008. Refer to www.humanitarianreform.org/gender for reports from these workshops.)

Twenty-two UN, NGO and Government representatives from Comoros, DRC, Lesotho, Malawi, Mozambique, Namibia, South Africa, Zambia, and Zimbabwe, as well as several regional colleagues, participated in the pilot workshop. (See Annex 1) The workshop was hosted by OCHA on behalf of the IASC Sub-Working Group on Gender in Humanitarian Action with generous assistance from the OCHA Regional Office for Southern Africa.

The primary purpose of the workshop was to roll out the Inter-agency Standing Committee's Gender Handbook, *Women, Girls, Boys and Men: Different Needs - Equal Opportunities*. Participants were introduced to a schematic overview of gender equality programming, as well as the Framework for Gender Equality Programming - "ADAPT and ACT Collectively" - and worked in country teams to apply knowledge gained to develop country-specific gender action plans.

Additionally, participants were provided with an overview of human rights and protection issues in humanitarian settings, GBV programming models, the IASC GBV Guidelines, and issues related to the prevention of sexual exploitation and abuse (PSEA) by humanitarian workers (using the training video "To Serve with Pride").

The daily and final evaluations by participants, most of whom had limited gender or GBV knowledge, were quite favourable. The prevailing opinion was that the workshop achieved the participants' expectations, in so far as participants learned key tools and methodologies for practical integration of gender and gbv issues into humanitarian program design and implementation, and left with an action plan to guide them in applying those tools to their field work. All participants indicated that they would recommend this workshop to others, and several participants requested that the workshop be rolled at the country level.

Planning Aspects of the Pilot Workshop

The Southern Africa regional pilot workshop allowed for the opportunity to finalize gender and GBV training materials developed for the Nairobi and Bangkok regional pilot workshops. The regional workshops are one component of a comprehensive roll-out strategy for the IASC Gender Handbook. The workshops are meant to supplement the more intensive roll-out efforts undertaken by a roster of GenCap Gender Advisers who, upon request from a Humanitarian Coordinator, are deployed to a country to provide capacity-building support on

gender equality programming as laid out in the Gender Handbook. The finalized workshop agenda, manual, PowerPoint presentations, session handouts and country action plans will be placed online at the Humanitarian Reform website: <http://www.humanitarianreform.org/gender>.

Planning and Logistical Aspects of the Workshop

- A letter from the UN Deputy Emergency Relief Coordinator was sent to the Humanitarian/Resident Coordinators in countries in the region affected by humanitarian emergencies, inviting them to nominate a team of participants from their country to attend the workshop. (See Annex 2) Applications were coordinated at the country level before submission to the IASC SWG. This process allowed for countries to nominate attendees, and was found to be a useful strategy for all three of the pilot workshops.
- An important lesson learned in the process of conducting the three pilot workshops was to limit the total number of participants to 25, with a maximum of 30. The final number of 22 participants in the Johannesburg workshop allowed for more group interaction through discussion and participatory activities.
- Similar to the Nairobi and Bangkok workshops, roughly 20% of the participants were men. Ways to enhance inclusion of male participants should be explored for future workshops.
- The workshop was specifically targeted at humanitarian actors with limited exposure to gender and GBV issues, as indicated in the invitation letter to the RC/HCs. In the Bangkok workshop, a large minority of the participants had significant gender or GBV experience and therefore felt that some aspects of the workshop were too elementary to meet their needs. Most participants for the Southern Africa workshop met this criteria, and as such expressed appreciation for the introductory nature of the workshop content. It is recommended in future planning for these workshops that selection criteria for participants be clearly communicated in the invitation letters so to target the correct audience.
- Funding for the workshop was borne by the sending agency. The IASC Gender SWG covered the workshop facilitator and the workshop package of lunch, teas and conference facilities.
- At the close of the workshop, all participants were provided with a CD of resources that included the training materials so to encourage attendees to replicate the training in their areas of operation.

Content Issues of the Workshop

The overall objective of the workshop was to create greater understanding of gender equality and GBV as core aspects of humanitarian action. The workshop familiarized humanitarian personnel with the available tools to assist them in gender equality programming in all sectors of humanitarian response. The three days allotted for the workshop provided adequate time to introduce participants to the new gender tools and

offered them the opportunity to gain new skills through didactic presentations and participatory exercises. The workshop also provided country teams an opportunity to work together to prepare action plans to take back to their field locations.

While the majority of participants in the Nairobi and Bangkok workshops were working in areas affected by conflict, many of the participants in the Jo'burg workshop were working in areas affected by cyclical natural disasters. The workshop material was equally as relevant to these actors as to those working in conflict.

During the Nairobi and Bangkok workshop, several recommendations were identified by participants that were incorporated into the content of the Jo'burg workshop. Given the positive response in the evaluations, it appears that these adjustments were well received. However, several participants felt that the workshop should have been longer in order to provide more detail on key topics. Several participants also expressed a desire to have more participation from high-level representatives within their countries, so as to better ensure that the action plans would be implemented. None of the participants had recommendations for adjusting the general content of the workshop.

Proposed Follow-up Recommendations

1. Participants and facilitators agreed that the workshop, with slight modifications, is an effective way of rolling out the Gender Handbook and providing a good understanding of gender equality programming, including programmes to address gender-based violence and prevent exploitation and abuse by UN staff or related personnel.
2. Workshop facilitators will share this workshop report with all participants. The full workshop manual will be posted on line with all workshop handouts.
3. The workshop participants submitted in writing their country action plans to the workshop facilitators. In six months time workshop facilitators will contact participants to ascertain how they are using the knowledge and skills gained during the workshop and request a status report on the implementation of the country action plans.
4. An on-line discussion forum for IASC GenCap advisers and IASC Sub-working Group members has been established and all participants are encouraged to join the group. The discussion forum, as well as the email list of participants distributed to all those in the workshop are forums for exchange of information—including, for example, announcements regarding upcoming GenCap and GBV coordinators' trainings, and sharing of lessons learned. All participants and facilitators are encouraged to avail themselves of these information-sharing opportunities.

Annex 1 - Workshop Agenda

Time and Theme	Day 1		
	Topic	Activities	Handouts
8.30-9.00	REGISTRATION AND OPENING REMARKS		
Session 0: 9.00-10.00 <i>Setting the Climate</i>	Introductions Expectations Review of Agenda Housekeeping	Plenary PowerPoint 0	Agenda Handout
Session 1: 10.00-10.30 <i>Reviewing the Essentials</i>	1.1 Schematic Overview of Gender Equality Programming <ul style="list-style-type: none"> • Introduction to the Schematic Framework 	PowerPoint Presentation 1.1 of Schematic Diagram for Gender Equality Programming Q&A	Gender Handbook in Humanitarian Action
10.30-10.45	BREAK		
Session 1 10.45-11.30 <i>Reviewing the Essentials (con't)</i>	1.2 Schematic Overview of Gender Equality Programming <ul style="list-style-type: none"> • Introduction to Rights-based Approaches to Humanitarian Programming 	PowerPoint Presentation 1.2 Clarifying the Rights-based Approach to Programming Small Group Work: Identifying Rights-based Approaches Q&A	International Legal Framework Handout Humanitarian Response Scenarios
Session 1: 11.30-12.30 <i>Reviewing the Essentials (con't)</i>	1.3 Key Definitions: <ul style="list-style-type: none"> • Gender • Gender Equality • Gender Mainstreaming • Gender Balance • Empowerment • GBV • SEA 	Small Group Work: Definitions PowerPoint Presentation 1.3 on Definitions Q&A	
Session 2 12.30-1.00 <i>Establishing the Context: Structure</i>	2.1 A Brief Overview of Humanitarian Systems: <ul style="list-style-type: none"> • The New Cluster Approach • Gender as a Cross-Cutting Issue • Coordination within the Cluster Approach 	PowerPoint Presentation .21 on UN, Clusters, IASC, GenCap	
1.00-2.00	LUNCH		

Time and Theme	Day 1		
Session 2 2.00-3.30 <i>Establishing the Context: Principle of Protection</i>	2.2 The Humanitarian Mandate for Protection: <ul style="list-style-type: none"> IASC Definition of Protection Identifying Gender-based Protection Needs 	Gallery Walk Exercise: What are the key protection issues related to gender and GBV? PowerPoint Presentation 2.2 of the Humanitarian Mandate for Protection Q&A	Protection Picture Posters
3.30-3.45	BREAK		
Session 3 3.45-5.15 <i>Moving from Theory to Practice: The Gender Equality Framework</i>	3.1 A Framework for Gender Equality Programming <ul style="list-style-type: none"> ADAPT/ACTC 	PowerPoint Presentation 3.1 of the Framework Q & A Small Group Work on Sector Scenarios	OCHA Gender-related Resources Handout 5 Case Scenarios
5.15-5.30	Evaluation of the Day		Daily Evaluation Handout

Time and Theme	Day 2		
	Topic	Activities	Handouts
8.30- 9.00	Review and Housekeeping		
Session 4: 9.00-10.30 <i>Addressing GBV in Humanitarian Settings</i>	4.1 Prevention of and Response to GBV <ul style="list-style-type: none"> Overview of the GBV Guidelines 	Large Group Game: Why Survivors May Not Seek Help PowerPoint Presentation 4.1 of GBV Guidelines	GBV Guidelines
10.30-10.45	BREAK		
Session 4: 10.45-11.45 <i>Addressing GBV in Humanitarian Settings</i>	4.2 Prevention of and Response to GBV <ul style="list-style-type: none"> Towards a Model for Sustainable Programming 	PowerPoint Presentation 4.2 of Strategic Framework	Strategic Framework Handout Sample GBV Action Plan
Session 5 11.45-1.00 <i>Sexual Exploitation and Abuse in Humanitarian Settings</i>	5.1 A Duty to Protect: Brief Introduction to Combating SEA in Humanitarian Settings <ul style="list-style-type: none"> Defining SEA Review of the SG's Bulletin Understanding Reporting 	Review of Film "To Serve with Pride" PowerPoint Presentation 5.1 Individual exercise with case scenarios	Secretary General's Bulletin Handout "To Serve With Pride" DVD Case Scenarios Handout SEA Inventory of Resources Handout

Time and Theme	Day 2		
	Mechanisms		
1.00-2.00	LUNCH		
Session 6 2.00-3.30 <i>Moving from Theory to Practice: Coordination</i>	6.1 Architecture of Gender and GBV Coordination <ul style="list-style-type: none"> Challenges in the Field: Reviewing a Case Study 	Review of Case Study PowerPoint Presentation 6.1 on Architecture for Coordination Large Group Game: Know Your Sector Responsibilities	
3.30-3.45	BREAK		
Session 7 3.45-5.15 <i>Moving from Theory to Practice: Best Practices</i>	7.1 Integrating Gender into Clusters/Sectors <ul style="list-style-type: none"> Strategic Communication Mapping Key Stakeholders 	Role Play Strategic Communication Presentation Pair Exercise: Developing Key Messages for Stakeholders	
5.15-5.30	Evaluation of the Day		Daily Evaluation Handout

Time and Theme	Day 3		
	Topic	Activities	Handouts
8.30- 9.00	Review and Housekeeping		
Session 8 9.00-10.30 <i>Monitoring and Evaluating for Gender Equality Programming</i>	8.1 Developing Action Plans with Indicators for Monitoring and Evaluation of Gender Equality Programming <ul style="list-style-type: none"> Understanding the Purpose of Indicators Program-specific indicators for ADAPT/ACTC 	PowerPoint Presentation 8.1 of Monitoring, Evaluation, and Development of Indicators Small Group Work on Developing Sector-specific Indicators	Group Activity Handout
10.30-10.45	BREAK		
Session 9 10.45-1.00 <i>Developing Country-Specific Action Plans</i>	9.1 Designing Gender Equality Programming at the Country Level: Developing Action Plans	Small-group Work on Developing Country-level Action Plans	Country Action Plan Template Handout
1.00-2.00	LUNCH		

Time and Theme	Day 3		
Session 9 2.00-3.30 <i>Developing Country-Specific Action Plans</i>	9.1 Designing Gender Equality Programming at the Country Level: Developing Action Plans (con't)	Small-group Work on Developing Country-level Action Plans	
3.30-3.45	BREAK		
Session 9 3.45-5.15 <i>Developing Country-Specific Action Plans</i>	9.2 Designing Gender Equality Programming at the Country Level: Presenting Action Plans	Plenary Report Back and Discussion	
5.15-5.30	Final Evaluation and Closing		Final Evaluation Handout

Annex 2 - Participant and Facilitators Lists

	Country	Agency	Functional title	Surname	First name	Sex	E-mail
1	Comoros	Secretary of State	In charge of solidarity and promotion of gender	Kassim	Siti	F	kassimsiti@yahoo.fr
2	Comoros	FAWECOM		Mounir	Zaitoune	F	zaimou@yahoo.fr
3	DRC	Care	Gender and Advocacy Advisor	Roesch	Elisabeth	F	elisabeth.roesch@co.care.org
4	DRC	Care	GLAG Focal Point	Ndogole	Raissa	F	rndongole@carerd.org
5	Lesotho	UNFPA	National Program Officer	Bless	Basia	M	bleess@unfpa.org
6	Malawi	WFP	National Program Officer	Gonani	Lazarus	M	lazarus.gonani@wfp.org
7	Mozambique	WHO	Gender Focal Point	Motlagh	Mitra	F	motlaghm@mz.afro.who.int
8	Mozambique	UNDP	Disaster Risk Reduction Advisor	Mucache	Eunice	F	eunice.mucache@undp.org
9	Mozambique	Red Cross	Social Coordinator	Dengo	Ivete	F	ivete.dengo@redcross.org.mz
10	Mozambique	UNHCR	Community Services Officer	Omwega	Edna	F	omwega@unhcr.org
11	Namibia	UNDP	Program Specialist	Venaani	Cloudina	F	cloudina.ngavetene@undp.org
12	Regional	OCHA (ROSA)	Regional Planning Officer	Rakotondrandria	Noroarisua	F	rakotomalala@un.org
13	Regional	OCHA (ROSA)	Humanitarian Affairs Officer	Pylyser	Benoit	M	pylyser@un.org

14	South Africa	Department of Social Development	Director	Van der Merwe	Leonie	F	leonie.vandermerwe@gauteng.gov.za
15	South Africa	UNAIDS Regional Office	Regional Advisor, Country Support	Kasedde	Susan	F	kaseddes@unids.org
16	South Africa	South Africa Red Cross	Tracing Officer	Mohlanyane	Lucia	F	lmohlanyane@redcross.org.za
17	South Africa	South Africa Red Cross	National Health and Care Administrator	Van Nelson	Stacey	F	svan-nelson@redcross.org.za
18	Zambia	UNRC	Coordination Officer	Cheelo	Mwiinga	M	mwiinga.cheelo@undp.org
19	Zimbabwe	UNIFEM	Program Coordinator	Njovana	Eunice	F	eunice.njorana@unifem.org
20	Zimbabwe	YWCA	Deputy NGS	Masango	Barbra	F	ywcass@ywca.co.zw
21	Zimbabwe	Women's Action Group	Executive Director	Masiyiwa	Edinah	F	wag@wag.org.zw
22	Zimbabwe	Women's Coalition Board	Deputy Chair	Hadebe	Rutendo	F	rutendx@yahoo.co.uk

Facilitation Team/ Resource Persons

OCHA (ROSA)	Humanitarian Affairs Officer	Bulten	Odile	F	bulten@un.org
OCHA (ROSA)	Consultant	Gbeho	Nevene	F	gbeho@un.org
OCHA (HQ)	Consultant	Ward	Jeanne	F	jeanne@swiftkenya.com
OCHA (HQ)	Senior Policy Officer	Burns	Kate	F	burns@un.org
OCHA (HQ)	Gender Advisor	Bergeland	Stian	M	bergeland@un.org

Annex 3 - Workshop Announcement Flyer

Gender Equality and GBV Programming for Cluster/ Sector actors in Humanitarian Action Inter-agency Workshop, 23-25 September 2008, Johannesburg

“Effective humanitarian response addresses the needs and concerns of all groups in an affected population. This means understanding how conflicts and disasters affect women, men, boys and girls differently and basing programming on their differential needs and capacities. This is what gender equality programming is all about.”

John Holmes, Under-Secretary-General for Humanitarian Affairs and Emergency Relief Coordinator
In a letter to Humanitarian Coordinators, April 2007

- Objectives:** This workshop aims to create greater understanding of gender equality and GBV and familiarise humanitarian personnel with the available tools to assist them in gender equality programming. Cluster/sector leads will gain knowledge and skills on integrating gender as a cross-cutting issue within the cluster approach.
- Outputs:** The participants will produce examples of activities and indicators of success for gender equality programming, including GBV. The participants are encouraged to feed these activities into programme and cluster work plans as well as Consolidated Appeal Processes upon their return.
- Participants:** 3-5 participants from 5-6 humanitarian situations in the Southern Africa region. **This training specifically targets cluster/sector leads and other cluster/ sector actors without prior training on gender – not gender and GBV experts.** UN, NGO and GO applications are welcomed.
- Resource Persons:** GenCap advisers, IASC Gender SWG and Regional IASC actors.
- W/shop Length:** 3 days.
- 2 days of interactive learning on gender equality programming and GBV including addressing sexual exploitation and abuse, using presentations; exchange of experiences; and case study exercises in working groups and plenary discussions.
 - 1 day for presentations and discussions on monitoring and reporting of gender equality, GBV programming and SEA compliance; and development of action plans with indicators.
- Venue:** Johannesburg, South Africa **Course Language:** English
- Follow-up** IASC SWG on Gender has supported similar workshops for Bangkok and Nairobi. Outputs and good practices will be shared with all participants from the different workshops: <http://www.humanitarianreform.org/gender>
- Applications:** RC offices are kindly asked to coordinate a country delegation and submit the application form to IASCgender@un.org by 22 August. Only one form should be submitted per country delegation
- Collaborators** The Sub-Working Group on Gender in Humanitarian Action of the IASC, UN Action against Sexual Violence in Conflict and the OCHA Regional Office.
- Financial Issues:** Agencies will be required to support the participation of their staff (travel, accommodation). The conference package will be supported by the IASC SWG on Gender.



The workshop will be based on the **IASC Gender Handbook for humanitarian action** and the **IASC GBV Guidelines**. It will also include a briefing on the **Gender Standby Capacity (GenCap)** and **UN Action against Sexual Violence in Conflict**, and how humanitarian country teams can use these resources.