**Training on Gender Equality Programming in Humanitarian Situations**

**April 7th to 9th, 2015 in Myitkyina**

**Overall objective:** To provide guidance to cluster/sector Gender Focal Points operating in Kachin and Northern Shan on how to plan, implement, monitor and evaluate their programmes across clusters/sectors through a ‘gender lens’ with a focus on practical applications to their work.

**Specific objectives:**

* To develop participants’ knowledge, skills and competencies in addressing gender issues throughout the project cycle, from assessment, analysis, and planning through to implementation, monitoring, and evaluation.
* To provide a platform for clusters/sectors to share challenges they face in addressing key components of gender equality programming and identify strategies to overcome these collectively.

**Expected outcomes:**

A network of Gender Focal Points representing each of the clusters/sectors working in Kachin and Northern Shan will be constituted. With support from the Senior Inter-Agency Gender Advisor, they will be able to provide gender inductions to new staff, initiate regular briefings on gender issues, review cluster/sector plans and specific projects/programmes, conduct monitoring visits, and provide hands-on technical support to ensure gender issues are addressed in the humanitarian response.

**Methodology:**

Day 1 and 2: Training in Myanmar language using a combination of traditional learning methods, such as presentations and discussions, along with more participatory and experiential learning approaches, ex. case studies, group work, role plays, and reflections on personal experience. Practical tools and frameworks will be provided throughout.

Day 3: Interactive workshop in Myanmar and English languages focusing on specific themes with group work to explore issues, identify common strategic approaches and define specific actions for Kachin and Northern Shan humanitarian actors to improve programming.

**Participants:**

Cluster/sector Gender Focal Points and other humanitarian actors, male or female, UN, INGO or NGO staff members, who are:

1. Committed to learning about and contributing to addressing gender differences as part of his/her work in the Myanmar humanitarian response; and
2. Willing to take responsibility for training others and sharing information, materials and generating discussions within his/her cluster/sector and/or agency/organization on gender equality issues in the Myanmar humanitarian response.

**Facilitators:**

Lat Seng Gon, Gender Support Officer, Oxfam

Kyaw Naing Win, Field Coordination Officer, OCHA

Zaw Min Htet, Field Coordination Officer, OCHA

Maria Caterina Ciampi, Senior Inter-Agency Gender Advisor for Myanmar’s humanitarian response

**PROPOSED AGENDA**

**DAY ONE**

**Session 1: Why gender matters in emergencies**

* Definitions of key terms
* Gender from a human rights perspective
* The IASC’s Gender Equality Programming framework

**Session 2: SADD and gender analysis throughout the programme cycle**

* What is SADD and why do we need it?
* How to collect, analyze and use SADD
* Gender analysis – what is it, and how do we do it

**DAY TWO**

**Session 3: Gender-sensitive approaches throughout the programme cycle**

* How to conduct gender-sensitive sectoral and multi-sectoral assessments (surveys)
* How to develop gender-sensitive project proposals (guidance notes, gender marker)
* How to implement gender-sensitive programmes (checklists)
* How to monitor, audits and evaluate projects or programmes on gender (WASH and CCCM minimum commitments to GEP)

**Session 4: Addressing Gender-based violence (GBV)**

* Definition of GBV
* Case studies on factors contributing to GBV and consequences
* Guiding principles, survivor-centred approach and multi-sectoral model for GBV response

**DAY THREE**

**Session 5: Preventing sexual exploitation and abuse (PSEA)**

**Session 6: IDP women’s participation/influence in decision-making in camp settings**

**Session 7: Promoting gender equality through internal practices**

* Recruiting and maintaining gender balanced teams
* Incorporating an understanding of gender in hiring practices
* Valuing and rewarding staff’s contributions to GEP

**Session 8: Action planning on gender equality programming**