PARTS
FOCAL LANDSCAPES

LEGEND

L 1 – Dioyo Watershed & MB
L 2 – Salug Valley Watershed
L 3 – District 1, Zamboanga Norte
L 4 – Baliangao SFDA
GHANA’S GENDER FOCUSED CAPACITY BUILDING AND NEXT STEPS FOR CONCRETE ACTIONS

IUCN-GGO GENDER WEBINAR SERIES

JUNE 26, 2018

By: Mabel Agba, The Development Institute
PRESENTATION OUTLINE

• Brief Intro to Ghana SRJS Partners (A Rocha Ghana and The Development) Institute
• Gender Capacity Building Workshop in Ghana
• Key elements of the workshop
• Outcomes of the workshop
• Next Steps of Action
• Lessons and Take Aways
BRIEF BACKGROUND AND OBJECTIVES OF THE WORKSHOP

• Organized to address some specific gaps revealed by a Gender Analysis conducted during programme inception

• It sought to achieve five main objectives
  • Better understand how to mainstream gender and engage in gender analysis of programs, projects and policies;
  • Be able to adequately integrate cross-cutting issues such as gender responsiveness and human rights and inclusiveness in the delivery of program goals;
  • Understand national and global trends and perspectives in gender integration in natural resource management and in ensuring IPG security;
  • Interact with gender experts and share knowledge and experiences in the natural resource sector in relation to gender mainstreaming; and
  • Network and strengthen team spirit between and among colleagues and partners.
KEY ELEMENTS OF THE WORKSHOP

- Facilitated by local gender expert(s) with experiences across different sectors
- TOT to increase gender equality advocates who can replicate the training
- Manual developed to serve as reference point for trainers & provided tools for mainstreaming gender
- Though for CSOs, GDOs of LG in landscapes were included (gender mainstreamed in MTDPs)
- Used a collaborative problem based learning approach
- Action plans developed with commitments by participants to implement lessons learned
OUTCOMES OF THE WORKSHOP

• Management’s full buy-in for developing an organizational gender policy (3 out of 8 CSOs have started processes for developing their organizational gender policy)

• Gender Focal Persons have been designated in organizations that did not have a desk officer

• The core SRJS partners (ARG & The DI) have gender task force (GFPs) set up to begin work on the development of a gender policy
NEXT STEP OF ACTIONS

- Enhance capacity of landscape actors eg CECs, Women groups
  - Women leadership in resources governance
  - Economic empowerment* (VLSAs)
  - Operational and institutional capacities of groups (supporting the groups to develop their own gender equality priorities and action plans)

- Develop organizational gender policy and action plan with support from IUCN-GGO

- Political café (key aspect is gender dynamics in water resources management)

- Monitor and facilitate implementation of national gender policy and UNFCCC GAP
  - Training for CSOs on the key elements of the national policy and the GAP
  - Follow-up on submissions made by Ghana at COP23
LESSONS AND TAKE AWAYS

• Gender mainstreaming requires a conscious effort and great commitment that must go beyond just ensuring men and women are part of project activities; it must also be looked at internally (address needs, vulnerabilities, etc.). It’s effectiveness requires top management buy-in.

• No matter how good your intentions are as a staff, it is important to note that we have access & opportunity to influence decision making processes but we have no control over it.

• Don’t try to do it alone; identify opportunities and powers (gender champion at management level) within the organization and use it as a leverage.

• Don’t let the system frustrate you out; continue to work for human/women’s and environmental rights but bear in mind that it takes time. Because gender issues are systemic and structural (we can’t change them overnight).

• We can reduce stress and live long when we learn to celebrate our outcomes no matter how small or insignificant.
THANK YOU

For time Constraints, please find details on who we are and what we do on our website:

A Rocha Ghana: www.arochaghana.org
The Development Institute: www.thedevin.org