



Report on Gender Equality in Humanitarian Action Training For Sector Gender Focal Points Network

15 - 17 May 2016

Landmark Hotel- Amman

The Gender Equality in Humanitarian action training was attended by a total of 30 participants. 21 participants are members of the Sector Gender Focal Points from eight sectors (Basic Needs, Food Security, Protection, Health, WASH, Shelter, Education, Livelihoods) under the Inter-Agency Task Force/Inter-Sector Working Group for refugee response, while 8 participants were partners working in Zaatari Camp, Azraq Camp as well as urban coordination mechanisms in Mafraq and Irbid. (See the participants' list attached).

Training sessions were facilitated by Simon Opolot, Katia Urteaga, Dina Al Masri, David Hattar, Zaid Awamreh, Mays Nawayseh and Yukiko Koyama. The training was financially supported by UNHCR (for Day 1), UNICEF (for Day 2) and UN Women (for Day 3).

Day 1: Sunday, 15 May 2016

Module 1: Gender Core Concepts

Participants discussed the differences between "Sex" and "Gender" as well as the gender core concepts, such as "Equity", "Equality", "Power", "Empowerment", "Gender Mainstreaming" and "Gender Relations", "Strategic Gender Needs" and "Practical Gender Needs").

Module 2: Gender and Culture in Humanitarian Action

Participants discussed how to define culture/customs/traditions and consider/assess the place of gender in culture. Participants also reviewed examples of cultural practices/customs which raise gender equality/human rights concerns. Discussions included what should be /should not be done in humanitarian action.

Module 3: Institutional Influences/Systemic Influences on Gender

Participants learned how gender identities are constructed and maintained, how institutions create and perpetuate gender stereotypes as well as strategies for challenging and eliminating gender stereotypes. After discussing the society's point of view as a man and as a woman, participants were divided into four groups, to discuss further the positive and negative stereotypes in the family, the media, schools and religious communities.

Day 2: Monday 16 May 2016

Module 1: Violence as a Gender Issue

Participants became familiar with the key concepts and definitions of GBV and key points to understand GBV. A documentary was shown to the participants to discuss causes and consequences of GBV. Participants also discussed GBV issues in the region, the impact of emergencies on GBV and

the GBV against men and boys in conflict situations. For mainstreaming GBV in Humanitarian Action, participants were divided into groups per sectors, in order to propose humanitarian interventions per sector for a given case study.

Module 2: International Legal Framework for Promotion of Gender Equality in Humanitarian Action

Participants refreshed their knowledge on various international legal frameworks (international human rights law, international refugee law and international humanitarian law) and discussed how we can use the legal framework for advocacy and programme planning, monitoring and evaluation.

Module 3: Engaging men and boys

Participants learned costs and benefits of gender justice and injustice through an interactive exercise and the importance of engaging men and boys to provide an environment free from all forms of GVB. Participants further discuss masculinity, working with male survivors of SGBV and the importance of engaging men and boys in GBV prevention and response.

Module 4: Gender risk related to identify

Throughout the presentation and quizzes, participants were able to understand various terms and the differences. Participants discuss the responsibilities to serve for people by taking a dignified and client centered approach.

Day 3: Tuesday 17 May 2016

Module 1: Gender Analysis

Participants were provided with the information on various Gender Analysis tools and encouraged to use two or more tools. Participants were divided into four groups to do the Gender Analysis exercise in their respective sectors, to analyze the potentials, challenges and risks specific to women, girls, boys and men by (i) examining gender relations between women and men (girls and boys) in their assigned gender roles, (ii) identifying gender-specific needs and existing discrimination/differences in participants rates, access to humanitarian services and resources, control of assets, decision-making and (iii) the propose specific measures to eliminate gender discrimination and address the PGN and SGV of women, girls and boys and men.

Module 2: Gender Action Planning

Participants were divided into four groups to do the Gender Action Planning in their respective sectors, to use the data/information collected during the Gender Analysis Exercise design a project/and intervention for their sector of humanitarian response – clearly showing (sex and age) disaggregated needs of beneficiaries; gender responsible activities (that will be implemented); inputs (human resources, financial and material); immediate outputs and major results (outcomes).

Module 3: Gender Responsive Monitoring & Evaluation and Reporting

Participants learned how to identify the components of a gender sensitive designing, monitoring and evaluation framework and understand gender-sensitive indicators and the necessary components of a gender-sensitive evaluation and reporting. Participants understood that gender sensitive evaluation is necessary to reach people in need and to identify room for improvements. Participants were divided into four groups to do the Gender Responsive M&E and Reporting Exercise, by using information/data collected in the Gender Analysis Module Exercise and the Work of Gender action Planning Module Exercise, to develop a Results Matrix for their specific sectors' intervention/project with well-articulated gender-sensitive indicators.

Module 4: Communicating Gender

Participants learned the differences between “Information” and “Communication” and various community strategies. In order to develop a gender-sensitive communication strategy for sectors’ intervention, it is important to use information collected from Gender Analysis, highlighting what they are doing in their intervention (Planned Gender Action) and indicate the specific action they want their identified target groups to take. Participants are requested to do their homework and send their own communication strategies.

Closure of the Training - Agreed Action Points

At the closure of the training, the following action points were agreed.

- Sector Gender Focal Points would share the results of the training with their respective sector members during their next working group meeting and also further discuss with Sector Chairs,
 - in order to further advance the Gender Analysis for their respective sector and
 - in order to develop gender sensitive indicators for the next year
- Sector Gender Focal Points are requested to encourage the information sharing and to extend their functional support to their respective group members in the fields (Zaatari, Azraq, Irbid and Mafraq, etc.)

Note: Certificates will be distributed to participants who continuously attended for three days. The training materials (soft copies) will be shared with participants.

18 May 2016, Amman, Sector Gender Focal Points Network for the Refugee Response in Jordan