WELCOME BACK!
REVIEWING YOUR VIDEO

• Reconnect with your Feedback Partner from yesterday *(not your co-facilitator)*

• Share the critiques of your video

• Be sure to share your reflections on:
  
  ✓ One thing that surprised and delighted you about your facilitation
  
  ✓ One thing that you learned you could develop even further
DAY 3 AGENDA

8:00 OPEN THE DAY

Checking in on Video Review
GIF 101

LUNCH

Difficult Training Moments: People, Situations, and Environments
GIF case study and presentation preparation
Office Hours
Gender Integration Framework (GIF) 101 Workshop
WELCOME
INTRODUCTIONS

Please share:

• Your name

• Your organization, title and/or role
OBJECTIVES

By the end of this session, participants will be able to:

• Describe what data can feed into the GIF

• Practice using the GIF

• Reflect on how to use the GIF in your own strategic planning
WORKSHOP AGENDA

Workshop Opening and Welcome 9:00 AM or 1:00 PM
- Workshop objectives and agenda
- What is empowerment?
- 7 domains of empowerment
- GIF structure
- Practice using the GIF – Bangladesh
- Practice using the GIF – your context

Break 10:30 AM or 2:30 PM

Continue GIF Practice 10:45 AM or 3:45 PM
- GIF report outs
- Planning to use the GIF

Session Conclusion and Evaluation 2:30 PM or 4:30 PM
TELLING & CREATING OUR STORY

**Training in ag processing**
50 women, 5 men

**WASH**
???

**Men in care & nutrition**
500 men

**Credit access**
10,000 total
# women? # men?

**Land access**
30 women
WHAT IS EMPOWERMENT?

Similar to Kabeer (2001), we define empowerment as:

*The expansion of people’s ability to make strategic life choices within their households and their communities, particularly in contexts where this ability has been limited.*
WHAT IS EMPOWERMENT IN AGRICULTURE?

A person who:

- Has the resources and opportunity to engage in agricultural activities that are productive
- Has a role in deciding how to engage in agricultural management decisions
- Receives and controls the benefits and returns from their efforts in agriculture
BETWEEN DOMAINS OF WOMEN’S EMPOWERMENT AND AGRICULTURAL PRODUCTIVITY
THE GENDER INTEGRATION FRAMEWORK (GIF) – WHAT IT DOES

• Focuses on the 7 domains of women’s empowerment in agriculture.

• Is a conversation guide to examine and prioritize:
  – The current status of different domains of empowerment
  – What activities exist in programming
  – What activities are needed in programming
  – What activities to do going forward
  – How to measure progress
## Gender Integration Framework

<table>
<thead>
<tr>
<th>Problem/Constraint to Address</th>
<th>Desired Outcome</th>
<th>Definition of Outcome</th>
<th>How is the problem/constraint relevant in your context? Please explain and provide evidence. Is the problem/constraint of high, medium, or low relevance?</th>
<th>What activities are you implementing or planning that address this problem? How do they address it?</th>
<th>How could you modify current activities to better address the issue around this topic?</th>
<th>What new activities could be designed to address issues around this topic and how would they address it?</th>
<th>Activities’ Specific Contributions to Desired Outcome</th>
<th>What indicators do/will you use to measure the success of activities in terms of this outcome?</th>
<th>Checks</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Increase decision making power over agricultural processes.</td>
<td>Benefits engage in decision making processes over agricultural activities within the household or community. Benefits increase decision making power over agricultural processes.</td>
<td>Increase decision making power over agricultural processes.</td>
<td>Increase decision making power over agricultural processes.</td>
<td>Does the activity align to ... Head?</td>
<td>Provide or enable (access to information)</td>
<td>Increase decision making power over agricultural processes.</td>
<td>Increase decision making power over agricultural processes.</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Increase control over productive resources.</td>
<td>Benefits increase their control over productive resources.</td>
<td>Increase control over productive resources.</td>
<td>Increase control over productive resources.</td>
<td>Does the activity align to ... Head?</td>
<td>Increase access to productive resources.</td>
<td>Increase control over productive resources.</td>
<td>Increase control over productive resources.</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Increase control over the use of income.</td>
<td>Benefits increase their control over the use of income.</td>
<td>Increase control over the use of income.</td>
<td>Increase control over the use of income.</td>
<td>Does the activity align to ... Head?</td>
<td>Increase access to productive resources.</td>
<td>Increase control over the use of income.</td>
<td>Increase control over the use of income.</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Increase social capital and leadership in the community.</td>
<td>Benefits increase their social capital and leadership in the community.</td>
<td>Increase social capital and leadership in the community.</td>
<td>Increase social capital and leadership in the community.</td>
<td>Does the activity align to ... Head?</td>
<td>Increase access to productive resources.</td>
<td>Increase social capital and leadership in the community.</td>
<td>Increase social capital and leadership in the community.</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Ease barriers and obstacles that hinder effective participation such as lack of access to resources, lack of information, or lack of support.</td>
<td>Benefits increase their access to resources, information, and support.</td>
<td>Ease barriers and obstacles that hinder effective participation.</td>
<td>Ease barriers and obstacles that hinder effective participation.</td>
<td>Does the activity align to ... Head?</td>
<td>Increase access to productive resources.</td>
<td>Ease barriers and obstacles that hinder effective participation.</td>
<td>Ease barriers and obstacles that hinder effective participation.</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Increase human capital.</td>
<td>Benefits increase their human capital and knowledge.</td>
<td>Increase human capital.</td>
<td>Increase human capital.</td>
<td>Does the activity align to ... Head?</td>
<td>Increase access to productive resources.</td>
<td>Increase human capital.</td>
<td>Increase human capital.</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Increase access to and use of technologies.</td>
<td>Benefits increase their access to and use of technologies.</td>
<td>Increase access to and use of technologies.</td>
<td>Increase access to and use of technologies.</td>
<td>Does the activity align to ... Head?</td>
<td>Increase access to productive resources.</td>
<td>Increase access to and use of technologies.</td>
<td>Increase access to and use of technologies.</td>
<td></td>
</tr>
</tbody>
</table>
QUESTIONS?
FEED THE FUTURE IN BANGLADESH
FEED THE FUTURE FACTS: BANGLADESH

• In FY2013, Feed the Future reached approximately 1.7 million households; in FY2014, approximately 2.3 million households.

• Main value chains
  – Rice
  – Horticulture
  – Aquaculture
EVIDENCE OF BANGLADESH CONSTRAINTS

Main sources noted in GIF:

- WEAI Baseline Results
- Asian Development Bank Country Gender Assessment

Additional sources

- *Empowering Women to Become Farmer Entrepreneurs: Case Study of a NGO Supported Program in Bangladesh*, Hossain and Jaim. IFAD, 2011.
TABLE TASK

• Identify which domain(s) is of higher relevance and which is lower.

• Why?
YOUR THOUGHTS …

What other information would help you make programming decisions?
GIF EXERCISE

As you reflect on your project, discuss and agree on:

• Which domains or issues within a domain are important in your context (country/ZoI, project)

• One problem/constraint area to work with in the GIF format
GIF EXERCISE (CONTINUED)

Walk through the rest of the GIF for your chosen issue. Fill in each column appropriately for your domain.

During your conversation:

- Keep track of what additional information you would want to know.
- Broadly interpret the domains of the GIF beyond the context of agricultural production.
GIF EXERCISE REPORT OUT

On flipchart paper, capture:

• Your chosen issue or domain and be prepared to share why you chose it
• Your responses to each of the GIF columns for that constraint/problem area

Share highlights from your group discussion, including your answers to:

• What additional information would you want to know?
• Where would you get this information?
• What’s missing, if anything?
BREAK

PLEASE RETURN IN 15 MINUTES
WAYS TO USE THE GIF

• Document/Make a narrative of what your programs do regarding gender integration and women’s empowerment

• Prioritize different gendered issues and approaches

• Outline for a gender analysis

• Checklist for gender integration in PADs

• Create an action plan & modify an activity’s work plans to incorporate efforts to advance gender equality women’s empowerment in GIF domains

• Missions/Activities articulate and measure progress along a theory of change to advance gender equality and women’s empowerment in GIF domains

• Learning at different levels (project/activity, country, Feed the Future)
THE GENDER INTEGRATION FRAMEWORK (GIF) – WHERE IT SITS
OUR NEXT STEPS

As a project, fill out the Next Steps plan, responding to the following questions:

1. How will you complete the remainder of the GIF?

2. To that end, what concrete next step can you commit to taking by the end of this week?

3. What can you commit to do by the end of this month?

4. Who are you going to reach out to in order to have a conversation?

5. What further documentation do you need?
THANK YOU
LUNCH

1 Hour
GIF Kparba Case Study Exercise

COHORT A

KPARBA PROJECT CASE STUDY 1
(3 participant names)

KPARBA PROJECT CASE STUDY 2
(3 participant names)

KPARBA PROJECT CASE STUDY 3
(3 participant names)

COHORT B

KPARBA PROJECT CASE STUDY 1
(3 participant names)

KPARBA PROJECT CASE STUDY 2
(3 participant names)

KPARBA PROJECT CASE STUDY 3
(3 participant names)
DIFFICULT TRAINING MOMENTS

People

Environments

Situations
CHALLENGING FACILITATION MOMENTS…

Situations – As you think about delivering the WEAI 101 or facilitating GIF conversations, what will you need to mindful of to ensure things go as well as possible?

Physical Environment – How might your physical environment positively or negatively impact your facilitation and training delivery? What can you do to try and manage that?
During the GIF 101, we spent sometime reviewing the Kparba country context …
THE GIF EXERCISES

Your entire small group will do an analysis of your assigned case study, thinking through how to approach a GIF conversation.

Tomorrow, there will be two exercises:

• Exercise 1: Two of you will make a presentation back to your cohort on the approach you would take in having the GIF conversation with this project. (This presentation will be recorded.)

• Exercise 2: The remaining colleague(s) will be asked to facilitate your group’s approach to the actual GIF conversation in a role play. (This facilitation will be recorded and you will have time tomorrow to prepare.)
ANALYSIS OF YOUR CASE STUDY

• Choose which two of you will deliver the presentation on your case tomorrow.

• Craft a presentation that shows a well-considered analysis of the following:
  
  • Explain the GIF and placement of the data given within the GIF
  
  • What information is missing that you would like to access (and why and where you might find it)
  
  • What questions you would ask the project group to engage with in a GIF analytical discussion
  
  • Where you foresee areas that could be challenging in the conversation
  
  • REMEMBER: All of you must participate in the Case Study analysis…
You have between now and 5:00 to work on preparing your presentation for tomorrow.

- From 4:00 on, you’re welcome to take advantage of “Office Hours”: Sign up for coaching with either of the technical or facilitation content experts in half-hour sessions.
HAVE A WONDERFUL EVENING!

See you tomorrow at 8:00 a.m. for our practice of the GIF!