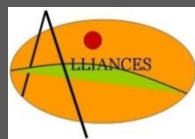


Alliances KK Annual Gender Workshop 2012



Signaghi

December 20-21st

2012





Schweizerische Eidgenossenschaft
Confédération suisse
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Confederaziun svizra

Swiss Agency for Development
and Cooperation SDC



Alliances KK

This report was written by Helen Bradbury Programme Director of the Swiss Development Cooperation project the Mercy Corps Georgia implemented Alliances Kvemo Kartli Programme, a market development programme run in accordance to the Making Markets Work for the Poor Approach (M4P) working in the dairy, beef and sheep value chains in Dmanisi, Tetrtskaro and Tsalka municipalities of Kevmo Kartli and Shorena Lortkipanidze of the International Centre on Conflict and Negotiation who are the programme partner for the implementation of transversal themes including gender.

For more information please go to www.allianceskk.ge

Front cover photograph taken by E.Proud of Mercy Corps.

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INTRODUCTION

The Mercy Corps Georgia implemented SDC project the Alliances KK Programme and implementation partner ICCN have established annual gender workshops as a working tool to review and evaluate existing gender activities and to develop new one which are formulated into annual gender action plans. The first Alliances KK Gender Workshop was held in December 16, 2011. Concrete programmatic recommendations particularly in regard to monitoring and evaluation were made and a gender action plan for 2012 developed as a result. The first workshop was discursive in nature reflecting on the meaning of gender mainstreaming in the programme and how this would reflect in the gender sensitization of future programme interventions and the evaluation of their impact as well as underlining the gender sensitization of programme staff members. The 2012 workshop was focused on evaluating existing and marking new areas, of gender intervention, developing programmatic responses to Women's Economic Empowerment (WEE) initiatives (which incorporate developments in global strategy and practice) and ensuring ongoing and meaningful gender mainstreaming in accordance with SDC and Mercy Corps strategy within Alliances KK's M4P programming.

The II annual gender workshop 2012 (organized in Signagi, on December 20-21) aimed to:

1. Review the Alliances KK Gender Year 2012 - main gender events, research, activities;
2. Review the Alliances KK programme outputs: with activities and results disaggregated by gender and an assessment of successes and failures;
3. Present a draft research plan for and discuss the upcoming WEE survey in the target area. Including review, feedback and input into it and the finalization of the research plan.
4. Review the programme to date against the *M4P WEE Guidelines for incorporating WEE into M4P programmes*.¹
5. Formulate key points for inclusion in the Alliances KK Annual Gender Action Plan 2013.

KEY THEMES THROUGHOUT 2012

M4P, WEE AND ALLIANCES

The M4P Hub led the initiative to develop a WEE framework to enable M4P programmes to improve Women's Economic Empowerment in M4P programmes worldwide. The Alliances programme was selected as one of two M4P programmes globally² to serve as case studies for the final stage of the initiative which was to study the two programmes and develop guidelines for incorporating WEE. The report made observations on both programmes and developed practical recommendations which were included as guidelines for incorporating WEE in M4P and which form Part B of the report.³ The Programme Director has promoted the guidelines through the Mercy Gender Steering Group Committee

¹ *M4P and Women's Economic Empowerment: Phase 2: Guidelines for incorporating Women's Economic Empowerment into Market Development Consultation Document* DFID, M4P Hub 2012. WEE is defined by major donors as: Economic advancement of women, access to opportunities and life chances, access to assets, services, and needed supports to advance economically; Decision-making authority including household finances

² The other was GEMS a DFID funded programme in Nigeria

³ Alliances KK Programme Interim Report: September 9th 2011-March 14th 2012, Submitted May 2012 15th.

and the programme has adopted the guidelines. The programme saw the 2012 Gender Workshop as an opportunity to test the guidelines against the programme in practice, cross check the WEE focus in its interventions and to provide an overall analysis of the programme developments.

DCED, MANAGEMENT AND MONITORING AND GENDER

The Alliances KK programme conforms to the DCED (Donor Committee for Enterprise Development⁴) monitoring standards and all interventions are built on results chains. All relevant programme data is gender disaggregated. In seeking to truly 'gender sensitize' interventions management and monitoring are closely interlinked. Following the DCED mock audit and WEE Consultants visit in February 2012 the programme focused on developing programme mechanisms for ensuring the gender sensitization of interventions which included introducing gender sensitized activity boxes into results chains and linking these to a global Gender Monitoring Plan which aggregates all gender impact for the three programme Outcomes.

STRATEGIC VERSUS PRACTICAL GENDER NEEDS

The main challenge of the programme is to determine where and what strategic gender needs can be addressed to bulwark the practical which are addressed through Outcome 1 and 2 in terms of the development of livestock related services and market access, and indeed to determine whether addressing strategic gender needs can truly add value to WEE and bring improvements in productivity and income. The M4P WEE Guidelines themselves pose the question of where to pitch the balance of gender activities between strategic and practical and SDC has pushed forward on seeking to assess the impact of improved incomes on non productive roles such as childcare and health and resultant impact.⁵ Following several Alliances Programme gender reports⁶ which noted that Women's Access to Decision Making was a principle constraint, Alliances KK designed and commenced the implementation of an overt gender and governance intervention under the auspices of Outcome 3 which incorporates the SDC transversal themes of gender, governance and DRR and facilitates local government to support a robust and durable agricultural sector. A key part of achieving this outcome therefore was seen to be a more equal participation of women at all levels of local government which the programme addressed with an intervention focused on leveraging the 2010 Gender Laws on gender equity in local government. This includes training and utilizing the village representative network using guidelines developed from the laws and developing a focal point in the form of a Women's Room (WR) in the government building, a resource space with permanent manager approved and paid by the municipality. The intervention is as yet too young to assess impact or answer the question posed above; certainly interest in the Rooms has been high. The intervention seeks to operate sustainability and systemically through co-investing with local government and engage higher level regional and national decision makers as well as civil society but political gridlock following the last election and anticipating the next has been problematic.

⁴ <http://www.enterprise-development.org/>

⁵ Survey to be carried out on Alliances Programmes in 2013.

⁶ See www.allianceskk.ge/downloads

REVIEW OF THE WORKSHOP SESSIONS⁷

DAY 1

The first day of the workshop was dedicated to the reviewing of programme outputs: activities and results disaggregated by gender. Programme Director Helen Bradbury (HB) summarized the gender year 2012 and referred to the development of the WEE guidelines document. It was mentioned that one of the main achievements of the programme was the development of specific gendered sensitized activities in each results chain with corresponding gender specific monitoring indicators collated in to a universal gender monitoring plan for all three outcomes.⁸ Programme staff members delivered reports per outcome on the successes and failures in gender mainstreaming of their programme interventions based on gender disaggregated data.

DAY 2

The second day of the workshop was dedicated to group work assessment of the Alliances KK programme against the WEE guidelines and to a presentation of and feedback on the draft research proposal developed by ICCN for the upcoming WEE survey. The “Women’s Ethnic Profiles” developed as a qualitative case studies to deepen understanding of ethnicity and gender in the programme area was used in an exercise aiming to further identify constraints facing women. The exercise tied into a brainstorming session for developing input for the WEE draft research proposal.

Detailed information on key sessions from Day 1 and 2 are presented below.

DAY 1

AN ASSESSMENT OF GENDER ACTIVITIES AND IMPACT TO DATE UNDER OUTCOME 1,2 AND 3

Programme staff presented comprehensive reports on the achievements and relative failures to date in gender mainstreaming under the three programme outcomes.

OUTCOME LEVEL GENDER RESULTS AND ACTIVITIES:

Outcome 1: Outcome 1 deals with increased outreach and quality of target livestock related services the farmers are customers. The Business Development Officer’s (BDO’s) for Outcome 1 presented an evaluation of the latest disaggregated monitoring data.

- Vet pharmacies are located in the centres of municipalities, but few women from remote villages are visiting them. Increasing the number of female customers seems to be a challenge⁹. However

⁷ See Annex 1 Workshop Agenda

⁸ See the Annex 2 on gender monitoring indicators for three programme outcomes.

⁹ 25% of SSLP customers were female according to December’s data.

one of the reasons for this is that on the data sheets filled in by programme clients in most cases male names appear as many female customers register their husbands name or that of other male heads of the families when asked for their name. The programme will modify the data sheet to attempt to capture this information.

- The customers of the bull (natural insemination) service, where farmer clients pay ten lari per service from an improved breed bull, are mainly men, which is unsurprising given programme knowledge concerning breeding where related external activities are the remit of men. However women generally do detect when livestock are on heat¹⁰ and more qualitative surveying may detect if and how often women and men work in tandem on this issue given the availability of a service rather than the ad hoc breeding of the bull running with the herd.¹¹ Another issue for gender disaggregated survey is whether the genetics of the bull or the cow are considered more important.
- In spite of the fact that a woman is owner of the newspaper supported by Alliances KK the main subscribers of the newspaper are men. Public subscriptions tend to be in a man's name.
- The need for qualitative data to add richness and complexity and which helps add cultural and societal dimensions to quantitative disaggregated data was highlighted by an observation made by the Information Officer. She had observed that on the data sheets female customers do not write down cell phone numbers but fixed/home lines whereas men write down mobile numbers, which seems to correlate well with previous research concerning restrictions and tendencies in women's movement. This observation was an example of where information arising from the workshop will be fed into the design of the WEE survey.

Outcome 2: In Outcome 2 which deals with developing more advantageous market access and terms of trade, farmers are suppliers. The Outcome has focused on ensuring that information flows reach women as they are responsible for day to day livestock husbandry and milking and has involved women suppliers in various trainings focused on FS&H. Training modules have been tailored to ensure that the content and method of delivery are suitable to reach the women and much attention has been paid to how and through whom women usually receive their information. What this research has shown is the extreme information poverty that many women suffer from, sent to village for example, even though women are the source of the milk information and payment from Milk Collection Centres is made from the centre to the men who visit it, not to the women who supply the milk to the milk collector from their homes.

- 42 Women suppliers/farmers have increased knowledge and awareness on Food Safety and Hygiene, Clean/Safe Milk and Milking Procedures and Information concerning Animal Diseases through the FS & H trainings
- 162 Women and 658 Men suppliers/farmers have reduced transaction costs through supported Entities/Service Providers (MCCs, CPCs, Slaughterhouses). Again in this case the male signatures may be assumed to represent the household.

¹⁰ The programme conducted some activities in this area: 80 women SSLPs have increased awareness concerning the reproductive period of cows, breed improvement & other veterinary issues. 4 Female vets received basic practical knowledge and training concerning Artificial Insemination.

¹¹ Alliances Gender Report 2011, language related to bull service or artificial insemination alienates women from this sector.

Outcome 3 covers issues related to rules¹² and facilitates with local government to develop their enhanced capacity for the growth of a robust and durable agricultural sector. The farmers under this Outcome are citizens whose lives are affected positively or negatively by their environment as controlled by laws and governance. SDC's transversal themes are concentrated under this Outcome into more overt interventions specifically DRR, Gender, and Governance. This includes a governance and gender intervention which seeks to improve women's access to decision making. The BDO for Outcome 3 reported how the October parliamentary elections and power transfer have led to increasing difficulty in dealing with local municipalities as political gridlock has set in between members of the opposing parties, which has affected the progress of the interventions. ICCN who manages the Outcome were recommended by the workshop participants to negotiate with central political elite in Tbilisi to support the WR's and help minimize risks to their functionality. The M and E data, particularly those of the DRRWG's revealed where the power of disaggregation lies and highlighted a serious gender disparity in the attendance and participation of women which the programme will rectify. Specifically:

- In the DRR Intervention only 5% of female representatives are engaged in Disaster Risk Reduction Working Groups (DRRWG) activities (1 from 21).
- 35% women representatives were involved in consultation fora (28 female local officials from 75 received information about the Gender Equality Law).
- 3 Women's Rooms were established - 5 Women's Room's staff members were hired and trained to manage the WRs.
- 26% of women representatives are members of the Advisory Committee (7 female participants from 21)
- The Gender Law Guidelines document¹³ for Municipalities and Village Representatives will soon be delivered to WR's staff. Special sessions will train them in how the guidelines can be used by village representatives. These activities are planned to be implemented in March 2013.
- The Women's Ethnic Profiles are almost ready for publication and their presentation will be used as a high profile event to attract political and civil society attention to the Women's Rooms.

THE WOMEN'S ROOMS

A brainstorming session was held on a component of the overt gender intervention 'The Women's Rooms' under Outcome 3 which forms the only programme activity specifically addressing strategic rather than practical gender needs i.e. Women's Access to Decision Making:

The Alliances KK Gender Survey had revealed almost no awareness or inclusion of gender in the agendas of the local authorities. Alliances KK therefore designed an intervention to facilitate Local Self-Government (Municipality) to implement mandatory elements of the Gender Equality Law passed in 2010 by Parliament of Georgia. This would create a new working framework for Local Governments for promoting the equal participation of women and men in local decision making. In addition to condensing the gender laws into practical working guidelines and using them as the main tool for training village

¹² In M4P 'the rules' ranging from informal norms and values to standards and laws form part of the market system

¹³ A simplified version of the 2010 Gender Laws for use by municipalities and Village Representatives.

representatives, the 'Women's Room' will enable the Municipality to implement projects and initiatives of capacity development and training for women in a suitable public venue open to all women and children of the municipality e.g., literacy/computer literacy for women, first aid, maternal health, local government events and initiatives and be able to attract other initiatives and donors through advertising the venue.

Following a brainstorming session the following ideas were discussed concerning the rooms:

- Citizens (legal) advice bureau; Georgian language courses for rural women; Financial literacy courses, various skill based training for rural women, driving lessons.
- Linking WR's with regional and national government and civil society;
- Women's rooms staff development and capacity building
- Ensuring that the activities generate revenue
- Ensuring publicity regarding the rooms to promote them at national level and among civil society to try and follow through the idea of adopting them at a national level which was mooted by the previous government
- Maximizing the monitoring and data collection activities and impact assessment opportunities afforded by the rooms

DAY 2

PRESENTATION AND DISCUSSION OF THE WEE SURVEY RESEARCH PLAN

Alliances KK and ICCN are in the process of developing a survey with statistically significant results to assess certain aspects resulted to WEE which will answer questions and evaluate assumptions resulted to programming and impact which have hitherto been based on the quantitative feedback of small numbers of focus groups and key informant interviews. The survey will determine the patterns, aspects and parameters of women's economic empowerment on elements related to programme impact such as time saved and the use and control over time saved, increased income, control over income and expenditure, better access to markets, services and information and decision-making on access to and the use of services. The study has several objectives and is to be implemented in two parts March-April 2013 and in late 2013 as part of programme Phase 1 impact assessment. It will:

- Examine and validate gender assumptions in Alliances KK programme (Outcome 1, 2 and 3)
- Augment programme understanding of the real situation of the women related to WEE
- Identify constraints which hinder improved programming
- Inform Indicator development
- Deepen gender understanding and improve programming in regard gender sensitized interventions

ICCN presented the draft WEE research plan. Programme staff gave feedback and the objectives of the study were reviewed and developed The following research topics were honed through the discussions following the presentation and the survey will be designed to provide answers to them:

1. How is time saved used by women?
2. To what extent are women oriented towards income generating activities?
3. To what extent do the programme interventions respond to women's needs?
4. In which spheres and to what extent are women's interactions with the outside world determined by or conducted through men?
5. What spheres are within the control or influence of women?
6. What resources, skills, and opportunities do women have which would enable them to generate income in addition to that earned by the household through livestock related activities?
7. What do women think about their situation, what is their vision?
8. What is the interdependence between family welfare and women's welfare?
9. What is interdependence between family welfare and women's rights and freedoms?
10. Where is the place of women in the family structure?

REVIEW OF THE PROGRAMME TO DATE AGAINST THE M4P WEE GUIDELINES FOR INCORPORATING WEE INTO M4P PROGRAMMES

The M4P WEE Guidelines draw on gender analysis and project experience to facilitate WEE mainstreaming in M4P programmes. It lays out sets of questions to be considered in each of the five stages of the M4P programming cycle. The framework assumes that projects will carry out gender analysis and related incorporation activities according to the questions in each stage¹⁴.

The programme team divided into five working groups which each reviewed the programme in accordance with the five stages of the Part B Guidelines for incorporation of WEE into M4P. The five stages are:

1. Setting the Strategic Framework : Vision and Rational, Selection of Market Systems
2. Understanding the Market System
3. Defining Sustainable Outcomes – Planning and Design
4. Facilitating Systemic Change
5. Assessing Change – Monitoring and Evaluation

All groups went through the questions in their respective section assessing whether the programme had addressed them, to what extent it had done so and also to identify gaps and areas for improvement.

Group 1 Setting the Strategic Framework : Vision and Rational, Selection of Market Systems

The group developed responses for the first phase of the project cycle and concluded that the programme responds positively to all the questions, i.e. the programme aims at:

- achieving more income;
- achieving higher return on labour;
- having more time: however the programme needs to have deeper analysis of time use by women, what is value of time, do they have control over their own time, is there

¹⁴ *M4P and Women's Economic Empowerment, Phase 2: Guidelines for Incorporating WEE into M4P Programmes, Consultation document, DFID, M4P HUB, May 2012. p. 18*

- definition or understanding of personal time in women of target communities;
- achieving more paid work for them;
 - achieving better quality of work: however the programme needs analysis as to what this means but is involved for example through food safety and hygiene activities;
 - having more decision making authority.

Group II: Understanding the Market System: Worked on the second phase of project cycle -. The programme found that it has real advantage in that it takes into consideration Ethnicity, Age, and Marital Status of the women targeted by the programme. It was also stated in the group findings that the programme is providing through ongoing research more insight into the control of income and expenditure by women which will be further researched in the WEE survey and will help understand women's roles in the market system.

Group III : Defining Sustainable Outcomes – Planning and Design: Worked on the third phase of M4P project cycle: the main recommendation of this group was to make greater efforts to gain more insight into sustainable outcomes for WEE.

Group IV: Facilitating Systemic Change: Produced recommendations related to the fourth phase of M4P project cycle:. The group findings reflected the urgent need for deeper research into topics like women's decision-making authority related to the changes in the market systems and transactions generated by the programme.

Group V: Assessing Change – Monitoring and Evaluation. This group developed recommendations on the fifth phase of the M4P project cycle. The group developed recommendations for the further development of qualitative monitoring and evaluation plans and proved that that programme is already advanced in this area.

The cross checking exercise showed that the programme takes into consideration all the critical questions developed in M4P analytical guidelines. The programme staff found it highly useful and a solid structural tool for a subject which can be nebulous. The exercise also helped clarify key considerations related to WEE which resulted in solid points for inclusion in the WEE study research plan and questionnaires including, time saving issues, inter and intra household decision making and the impacts of ethnicity.

ALLIANCES KK'S 2013 GENDER ACTION PLAN

The workshop led to the formulation key points of the Alliances KK 2013 Gender Action Plan these are:

1. *Ongoing gender sensitization* in programming and monitoring to be continued and strengthened by the results of the WEE which will be amalgamated into programme practices including renewed emphasis on the use of qualitative data to enhance gender disaggregated figures.
2. *Impact Assessment*: Further emphasis to be put on issues identified both for impact assessment: e.g. finding a way to collect and assess the male signatures as representing the HH and the design of gender sensitive interventions e.g. the relationship between heat detection by women and the use of the improved bull service by men.
3. *WEE Survey*: to be conducted in March-April 2013 and at the end of Phase 1 of the programme to encompass both baseline and impact assessment and to include the issues highlighted in the workshop.
4. *WR's staff capacity building* will continue and the village representative networks and training strengthened, opportunities for promotion at higher political levels to regain leverage lost during the change of government sought.
5. *Women's Ethnic profiles* to be published and leverages as an opportunity to present to wider public the issues surrounding gender and ethnicity for rural women and to tie this in with gaining support for interventions where required.

ANNEX 1: PROGRAMME OF THE II ANNUAL GENDER WORKSHOP

20.12.2012 : Day 1

Time	Subject	Rapporteur
11.00	Arrival and check in	
12.00-12.45	Lunch	
12.45-13.15	Presentation of the workshop program and goals Overview of the gender year with reference to the previous year's workshop.	Presenter: Helen Bradbury, Director of Alliances KK program Facilitator: Shorena Lortkipanidze
13.15-15.15	Review of the Alliances KK program output: activities and results disaggregated by gender	Presentation from: Medea, Nona, Lela, Maia/Shorena, Amiran, Salome (HR internal gender mainstreaming). Facilitator: HB
15.15-15.30	Coffee/Tea Break	
15.30-17.20	As above and group work to assess successes and failures and action to be taken for 2013 per Outcome. (4 groups Outcome 1,2,3 &M and E)	Plenary Facilitator: Helen Group Facilitators: Shorena, Maia, Nana, George
17.20- 30	Conclusions Wrap up	Facilitator: Shorena

21.12 2012: Day 2

Time	Subject	Rapporteur
09.30 – 11.00	Presentation and discussion of research plan of the study into timesaving for women M4P programme beneficiaries. Alliances KK”. Review, feedback and input into if not finalization of the research plan.	Presenters: Nana, Shorena, Facilitator: Helen
11.00-11.15	Tea break	
11.15-12.30	Review of the programme to date against the M4P WEE Guidelines for incorporating WEE into M4P programmes, group work per Outcome	Facilitator: Helen Group facilitators: Nana, George, Medea
12.30-1.30	Lunch	
1.30 – 3.00	Formulation of key points of inclusion for 2013 gender action plan	Facilitator: HB
3.15pm:	Departure to Tbilisi/ Marneuli	

ANNEX 2: GENDER MAINSTREAMING RESULTS PER OUTCOME WITH INTERPRETATION

Gender mainstreaming results based on key scalable indicators with meaningful interpretation of implications	
Outcomes and related assumption:	Indicator and progress to September 15 th 2012 ¹⁵ :
<p>Outcome 1: Concerns interventions which generate income through supporting functions. The gender disaggregated results show who is buying the livestock related inputs and services.</p> <p>Assumption: <i>Women who are buying livestock related services and products (AI, Veterinary services, medicines etc.) have some control over expenditure regarding livestock.</i></p>	<p>684 of beneficiary HHs with women with some measure of control regarding HH expenditure budgeting regarding livestock;</p> <p>24% of the income for beneficiaries generated through proper usage of veterinary services/AI/nutritional input for the livestock is by women.</p>
<p>Outcome 2: Concerns interventions which generate income through improved market access and the gender disaggregated results give the picture of who has directly received money for dairy products or meat they have sold.</p> <p>Assumption: <i>Women who are receiving money cash from MCCs traders and/or intermediaries have some measure of access to cash generated as revenue on livestock related HH activities</i></p>	<p>In 158 beneficiary HH's women are receiving cash from MCCs traders and/or intermediaries and have some measure of direct access to cash generated as revenue on livestock related HH activities;</p> <p>A 10% share of the income generated through improved access to market is directly accessible to women.</p>
<p>Outcome 3: Concerns interventions which generate non-financial benefits; good governance, gender equity and increased awareness of local DRR issues. The gender disaggregated results for this Outcome give an indication of the social and political empowerment of women.</p> <p>Assumption 1: <i>Women actively involved in community and municipality level meetings are more likely to take part in decision making process at public and HH levels which could lead to more control over livelihood related strategies.</i></p>	<p><i>Under generation in reporting period %¹⁶ of community meeting representatives are women and take part in decision making processes leading to more involvement and possibly control over livelihood related strategies.</i></p> <p>5%¹⁷ DRR WG meeting participants are women.</p>

¹⁵ Taken from the 2012 annual report.

¹⁶ This primarily relates to the Gender and Governance "Women's Room's" the outputs for which are being generated outside the reporting period.

¹⁷ This indicator is poor and has been noted. The disaggregated data has here flagged that women's participation in the DRRWG's needs to be significantly improved.

<p><i>Assumption 2:</i> Women's involvement in the DRRWG's and as recipients of DRR related information will be able to make informed decisions regarding the health of their animals which affect the productivity of their livestock and protect their livestock based assets.</p>	
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