REPORT ON THE GENDER AND PROJECT CYCLE MANAGEMENT (PCM) TRAINING WORKSHOP

23-24 March 2015, UNOPS-Yangon
1. Introduction

The purpose of this report is to describe and provide an overview of the training process and to provide significant findings from the training and recommendations in order to improve the gender capacity for the project/organization staff from 3MDG’s international and local partner organizations.

After the 3MDG Gender Awareness Training (held in November 2014), team members of 3MDG were aware of that one of the major needs of implementing partners was integrating gender into project cycle management and thus senior management of 3MDG organized this training workshop on Gender and Project Cycle Management (PCM).

This Gender and PCM training workshop is a good opportunity for 3MDG’s project/organization staff to upgrade their gender capacity and think strategically about how to design and develop effective interventions and support to the overall project purpose.

There were 39 participants (21 Women and 18 Men) from 17 organizations (international, local and 3MDG Fund Management Office). A detailed attendance list is provided at Annex 1.

The facilitator was Billy Kan Myat (Gender, Consultant) from Thingaha Gender Organization with assistance of one co-facilitator, Eddy Win.

2. Objectives

The purpose of the Training Workshop was to:

- Learn about gender concepts and gender issues in Myanmar with our own perspective
- Learn gender analysis tools and methodologies to plan and implement 3MDG's projects effectively
- Integrate gender into Project Cycle Management

3. Methodologies

A wide range of sound teaching methodologies were used for ensuring increased gender knowledge and capacity development in gender analysing, planning, implementing, monitoring and evaluation of project activities, especially for attaining gender skills on analytical or logical thinking for the participants that were applied during the Gender and PCM training workshop.

An intensive facilitation process for the whole training workshop let all participants learn and work together.

A major component of the training was to mobilize participants’ ideas on possible approaches to identifying issues, root causes of problems and their consequences, specifically in their 3MDG-supported projects.

Group work on gender analysis steps/tools, a specific item of PCM components, group presentations, Q&A between the facilitator and participants for clarifying uncertain matters or/and interactive response/feedback from the facilitator were some of the facilitating tools utilized during the training workshop.
4. Overview of Gender and PCM Training Process

<table>
<thead>
<tr>
<th>Sr.</th>
<th>Learning Topic</th>
<th>Tools &amp; Methodologies</th>
<th>What is learned</th>
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</thead>
</table>
| 1.  | Gender Concepts Review  | Visualization in participatory programme (VIPP), Brainstorming, Q&A, Participatory Tools, Individual Sharing and Facilitator’s Presentation | • Clearly understanding Sex & Gender, Cultural and Social Norms and Gender Issues in Myanmar.  
• Understanding of the evolution of Gender (Women and Gender Issues, Gender Analysis Framework, Gender Mainstreaming Strategies, Gender Sensitive Indicators and Assessment Methodologies)  
• Considering patriarchal Controls and Gender issues in different areas.  
• Divided eight sub groups by eight topics (Sexuality, Reproductive Work, Productive Work, Decision Making, Ownership of Resources, Disability, Diseases, Pregnancy) effects at the Family Level, Society Level, Market Level and National Level.  
• Wider view of Gender Power Relations – Relational View  
• How to respond to Gender Power imbalance  
• Understanding of Gender & Power in Society  
• Visioning of Gender Equality-(Gender, Gender Analysis, Gender Sensitive Indicators and Gender Mainstreaming) |
| 2.  | Gender Analysis         | VIPP, Brainstorming, Q&A, Participatory Tools, Facilitator’s Presentation, Group Work and Group Presentation | • How to analyse the situation of the project area with a gender lens.  
• Process of considering the impacts of development program/project on targeted participants.  
• How to use Gender Analysis Tools: Activity profile, Access to and Control over, Influencing Factors, Gender Need Assessment, Empowerment Analysis profile, Social Transformation Profile  
• At Community Level:  
  ✓ Division of Labor (Gender Roles)  
  ✓ Access to and Control over resources  
  ✓ How to analyse influencing factors among project, programme, organization and society.  
  ✓ Social position and decision making capacity of |
<table>
<thead>
<tr>
<th>3. Gender and Project</th>
<th>4. Project Cycle Management</th>
<th>5. Gender and PCM (Gender Sensitive Logframe)</th>
</tr>
</thead>
<tbody>
<tr>
<td>VIPP, Brainstorming, Q&amp;A, Participatory Tools, Facilitator’s Presentation, Group Work and Group Presentation</td>
<td>Clearly understanding the Project concept. How to link Problem Analysis and Objective Analysis. How to solve identified problems? Seven Sub Groups developed a Problem Tree and Objective Tree for a specific area as group work and discussed these items with facilitators and participants. How to relate Gender with the Project. Each organization representative participant reflects their organization’s Gender Status in 3MDG project/programme.</td>
<td>Facilitated by Facilitator Group Work Group Presentation Clearly understanding Gender and Project Cycle Management. Seven Sub Groups had developed the Log Frame Analysis for a specific area as group work and presented it to the others and discussed these items with facilitator and participants. After that, the facilitator explained the concept of log frame to understand solutions to problems and its design. Facilitated by Facilitator Group Work Group Presentation Integrating gender in Project Cycle Management (Needs Assessment, Project Analysis-Gender</td>
</tr>
</tbody>
</table>

- Women and men
- At household & community PGN & SGI
- Empowerment Analysis of women in targeted project areas.
- Social Transformation of household members in targeted project areas.

- **At Project Level:**
  - Project activities for women and men (Whose work load is increasing?)
  - Access to and control over project facilities and benefits (Project Resources)
  - Participation of staff and counterparts in decision making
  - Which factors are trying to tackle through the Project strategies?

- Eight sub groups practiced the gender analysis tools for a specific area as group work and presented it to the others and discussed these items with facilitator and participants.

- **3. Gender and Project:**
  - VIPP, Brainstorming, Q&A, Participatory Tools, Facilitator’s Presentation, Group Work and Group Presentation
  - Clearly understanding the Project concept.
  - How to link Problem Analysis and Objective Analysis.
  - How to solve identified problems?
  - Seven Sub Groups developed a Problem Tree and Objective Tree for a specific area as group work and discussed these items with facilitators and participants.
  - How to relate Gender with the Project.
  - Each organization representative participant reflects their organization’s Gender Status in 3MDG project/programme.

- **4. Project Cycle Management:**
  - Facilitated by Facilitator Group Work Group Presentation
  - Clearly understanding Project Cycle Management.
  - Seven Sub Groups had developed the Log Frame Analysis for a specific area as group work and presented it to the others and discussed these items with facilitator and participants.
  - After that, the facilitator explained the concept of log frame to understand solutions to problems and its design.

- **5. Gender and PCM (Gender Sensitive Logframe):**
  - Facilitated by Facilitator Group Work Group Presentation
  - Clearly understanding Gender and Project Cycle Management.
  - Integrating gender in Project Cycle Management (Needs Assessment, Project Analysis-Gender
| | | How to conduct Monitoring and Evaluation for your project/programme and why we should do it? |
Agenda

Gender and Project Cycle Management (PCM) Training Workshop
23-24 March, 2015

Day 1:

- Introduction
- Gender Concept Review
- Group work on "Sex and Gender"
- What will happen if you don't know Gender?

**Tea Break**

- Type of Power
- Patriarchal Controls and Gender Issues

**Lunch**

- Gender Analysis
- Gender Analysis Frame work

**Tea Break**

- Group Presentation on Gender Analysis Steps/Tools

Day 2:

- Recap on Day 1
- Gender and Project
- Gender Needs Assessment

**Tea Break**

- Problem Analysis and Objective Analysis
- Project Cycle Management

**Lunch**

- Gender and PCM (Gender Sensitive Logframe)
- Gender Sensitive Indicators

**Tea Break**

- Gender and PCM (M&E Framework)
- Evaluation
5. Evaluation and comments by the participants

Strengths and Weaknesses of the Training Evaluated by the Participants

Strengths:
- Systematic and thorough facilitation by the facilitator produced effective training
- Got more knowledge about Gender and developing the project Logframe with a gender perspective
- Got more knowledge about Gender Analysis Steps and How to use different analysis tools
- Understand well about Gender Concepts, Gender Analysis Tools, What is a Project?, Gender and PCM, Gender Needs Assessment and Gender Sensitive Indicators
- Good cooperation and linkage of facilitation process by the facilitator produced a good model with practical work for the participants
- Active participation of the participants with mutual respect and unity produced training that was alive and meaningful

Weaknesses:
- Some participants could not learn in detail about gender concepts before the training/workshop
- More practice time and discussion was needed
- Some topics on related subjects could not be learnt in detail (e.g. M&E Framework)
- Need to provide handouts by serial and by topics
- Game, Role Play and Video clips should be used for more energizing and active participation after too much brainstorming
- Need to reduce number of Groups, members of Group to do in sub group work (nearly 40 participants attended)
- Action Plan of training should be set after the training finished

Recommendations from participants

The participants would like to recommend:
1. To extend the training by another two or three days (Total four or five days training/workshop) to understand Gender and PCM in detail
2. To produce necessary reading materials of all topics of the training
3. To conduct again and again to disseminate widely knowledge and skills on gender between the organizations especially for the decision makers
4. To provide opportunity for networking among the 3MDG’s project staff for Gender Equality
5. To follow up this training and prepare for next Gender Advanced Training
6. Observations and Recommendations by the Facilitator

Observations about the Participants

- All the participants were observed to be open, flexible and active
- Some participants did not have any experience or learning on gender awareness
- Active participation of the participants was observed throughout the training
- Delighted to learn gender equality and gender equity because it is really needed in our society
- Some of the participants had expressed that they want to learn more about gender mainstreaming
- However, all participants tried their best to be training as an opportunity to build and improve their capacity

Facilitator’s Recommendations on Gender and Project Cycle Management

- Participants are encouraged to have continuous self-learning after training/workshop by practicing according to the tools, methodologies and principles that they have learned from the training
- To be able to digest the tools well, including methodologies and inputs of the training:
  - An effective follow-up is needed to find out the level of usefulness of the training inputs, and to observe the barriers that participants have been facing in their practical work.
  - Regular “Learning and Sharing session” of Gender Focal Persons and other related stakeholders should be initiated by 3MDG to note the related Gender issues based on their practical experiences.

7. Conclusion

Based on the training evaluations, most the participants learned about the concept of Gender and PCM eagerly and also actively participated in group work activities. This is a good sign for developing a proposal, implementing, monitoring, and evaluating each project activity in future of 3MDG’s endeavor in promoting gender equity and women’s empowerment in the context of Myanmar.

It is expected that participants would now be able to confidently apply knowledge of Gender and PCM acquired from the training in their practical field work.

Reported by:

Billy Kan Myat
Gender Consultant
Thingaha Gender Organization
April 1, 2015
Annex 1: Attendance list

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<tr>
<th>No</th>
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<tr>
<td>2.</td>
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<tr>
<td>3.</td>
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<tr>
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<tr>
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<tr>
<td>6.</td>
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<td>7.</td>
<td>RI</td>
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<tr>
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<td></td>
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Annex 2: Workshop Photos

Group Presentation

Group Presentation

Group Presentation

Group Presentation

Group Presentation

Group Presentation