

**Capacity Building for Women's Leadership in  
Farmer Producer Organizations in  
Asia and the Pacific Region Project  
IFAD/WOCAN Grant 1347**



*Trainers from Lao PDR, Maldives and Sri Lanka  
at the Training of Trainers Workshop, Bangkok, 28 June 2013*

**3<sup>rd</sup> Progress Report  
January to June 2013**

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## List of Acronyms

AIT	Asian Institute of Technology
APMAS	Asian Project Management Support Programme
CPM	Country Program Manager
DAFO	District Agriculture and Forestry Organization
DZLiSPP	Dry Zone Livelihood Support and Partnership Programme
HVAP	High Value Agriculture Project
IFAD	The International Fund for Agricultural Development
IIDP	Iranamadu Irrigation Development Project
LDP	The Livestock Development Project
MOFA	Ministry of Fisheries and Agriculture
NADeP	National Agribusiness Development Programme
NRMPEP	Natural Resource Management Project
PAFO	Provincial Agriculture and Forestry Organization
PIU	Programme Implementation Unit
RLIP	Rural Livelihoods Improvement Programme
SPEndP	Smallholder Plantation Entrepreneurship Development Programme
SSSJ	<i>Soun Som Seun Jai</i> / Community-based Food Security and Economic Opportunities Programme
TOT	Training of Trainers
WLCAN	Women's Leadership Circle in Agriculture and NRM
WOCAN	Women Organizing for Change in Agriculture and Natural Resource Management

## **1. Introduction and grant background**

The strategy of this project is to improve the enabling environment surrounding IFAD projects by working with women and men to build awareness of women's rights and leadership amongst farmers, staff of agricultural support organizations, and local government. Leadership will pertain to leadership in civil society and in the private sector, building the capacities of women and men farmers and organizations to engage in local governance matters and in markets. It will support skills in advocacy and sharing information and knowledge on critical issues.

### **1a. Grant goal, objectives and target groups**

#### Goal

The purpose of this project is to create a culture of women's leadership and advocacy of change in countries where performances of gender issues have been poor and rural sector performance in women's representation in the government is low. The program is in line with IFAD's strategic framework, and will thus contribute to strengthen rural representation of women and men in policy processes, improve rural farmers', skills, information and knowledge with the ultimate goal of improving food security and decreasing rural poverty.

#### Objective

The overall objectives of the project are to:

1. Strengthen the capacities and competencies of rural women leaders in a sustainable way;
2. Build support from their male colleagues and counterparts for gender equality and women's leadership;
3. Strengthen the competencies of key members of project stakeholders and representatives of beneficiaries in IFAD project areas to allow them to express themselves, choose their leaders appropriately and hold them accountable, and manage their own organizations effectively.

#### Target groups

The target group includes project stakeholders and representatives of beneficiaries in IFAD project areas in Sri Lanka, the Maldives and Lao PDR. It also includes trainers who will be trained to deliver relevant capacity building activities.

### **1b. Changes in grant implementation context and grant design having occurred during the reporting period**

No significant changes have occurred in grant implementation context and grant design during the reporting period. However, in the case of the Lao PDR, the IFAD Country Program Manager (CPM) advised that the WOCAN team should train farmer groups directly, because focusing on building capacity of national level trainers who would roll out trainings would be unrealistic due to the turnover of national and provincial staff. The WOCAN team conducted three workshops with farmer groups in two IFAD-supported projects: *the Rural Improvement Livelihoods Project* and the *Community-based Food Security and Economic Program*. Phanlany Khamphoui; Somsouk Sananikone, and Barun Gurung facilitated the trainings; staffs from the projects were also included in the team to develop their training experience. To further augment their capacities, three staff from

the IFAD projects were then invited to attend a Training of Trainers event along with participants from all three countries.

## 2. Progress and performance by component

In this period, the major focus of the project was to conduct training workshops and prepare the participants to rollout the trainings in their respective project sites. Four major types of training workshops were conducted during this reporting period (Table 1).

**Table1. List of training workshops conducted between January-July 2013**

SN	Training Workshop	Training Venue	# of days, date – 2013	# of Participants	Participating Country
1	Gender Integrated Planning	Kandy, Sri Lanka	5 days, (8-12 Feb)	11 (6 women, 5 men)	Maldives, Sri Lanka
2	Reframing Leadership for Women and Men	Colombo, Sri Lanka	5 days, (6-10 May)	11 (6 women, 5 men) <sup>1</sup>	Maldives, Sri Lanka
3	Training of Trainers	Bangkok, Thailand	5 days (24-28 June)	16 (10 women, 6 men) <sup>2</sup>	Lao PDR, Maldives & Sri Lanka
4	Women's Leadership for Planning (Producer Group level)	Atapeu, ChalernXay District, Lao PDR	4 days (5-8 March)	26 (21 women, 5 men)	Lao PDR
5		Provincial HQs, Attapeu, Lao PDR	4 days (10-13 March)	27 (19 women, 8 men)	Lao PDR
6		Xayabouli Province, Lao PDR	4 days (4-7 April)	26 (12 Govt officials, 14 farmers - 23 women and 3 men)	Lao PDR

**Table2. List of Knowledge Sharing Activities Conducted Between January-July 2013**

Activity	Detail		Participating Country
3.1	Planning meeting with the Asian Institute of Technology	<ul style="list-style-type: none"> <li>Agreement to share the final report (once finalized).</li> <li>The lesson learned from the report will be very useful for the development of the methodology</li> </ul>	
4.1	<i>Identification of interested potential members of e-learning group</i>	<ul style="list-style-type: none"> <li>Building learning alliances through IFAD Asia web portal</li> <li>Contact CPMs to plan the knowledge sharing webinar</li> </ul>	Maldives, Lao PDR, Sri Lanka, China, India, Nepal and the Philippines
5.1	<i>Quarterly Bulletin</i>	Submitted May 2013	
5.2	<i>Project report</i>	Every six months	
5.3	<i>APR newsletter</i>	As IFAD is not publishing APR newsletter for the time being two Stories from the Field, will be submitted by Dec 2013	

<sup>1</sup> These 11 participants are the same participants from Gender Integrated Planning Training, on 8-12 Feb in Kandy, Sri Lanka

<sup>2</sup> 11 of the 16 participants are the same participants from the previous two training workshops on Gender Integrated Planning Training, on 8-12 Feb in Kandy, Sri Lanka and Reframing Leadership for Women and Men, on 6-10 May in Colombo, Sri Lanka.

## 2a. Main Activities undertaken, outputs delivered and progress against AWPB

### Output 1: Training of Trainers

#### *Activity 1.1 Gender Integrated Planning Workshop in Kandy, Sri Lanka for both Maldives and Sri Lanka staff*

The training workshop on *Gender Integrated Planning* was conducted from 4 - 8 February, 2013 in Kandy, Sri Lanka. The workshop was the first in a series of skill-building trainings implemented for selected IFAD project staffs and their partners from Sri Lanka and Maldives. The main purpose of this 5- day training was to enhance their capacities to rollout trainings to the producer groups. Barun Gurung and Dibya Gurung facilitated the training workshop. Jacqueline Parisi and Nisha Onta from the WOCAN Secretariat office in Bangkok also participated and provided technical support and helped to develop baseline for final evaluation of the project. Altogether 11 IFAD project staff and their partners participated. There were 6 participants from Maldives (5 women and 1 man) and 5 from Sri-Lanka (1 woman and 4 men).

The main objectives of this training workshop were:

- To understand the key gender concepts for planning;
- To understand the different steps for planning from gender perspectives;
- To enhance the skills for integrating gender in planning; and
- To understand and develop skills to conduct organizational assessment from a gender perspective.



The training focused on:

- Deeper understanding of the key gender concepts for planning;
- Understanding and practicing the 6 planning steps, namely: i) Problem Analysis, ii) Development of Objectives for Change, iii) Development of Activities and Inputs to Achieve Change, iv) Identification of Risks, v) Identification of Indicators, vi) Development of Monitoring and Evaluation Plan;
- Understanding and practicing the Gender Analysis Methodologies and Tools in the field;
- Learning and practicing to analyze field data and information from gender perspectives; and
- Understanding and practicing the Organizational Assessment Framework from gender perspectives.

The entire training workshop was based on adult learning theories and participatory approaches, where the knowledge and experiences of the participants were duly respected and taken into consideration. The use of power-point presentations and lectures in the training were minimal. The training focused on self-reflection and engaging the participants in deeper discussions to understand gender concepts, planning steps and gender analysis tools. The carefully planned and guided field trip helped participants to apply the tools in the field. The participants found the session on gender analysis after the field trip very effective in prioritizing the issues for planning.

#### **Outcomes of the workshop:**

- Training report

- Plans for the next steps:
  - Participants will conduct organizational assessment (OA) from gender perspectives of their respective organizations and share during the next workshop in Colombo. The participants were trained to conduct and use the OA formats during the workshop.

#### *Progress towards component objectives*

This first training was very useful in bringing all the participants to a similar level of understanding on gender concepts, issues and methods. The training methodology emphasized skills for listening and in-depth analysis, which allowed the trainers to closely assess and understand the capacities and needs of each participant. The training capacities of the participants differ largely between Sri Lanka and Maldives. In Sri Lanka, the participants will require intensive support and close supervision during the rolling-out of trainings, while in the case of Maldives, participants should be able to rollout with less support. In Maldives, follow-up and supervision will be easier as all the participants are based in Male and are from the same project office and ministry. Whereas in the case of Sri Lanka, the participants are stationed in different provinces, so to follow-up, supervise, consultations and exchange between participants are challenging.

#### *Links, if any, with other IFAD-supported activities and/or other partners*

#### **Lao PDR**

At present, the *Rural Improvement Livelihoods Project (RILP)* from the Lao PDR has requested WOCAN to provide technical support that includes provision of a Training of Trainers (ToT) workshop for 25 women from the Lao Women's Union. This will be followed by close supervision of these participants as they conduct 3 trainings with farmer groups in three provinces.

The project anticipates that the Women's Union will be a useful resource for their extension outreach. In this engagement with WOCAN, the project will provide the funds for the workshop, and WOCAN will provide the technical support.

The Ministry of Agriculture and Forestry's Division for the Advancement of Women (DAW) also participated in the Training of Trainers workshop. The DAW is the coordination body within the agriculture sector for all gender related activities/projects within the sector.

#### **Sri Lanka and Maldives**

Similar partnerships are being explored in Sri Lanka and Maldives.

#### *Lessons learnt and knowledge shared*

#### **Maldives**

- *Selection of participants:* The selection of participants from Maldives is appropriate. Although the diversity in-terms of age, experience and education was high and there was only one male among five female participants, the synergy, cooperation and support between the participants were remarkable.
- *Need for adjusting the roll-out plan in the field:* The financial resources allocated by the project for rolling-out the training in the field is insufficient as travel between the islands is expensive and most of the roll out trainings of farmers will have to be conducted in several islands. There are two possible options to mitigate this unforeseen challenge: the first is to reorient the roll out trainings to more managers and project staff in Male; or seek / explore additional sources of funds from the IFAD-supported projects to roll out trainings in the islands. The Maldives team is exploring both options.

## Sri Lanka

- *Weak selection of participants:* The success of project depends to a great extent on appropriate selection of the training participants, as these trained participants will do the rolling-out of the training. In case of Sri Lanka, the interests and capacities of the participants to become trainers are relatively weak. There is only one woman among the five participants. As the project's target groups are mostly women producer groups, more women trainers would have been appropriate. However, there are no women professionals in the IFAD supported projects.
- To address this issue, WOCAN's core trainers will be more deeply engaged with the trainers during roll out of trainings, through onsite supervision, coaching and long distance mentoring and WOCAN managerial staff will discuss with IFAD Sri Lanka CPM and CPO.
- *Rollout plan:* Since all five participants are stationed in different provinces, the need for clustering the rollout of training plan is essential. Due to weak training capacities of the participants and their levels of organizational influence, all their rollout plans have to be at producer-groups level. They will not be able to train at higher organizational levels.

### *Activity 1.2 Reframing Leadership for Women and Men Training Workshop – Colombo, Sri-Lanka for both Maldives and Sri Lanka staff*

The training workshop on *Reframing Leadership for Women and Men* was held in Colombo, Sri-Lanka from 6-10 May, 2013. Barun Gurung and Dibya Gurung facilitated the training. Since this workshop was the second in the series of the skill-development training the participants comprised of the same eleven (6 women, 5 men) people from the first training, from Sri-Lanka and Maldives.

The main objective of the training was to increase the conceptual understanding on leadership and develop capacities to apply leadership in their organizations.

The training focused on:

- Leadership
- Leadership skills
- Applying leadership in organizations
- Develop action plan

#### ***Outcome of the workshop:***

- Training report
- Plan for sharing organizational assessment with senior management to develop a detailed action plan with the trainers/ facilitators



#### *Progress towards component objectives*

The Reframing Leadership for Women and Men training workshop introduced participants to leadership concepts and skills such as self- awareness, effective networking and communications to realize their leadership potential.



*Links, if any, with other IFAD-supported activities and/or other partners*

The fisheries project supported by the International Research and Development Center (IDRC) in Sri Lanka has approached WOCAN to receive their research scientists (23) with trainings for developing skills in gender analysis, and women's leadership.



*Lessons learned and knowledge shared – Maldives and Sri-Lanka*

- *Capacity of participants:* There are significant differences in the capacities of participants to understand and apply leadership concepts and skills to their individual work situations. For instance, the participants from Sri Lanka were largely unfamiliar with leadership experiences due to their own positions in the organizational hierarchy, while the participants from the Maldives more readily understood leadership principles that they could apply to their individual organizational positions. This resulted in a methodological challenge in addressing two different sets of needs and capacities. One option is to provide additional leadership skill development to Maldives participants during the WOCAN trainer's visit later in the year.
- *Participants' duty stations and its implications on learning and rollout:* The Sri-Lankan team is confronted with the challenge that members are from projects that are located in different provinces. The roll out trainings cannot be conducted in all their individual provinces due to the limited resources that are available for the roll out trainings. By comparison, in the Maldives, all the members are based in Male, even though they represent different ministries / organizations and they can work more closely as a group.

*Activity 1.3 Training of Trainers Workshop in Bangkok, Thailand for Laos, Maldives and Sri Lanka IFAD project staff*

The Training of Trainers (ToT) workshop was conducted in Bangkok, Thailand from 24 to 28 June, 2013. This was the third in a series of skill building trainings for selected participants for this project. The facilitators for the ToT were Barun Gurung, Phanlany Khamphoui, Dinya Gurung and Somsouk Sananikone. Yupa Posri from WOCAN provided the administrative support and also helped with translations for the Lao participants on the last 2 days of the workshop.

Altogether 16 participants (10 women and 6 men) from Laos, Maldives and Sri-Lanka participated. The participants from Sri-Lanka and Maldives had trained together during 1<sup>st</sup> and 2<sup>nd</sup> training workshops, but it was the first time for participants from Lao to join others in the training. The participants from Laos required English translations, 2 facilitators from Laos (Somsouk and Phanlany) helped with translation.

The main objectives of the ToT workshop were:

- To train trainers so they can roll out trainings in Sri Lanka, Maldives and Lao PDR;
- To develop training course using key steps for course development; and
- To implement the training course using principles of Adult Learning and facilitation skills.

The 5-day ToT workshop focused on:

- Gender awareness and key gender concepts;
- Key steps in planning a course;
- Theory of Adult Learning;
- Practice of facilitation skills; and
- Feedback on simulations.

***Outcomes of the workshop:***

- Training report
- Draft Training Course for 3 participating countries (Lao PDR, Maldives and Sri-Lanka)
- WOCAN trainers will provide support in the following areas:
  - Onsite supervision to roll out training to trained IFAD staff
  - Regular mentoring and coaching of staffs during roll outs and through long-distance support (electronically)
  - Encourage and enable trained staffs to mobilize IFAD resources to out-scale additional training in other project sites.
  - Training manual has been developed and is currently being tested. This training manual will be fine-tuned and submitted as one of the products of the project.

*Progress towards component objectives:*

The trainers developed country-wise training course based on adult learning principles and key steps for course development. All participants received opportunities to practice training skills through simulations and received feedback from trainers and fellow-participants. The participants will roll-out the training course in their respective countries with supervision and on-site support from the WOCAN trainers.

*Links, if any, with other IFAD-supported activities and/or other partners*

In the Maldives the rollout trainings for farmer groups in the various Islands will require additional funds as the present allocation is insufficient. Travel to the other Islands is very expensive, and the only option is for the IFAD project to provide the workshop budgets, while WOCAN can provide the technical support with its own project funds.

Both project participants and WOCAN will coordinate with IFAD to explore the availability of additional funds.

In Sri Lanka, due to the scattered nature of project sites, it is recommended that the roll out workshops be conducted in one site. The project's participants will coordinate with IFAD's country office in Sri Lanka for rolling-out training in one project site.

*Lessons learned and knowledge shared – Lao PDR, Maldives and Sri Lanka*

- *Advantage of time spent on translations:* The time spent on translations for Lao participants during the training proved to be very useful in giving space for the trainers as well as the participants to reflect and absorb the session discussions.

**Output 2: 240 farmers trained (80 farmers in each country)**

*Activity 2.1 Training Workshops on Women's Leadership for Planning in Lao PDR (Producer Group level)*

In the case of Lao PDR, the initial capacity assessments demonstrated that women's leadership would need to be situated within the context of strengthening local organizational capacity of producer groups. Accordingly the capacity building modality for Lao PDR was adjusted to suit this context, and the roll out trainings was conducted directly by the WOCAN trainers. Altogether 3 workshops were conducted in two IFAD supported projects: *the Rural Improvement Livelihoods Project* and the *Community-based Food Security and Economic Program*. Phanlany Khamphoui; Somsouk Sananikone, and Barun Gurung facilitated the trainings.



- The first workshop was conducted in Chalern Xay District from 5-8 March 2013, which is located about 68 km from the Provincial Headquarters in Attapeu. This was attended by 26 participants (21 women and 5 men). There were 4 members of the Alak ethnic group, and 22 members of the Tarieng ethnic group. The participants represented 3 groups: coffee production; vegetable production; and fish production.
- The second workshop was conducted in the Provincial Headquarters, Attapeu from 10-13 March 2013. The trainings were conducted in the IFAD-supported Rural Improvement Livelihoods Project area (RILP). This was attended by 27 participants (19 women and 8 men), from weaving and vegetable production groups. Participants were from 3 different villages and 3 ethnic groups: the Brao, Tarieng and Lao communities.
- A third workshop was organized in Xayabouli Province between 4-7 April 2013 with farmer producer groups from the IFAD-supported project "Community-based Food Security and Economic Program." The workshop was attended by 26 participants comprised of: 4 staff from the Provincial Agriculture and Forestry Organization (PAFO); 8 staff from the District Agriculture and Forestry Organization (DAFO); and 11 farmers representing three farmer groups, namely, pig raising, poultry, and rice production.

The main objectives of the training workshops were to:

- train producer groups to plan programs for group development;
- strengthen the management skills of producer groups;
- Identify problems associated with producer groups; and
- Develop action plans for capacity building.

The training focused on:

- How to conduct a problem analysis of groups?
- How to develop objectives for improving group management?
- How to develop activities and inputs required fulfilling the objectives?
- How to develop indicators and risks for the objectives?
- How to develop a monitoring and evaluation schedule to measure changes?

The workshop facilitation was based on principles of Adult Learning that adopted participatory approaches, mixed with presentations and group work.

*Outcomes of the workshop:*

- Training report

- Work-plan for next steps:
  - Training on *Women's Leadership for Planning* (producer group level) is planned for August 2013 in Attapeu province in Lao PDR
  - Additional trainings have been planned for October and December, pending approval by IFAD project managers in Lao PDR and the Maldives.

*Progress towards component objectives:*

As part of building capacity for women's leadership, 3 workshops were conducted in 2 IFAD supported projects. Three additional trainings for producer groups are planned for September 2013 and February 2014 to further enhance leadership capacities of women and men members of producer groups.

*Links, if any, with other IFAD-supported activities and/or other partners*

Meetings were conducted between the training team and the Team Leader from the Rural Improvement Livelihoods Project (RILP) and the National Project Director from the Soum Son Seun Jai Community-based Food Security and Economic Opportunities Program (SSJJ) in Lao PDR to discuss and plan future workshops and collaboration.

*Lessons learned and knowledge shared*

**Lao PDR**

- *Adjusting the Training Methodology:* In case of third workshop in Xayabouli Province, due to unanticipated number of provincial and district staff attending the workshop, the methodology had to be adjusted to address two different target audiences. Their presence along with the individual farmers representing different producer groups made it difficult for the trainers to proceed with the planned course. The trainers had to change their original plan of focusing on the producer groups to provincial and district staffs. The producer groups were accommodated with extra guidance and support during the group sessions to ensure that they understood the workshop proceedings. However, the abrupt change in workshop methodology still produced positive results, as it allowed provincial and district staffs to be introduced to the stages of planning and designing a capacity building initiative for strengthening farmer groups in their respective project sites.

**Output 3: A plan on how to research and document best practices in consultation with AIT**

*Activity 3.1: Planning meeting with the Asian Institute of Technology*

The objective of consulting with APMAS gender project in AIT was to use the lessons learned from this project to develop a methodology to document best practices. The APMAS gender project was completed in December 2012 but the project completion report is not yet published. Knowledge coordinator of the APMAS project, Jagriti Shankar, has assured WOCAN that they will share the project final report upon completion.

*Outcome:*

- Agreement to share the final report and work on the best way to document best practices producing a final guidance note

*Progress towards component objectives*

- The lesson learned from the report will be very useful for the development of the methodology.

*Links, if any, with other IFAD-supported activities and/or other partners*

- The opportunity for WOCAN, AIT and IFAD projects to share knowledge and lessons learnt with workshop participants and IFAD loan staff to ensure improved country and loan gender awareness, gender sensitive activities at project level and the development of a country network of gender leaders.

*Lessons learned and knowledge shared*

There is need for continued commitment to share knowledge through the IFAD Asia project pages on the IFAD Asia web portal, including sharing announcements of activities and resources in the project's networks. WOCAN is regularly posting and promoting news, events, blogs posted by various IFAD projects.

Few examples:

- Women's perspectives on integrated approaches for successful Public Private Partnership: the experience of the Learning Route in Laos PDR Posted by Nisha Onta on 5/15/13 3:16 AM
- WOCAN Conducts the TOT on Gender Integrated Planning in Attapeu, Lao PDR Posted by Nisha Onta 8/28/13 10:33 AM
- Training of Trainers (TOT) for the "Capacity Building for Women's Leadership in Farmer Producer Organizations in Asia and the Pacific Region" Project Posted by Nisha Onta on 6/10/13 5:48 AM
- 'Women's Leadership and Planning Workshop' posted by Nisha Onta on 3/1/13 11:20 AM
- Gender Integrated Planning Workshop in Sri Lanka Posted by Nisha Onta on 2/1/13 10:28 AM
- Attapeu farmers participate in WOCAN training on 'Women's Leadership and Gender Integrated Planning' posted by Claire Glavey on 3/29/13 6:24 AM INTO LAOS

#### *Output 4: Learning alliance for sharing knowledge with India, Nepal, China and the Philippines*

*Activity 4.1: Identification of interested potential members of e-learning group within IFAD projects in Maldives, Lao PDR, Sri Lanka, China, India, Nepal and the Philippines.*

*E-learning group discussion: WOCAN Webinar*

In addition to regularly sharing information through the IFAD Asia website, WOCAN is planning to organize a webinar to share knowledge generated by the project. IFAD's National Program Coordinators in Maldives, Sri Lanka, Lao PDR, India, Nepal, China and the Philippines will be contacted to participate in the seminar. The seminar is planned for early 2014 after project gains experience from rolling-out trainings in the fields.

*Outcome:*

- In order to share project information and to build alliance with projects in Maldives, Sri Lanka, Lao PDR, India, Nepal, China and the Philippines, WOCAN regularly shares project events, news, blogs, videos, photos and reports through the IFAD Asia web portal. The regular updates and sharing knowledge helps identify possible projects who will be invited for the webinar.

#### *Progress towards component objectives*

- Being active in the IFAD Asia web portal is integral in building learning alliances to share the knowledge with other IFAD Asia projects. The current communication with project staff will be continued and their participation in the webinar will also be encouraged. Sharing knowledge generated by training and lessons learnt with the webinar participants and IFAD loan staff will promote improved gender awareness, gender sensitive activities at project level and the development of a country network of gender leaders.
- WOCAN will contact the CPM<sup>3</sup>'s of China, India, Nepal and Philippines to plan the webinar.

#### *Links, if any, with other IFAD-supported activities and/or other partners*

- The WOCAN page is linked to about 20 different projects in Maldives, Lao PDR, Sri Lanka, China, India, Nepal and the Philippines.

#### *Lessons learned and knowledge shared*

- The IFADAsia WOCAN project page is regularly updated and there are numerous resources in the pages of other projects that can be shared. The Project Coordinator is actively updating and sharing information, participants to the trainings have submitted blogs in IFAD Asia WOCAN project page.

#### *WLCAN*

- The experiences and lessons learned after the rollout of the trainings in the field will be shared at the Women's Leadership Circle in Agriculture and NRM (WLCAN) meetings. WOCAN has already identified partners in Nepal, the Philippines, India and China.

In Nepal, the WOCAN Coordinator is responsible for organizing WLC meetings regularly attended by the Gender and Social Inclusion Specialist from IFAD's High Value Chain Project (HVAP).

In the Philippines WOCAN partners with the Asia Farmers Association (AFA) and the IFAD Gender Coordinator and Social Mobilization and Gender Coordinator for CHARM 2 project are kept briefed through regular correspondence.

Responses from India and China IFAD Project Coordinators<sup>4</sup> for collaboration are pending.

#### *Progress towards component objectives*

- Positive response has been received from partners in Nepal and the Philippines. WOCAN will contact the CPM of China and India to discuss plans for the webinar.

#### *Links, if any, with other IFAD-supported activities and/or other partners*

- Correspondence with the National Project Coordinators in China and India, and direct contact with IFAD Gender Coordinator in Philippines.

#### *Lessons learned and knowledge shared*

- Getting response from CPMs is proving to be difficult in India and China, where WOCAN has limited contact with IFAD project staff. Thus, WOCAN has decided to contact the CPOs of both countries directly to discuss the learning alliance and specifically the webinar.

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<sup>3</sup> Annex 1: List of contacts

<sup>4</sup> Annex 1: List of contacts

## Output 5: Knowledge Management and Knowledge Sharing

### *Activity 5.1 Document and share project information and updates*

Quarterly Bulletin for Jan – April 2013 was submitted in May 2013 and is available on the project page of the IFAD Asia web portal. (pls refer to Annex 2)

### *Activity 5.2 Project Report*

- The fourth 6-month report will be submitted in early January 2014.

### *Activity 5.3 Stories from the Field*

- As IFAD is not publishing APR newsletter for the time being two Stories from the Field, will be submitted by Dec 2013

## **3. Progress towards grant purpose and goal**

- All the trainings planned for achieving the grant purpose for this period were accomplished. Altogether 6 trainings were conducted.
  - 3 trainings for IFAD staffs and partners (Gender Integrated Planning and Leadership Training in Sri Lanka and Training of Trainers in Thailand). In order to build the capacities for these gender champions, the project provides them with several types of training, so the same people are participating in different courses (11 champions received 3 trainings) (refer table 1).
  - 3 trainings for the producer groups and IFAD partners (Women Leadership and Planning Training in Lao PDR) (refer table 1).
  - In total 16 IFAD Staff (10 women, 6 men) were trained to be trainers and 79 beneficiaries (63 women, 16 men) in Lao PDR were trained.

## **4. Shortcomings and problems encountered in grant implementation and actions taken**

Most activities planned for achieving the grant purpose and goals have been implemented. During the implementation period, three WOCAN staff have taken on project coordinator roles, due to staff changes. However, the Knowledge Management Coordinator has remained constant over the project period. These changes have not affected project implementation or delays to the implementation of activities.

At present, the below challenges are still to be addressed:

- Implement trainings in the Maldives; deal with weak training capacities of Sri Lankan trainers: in both countries the number of trained staff is still very low (representing 1 or 2% of agreed). Further discussions with CPMs and CPOs needed.
- Reinforce linkages with the Ministries in Sri Lanka;
- Strengthen capacities among Laos groups;
- Include China and India IFAD/Government staff within the WOCAN e-learning alliance group;
- Develop a methodology to document best practices by referring to the AIT APMAS Gender final project report which is yet to be finalized and shared with WOCAN;
- Action Plans produced until now should be revised and completed including a vision on how to ensure sustainability of activities

- Finalize a Knowledge Management product.

## **5. Other events and relevant issues during the reporting period**

- Please see below

## **6. Summary and recommendations for follow-up**

### **6.1. Major accomplishments and main constraints**

The main activities accomplished in this reporting period include:

- Completed Gender Integrated Planning training workshops for 2 countries (Maldives and Sri Lanka held in Sri Lanka in February 2013)
- Completed Reframing Leadership for Women and Men training workshops for 2 countries (Maldives and Sri Lanka held in Sri Lanka in May 2013)
- Completed Training of Trainers (ToT) workshops for 3 countries (Maldives, Sri Lanka and Lao PDR held in Bangkok in June 2013).
- Completed 3 trainings at producer groups level in Lao PDR, “Women’s Leadership for Planning Training” (held in Laos during March and April 2013).
- Linkages to Ministry of Agriculture and Forestry established in Lao PDR.
- The WOCAN IFADAsia page is now linked to 20 different IFAD projects in Maldives, Laos, Sri Lanka, China, India, Nepal and the Philippines.
- Communication with National Project Coordinators in China, India, the Philippines are being established/improved.
- Baseline information (interviews of Sri Lanka and Maldives’ participants) have been collected. A framework with indicators to measure behavioral and institutional changes will be developed by year end.

The main challenges and constraints encountered during this reporting period include:

#### **Sri-Lanka**

- Training capacities of selected participants from Sri Lanka are very low and will require intensive support and coaching during rollout of trainings in the field.
- Due to weak linkages with the ministry and their relatively junior positions within their organizations, it will be difficult for them to train and advocate for change at their organizational and ministerial levels.
- There was only one woman among the five training participants. As the project’s target groups are mostly women producer groups, more women trainers will have to be involved.

#### **Maldives**

- Conducting training is extremely expensive in the islands in Maldives. WOCAN is discussing two options with IFAD CPM.

#### **Lao PDR**

- The initial assessment showed that capacities of existing project driven producer groups are extremely weak in terms of group dynamics and governance. Integrating women’s leadership into these producer groups without strengthening their capacities would be both challenging and unrealistic. Hence, the focus of the original training course had to be modified to include skills for strengthening of producer groups.
- In addition to the planned rollout of trainings for North and South Lao PDR, the 2 IFAD projects have plans to roll out more training in their respective projects. However, to



integrate these pilot activities more significant consultations between IFAD headquarters and IFAD country offices will be required.

### **Documentation of best practices**

- Delays were encountered in agreeing/discussing with AIT.

### **Identification of interested members in e-learning groups**

Contacts in China and India still to be developed. Linkages have been established in the IFAD Asia portal and WOCAN regularly share news, events and blogs posted by projects from Nepal, India, China, Philippines, Laos, Sri Lanka and Maldives as found on the IFAD/Asia WOCAN project page.

### **6.2. Recommendations for follow up:**

- In Maldives** there are delays in carrying out trainings due to higher than expected cost to travel across the islands. *WOCAN is considering two options: either roll-out trainings to more staff in the capital Male or agree with IFAD CPMs and loans Directors that participants are IFAD financed.*
- In Sri Lanka**, *WOCAN is seeking CPM support to strengthen linkages with the Ministry of Agriculture to achieve better results and impact and to involve additional women trainers.*

Since workshop participants are stationed in different provinces, *follow-up and supervision of activities will be ensured by encouraging trainers to roll out trainings together where possible and also mobilize IFAD resources to roll out training in their respective sites.*

*WOCAN trainers will maintain close contact with the IFAD trainers through onsite visits and long-distance coaching and mentoring. WOCAN is also planning to collaborate with IDRC to provide additional trainings to the center's staff.*

- In Laos**, in order to carry out additional trainings, *further consultations between WOCAN, IFAD HQ and the CPM will be carried out.*
- Finalize action plans for each country** including a vision on how to ensure sustainability of activities, tentative action plan in Annex 3
- Once received the **AIT completion report**, *WOCAN will finalize discussions on how to best document best practice and prepare a guideline note*
- Identification of interested e-learning members in China and India will be followed-up to include them in the **“WOCAN e-learning alliance” and invite them for the webinar.** WOCAN will contact China and India CPMs and CPOs as well as APR gender focal point (Ms Martina Huonder).

WOCAN will contact China and India CPMs and CPOs as well as APR gender focal point (Ms Martina Huonder) to plan the webinar with the WOCAN e-learning alliance. The WOCAN e-learning alliance will also include IFAD staff from Nepal and Philippines. The webinar will be on sharing the lesson learned from the project. The detail will be planned with consultation with the trainers.

- As APR is not producing a newsletter for the time being, WOCAN will prepare at least one **“story from the field”** by year end.

The table below lists the key activities planned for July to December 2013, with specific indicators.

**Table 2: Planned Activities from July to December 2013**

Key activity	Indicators	Months					
		7	8	9	10	11	12
<b>Output 1. Training of trainers in 3 countries</b>							
1.1 Women's Leadership Training Maldives (requested as an extra activity outside the project's stated outputs)							
<b>Output 2. 240 farmers trained (80 farmers in each country)</b>							
2.1. 1 training of trainers for RLIP extension staff in Lao PDR (extra project technical support requested by RLIP)	25 trained extension staff from Provincial Lao Women's Union						
2.1.1 supervision of 4 training roll outs in 4 provinces of RLIP by their extension staff (extra project technical support requested by RLIP)	100 women and men from producer groups trained to develop local action plans for submission to RILP. 4 Action Plans designed by producer groups and submitted to RILP						
2.1.2 1 Roll out trainings with SSJJ ( <i>Soun Som Seun Jai</i> / Community-based Food Security and Economic Opportunities Programme (last remaining technical support activity for this present project)	30 women and men farmers trained in SSSJ project in leadership and organizational capacity of producer groups						
2.2. 3 Roll out Trainings x Sri-Lanka	75 women and men farmers from producer groups trained leadership and strengthening local organizational capacity						
2.3. Roll out trainings in Maldives	1 roll-out training completed for 30 women and men farmers from producer groups						
<b>Output 3. A plan on how to conduct research and document best practices</b>							
3.1 Develop methodology to document best practices	Research methodology						
3.2 Develop behavioral and institutional change indicators for M&E	M&E mechanism						
<b>Output 4. Learning alliance for sharing knowledge with India, Nepal, China and Philippines</b>							
4.1 e-learning group discussion	Develop schedule of webinars in consultation with trainers and learning alliance members						
4.2 Correspond with partners in Nepal, Philippines, India and China to Organize Webinar	Share Knowledge at the webinar						
<b>Output 5. Bulletin</b>							
5.1 Document and share project information and updates	Publish 2 bulletin						
<b>Output 6. Project Report</b>							
6.1. Submit bi-annual report	Bi-annual report submitted to IFAD						
<b>Output 7. Stories from the field</b>							
7.1 Submit Stories	1 Stories from the field						

## ANNEX 1: List of IFAD Contacts

Country	Name	Title	Email
Rome	Laura Puletti Martina Huonder	APR Grant Manager APR Gender Focal Point	<a href="mailto:l.puletti@ifad.org">l.puletti@ifad.org</a> <a href="mailto:m.huonger@ifad.org">m.huonger@ifad.org</a>
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	Lei Han	Associate Country Programme Officer	<a href="mailto:l.han@ifad.org">l.han@ifad.org</a>
India	Nigel Brett Meera Mishra	Country Programme Manager Country Coordinator	<a href="mailto:n.brett@ifad.org">n.brett@ifad.org</a> <a href="mailto:m.mishra@ifad.org">m.mishra@ifad.org</a>
	Sriram Sankara Subramaniam	Assistant Programme Officer	<a href="mailto:s.subramanuim@ifad.org">s.subramanuim@ifad.org</a>
Lao PDR	Stefania Dina Kongchay Vixathep (2011 to 2013)	Country Programme Manager Country Programme Officer	<a href="mailto:s.dina@ifad.org">s.dina@ifad.org</a> <a href="mailto:k.vixathep@ifad.org">k.vixathep@ifad.org</a>
	Claire Glavey	KM and Communication Officer	<a href="mailto:cglavey.ifad@gmail.com">cglavey.ifad@gmail.com</a>
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	Tribhuvan Paudel	Gender and Social Inclusion and Group Dev. Expert, High Value Agriculture Project (HVAP) in Surkhet, Nepal	<a href="mailto:Paudel.tribhuban@gmail.com">Paudel.tribhuban@gmail.com</a> <a href="mailto:info@hvap.gov.np">info@hvap.gov.np</a>
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	Aida Y. Pagtan	Social Mobilizer and Gender Coordinator, CHARM 2 project	<a href="mailto:apagtan@gmail.com">apagtan@gmail.com</a>
Sri Lanka & Maldives	Ya Tian	Country Programme manager	<a href="mailto:y.tian@ifad.org">y.tian@ifad.org</a>
	Anura Herath	Country Presence Officer	<a href="mailto:a.herath@ifad.org">a.herath@ifad.org</a>

### List of WOCAN Contacts

Country	Name	Title	Email
Thailand	Jeannette Gurung	Executive Director	jeannettegurung@wocan.org
	WOCAN Coordinators	Abidah Setowati (2012) Jacqueline Parisi (Jan-May 2013) Dibya Gurung (May – present)	dibyagurung@wocan.org
<b>WOCAN Training Team</b>			
All (Sri Lanka and Maldives)	Dibya Gurung	Co-trainer	dibyagurung@wocan.org
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Maldives	Ahmed Riaz	Co-trainer	ahmdriyaz@gmail.com
<b>WOCAN Knowledge Management Team</b>			
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## 1347 WOCAN Bulletin April 2013

### Capacity Building for Women's Leadership in Farmers' Producer Organizations in Asia and the Pacific Region

'Capacity Building for Women's Leadership in Farmers' Producer Organizations in Asia and the Pacific Region' is a three year Technical Assistance Project (2012-2014). The purpose of this project is to assist the performance and impact of IFAD projects in Lao PDR, Maldives and Sri Lanka, through the provision of a focus on gender mainstreaming and women's empowerment.

This is performed through capacity building efforts for partners and stakeholders within the enabling environment, to heighten leadership skills, in civil society and Government. The target group includes project stakeholders and representatives of beneficiaries in IFAD project areas.

This bulletin highlights the main activities conducted from January to March 2013.



#### Gender Integrated Planning Training Workshop in Sri Lanka

Gender Integrated Planning training workshop was organized in Sri Lanka from 5-9 Feb, 2013. 10 participants from IFAD – supported projects in Sri Lanka and the Maldives attended the workshop.

Participant Names	Designation, Org, Country
Ms. Aishath Shifana	Project Manager, PIU, MOFA, Maldives
Mr. Ahmed Riyaz	Business Implementation Officer, PIU, MOFA, Maldives
Ms. Aishath Shafeenaz Moosa	Business Implementation Officer, PIU, MOFA, Maldives
Ms. Aminath Aroosha	Senior Quarantine Officer, MOFA Maldives
Ms. Noora Jaleel	Senior Project Officer, MOFA, Maldives
Mr. S.A.D.T Canicius	Community Development Specialist, SPEnDP, Sri Lanka
Mr. Nandana Bandara	Divisional Coordinator, SPEnDP, Sri Lanka
Ms. Rupa Abeywardhana	Gender Specialist, NADeP, Sri Lanka
Mr. W.H.A.S. Dinatissa	Gender/Social Mobilization/Social Inclusion/Training Specialist, IIDP, Sri Lanka
Mr. D.J.A.K.Wijeratne	DZLiSPP, Sri Lanka

This training is the first in a series of skill-building trainings that will be implemented for selected trainers from the 2 countries, before they have the capability to roll-out trainings to their various farmer groups.

This training focused on building skills for integrating gender into the planning process. The training workshop was facilitated by Dr. Barun Gurung and Ms. Dibya Gurung.

## Day 1

### **Introduction and Objectives of Workshop**

The workshop began with introductions and expectations by participants. The facilitator then outlined the overall objectives of the project and how this workshop was part of the larger IFAD-supported initiative. Most importantly, it was emphasized that the same participants would need to be part of all the trainings over the next 3 years to develop their skills as trainers, who would then roll-out trainings to women's producer groups over the period of the project timeline.

The objective(s) of the skills development workshops were outlined as follows:

- Workshop 1: integrating gender into planning using gender analysis methods
- Workshop 2: integrating gender into the organization, and women's leadership
- Workshop 3: Training of Trainers
- On-site mentoring during roll-out trainings by the WOCAN team of trainers

### **Key Gender Concepts for Planning**

This session was introduced with an exercise, which asked the following question:

- What does Gender mean to you?
- What is Mainstreaming?

The facilitator summarized the discussion by explaining how gender mainstreaming occurs at two levels: at the level of the project cycle, and at the level of the organization. This was followed by an outline of the stages of the project cycle and key gender concepts during each stage of the project cycle.

### **The planning framework**

The facilitator introduced 4 key questions to understand the planning framework:

- **What is the present gender situation?**
- **What change do you want to achieve in gender relations and/or the status of women?**
- **How will you achieve these changes you seek?**
- **How will you know if and when you have achieved these changes?**

The following steps for integrating gender into the planning process are as follows:

**Step 1:** Conduct a problem analysis to determine what is the present gender situation?

**Step 2:** Develop the objectives for the change (s) you want to achieve in gender relations and/or the status of women?

**Step 3:** Develop the activities and inputs that will be required to achieve the changes you have established in your Objectives

**Step 4:** Identify the risks that may hinder the achievement of the changes you have outlined

**Step 5:** Identify the indicators or markers that will help you know if and when you have achieved these changes you have outlined. The risks and indicators, along with a time schedule will become the basis of your monitoring and evaluation process.

**Step 6:** Develop the monitoring and evaluation plan

## **Introduction to Gender Analysis Methods/Tools**

The facilitator introduced the activity profile, and the access/control profile. Participants then looked at their own projects, and in break out groups took a component and developed an 'activity profile' for reproductive activities versus community activities. The Maldives group presented their activity profile for a 'Community Poultry Project'. The Sri Lankan group presented their activity profile for a 'Mushroom Production Project'.

### **Day 2**

#### **Reflections on day one**

The session started with the reflection on day one. The facilitators explained few concepts which were unclear such as the

- Strategic Interests
- Relationship/link between position and condition

#### **Access and control of resources**

The participants were once again divided into two groups with instructions to develop an access and control profile based on the information contained in their activity profiles.

#### **Preparing for the Field**

The afternoon of day 2 was spent on preparing for the field activity. Preparing for the field consisted of the following:

- Developing a checklist of questions
- Methods to apply in the field (focus groups, interviews, games)
- Identification of the facilitator
- Note taker

In summary, the facilitator reminded everyone to be prepared for the following issues:

- How to keep the attention span of people they were interviewing
- Be as systematic as possible in your own group
- Build rapport with people being interviewed
- Less questioning and more 'conversation'

### **Day 3**

Field trip was at the project site of the Smallholder Plantation Entrepreneurship Development Programme (SPEnDP) in Kandy. The field day began with a welcoming ceremony in the temple complex, and was followed by prayers performed by the resident monk. This was followed by interviews of the community members who were requested to break into two groups: crop production and livestock.

### **Day 4**

#### **First level of Analysis**

The groups presented back their level 1 analysis from previous day:

- Resources – access & control by men and women
- Productive activities (men and women)
- Reproductive activities (men and women)
- Community activities (men and women)

#### **Second level of Analysis: The Problem Tree**

The two groups were asked to take a problem from their analysis and create a problem tree. One group outlined the causes and effect of malnutrition. The second group outlined the same for overburden for women. The facilitator emphasized the need to be able to defend the linkages between cause and effect.

### **Introduction of the Planning Framework**

The next session was the introduction of the planning framework that combined the planning steps with the 4 planning questions. The same groups from the previous session were asked to use the planning framework to develop a project plan based on their field work and subsequent problem analysis.

## **Day 5**

### **Mainstreaming in the Organization**

The facilitator introduced the organizational framework and asked participants to look at their own organizations during the interim period and to return with the results. A short practice session was organized to familiarize the participants with the framework.

### **Preparation for the next workshop**

Next workshop will be on organizational change and women's leadership. Decision was made to organize it on the first week in May.



## **Women's Leadership and Planning Workshop in Lao PDR**

As part of the IFAD – supported initiative on building capacity for women's leadership, two workshops were conducted in Attapeu Province and one in Xayabouli Province of Lao PDR. The first workshop was conducted in Chaleumxay District between 5-8 March which is located about 68 KM from the Provincial Headquarters in Attapeu. This was attended by 26 participants (21 women and 5 men). There were 4 members of the Alak ethnic group, and 22 members of the Tarieng ethnic group. The participants represented three groups: coffee production; vegetable production; and fish production.

This was followed by a second workshop conducted in the Provincial Headquarters, Attapeu between 10-13 March. The trainings were conducted in the IFAD-supported Rural Improvement Livelihoods Project area (RILP). This was attended by 27 participants, 19 women and 8 men, from weaving and vegetable production groups. Participants were from 3 villages: Vangyang (Phouvong district), Sakhai (Saisetha district) and Tardseng (Sanxia district), which is located about 15 KM from the Provincial Headquarters of Attapeu. The participants represented three ethnic groups: the Brao, Tarieng and Lao communities.

A third workshop was organized in Xayabouli Province between 4-7 April with farmer producer groups from the IFAD-supported project "Community-based Food Security and Economic Program". The workshop was attended by 26 participants comprised of the following:

- 4 staff from the Provincial Agriculture and Forestry Organization (PAFO)
- 8 staff from the District Agriculture and Forestry Organization (DAFO)



- 11 farmers representing three farmer groups; pig-raising, poultry, and rice production.

### Matrix of the training agenda

	<b>Morning</b>	<i>Method/Approach</i>	<b>After noon</b>	<i>Method/Approach</i>
<u>Day 1</u>	<u><i>Problem Analysis</i></u> - Welcome introductions - Objectives - Setting the stage - Identifying gaps in local organization	& - Participatory exercises for introductions - Group work	- Why the gaps are there? - Understanding where the gaps come from	Participatory exercises Group work on Problem Tree
<u>Day 2</u>	<u><i>Developing Results</i></u> - What change you would like to see given the problem?	- Exercise on Visioning	<u><i>Developing Activities</i></u> - What activities would be needed to achieve the change you have identified?	Group work
<u>Day 3</u>	<u><i>Monitoring &amp; Evaluation</i></u> - How will you know that the changes you want are being achieved?	- Simple indicators and risks assessment - M&E schedule	<u><i>Development of Action Plan</i></u> - Develop an Action Plan using simple results chain framework,	Simple Results Chain
<u>Day 4</u>	<u><i>Networking Skills</i></u>	Simple network analysis	<u><i>Communication Skills</i></u>	Communication exercises

### Emerging Lessons

- It is increasingly clear that women's leadership needs to develop both individual skills and institutional (local organization) context that provides an enabling environment for women (and men) to exercise their leadership. Hence, a focus on enhancing individual agency (leadership) needs to be done in a broader organizational context.
- Capacity development for leadership and organizational development skills needs to focus on both women and men. Hence, men need to be brought into the picture to 'support' alternative forms of leadership that both men and women can be part of. Moreover, without male 'allies', women will be faced with increasing challenges to their leadership
- In the context of the development interventions that seek to improve livelihoods through locally-organized groups, it is critical to focus attention on building group organizational capacity. This becomes particularly significant since many of the groups have been formed solely for purposes of project interventions.
- A key element for group coherence is the institutionalization of 'accountability'. Project staff acknowledge the challenges of newly-formed groups and they stress that more capacity development focus will be directed at groups. This will require a systematic strategy for capacity development, with clear goals, and indicators for monitoring and evaluating behavioral and institutional changes at the local levels.
- Capacity development also needs to focus on the project staff and the district extension staff with skills for community development and participatory approaches. The district extension staff are often overwhelmed with their own work, and this is compounded further by their limited skills for community development and lack of incentives.
- Local women and men from the producer groups demonstrate high levels of interest and commitment to understand their group's predicaments, and to seek ways of improving their group 'culture'. Even though the majority of participants could barely read and write in Lao, their demonstrated commitment and interest to learn is a great resource for the project

## NEXT STEPS

- Trainings for Communities
  - 3 additional training have been planned: 2 in the Community-based Food Security and Economic Program, and 1 in the Rural Improvement Livelihoods Project
- Training of Trainers
  - Selected project staff will be invited to a training of trainers workshop so they can roll out trainings in project areas in June ( 4 staff from the two projects and 2 from the Ministry of Agriculture and Forestry)
- Guide/Manual for Training
  - A simple guide/manual will be developed for trainers from the two projects based on the methodology adopted during the training workshops by 2013



### Upcoming Events

#### **Women's Leadership and Organizational Change Workshop in Colombo, Sri Lanka**

On 6-9 May, WOCAN is organizing the second workshop on Women's Leadership and Organizational Change in Colombo, Sri Lanka. The five day training will be facilitated by WOCAN trainers Dr. Barun Gurung and Ms. Ditya Gurung. There are 10 confirmed participants from the following IFAD projects,

- The Smallholder Plantation Entrepreneurship Development Programme (SPEnDP), Sri Lanka
- National Agribusiness Development Program, Sri Lanka
- Iranamadu Irrigation Development Project, Sri Lanka
- Dry Zone Livelihood Support and Partnership Programme, Sri Lanka
- Fisheries And Agricultural Diversification Programme, Maldives

#### **Training of Trainers (TOT), Bangkok, Thailand**

On 24-28 June, WOCAN is organizing the TOT for trainers from Lao PDR, Maldives and Sri Lanka. WOCAN trainers Dr. Barun Gurung, Ms. Phanlany Khamphoui, Mr. Somsouk Sananikone and Ms. Ditya Gurung will facilitate the training.

## ANNEX 3 Tentative Country Action Plans

### Lao PDR

Project	Activities	Dates	Resources
RILP/Attapeu Province	Roll out trainings to strengthen local organizational capacity of producer groups of project	5 – 8 November 2013 (Xanxay) 9-11 November 2013 (Xanxay) 12-14 November 2013 (Xaysetha) 15-17 November 2013 (Phowong)	WOCAN trainers  Training team from Provincial and District Lao Women's Union
SSSJ/Oudomxay Province		28 October – 2 November 2013 (proposed) Oudomxay	WOCAN trainers

### Maldives

Activities	Location	Dates	Participants
Gender Integrated Planning	Addu City Convention center (seenu atoll)	Jan/Feb 2013	42 participants (mixed audience) Cooperatives, island council, schools, community, NGO's
	Male'	March 2014	21 participants (mixed audience) planning ministry, MED, MOFA, MNDF, PO, MOFT, Gender ministry and NGO's
	Haa daal Hanimadhoo center	May 2014	42 participants (mixed audience) Cooperatives, island council, schools, community, NGO's
	Gaaf Alif, Gaaf Dhal	Aug 2014	42 participants (mixed audience) Cooperatives, island council, schools, community, NGO's
	Male'	Sept 2014	21 participants (mixed audience) planning ministry, MED, MOFA, MNDF, PO, MOFT, Gender ministry and NGO's

### Sri Lanka

Activities	Location	Dates	Participants
Situational Assessment	Kandy	Aug 2013	PMU/ Staff/selected trainees/community
Develop training module	Kandy	Aug 2013	Trainers
Preparation of training plan	Kandy	Sept 2013	Trainers
Gender integrated planning training	Kandy and Killinochi	December 2013 Jan 2014 April 2014 June 2014 Nov 2014	PMU/ Staff/selected trainees/community (tentative dates 3 – 19 Dec – propose 4 training in December 2 in North and 2)
M&E	Kandy	Dec 2014	