WATERAID MALAWI GENDER INTEGRATION TRAINING REPORT

At Ufulu Gardens Resort
Lilongwe, Malawi
27-28 July 2023

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Synopsis

This is a report on the proceedings of the gender integration training conducted for WaterAid (WA) Malawi Country Office, by regional consultancy firm Gender Links (GL), held at Ufulu Gardens Resort in Malawi Mozambique from 27-28 July 2023. See **Annex A** for the full workshop Programme.

Twenty eight delegates from the WA Malawi Country Office attended the training; 8 women and 20 men. The delegation was made up of staff from all areas and levels. The participants Lists are attached separately.

The training was facilitated by Susan Tolmay, Gender and governance Associate and Kevin Chiramba, Gender justice Associate, from Gender Links.

Overall, participants scored the training workshop at 8,4 out of ten. The learning opportunity and programme content categories scored the highest at 9,4 and 8,8 respectively, followed by facilitation group work (8,6). The lowest rating was for networking opportunity which scored at 6,2. The comments from the participants in the evaluation confirmed these scores, with thoughtful comments and suggestions for improvements of the training. The Full evaluation results can be found at **Annex B**

Background

In 2022, WaterAid (WA) Southern Africa Regional Office (SARO) commissioned Gender Links (GL) to conduct a Gender assessment of its work in the SADC region with an intention to strengthen WA work to contribute more effectively to gender transformation in its WASH work.

A key finding in this assessment is that WA is a progressive organisation with progressive staff, however, it needs to do more to "walk the talk" of gender equality by mainstreaming gender more systematically in its practices.

The report contains several recommendations aimed at assisting WA SARO to seize the moment to become a well-recognised voice on gender equality in WASH through the series of deliberate actions and recommendations detailed in this report. These include:

- WA SARO should make gender a foundational issue, not an add-on. There is a need to take deliberate efforts to invest in the capacity of WA staff to have a common understanding and clarity on the narrative of gender that WA wants to advance.
- Institutionalise a Gender Management System (GMS) to ensure that gender is included in all planning, budgeting, implementation and monitoring, evaluation and learning.
- Commit resources for gender programming and integration and to develop clear policies on how to do gender responsive budgeting.
- All programmes and projects should have gender specific indicators that move beyond just the numbers, to having indicators that measure empowerment and transformation.
- Upscale the work being done on gender-based violence (GBV) as intersectional issues and should consider working closely with women in communities to understand their security needs in particular.
- Seek out new strategic partnerships among WRO including joining the Southern Africa Gender Protocol Alliance.