

**International Fund for Agricultural
Development (IFAD)**



**Ministry of Agriculture, Forestry & Food Security
(MAFFS)**



**Rehabilitation and Community-based Poverty Reduction Project (RCPRP)
Rural Finance and Community Improvement Programme (RFCIP)**

Yearly Report 2013.

Gender Mainstreaming into on going project activities (GALS Tools)

INTRODUCTION:

The targeting strategy of the Project is driven by participative approach involving the communities and the existing local institutions. A set of selection criteria has also been established to target specific groups for each type of activities with a special focus on women and youth. A special emphasis has been set up to ensure women and youth participation in local institutions and to promote youth employment and long term incomes.

The targeting strategy and Gender mainstreaming is based on (i) the current Rehabilitation and Community – based Poverty Reduction Project (RCPRP) and Rural Finance and Community Improvement Programme (RFCIP) targeting strategy, (ii) the poverty profile of villages and households including their level food security, (iii) the rural and agricultural potential of the area, (iv) the interest and dynamic of the local institutions, and (v) the potential synergies with other donors or projects.

Gender Mainstreaming and Targeting is an essential strategy for poverty reduction and economic growth, with wealth creation for women, men and youth in small holder households, as well as profits for enterprises higher up the value chain. Gender mainstreaming is an integral part of all Programme interventions. In the RFCIP it will support gender mainstreaming, empowerment of women, and specific targeting measures for youth, to ensure maximum participation of these vulnerable groups in various activities. Measures include targeted and tailored Community Bank CB and Financial Service Association FSA products developed for women and youth; establishment of quotas for women and youth participation in programme activities (e.g. ensuring gender balance in bank staff and board); provision of literacy and numeracy training for women's saving/borrowing groups; ensuring outreach to the poor and to women through communication/ sensitization campaigns; and emphasis on gender and youth-disaggregated M&E.

The Gender Action Learning System (GALS) has been employed as the primary strategy to mainstream gender and operationalize the project targeting strategy in Rehabilitation and Community – based Poverty Reduction Project (RCPRP) and Rural Finance and Community Improvement Programme (RFCIP) interventions, in association with the specific RCPRP/RFCIP component actions for gender mainstreaming.

GALS is being piloted under the IFAD- funded RCPRP, with a focus on wealth creation for rural farmers' associations producing rice in inland valley swamps. GALS was launched in Sierra Leone in September 2011 as part of a staged pro-poor community-led design process, integrating the methodology into on-going project activities. GALS supports a culture of long-term planning and visioning within the fields of business and livelihood, family and gender, and personal development.

The process uses pictorial tools which enable women and men who cannot read and write, as well as stakeholders at other levels, to plan strategies to achieve their visions for the future, including analysing and addressing gender-based constraints within the household, community, and in markets as challenges which prevent them from achieving their vision. The process focuses on promoting constructive communication between women and men, while also engaging with and changing private sector attitudes and behaviours for sustainable and equitable 'win-win' strategies.

The process to date has demonstrated that GALS has brought about powerful, positive changes in gender norms and relations for both men and women, including youth. Changes include increased collaboration and efficiency within the household and in farming tasks, leading to increased production and income, as well as increased sharing of household income, decision-making and planning. Such changes have resulted in a reduction in conflict and violence in the household, as well as unplanned expenditures such as alcohol consumption and gambling once both men and women realised the negative impact on household resources.

Through use of the tools, individuals and communities are demonstrating the capacity to identify the resources they need to improve their lives. The pilot will continue to upscale in communities through peer learning and move to a stronger focus on livelihoods, rural finance, value chain development and participatory planning from a gender perspective during 2013.

GALS ACHIEVEMENTS FROM 2011- 2012

- GALS consultant backstopping accomplished for four visits (August, 2011, March, June and September, 2012.) by an international consultant, contracted for 21 days per each visit.
- GALS Stage 1 launched: Identifying gender justice indicators and committing to change: Introduction and adaptation of the GALS activities in stages, starting slowly with the community level. Activities includes: (Training of Trainers as first generation community facilitators, field testing and adaptation of materials for future design of pictorial manuals for GALS stage 1). The field testing aims to establish community ownership from the start and to develop a core of men and women in communities who can then be part of the training process for staff and other communities.
- Revision of GALS stage 1, launching event for GALS stage 2 for 1st, 2nd & 3rd generation community facilitators in 3 Inland Valley Swamp Associations (IVSA), Service Providers, Ministry of Agriculture Staff,, gender capacity building training for project staff from the RCPRP and RFCIP and women leadership training in the Kenema District, achieved.
- Learning Event on Testing of GALS stage 2 with the old IVSA, addition of two new IVSA and service providers in the Kenema District, a total of 5 IVSA. Total facilitators trained is 102, 41 Male, 61 Female and 60% of female trained.

- GALS Coordinating Committee formed in Kenema district, which comprises of field project staff from RCPRP and RFCIP, community facilitators and a women's leader.
- GALS up scaling to Kono District with 3 new IVSA, service providers, district youths, women leaders form council, ministry of gender and youth and other organisations mainstreaming gender, total number trained is 70, 31 Male, 39 Female and 56% of female trained
- GALS Knowledge Exchange and Learning Visits in May 2012, by 2 female 1st generation community facilitators from Kenema district and 1 project staff in Nigeria (National Association of Nigerian Traders NANTS) currently upscaling the GALS process in IFAD-funded projects. February 2012, the Monitoring & Reporting/Gender and Targeting Associate Staff attended an Inception and planning workshop, Community-led value chain development for gender justice and pro-poor wealth creation in Uganda. September 2012, the Technical Assistant for Gender & Targeting and the Assistant Decentralisation Capacity Specialist Staff attended the Learning Route in Rwanda and Uganda.

Key achievements 2013 include the following:

- Gender and Targeting Plan of Action developed for 2012 - 2015 for RCPRP/RFCIP. Selection Criteria and Targeting Indicators, specific targeting for all project activities developed in the plan and shared with all component heads to be fully operational to enhance gender mainstreaming within the programme.
- GALS methodology workshops facilitated with vulnerable and other key stakeholders, resulting in pictorial strategic plans for change in gender relations and improving livelihoods together with action plans and guidelines for the testing of GALS stage 1, 2 and 3 tools in the selected eleven (11) IVS communities in three (03) project operational districts (Kenema 5, Kono 3 and Kailahun 3) including plans for peer training and monitoring progress.
- GALS methodology adapted to local context with community-level pictorial manual developed for peer learning.
- Training of five generations of community facilitators (in the initial 2 IVSAs) as well as project and government staff, service providers and other stakeholders including youth representatives.
- Introduction of GALS Stage 3 tools for wealth creation/value chain development.
- GALS coordinating committee comprised of different stakeholders established at district level.
- District level GALS events for learning and exchange with communities and other stakeholders including the district Council and Ministry of Agriculture.
- Launching of a female leadership programme in Kenema district.
- Launching of a staff capacity building programme in gender and participatory methods with the participation of staff from all components of RCPRP and RFCIP. 15 men and 05 women.
- Participation of 3 project staff, 2 women and 1 man, 2 women community facilitators in GALS knowledge exchange and learning events in Nigeria, Uganda and Rwanda.
- Hosting a field-based capacity building workshop in Kenema district, targeting staff from IFAD partners in West Africa together with co-funded organisations from Sierra Leone to share existing experiences of GALS in the region and deliver training on the new strengthened and streamlined version of the methodology. The event established a firm basis for a regional network for ongoing exchange and helped to strengthen the Sierra Leone process with external feedback from GALS practitioners and gender specialists. 15 male and 23 female.
- Up scaling of GALS stage 1, to Kailahun district with the following participant categories: three IVSA 12 women and 6 men, three service providers 3 female and 3 male, one tree crop cooperative 1 female

and 1 male and Implementing partner (CORD-SL) 1 Female and 1 male. This training was facilitated by the international consultant, M&R/G&T Associate and Kenema IVSA Facilitators, 4 female and 2 male.

- Participation of the M&R/G&T Associate in IFAD household methodology workshop and write up in Uganda.
- Capacity building of 90 women, youth and vulnerable heads of households by knowledge and awareness on climate change at community level in Kailahun, Kenema, Koinadugu and Kono District, using the GALS methodology and facilitated by the M&R/G&T Associate and the four community facilitators, 2 female and 2 male from Kenema district.
- GALS impact assessment done and draft report disseminated to the following; gender and targeting department PTA in Rome, Gender Regional Coordinator for Central and West Africa, CPM, PC, Helena (International consultant in Mozambique, Claire Bilski Consultant Gender and Targeting UK, HRO, FC and M&E.
- Refresher workshop for certification of 50 IVSA community facilitators (30 women and 20 men) in Kenema district from five communities (Fulawahun, Talia Makaya, Tissor, Loko Group in Kenema Town and Kpandebu Dama)
- Introduction of GALS training workshop to five Implementing partners/local NGOs (CARD-SL Kono, Future Focus Foundation Kenema, GRACE Grassroot Bo, AGALS Kenema, Cd Peace Mayagba/Makeni, Community Advocacy Network CAN Kenema, (CEPA-SL Kailahun) and District Council Gender Officer in the 4Ks, as host organisation for the up scaling process to other non operational districts. Number of participants; 13 women and 07 men.
- Fulawahun community facilitators participated in agricultural trade fair in Bo City from the 18th to 20th December, 2013.

Benefit/Success stories of GALS intervention;

- Reduction in violence in the household; James Amara the first generation community facilitator, shared his story about violence with his wife, community members in IVSA, fight his wife and break one of her incisor teeth, the lady packed and moved out of the house five or more times in a month. Using the GALS tools to planned his livelihood/family, this result to a peaceful unite couple, wife fully embarked on petty trading, James engaged in his IVS production , and both have joint garden. Community members also testified about James positive behaviour, which lead him to be the key youth contractor for the Talia Makaya IVSA.
- GALS community facilitators Fulawahun and non members divided themselves into two groups by sex, presently doing second cropping in their IVS site making use of the rain water harvesting facility constructed by the complementary project of RCPRP; Integrating and adaptation of climate change in agricultural production. (Female group plant vegetable and male group plant groundnut on mounds) this intervention/initiative is leading to increased collaboration and efficiency within the association/ community/ household and in farming tasks, leading to increased production and income.
- Increased planning as well as unplanned expenditures such as alcohol consumption and gambling once both men and women realised the negative impact on household resources. The money used for alcohol consumption and gambling are now convert into business activities especially motor bikes and petty trading (four community facilitators, two female, two male in Talia Makaya and two female in Fulawahun who were victims of such challenges bought motor bikes as a source of income generating activity.

- Most of the male and female youth who dropped out of school have returned back to school from the effect of using GALS tools to planned their personal development and also other enrolled in the training college (distance education).
 - The process has also re-union some broken relationship in the household (broken marriages, children uniting with their parents, children uniting their parents etc). Success story from Alusine Abu in Fulawahun used the GALS tools to unite his parents after a long years break of their relationship which result to his dropped out of school, now returned back to school, presently in SSS 2.
 - Community facilitators especially in Fulawahun are now shareholders in the Kpandebu Dama/Largo FSA. Some bought their shares from the DSA they received from the first facilitation process/training (Introduction of GALS stage one; identifying gender indicators and commitment to change) they conducted in Kailahun district.
 - 50 IVSA members (30 female and 20 male) who received GALS certificates are in progress to form one GALS FBO in the district, they have contributed to register the FBO in the various line ministries. The MAFFS DAO in Kenema District is in full support of this group to integrate the methodology in on going activities of the ministry.
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- **Output:** Pilot phase of the methodology support two IVSA, eight members both literates and illiterates, two per each of these categories (male, female, male youth and female youth) and in one district (Kenema).
 - **Outcome:** The peer learning and up scaling have result to a total of 63 IVSA 319 members both literates and illiterates, in the 4Ks gained from the methodology, and now using the process to supports a culture of long-term planning and visioning within the fields of business and livelihood, family and gender, and personal development.
 - **Output:** International consultant backstopping visits (five visits) for the pilot and up scaling.
 - **Outcome:** For the process sustainability and cost effectiveness, the international consultant backstopping visits have phased out, community facilitators (champions) both literates and illiterates, taking full lead in the up scaling and the facilitation process into other project districts and coordinates by the NPCU Monitoring & Reporting/Gender & Targeting Associate. Community facilitators (champions) trained 92 women, youth and vulnerable heads of household using GALS tools for capacity building by knowledge and awareness on climate change at community level in the 4Ks. The rationale is for this target group to up scaling/shared the knowledge/information gained to the others in their various communities.
 - **Output:** GALS training for six different local NGOs, FBOs and District Gender Officers from (Kenema, Kailahun, Kono, Koinadugu and Bombali district) to serve as host organization to up scale the process to other districts and host the process when the funding donor phased out.
 - **Outcome:** Trained 14 participants (9 female and 5 male) from six different local NGOs, FBOs, District Gender Officers by the community facilitators both literates and illiterates. The beneficiaries who gained from this training, some are presently piloting the methodology with their own funding to their target beneficiaries in their organization, they have physical evident to show case to the programme (meet with the people trained, training documentations including pictures and videos of the training sessions). One of the NGO Cd Peace send their training report with pictures to the M&E/Gender and Targeting Unit.

- **Outcome;** The key GALS champion is an illiterate woman (Mama Fatmata Kallon) who have trained/shared the tools to both literates and illiterates in her community Fulawahun and have more than 200 peer learners in her network. She is the key facilitator to up scale the process to other districts, which she has already started in Kailahun district training literates and illiterates participants (service providers, IVSA, IPs for tree crops etc.) using her examples.

Rationale for continuity of GALS in the project activities;

The GALS process contributes to the achievement of project goals and objectives by:

- Building social inclusion, aiming for participation and decision making to be more equally distributed across social levels and to facilitate more equitable access by women and men, and particularly project target groups, to project resources and benefits. More widely, the process promotes equality in rights and opportunities, thereby leading to more sustainability.
- Enabling project implementation with strong ownership by the target groups, in line with the aim of the on-going projects. Women and men, including youth, both individually and collectively, are empowered to collect, analyse and use information to improve and gain more control over their lives at the micro- and macro levels.
- Helping to strengthen participatory monitoring and evaluation of project interventions.
- GALS supports the three strategic objectives of IFAD's gender policy: SO1 - economic empowerment, SO2 - decision-making and representation, and SO3 - equitable workload balance. Furthermore, the enhanced learning on effective targeting approaches will help to strengthen IFAD's role in policy dialogue and advocacy.
- GALS is a pro-poor community-led design process, integrating the methodology into on-going project activities (rather than being a one-off/extra activity) and up-scaled through peer learning. The flexible tools and participatory processes can also be integrated into other trainings, and adapted for gender mainstreaming in any issue. The process provides capacity building in gender and participatory methods at all levels, including for project staff and implementing partners.
- The process uses pictorial tools which enable women and men who cannot read and write, as well as stakeholders at other levels, to be fully involved in any training workshops, plan strategies to achieve their visions for the future, including analysing and addressing gender-based constraints within the household, farmer-based organisation, community, and in markets as challenges which prevent them from achieving their vision. The process focuses on promoting constructive communication between women and men, while also engaging with and changing private sector attitudes and behaviours for sustainable and equitable 'win-win' strategies.
- Using the community facilitators especially the illiterates female to share their experiences/train others in other districts, this will bridge the gap of women coming in front line for their voices to be heard, attend any form of trainings/workshops, owning executive positions in their organisation, play active role in decision making and equal participation and benefits from project activities.

**Tracking Analysis of GALS beneficiaries in the project operational and non operational districts
from 2011 - 2013**

NO	DISTRICT	NO. OF COMMUNITY	CATEGORY	M	F	MY	FY	TOTAL
1	Kenema	5	IVS ASSOCIATION	23	48	45	32	148
		14	Vulnerable women on Climate Change	0	24	0	0	24
		1	Women's organisation	0	25	0	0	25
		1	LWDD/MAFFS Staff	2	1	0	0	3
		1	Service Provider	4	3	2	0	9
		1	Implementing Partner(tree crop)	9	1	0	0	10
		1	NGO	2	2	0	0	4
		1	District Council Gender Officer	0	1	0	0	1
		1	Project staff	7	2	0	0	9
				47	107	47	32	233
2	Bo	1	NGO	1	1	0	0	2
3	Bombali	1	NGO	3	2	0	0	5
4	Freetown	1	Project staff	2	3	0	0	5
5	Kono	3	IVS ASSOCIATION	28	32	0	0	60
		15	Vulnerable women on climate change	0	23	0	0	23
		1	LWDD	1	0	0	0	1
		4	Service Provider	3	1	0	0	4
		1	District Council Gender Officer	0	1	0	0	1
		1	NGO	1	1	0	0	2
		1	Project staff	5	3	0	0	8
				44	67	0	0	111
6	Kailahun	3	IVS ASSOCIATION	6	12	0	0	18
		11	Vulnerable Women on climate change	0	23	0	0	23
		1	Service Provider	5	6	0	0	11
		1	NGO	0	2	0	0	2
		1	Implementing Partner(tree crop)	1	1	0	0	2
		1	Project staff	3	0	0	0	3
				15	44	0	0	59
7	Koinadugu	12	Vulnerable women on climate change	0	23	0	0	23
		1	Project staff	1	0	0	0	1
				1	23	0	0	24
GRAND TOTAL								427

Action plan for gender mainstreaming, adopting GALS tools for 2014.

Project	Activity	Indicator	Actual Target	Month of Implementation
RCPRP +	Gender mainstreaming, introduction of GALS stage 1, in the Ward Development Committee members in the 4Ks.	-No. of wards trained. -No of ward committee members trained, disaggregated by gender and age.	106	Jan, July and Oct.
RCPRP ++	Gender mainstreaming, introduction of GALS stage 1, in the Ward Development Committee members in the 4Ks.	No. of wards trained. -No of ward committee members trained, disaggregated by gender and age.	288	Feb, March, May and June.
IACCAP	Capacity building of 90 women, youth and vulnerable heads of households by knowledge and awareness on climate change at community level in 4Ks, using the GALS methodology	No. of women received training in knowledge and awareness on climate change.	4	April
RFCIP 2	Capacity building of Rural Finance Staff, CBs and FSAs shareholders in the 4Ks.	-No. of staff disaggregated by gender and age. -No. of shareholders disaggregated by gender and age. -	4	Feb, May



Coordinator and Participants for Sierra Leone GALS learning event from eleven countries including S/Leone. (UK, Mozambique, Rwanda, Senegal, Italy, Liberia, Nigeria, Ghana, Cameroon, Burundi and Sierra Leone)

Welcoming GALS learning event participants and visiting team in drama and songs, by community champions/facilitators.



Role play by Female Champions/Facilitators (Their challenge is having many children)



Role play by male Champions/Facilitators (Their challenge is Gambling)



Kenema District GALS Community Facilitators (Fulawahun, Talia Makaya, Tissor, Loko Group and Kpandebu Dama) with their GALS certificates.



Kenema MAFFS DAO, giving certificate to Mama Fatmata Kallon the Fulawahun GALS Champion.



Capacity building of 24 women, youth and vulnerable heads of households by knowledge and awareness on climate change at community level in Kenema District, using the GALS methodology and facilitated by GALS community facilitators.



Women used the challenge action tree, to analysed their challenges they faced in climate change on their agricultural Production and environment.



Trained participants from various local NGOs, FBO and District Gender Officers From 4Ks. Training in the introduction of GALS methodology stage one.



Cd Peace Coordinator from Bombali District presenting their Organizational Challenge Action Tree.



Fulawahun Community Facilitators and gender & targeting associate project staff, participating and presenting the GALS tools in agricultural trade fair in Bo City, 18th – 20th December, 2013.

GENDER ACTION LEARNING SYSTEM TOOLS PRESENTED IN THE AGRICULTURAL TRADE FAIR, BO CITY.

GENDER JUSTICE DIAMOND TOOL.

THIS TOOL ENABLES THE GROUP TO IDENTIFY THEIR DIFFERENT IDENTITIES, THE LEVEL OF EXPECTATION SOCIETY HAS ON BOTH WOMEN AND MEN, LOOK AT WHAT MAKES PEOPLE HAPPY AND UNHAPPY. MOST IMPORTANTLY THE TOOL HELPS TO IDENTIFY WHAT NEEDS TO CHANGE FOR ALL PEOPLE IN THE HOUSEHOLD TO ENJOY HAPPINESS. LOOKING AT WHAT PEOPLE LIKE/DISLIKE HELP THEM TO DREAM OF A BETTER FUTURE.



WOMEN'S GROUP IDENTIFIED THEIR LIKES AND DISLIKES

VISION JOURNEY TOOL.

IDENTIFIED INDIVIDUAL OR GROUP SMART VISION/DREAM OF A BETTER AND HAPPIER LIFE IN THREE LEVELS (FAMILY/HOUSEHOLD RELATIONS, LIVELIHOOD /RESOURCES/BUSINESS AND PERSONNEL DEVELOPMENT), THEIR PRESENT SITUATION, OPPORTUNITIES AND CHALLENGES WHICH MITIGATE FOR NOT ACHIEVING THEIR VISION.



HANNAH TARAWALLY, FACILITATOR, FULAWAHUN COMMUNITY, PRESENTING GROUP VISION JOURNEY (THEIR VISION IS FULAWAHUN IVS ASSOCIATION MEMBERS ALL BE SHAREHOLDERS IN THE KPANDEBU DAMA FINANCIAL SERVICE ASSOCIATION.)

CHALLENGE ACTION TREE TOOL:

HELPS TO SORT OUT THE RANGE OF CAUSES/DIMENSIONS OF THE ISSUES, POSSIBLE RESPONSES AND CONCRETE CHANGES WHICH CAN BE MADE – WITH MANY SMALL CHANGES OVER TIME ADDING UP TO A LARGE CHANGE. INDIVIDUAL/GROUP IDENTIFIED THEIR CHALLENGES ON THEIR VISION WHICH NEED TO BE CHANGE, BRING OUT THE ROOT COURSES, SOLUTIONS AND CONCRETE ACTIONS.



**KADIE AMARA, FACILITATOR, FULAWAHUN COMMUNITY, KENEMA DISTRICT.
(HER CHALLENGE IS GIVING BIRTH TO MANY CHILDREN)**

GENDER BALANCE TREE TOOL:

THIS EXAMINE GENDER, RESOURCES BROUGHT INTO THE HOUSEHOLD, DISTRIBUTION OF ROLES AND RESPONSIBILITIES, AND USE OF RESOURCES.



MAMA FATMATA KALLON AND SON AUGUSTINE KABBA, FACILITATORS, FULAWAHUN COMMUNITY, KENEMA DISTRICT. THEIR FAMILY GENDER BALANCE TREE.

