

TPOUGANDA

Women & Girls Friendly Space Training Workshop Report That was Held at Landmark Hotel Juba

Report

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The training report covers the rationale for the training, training goals and objectives, the achievements, challenges and recommendations. Annexes covering Pre & Post tests, Participants lists, Training program and evaluation results are also attached.

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1.0 Executive Summary

The ongoing conflicts in South Sudan continue to negatively affect life in almost all of its domains especially that of the most vulnerable (children, young girls and women). The young girls and women continue to experience gender based violence not only in the community but also in their own families. UNICEF and her partners designed and supported interventions that address gender based violence using several intervention models. One of the intervention models was the creation of women and girls friendly spaces. The creation of safe spaces for women and girls since the eruption of conflict in 2013 was a key strategy in the protection of women and girls in Central Equatorial state (Juba), Jongolei(Akobo) and Malakal(Upper Nile) . However, since the introduction of WGFS as an intervention aimed at addressing gender based violence, there has been no commonly agreed standard among several players on what constitute WGFS.

UNICEF, on behalf of the GBV sub-cluster and with the support of key partners initiated and developed WGFS guidelines that harmonized and defined what WGFS are and their minimum standards.

A Five day training workshop was then organized for WGFS implementers (SRDA, SUDD RELIEF, ISRAAID, MAYA, IMC & UNICEF) that enabled participants harmonize their approach and understanding of the WGFS Model as well as acquire the necessary skills and knowledge to create an empowering and inclusive environment where women and girls attend, feel safe, supported, connected, empowered and better informed about their rights and opportunities.

This report therefore, presents the aims , objectives , training Processes, progress and achievements attained during the five day training workshop that was concluded on the 8th /April/2017 in Juba. The training was attended by 24 Participants drawn from UNICEF Partners in the regions of Central Equatorial state (Juba), Jongolei (Akobo) and Malakal (Upper Nile). Trainers of this workshop from Health net TPO and TPOUganda. The trainers used participatory methods of facilitating learning, mainly engaging participants using such techniques as small group discussions, case studies, experience sharing, small lectures, demonstrations and role-plays among others. Participants were provided with the WGFS Guidelines and the topics therein informed the discussions throughout the five days.

By the fifth day, participants were provided with work plan template develop own plans to roll out the WGFS guidelines in their respective regions. It was agreed that each UNICEF Partner was to convene a meeting and finalize on their WGFS guideline rollout plans and submit to Health net TPO within the month of April, 2017. Health net would then conduct bilateral meetings with the implementing partners to develop a tailored field support visit aimed at providing technical support to address technical challenges encountered during implementation/rollout of the Guidelines. The proposed support visits from Health net will preferably begin in the month of July, 2017.

2.0 Training Processes

In order to create conducive environment that facilitated learning, the participants were asked to share their expectations and fears, set rules or norms to create the learning environment and selected their leaders to work collaboratively with the trainers. Expectations and fears were then discussed in plenary session where trainers clarified on what was to be achieved in terms of participant's expectations regarding learning and other logistical concerns. Expressed fears were also discussed and guidance provided by the trainers and participants as well. Norms /rules were set and pinned on the wall for the entire training period to remind participants and trainers on expected behavior. The following expectations and fears in Table 1 were discussed

2.1 Expectations & Fears

Table 2.1-Expectations & Fears

Expectations	Fears
<ul style="list-style-type: none">- How to establish a WGFS- How to design activities for a WGFS- Principles governing the running of a WGFS- Relationship between a CFS and a WGFS- Know the activities that are implemented in a WGFS- How to manage the WGFS- Mentor, coach other colleagues after completion of this training- Apply acquired skills and knowledge	<ul style="list-style-type: none">- Time may not be managed well- Falling sick- Worried about activities going wrong while attending a workshop in Juba- How to deal with community expectations- Uncertainty of what is likely to happen while in Juba- Participants who come late might miss out learning key important topics hence affecting quality of their WGFS work.

2.2 Ground Rules

Ground rules

- Less use of computers
- Punctuality
- Avoid unnecessary movements
- Active participation
- Respect for diversity of opinions and leaders instructions
- Energizers a must

2.3 Course leaders

Course leader – Katawa

Time keeper – Jackie

2.4 Overall Training Goal

Harmonize WGFS understanding as well as acquire the necessary skills and knowledge to create an empowering and inclusive environment where women and girls attend, feel safe , supported, connected , empowered and better informed about their rights and opportunities

2.5 Specific Objectives

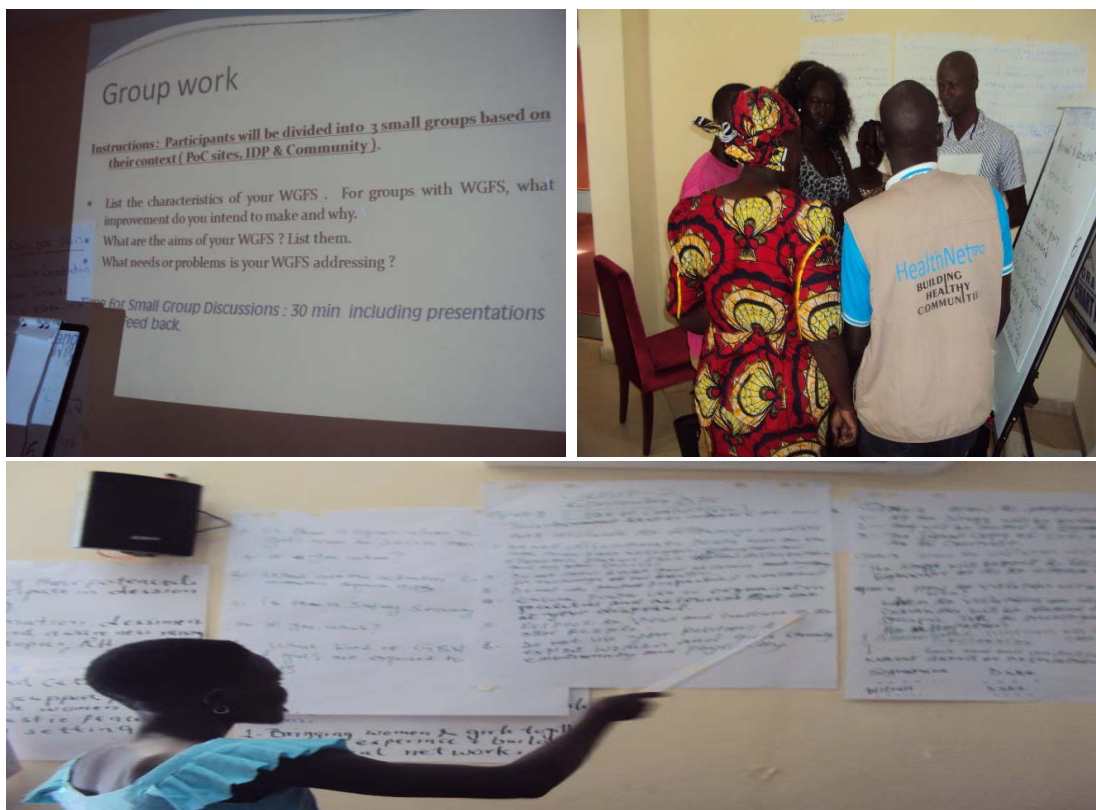
By the end of the training, participants were required to be able to:

- Explain the concept of WGFS
- Describe the processes involved in setting up a WGFS
- Discuss at least 3 of the principles that guided the implementation of activities in a WGFS
- Discuss the ethical considerations when conducting a WGFS assessment
- Explain the dos and don'ts of working with WGFS
- Demonstrate mastery in listening skills, relaxation skills like breathing exercises , facilitation skills , problem solving skills among others
- Demonstrate use of the WGFS Guidelines to conduct assessment , select WGFS, Design activities , implement , monitor and evaluate WGFS implementation and their results

2.6 Training methodology

The training used participatory methods of learning and trainers ensured that each session begun with a small 5-10 minutes didactic presentation or lecture that introduced new concepts and allowed time for questions, discussed, and shared of relevant experiences. Participants were divided into small working groups where assignments were discussed and presented to the larger group for further critical analysis and feedback. This approach provided participants opportunity to share their views and to also learn from each other. In each of the group, a moderator, minute taker and presenter were elected to facilitate and guide the discussions as a way to enhance their presentation and facilitation skills.

Role play and demonstrations were key in imparting practical skills like facilitation, , listening, relaxation activities like breathing exercises, problem solving and provision of emotional support among other skills while case studies were used for imparting and evaluating mastery of cognitive skills like recognizing signs and symptoms of distress, developing action plans , assessing problems , ..etc.



A caption showing training methods used (small group Discussions & Presentations)

2.7 Daily recap and review

Each day begun with a recap of the materials covered the previous day and involved summarizing key learning's. Participants also shared how they intended to apply their acquired knowledge and skills in their work with at the WGFS. In order to improve the learning, participants were encouraged to express their feelings regarding the training, personal issues, their thoughts on training processes and topics.

3.0 Training Contents & Activities

The training contents mainly focused on the topics in the WGFS Guidelines with a few additional ones relating to case management & psychosocial support. The following topics were covered during the five day training:-

Pre-test & Post test – A pre-test was designed and given to all the participants that reported on day one. 16 Participants reported and the pre-test was administered to establish baseline knowledge on the subject of discussion. At the end of the training, the same test (now Post test) was administered . Both tests were marked and results were compared to determine whether or not there was increase in knowledge among the participants. All participants indicated gaining increased knowledge in varying degrees with the highest having gained more than 200 %

increase from a pre-test score of 10 % to 31 % while the lowest got a 2 % increase ! The findings are tabulated in the table 02 below.

Table 3.1: Pre & Post Test Results.

S/no	Name	Sex	Organization	Pretest	Post test	Increase in knowledge
1	YAR ROY-PINY DENG	Female	SRDA	10	31	21
2	ALPHONSE OKELLO	Male	SUDD RELIEF	57	61	4
3	JACKLINE REMIJOS	Female	ISRAAID	18	35	17
4	LILY ISMAIL	Female	ISRAAID	50	63	13
5	CHOL PHILIP GUT	Male	SRDA	29	59	30
6	KATAWA ADSON	Male	UNICEF	47	67	20
7	ELIZABETH IDE KACKSON	Female	ISRAAID	49	68	19
8	JAMES LABADIA ADAM	Male	MAYA	76	84	8
9	AYUEN MALUAL NYANDIAR	Female	SRDA	13	21	8
10	ATHIENG RIEK	Female	UNICEF	73	81	8
11	AMANDA GIBSON	Male	ISRAAID	34	47	13
12	ACHAI AROP	Female	IMC	65	67	2
13	FARIDA SITY WILLSON	Female	MAYA	40	41	1
14	ELIZABETH CHOLD BIOR	Female	SRDA	18	20	2
15	SARAH AMOR	Female	SRDA	21	38	17
16	ANGELO INGI	Male	ISRAAID	58	63	5

The Core topics covered were :-

What are women and Girls friendly spaces ; Aims of WGFS; IASC Multi-layered approach ; Principles of WGFS; Assessments ; WGFS staffing structures ; Job description and how to design them; Importance of Job Description ; How to conduct a competence assessment ; developing a code of conduct for WGFS; Listening and Problem solving skills for case management ; Psychological first Aid ; Sexual Exploitation & Abuse (SEA); Relaxation techniques for dealing with stress ; Understanding Distress (Sign & Symptoms) that require psychosocial support; Monitoring and evaluation for WGFS using the tools in the guideline ..among others .

4.0 Achievements

The development of actions for the next steps required to rollout the WGFS Guidelines was a key achievement as participants made commitments to hold meetings with their supervisors to finalize on plans for rollout. It was agreed that all participating partners submit their final rollout work plans to Helathnet TPO by end of April,2017. Helathnet TPO will then develop a tailored plan based on the submitted workplans to provide ongoing field technical support through on site coaching, mentorship and guidance.

The planned topics were covered as per the training schedule and all participants received the WGFS guideline as reference materials to inform decisions or guide the implementation of the WGFS intervention model. At the end of the workshop, participants were able to review the guideline in view of

its practical application, asked questions and trainers made clarification including guidance on applicability of the guide thus ensuring participant's readiness for the rollout.

Participants throughout the training processes were able to demonstrate mastery of skills learned through role-plays, demonstrations and presentation of their assignments. For example, the class was divided into three groups that worked on assignments in their small groups and presented for critique and feedback. These role-plays, case studies and demonstrations showed that participants mastered both practical and cognitive skills to develop for example a Code of conduct, use listening and problem solving skills to support distressed girls and women.

The pre and Post-test results showed that Participants gained knowledge as baseline results that were compared with post test indicated an increase in the scores from each of the participants.

Participants rated the training very highly as evaluation results showed that over 90 % of participants stated that their expectations were either met or in most cases exceeded their expectations. Only one participant evaluated expressed dissatisfaction with almost all the evaluation contents.

Over all, the training workshop achieved its planned objectives and purpose as demonstrated by the increase in knowledge level, rollout plan, demonstrations of mastery of acquired skills and participant's readiness to rollout the WGFS in May, 2017.

5.0 Concerns/ Challenges and Recommendations

- 5.1 Some participants arrived late and missed the first day. As a way to address any gaps that might have occurred, the trainers ensured that more time was allocated in the morning hours for reflections & recap of previous day's work. This method, though time consuming, helped slow learners and late comers catch-up on what was covered in previous days.
- 5.2 The Guideline mentioned some key concepts but definitions were not given anywhere in the guide. For example formal and informal structures. It is recommended that a provision for a glossary can be very helpful to the users of the WGFS guide.
- 5.3 Participants after being introduced to the concept of psychosocial support, psychological first aid , listening & Problem solving skills recommended that these topics were key very relevant to their work at the WGFS. It is hoped that in the next edition, topics mentioned above will be included.
- 5.4 Implementation and rollout of the WGFS has delayed and may affect deadlines. However, it is hoped that partners will not be rushed due to the delayed implementation schedule since rushing may affect quality. The trainers recommend that the trained participants be given ample time to rollout the WGFS using their acquired skills and knowledge preferably for a period of two months. This will provide the implementers an opportunity to have applied their skills, encountered practical challenges that can be brought to the attention of healthnet TPO for technical support, guidance and coaching. A field support visit can then be arranged to fill gaps encountered during implementation.
- 5.5 In terms of logistics, participants experienced discomfort with the training venue especially the washrooms. Participants recommended future trainings be organized elsewhere taking into consideration the hygiene of the washroom and customer care.
- 5.6 In terms of invitation letters to organizations, it is recommended that a criterion for selecting participants be attached to avoid selecting the wrong people from participating organizations.

- 5.7 A separate training on listening and problem solving skills including such topics as psychosocial support, psychological Aid, stress management needs to be organized to enhance on the case management skills of social workers /case workers at WGFS. This kind of training requires at least a minimum of 5 days to provide ample time for practicing skills.
- 5.8 In order to be sensitive to the needs of people with disabilities, WGFS recruitment should include people with disability for purposes of providing equal opportunities.

Annex.

Annex-01: Evaluation matrix

S/no	Areas of evaluation	Scores				Comments
		1	2	3	4	
1)	Participants expectations regarding relevance of the training contents to their work at WGFS	1	2	17	0	
2)	Participants expectations regarding appropriateness of the training methods used	0	1	12	7	
3)	Participants expectations regarding Easiness(simplicity) to follow the WGFS guide and handouts given	1	3	9	7	
4)	Participants expectations regarding their engagement or participation	2	7	8	3	
5)	Participants expectations regarding time management	1	6	8	3	
6)	Participants expectations regarding the conduciveness of the training venue	2	6	6	6	
7)	Participants expectations regarding meals	1	9	4	6	
8)	Participant's expectations regarding over all organization and management of the whole training event.	0	2	8	9	one person did not evaluate one key evaluation area.

Annex-02 – Pre & Post test Result

S/no	Name	Orrg	Pretest	Post test	Increase in knowledge
1	YAR ROY-PINY DENG	SRDA	10	31	21
2	ALPHONSE OKELLO	SUDD RELIEF	57	61	4
3	JACKLINE REMIJOS	ISRAAID	18	35	17
4	LILY ISMAIL	ISRAAID	50	63	13
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15	SARAH AMOR	SRDA	21	38	17
16	ANGELO INGI	ISRAAID	58	63	5

How Participants scored in each of the pre and post test questions.

S/no	Name	Organization	Q 1	Q 2	Q 3	Q 4	Q 5	Q 6	Q 7	Q 8	Q 9	Q 10	Q 11	Q 12	TOTAL	Increase
1	YAR ROY-PINY DENG	SRDA	4	3	4	2	3	0	3	0	0	0	4	8	31	21
	Pre-test		2	0	4	2	2	0	0	0	0	0	0	0	10	
2	ALPHONSE OKELLO	SUDD RELIEF	6	5	6	6	6	5	5	5	7	6	4	0	61	4
	Pre-test		4	4	6	6	6	6	6	3	4	6	6	0	57	
3	JACKLINE REMIJOS	ISRAAID	2	3	4	4	5	6	3	3	2	3	0	0	35	17
	Pre-test		0	0	2	2	0	0	4	3	4	3	0	0	18	
4	LILY ISMAIL	ISRAAID	4	4	4	6	6	5	4	4	6	8	5	7	63	13
	Pre-test		6	4	2	6	6	6	6	4	4	6	0	0	50	
5	CHOL PHILIP GUT	SRDA	2	4	6	6	3	6	6	6	4	7	4	5	59	30
	Pre-test		2	3	4	6	0	2	0	2	4	3	3	0	29	
6	KATAWA ADSON	UNICEF	2	3	6	6	3	5	6	6	0	7	6	7	67	20
	Pre-test		2	3	4	6	0	6	4	5	4	5	3	5	47	
7	ELIZABETH IDE KACKSON	ISRAAID	4	2	6	6	6	5	5	6	8	6	6	8	68	19
	Pre-test		2	2	6	6	0	6	6	6	6	4	2	3	49	
8	JAMES LABADIA ADAM	MAYA	6	5	6	6	6	6	7	8	0	8	8	8	84	8
	Pre-test		6	6	6	6	6	3	6	7	0	7	7	6	76	
9	AYUEN MALUAL NYANDIAR	SRDA	2	6	5	4	0	4	0	0	0	0	0	0	21	8
	Pre-test		2	3	4	2	0	0	1	1	0	0	0	0	13	
10	ATHIENG RIEK	UNICEF	5	6	6	6	6	5	5	8	0	8	9	7	81	8
	Pre-test		6	5	6	6	6	6	4	7	8	7	6	6	73	
11	AMANDA GIBSON	ISRAAID	4	2	6	4	0	3	5	5	4	6	4	4	47	13
	Pre-test		6	5	4	6	0	2	2	4	0	3	2	0	34	
12	ACHAI AROP	IMC	4	4	4	6	6	6	7	6	4	5	7	8	67	2
	Pre-test		4	4	5	6	6	6	2	4	6	6	8	8	65	
13	FARIDA SITY WILLSON	MAYA	2	2	6	2	0	3	4	3	4	5	3	7	41	1
	Pre-test		2	2	4	6	4	3	2	4	6	1	2	4	40	
14	ELIZABETH CHOLD BIOR	SRDA	2	2	6	2	0	4	0	1	0	3	0	0	20	2
	Pre-test		0	2	6	6	0	2	0	0	2	0	0	0	18	
15	SARAH AMOR	SRDA	4	6	6	6	0	4	3	0	0	6	3	0	38	17
	Pre-test		2	4	4	4	2	1	0	4	0	0	0	0	21	
16	ANGELO INGI	ISRAAID	6	4	6	6	3	5	5	5	8	6	3	6	63	5
	Pre-test		4	4	4	6	6	4	5	5	8	5	3	4	58	
17	Christiana Gbondo															188
18	Emilia Konga Proto															
19	Angelina Ochor Jok															

Annex-03 Participants List

S/no	Name	Sex	Organization
1	YAR ROY-PINY DENG	Female	SRDA
2	ALPHONSE OKELLO	Male	SUDD RELIEF
3	JACKLINE REMIJOS	Female	ISRAAID
4	LILY ISMAIL	Female	ISRAAID
5	CHOL PHILIP GUT	Male	SRDA
6	KATAWA ADSON	Male	UNICEF
7	ELIZABETH IDE KACKSON	Female	ISRAAID
8	JAMES LABADIA ADAM	Male	MAYA
9	AYUEN MALUAL NYANDIAR	Female	SRDA
10	ATHIENG RIEK	Female	UNICEF
11	AMANDA GIBSON	Female	ISRAAID
12	ACHAI AROP	Female	IMC
13	FARIDA SITY WILLSON	Female	MAYA
14	ELIZABETH CHOLD BIOR	Female	SRDA
15	SARAH AMOR	Female	SRDA
16	ANGELO INGI	Male	ISRAAID
17	Christiana Gbondo	Female	
18	Emilia Konga Proto	Female	
19	Angelina Ochor Jok	Female	