



**REPORT ON A THREE-DAY CAPACITY BUILDING WORKSHOP ON
ORGANIZATIONAL MANAGEMENT, NETWORKING AND
ADVOCACY, WPS MONITORING AND EVALUATION FOR WOMEN IN
ACTION FOR WOMEN (WAW) AND OTHER WOMEN LED
ORGANIZATIONS HELD AT AIRFIELD VIEW & CHURCHILL COURTS
HOTELS- GULU**

18th AND 27th -28th JANUARY, 2022.

**THE WORKSHOP WAS ORGANISED BY WOMEN IN ACTION FOR
WOMEN IN PARTNERSHIP WITH SFVI-REGIONAL FORUM**

Presented by: David Martin Alier (Mr.)

Women in Action for Women

Gulu (Uganda)

ACKNOWLEDGEMENT

I wish to extend my sincere thanks to Ms.Nyanjura Victoria, the founder/Executive Director, and Women in Action for Women (WAW) for the tireless effort she made in the initiation, preparations, coordination and support for this training. I also wish to thank the donor(s) who made these possible, participants from Democratic Republic of Congo and women leaders from the six sub regions of Teso, Karamoja, Lango, Acholi, Bunyoro and West Nile. I would like to thank all the participants for sacrificing their valuable time amidst busy and tight schedules. Their attendance was above 90% and their participation was very good. All the participants were eager to learn and were able to share freely their field experiences and wishes.

Appreciation goes to the management of **AIRFIELD VIEW &CHURCHILL COURTS HOTELS - Gulu** for the good partnership and cooperation exhibited during the training. Training equipments and materials left in the hotel were well kept and equally as expected; the services were on time and were of good quality. I also wish to thank Women in Action for Women, Gulu office for provision of all the resources that include material and logistics that made the workshop very successful. Not forgetting the professional code of ethics demonstrated by the resource persons that made the training to succeed. We hope for the best each time we meet.

INTRODUCTION

Women in Action for Women (WAW) in Partnership with Synergy for Victims of Sexual Violence (SFVS) since 2018 have implemented a project on strengthening the process of women in the Implementation of R1325.

In this second phase of the implementation, WAW team and other representatives from other organizations benefited from a capacity building training on organizational management, networking and advocacy, and WPS Monitoring and Evaluation.

More emphasis was placed on the tenets of the United Nations Security Council Resolution (UNSCR 1325).

The training was conducted by Published Author and Consultant (Alier David Martin- M. A. Peace and Justice and Research Associate University of the Sacred Heart), and CoACT, an Alliance of 45 member organizations of which 27 are local women's community-based organizations.

About WAW

WAW was founded in 2017 by Victoria Nyanjura, a survivor of sexual violence. The motivation behind Women in Action for Women (WAW) is to enable the community to resume normal life through sustainable small-scale enterprise (business ventures) and access to credits that will enhance survivors' household income (effectively reduce poverty levels and dependency syndrome).

WAW envisions a resilient and progressive society. The broader mission is to improve the quality of life for Ugandan women survivors and youth through business skills enhancement, vocational training, and support of local governance structures and promotion of peaceful coexistence.

The Workshop

The Women in Action for Women (WAW) in partnership with Synergy of women For Victims of Sexual violence (SFVS) organized a 3-days training workshop for survivors of sexual violence and thought leaders of other organizations on the 18th January, 2022, 27th - 28th January, 2022 at Flight View Hotel & Churchill Courts respectively in Gulu City. The trainings started by 10: 00 am as guest arrived later than it was scheduled.

The purpose of the workshop was to build the capacity of women leaders on Organization management, Networking and advocacy and WPS Monitoring and Evaluation of UNSCR1325.

The workshop also helped to strengthen the leaders within these organizations so that they can become active participants in promoting the 4 pillars of R1325 at different levels through networking and advocacy.

Objective:

To strengthen women leaders within these organizations so that they can become active participants in promoting the 4 pillars of resolution 1325 mentioned above.

Training Methodology:

The facilitators used the following training methodology;

- Lecture methods (With Question and Answer sessions)
- Case Studies
- Focused Group Discussions
- Role Play
- Interactive Discussion

Core Training Content:

UNSCR 1325

The training was built around the four pillars of the UNSCR 1325 as reflected below:

Four pillars of implementation:

Participants were introduced to the four pillars of UNSCR1325 and how to integrate it into their project work plans.

The indicators are used for UN programming, but have also been adopted by member states and NGOs.

The Four Pillars introduced are:

Prevention; focuses on preventing sexual and gender-based violence, as well as gender awareness in conflict prevention *and* early warning systems. This includes preventing sexual exploitation and abuse by peacekeeping forces.

- **Protection;** involves improving women and girls' safety, physical and mental health, economic security, and overall well-being. It also focuses on improving the rights of women and girls and their legal protections.
- **Participation:** refers to promoting women's participation in peace processes, increasing the numbers of women at all levels of decision-making institutions, and increasing partnerships with local women's organizations. Participation also includes increasing women's participation in the UN in senior positions, as Special Representatives and in peacekeeping missions and operations.
- **Relief and recovery:** efforts should ensure the equal distribution of aid to women and girls and incorporate gender perspectives into relief and recovery efforts.

Organization Management

On the 1st day, the consultant introduced participants to the concept of Organization Management placing the context to UNSCR1325.

The Consultant also defined Organization Management as the process of organizing, planning, leading and controlling resources within an entity with the overall aim of achieving its objectives.

The contextual understanding of this definition guided the trainings, understanding of Organization management while integrating UNSCR1325 into their work.

In this session, participants were trained on the importance of organization management while advancing UNSCR1325.

Participants were also trained on how to integrate the concept of Organization Management in the operation of their organizations.

Understanding the concept of Networking and Advocacy to advance UNSCR1325

Participants were introduced to the concept of Networking and Advocacy in the context of advancing UNSCR1325.

In a focused Group Discussion, participants then shared how they would apply Networking and Advocacy in their operations.

Different tools, activities and effective “*advocacy*” steps were discussed and shared with case studies reflecting relevance of the concept to their operations.

Advocacy and Networking skills was presented and adopted to context by the participants. Participants also shared how networking and advocacy helped the survival of their organization or advanced the mission of their organization since inception of their organizations mission and vision.

Understanding Women, Peace and Security (WPS)

Facilitator gave a lecture on the History of WPS in Uganda. And how the previous National Action Plan II (NAP II) was developed; its processes, participants involved and the focus and structure for its implementation.

In this session, participants were trained to appreciate the global context of WPS. Participants were also trained to link WPS with the National Action Plan III (NAP III).

Understanding Monitoring and Evaluation

The facilitator through a presentation and open discussion introduced participants to the concepts, terminologies and language of Monitoring and Evaluation.

Participants were trained on the concept of Monitoring and Evaluation and its relevance. The focus of this session was also on understanding the importance of Monitoring and Evaluation.

Overview of NAPIII Monitoring and Evaluation

Participants were introduced to Monitoring and Evaluation of NAPIII. Participants also received further training on how to document and carry out Monitoring and Evaluation of NAPIII.

The focus of this session was to assess the impact, outcome and performance indicators of NAPIII.

National Action Plan III priorities, financing and communication

Under the National Action Plan III priorities, financing and communication, the facilitator empowered participants with more knowledge on the content of NAPIII.

Participants were encouraged to understand their role as women leaders in the implementation, monitoring and reporting of WPS agenda in their region.

Understanding NAPIII Monitoring and Evaluation Framework/Information/NAPIII Indicators

Participants were trained on the type of data to be picked during an M&E exercise, who to share the information with in analyzing the information and how often to share this information with impact and in what format.

The Target group training

30 participants from survivor led groups from Gulu, Lira, Soroti, Amuru, West Nile, Hoima, and Karamoja participated in the training.

Outputs of the training

A training report and a copy of the training materials developed to be shared with the WAW team.

Social Media Advocacy platforms created for future engagements on UNSCR 1325.

A number of networking opportunities were realized and participants connected and took advantage of the opportunity.

Achievements from the Training (M&E)

As a result of the 2-day capacity building training on designing, implementing, monitoring, and reporting Uganda's NAP III on the WPS agenda, the following achievements were made;

- Increased knowledge and skills of 30 leaders from Acholi/Lango with knowledge and skills on WPS frameworks at the global, regional, and national level and how they can apply this information in the designing of their programs within their organizations to contribute to the implementation of WPS agenda in Uganda. This was demonstrated by the action plans made and the pre/post evaluation training form indicating knowledge and skills gained. Analysis of the pre/post evaluation is attached.
- Gained knowledge and skills on the monitoring and reporting of Uganda's NAP III using the NAP III results framework. This was demonstrated through participants identifying key priority areas for monitoring in their day-to-day work as a means of contributing to the monitoring and reporting of NAP III in the region.
- Participants came up with joint action on their concrete role in designing programs that contribute to the implementation of the WPS agenda, design clear tools to harmonize and coordinate monitoring and reporting of progress to the national level.

Lessons learned

It is the mandate of all stakeholders to design programs, implement them and monitor them to be able to report on the progress of the work done. This greatly contributes to the implementation, monitoring, and reporting of the NAP III and WPS agenda.

Coordination of the implementation of the WPS agenda is key if results are to be realized. This calls for strong partnerships among players to easily coordinate and work together for a common goal.

Action Plans Recommendations

In order to have a harmonized reporting of the WPS agenda and NAP III implementation, there is a need to develop a harmonized template to enable tracking and sharing of information and data.

Conclusion:

The training was successful with full participants in attendance and the facilitator was engaging and shared in-depth knowledge and skills on Organization management, networking and advocacy and a deeper insight on the UNSCR 1325.

Appendix: Photos showing the partners, trainers and participants during the 2 days.







Participants working in groups during the group discussions



A group photo of participants during the 2-day Capacity Building training