

ADVANCING GENDER EQUALITY AND CLIMATE ACTION TRAINING

TRAINING REPORT

GENDER AND CLIMATE CHANGE COMMUNITY OF PRACTICE



28 – 29 March, 2024 – Sheraton Addis Hotel, Addis Ababa

BACKGROUND

This report summarises the Advancing Gender Equality and Climate Action Second round training held from the 28th to 29th of March 2024 in Addis Ababa, Ethiopia. The training was jointly organised by SouthSouthNorth (SSN) and the Ministry of Planning and Development (MoPD), to enhance the capacity of the Gender and Climate Change (CC) Community of Practice (CoP) members, which was established in December 2020 with the support the Climate and Development Knowledge Network (CDKN) programme. The training was attended by 22 participants from 12 institutions, including 10 female and 12 male attendees.

TRAINING OBJECTIVES

The primary objective of the two-round Training of Trainers (ToT) on advancing gender equality and climate Action was to enhance participants' technical skills in identifying and mainstreaming relevant GESI issues throughout the planning and implementation of climate change-related initiatives.

The specific objectives include:

- Strengthening the understanding of participants on the interface between climate change and gender equality and other vulnerability variables.
- Enabling participants to adapt and use CDKN's Advancing Gender Equality and Climate Action Training materials.
- Assisting CoP members in understanding climate change-related issues evident in their respective sectors, developing user-friendly tools and checklists to promote gender responsiveness in their respective ministry's roles and responsibilities and work processes, including program design, implementation, monitoring, evaluation, and learning.
- Promoting a culture of learning and knowledge sharing among CoP members.

The first round, held on February 14th-15th, 2024, primarily aimed at enhancing the technical skills of CoP members (line ministries and youth groups) in identifying and mainstreaming relevant Gender Equality and Social Inclusion (GESI) issues throughout the planning and implementation of climate change-related initiatives.

This second round of ToT aims to achieve the above objectives by consolidating the learning achieved so far and providing CoP members with an opportunity to practice their facilitation skills. Additionally, it aims to deepen their understanding of the content of the CDKN GESI and CC modules, which are contextualised to the Ethiopian context and translated into the Amharic language, enabling them to cascade the training to their specific sectoral offices effectively.

Following the conclusion of the first round, participants were tasked with organising a simulated training session for colleagues engaged in CRGE-related responsibilities within their respective ministries. In the second round of the training, each line ministry was given the opportunity to facilitate a session, with the specific assignment of the module determined through a lottery during the commencement of the second round of the CoP training. To adequately prepare for this responsibility, participants were tasked to prepare themselves on all six modules. This practice aims to refine their training facilitation skills in anticipation of the actual training sessions they will conduct. Additionally, participants were assured of the

continuous availability of virtual support until the second round of training, offering assistance to complete assignments and addressing any queries.

This approach aims to ensure a diverse exposure to different aspects of climate change and gender equality. It also serves as an opportunity for participants to practice their facilitation skills and receive valuable feedback on both content delivery and facilitation skills from their peers and the consultant.

This report provides an overview of the activities and processes undertaken during the second round of the training.

OVERVIEW OF THE DAYS

Opening Session: Welcoming note, introduction of newly joined participants and Context Setting:

The morning session commenced with welcoming remarks from Robi Redda, Director of SSN and the Country Lead for CDKN in Ethiopia and Kenya. Following this, Haregewein Admassu, a consultant hired by SSN to facilitate this training, guided the participants through the journey of SSN and the CoP leading up to this pivotal day, starting from the establishment of the CoP. She also provided an overview of the two-day programme. She reiterated the four criteria set for reflecting on the quality of each session: content, facilitation, role division between the two CoP members of a sectoral ministry, and the extent to which a module is tailored to gender equality and climate change-related issues specific to the sector.

Subsequently, sectoral ministries that reported their readiness in the modules and expressed confidence in delivering a session on one of the modules participated in a lottery to determine their session. Given the breadth of the first two modules compared to the remaining four, it was decided to divide each session into two, resulting in 8 sectoral ministries presenting.

Presentation on the Ethiopian Package of CDKN's Advancing Gender Equality and Climate Action Training Modules



Accordingly, the Ministry of Agriculture and Industry presented Module One in the morning of the first day. In the afternoon, the Ministry of Mines and the Ministry of Finance led the sessions on Module Two. The second day commenced with the session on the third module by the Ministry of Women and Social Affairs, followed by the Ministry of Transport and Logistics presenting Module Four. Then, the youth group led a session on Module Five, and the final module

was presented by the Ministry of Health team.

The second round of the Community of Practice (CoP) training concluded with a reflection session on the processes. Some key reflections included:



- The innovative training arrangement encouraged participants to read and understand the modules.
- Given that participants have full-time jobs, it was challenging for them to prepare for all six modules. Therefore, it would have been more effective if they had been given the responsibility of mastering one module rather than trying to cover all six.

two members of a specific ministry (a gender equality expert and a climate change expert) proved difficult.

- The training materials were too detailed, and leadership would not have time to review all the modules.
- The training concluded with plans to meet in the coming weeks to discuss the way forward in detail.

- Coordinating between the

The consultant, on the other hand, made the following observations:

- Not all participants have the facilitation skills to be effective trainers, which can make presentations feel more like lectures and cause some participants to disengage.
- Without adequate preparation, there is a risk of misunderstanding of concepts and messages by the facilitators, leading to more disadvantages than advantages.
- The consultant suggests selecting a few members with strong determination, commitment, and facilitation skills to receive targeted investments to become GESI and CC trainers. This would create a pool of lead trainers in the country, positively impacting their career paths and motivating them to stay committed to the processes.
- Develop a module focusing on high-level Gender Equality and Social Inclusion (GESI) and Climate Change (CC) issues drawn from CDKN's six training modules. This module should be specifically tailored for leaders who frequently face time constraints, making it difficult for them to participate in longer two—or three-day training sessions.