



**STRENGTHENING CAPACITY OF CONFLICT EARLY WARNING  
MONITORS, PBO STAFF, AND NCCRM THROUGH TRAINING ON  
LAND RELATED ISSUES AND LINK THEM WITH THE LIBERIA  
EARLY RESPONSE NETWORK (LERN)**

**Training Report on Data Collection, Analysis, Reporting and Gender  
Mainstreaming held at PA-RIB house, Sink or (Monrovia-Liberia)**

**Date: 13th -16th April 2021.**

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## **1.0 BACKGROUND AND INTRODUCTION**

UN Women, UNDP and WFP are jointly implementing a project “Sustaining Peace and Reconciliation through Strengthening Land Governance and Dispute Resolution” funded by the Liberian Multi Partner Trust Fund. The project implementation started in January 2020 and will be implemented for 36 months. The project aims at supporting the communities including women and youth in targeted counties of Grand Cape Mount, Sinoe, Maryland and Nimba to gain and enhance their capacity and skills to participate in decision-making processes of the land dispute mechanisms. In line with this, one of the activities is on strengthening of the capacity of conflict early warning monitors, PBO, and NCCRM, through training on gender and land related issues and link them with the Liberia Early Warning systems with a focus on training in gender responsive data collection, analysis, and reporting among EWR monitors and staff of PBO and NCCRM.

## **2.0 OBJECTIVES OF THE TRAINING**

The objectives of training are;

- To raise knowledge and understanding of early warning monitors, NCCRM, and PBO staff in gender concepts and approaches to mainstream gender in conflict early warning and response mechanism.
- To build capacity of early warning monitors, PBO and NCCRM staff to gain hands on skills to mainstream gender and land conflict in EWRS.
- To build the capacity of staff in adult training methods and techniques for cascading the training at lower level
- To generate away forward on linking land issues and conflict with PBO LERN.

### **Expected Results.**

- Improved knowledge and skills in gender responsive data collection, analysis, and reporting among EWR monitors and staff of PBO and NCCRM.
- Enhanced knowledge and understanding of a gender responsive EWRS.
- Land conflicts and gender indicator(s) are effectively integrated in the LERN Platform.

### 3.0 TRAINING METHODOLOGY

The training was face to face with the participants. The training took four days from 13<sup>th</sup> -16<sup>th</sup> April of 2021 using participatory approach and adult learning techniques were to ensure effective participation. The facilitator used PowerPoint presentation, group discussion, role plays and plenary discussions, among others. Participants had an opportunity to share experiences and knowledge in relation to gender mainstreaming in EWRS.

A pre-test and post-test evaluation tool was administered to the participants before and after the trainings to establish participants' range of knowledge and attitudes – at the beginning of the training (which was compared to their knowledge and attitudes at the end of the training) to establish how they relate with the training module.

### 4.0 PARTICIPANTS

The training targeted staff of NCCRM, PBO and Early Warning Monitors. The below table indicates the number of participants that participated in the training per day.

<b>Date</b>	<b>Female</b>	<b>Male</b>	<b>Total Participants</b>
13/4/2021	9	4	13
14/4/2021	10	6	16
15/4/2021	10	8	18
16/4/2021	8	9	17

### 5.0 WORKSHOP PROCEEDINGS

#### **Official Opening of the Training**

The participants were welcomed and made comfortable for the start of the training. NCCRM Gender Analyst made remarks and asserted the importance of the trainings. She appreciated UN Women for capacity building opportunities and support towards gender equality and Women Empowerment.

## **Session 1: Climate Setting**

The participant did a pretest to establish the participants' range of knowledge and attitudes – at the beginning of the training. The details of the results are annex here in annex I.

During this session, participants brainstormed their expectations, and these included;

- a) To sharpen their skills in analyzing raw data with a gender perspective
- b) Knowing which information to collect
- c) Knowing how to analyze data reporting.
- d) Knowing the Challenges affecting the data collection process
- e) Gather skills of Investigating of all relevant stakeholders.

However, during this session, participants noted some concerns and fears as follows;

- a) No prior introduction and communication about this training
- b) Low turn up of targeted participants might have an implication.
- c) Acquainting participants with training objective for proper understanding of the training importance.

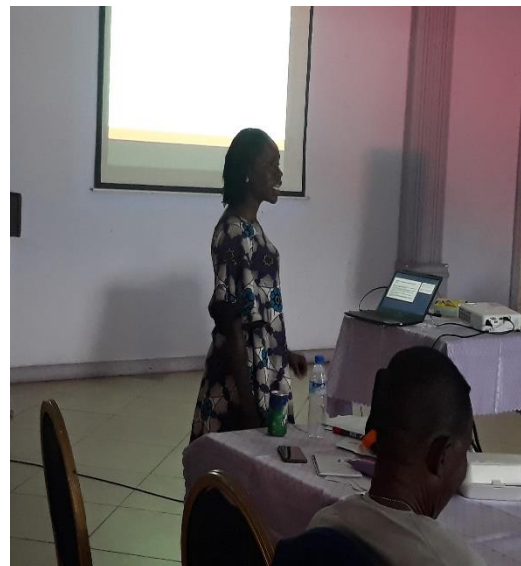
Ground rules were also set to avoid distraction, time consumption and other side by activities that will undermine the training.

## **Session 2: Introduction to Gender and Early warning related concepts**

The participants were introduced to gender and early warning concepts. The main objective of this was to enable the participants explore the concepts related to gender and early warning. This session was participatory in that they were grouped into pairs to discuss key concepts and present them to the plenary session. For instance, the group that was given gender concept they defined it as “*Female and Male equal rights, roles & responsibilities*” and those with Gender Equality defined it as: “*Equal access to land and equal opportunities for female and male, what men can do women can do the same*”. Gender mainstreaming was defined as “*Strategy to improve equality of men and women in policy making, programs and projects*”. Other concepts that were defined by participants included gender equity, early warning, early response among others. After group discussion and presentation, the participants were taken through the detailed definition of the key concepts.

During this session, the participants were taken through legal and policy framework that support gender equality and women's land rights in EWR, peace building and conflict resolution. The session started with international and regional instruments that Liberia has ratified and their relevancy to key thematic areas of NCCRM EWR.

During this session, Ms. Olivia David, Acting- Gender Coordinator Liberia Land Authority presented Legal Framework on Women's Land/Property Rights and procedures on land dispute mediation using the ADR Mechanism /LLA. She explained the Importance of women's land Rights; discussed the legal framework on women rights to own land/property, the procedures in land dispute at LLA, and some challenges women and girls face in accessing their land rights/ properties in customary Communities. She also highlighted some national instruments that promote women and girls'



rights and explained what the Land Rights laws mean for women and girls in customary communities. The participants were able to relate and explain laws and policies that promote gender responsive land conflict Early Warning and Response

### **Session3: Importance of Mainstreaming Gender and Land conflicts in Early Warning**

The session covered the purpose of Early Warning; discussing land related issues /conflict with a gender perspective using problem tree analysis; gender perspective in Early Warning (Tips to promote Gender Equality into Early warning); Land related issues/conflict with a gender perspective using problem tree analysis and importance of Mainstreaming Gender into Land conflict Early Warning and response. During this session, the participants were introduced to land related issues and conflict; they were briefed on generic causes and trigger factors as well as consequences of land conflict.

During this session the participants were asked the importance of Gender mainstreaming in early warning and this attracted a discussion and the following views were highlighted:

- a) To track progress on gender equality, political representative, and access to opportunity*

- b) *To increase awareness*
- c) *To promote peaceful environment*



After the presentation, the groups were given exercise to identify the causes and consequences of various types of land conflicts using problem tree analysis. This was done through group discussion and

presentation.

*The following are the samples of group work and presentation.*



### **Land Concession related Conflicts**

<b>Causes</b>	<b>Effects:</b>
<ul style="list-style-type: none"> <li>a) Community does not involve in land concession decision.</li> <li>b) Inequality in the distribution of resources</li> <li>c) Insufficient information on land concession</li> <li>d) Concessionaires not living up to their CSR as enshrined in the Concession for affected communities.</li> <li>e) Illegal encroachment</li> </ul>	<ul style="list-style-type: none"> <li>a) Undermine development.</li> <li>b) Displacement</li> <li>c) Violence</li> <li>d) It scares investors.</li> <li>e) Desecration of religion /traditional shrines</li> <li>f) Disillusionment</li> <li>g) Increase in poverty, illiteracy,</li> </ul>



f) Weak implementation of legal framework on land matters g) Exclusion of youth and people with disadvantage h) Gender biases i) Corruption	and disease.
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At the end of the session, the participants were able to appreciate the importance of mainstreaming gender in early warning; Learnt how to identify gender related risks and threats in land conflicts setting and respond to gender issues and to identify land issues, causes and effects with a gender perspective.

#### **Session 4 Gender Mainstreaming into Stages of Land Conflict Early Warning and Response (EWR).**

This session covered the stages of EWR. These included gender responsive data collection and conflict registration; gender responsive data analysis and reporting; gender responsive warning/transmission of information to decision makers; formulation of gender responsive proposals for action and evaluation of early warning and response stages to track progress. However, more emphasis was put on data collection, analysis, and Reporting.

*This session aimed at the following objectives:*

### **Session Objectives**

Understand	Know	Learn	Track
how to mainstream gender into stages of conflict Early Warning and Response including Land Conflict.	more on gender responsive data collection, registration, analysis, and reporting.	more on dissemination of gender responsive warnings/reports with potential stakeholders for Action.	progress of EWR



## DATA COLLECTION

This session started with participants brainstorming about their understanding **of data collection and data collection methods**. Some of the methods mentioned by the participants included the following.

- a) Questionnaires
- b) Focal Groups Discussion
- c) Mobile Messages
- d) Community involvement and consultation-PRA
- e) Key Information Interviews
- f) Media
- g) Surveys

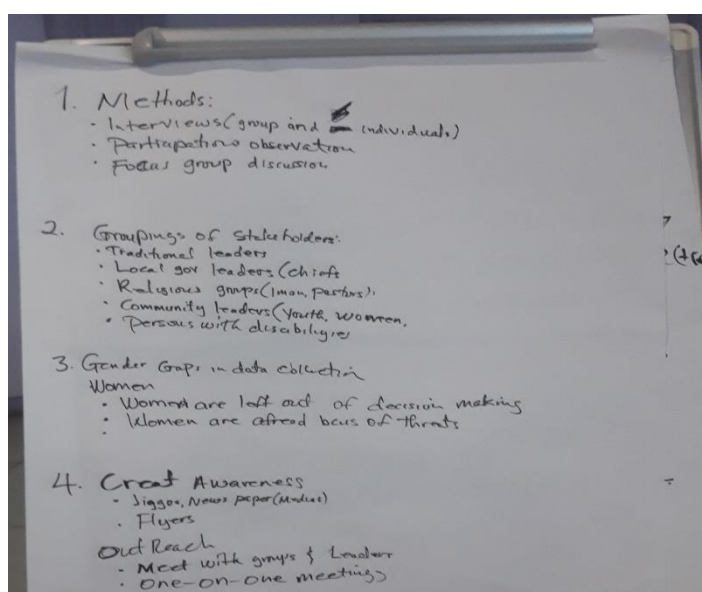
After discussing the data collection and methods, the participants were taken through the steps for gender integration in early warning data collection. The participants went back to their previous groups formed in the morning while discussing land related cases/issues. The cases/issues were analyzed and applied in the steps of gender integration into EW data collection and reported back in plenary for discussion.

### Exercise

**Go back to your morning groups and use the four steps for gender integration in Early Warning data collection**

1. Map all the different methods used to collect more data on problem analyzed
2. Identify groupings of stakeholders within your geographic jurisdiction.
3. Analyse gender gaps in data collection methods, sources and stakeholders
4. Identify concrete strategies for how you will gather data about women's perceptions and experiences in particular situation

## One of the groups presented as follows;



Participants were taken through the potential data collection Challenges and Solutions in particular when collection information on gender issues and involvement of women in data collection processes.

The participants were told that it is important to consider aspects of “Do No Harm” and Context Sensitivity in data collection methods. Early warning practitioners need to

understand the context in which they are operating and act to minimize any unintended negative impacts of their work. In relation to this, the participants were taken through a checklist for ‘Do No Harm’ and Context Sensitivity. Participants were given scenarios to discuss to further understand the principles of do no harm. The participants were given summary of tips for applying a gender framework into Data Collection.

## DATA ANALYSIS AND REPORTING

The participants were taken through the gender responsive data analysis and Reporting. It was noted that this is second and third step of EWR and takes into consideration key steps and considering the 4 W-1H (Where What, When, Why and How). The participants were informed that after initial data collection, analysis is made through interpreting the indicators by means of conflict analysis, tools and context it is evaluated. In relation to this, the participants were taken through a sample of initial gender integration questions for early warning data analysis taking into consideration the four Ws and 1H. During this session, the participants were taken through integration of gender into reporting. The participants were told the main steps for integrating gender into incident reports that includes disaggregating

data by gender and more information about gender in the “Full Description”. The participants were taken through the gender responsive incident reporting and use of incident form that was adopted for the Monitoring system. PBO EW Officer Sheik Kamara led the participants in analyzing the reported land dispute/conflict cases from LERNplatform with a gender lens.

The participants were further taken through integration of gender into situation reports and the Gender Vulnerabilities and Resilience analysis in addition to gender analysis. It was noted



this is important because it provides another lens of gender in early warning reports by further identifying how women and girls; men and boys may be affected by a particular incident or event differently.

**Figure 1: Mr Sheik Kamara facilitating on Online LERN Platform**

## **Session5: Roles and Responsibilities of Key Stakeholders in Gender Responsive Land Conflict EWR.**

This session covered stakeholders analysis their roles and Responsibilities in Conflict EWR; collaboration; coordination and linkage of Land Conflict EWR related indicators into LERN Platform. The session was participatory in nature where participants were divided into groups and discuss best and effective strategies/recommendations towards strengthening the gender sensitive data collection, analysis and reporting of Land conflict incidents and other incidents into Early Warning and Response system/PBO LERN Platform. The session further discussed institutions that ensure that the implementation of the proposed strategy take place. Below are some of the suggestions that were proposed by the participants;

- a) Ensure that trained monitors collect gender sensitive land conflict data-PBO,LLA*
- b) Designate gender sensitive analysis and reporting institutions to include disaggregation by sex and impact in the report-NCCRM, PBO*
- c) Provide technical, material and financial support to identified institutions.*

- d) Establish and strengthen existing data sharing platforms to share gender sensitive data report-NCCRM, PBO, LLA.*

## **Session 6: Training / Facilitation Methods and Techniques**

This session analyzed characteristics of the adults male and female, and their implications in the training atmosphere, content, skills, and the required attitudinal change. The main objective of the session was to enable participants describe and apply appropriate methods and techniques for facilitating gender mainstreaming trainings; demonstrate skills for planning, conducting, and evaluating gender mainstreaming training events; apply different methods and techniques for different content and varied audiences and explain the advantages and disadvantages of applying different training methods and techniques

This session covered the characteristics of adult learners and their implications on training; Adult training methods and techniques for imparting knowledge and skills at county levels; and Action planning.



**Figure 2:** *Participants acting a role play of group discussion.*

## **6.0 TRAINING RESULTS**

Field monitors, NCCRM and PBO Staff have benefited immensely from the training opportunity, the participants gained skills and knowledge in Gender Mainstreaming, data collection, analysis, and reporting. This training has empowered monitors and EWR staffs with skills and tools to be used to strengthen data collection, analysis, and reporting with a gender perspective.

The training plan was fully implemented guided by the methodology starting with pre and post- evaluation to measure the training outcomes after four days of presentation, discussions, and different forms of training engagements from the participants.

Generally, the training evaluation indicated increased and skills in gender responsive data collection, analysis, and reporting among EWR monitors and staff of PBO and NCCRM. This is reflected in the pre-test and posttest evaluation results. Before training majority participants understood gender sensitive data collection, analysis and reporting of land disputes/conflict incidents related perimeters was literally low, however after the training people's awareness increased and their general understanding of the training subjects increased significantly.

The participant's self-assessment of their understanding in collection and analysis of sex, gender, age and disability disaggregated data, before the training 26.7% noted low understanding, 20% with good understanding, while 33.3% with high understanding. After the training, 60% noted to have a higher understanding indicating significant increase in knowledge, understanding and capacity to explain that perimeter. Regarding their understanding of gender-sensitive land conflict incidents and early warning reporting 26.7 % noted to have low understanding, 20% fair, 40% good, and 13.3 high. After the training; 6.7% selected lower, 46.7% good and 46.7% high understanding of the perimeter. Regarding their understanding existing laws and policies that promote gender equality and women's rights in Liberia, 33.3% noted low understanding, 26.7% fair, 13.3 good, and 36.7 high, after the training 6.7% had low understanding, 13.3% were fair, 40% good and 40% high.

The participants were asked to define gender mainstreaming during the pre-test and post- test, before training 61.5% of the respondents were able to define gender mainstreaming and after the training 82% of the participants defined gender mainstreaming. This implies increased knowledge among the Participants attributing to the training.

Through the end of training evaluation, 60% of the participants strongly agreed that they understood gender mainstreaming and Land Conflicts and linkage with EWR, while 20% agreed and 20% were neutral. 40% participants strongly agreed that they feel very confident in collecting and analyzing gender and sex disaggregated data in relation land conflicts 33.3% agree, 20% neutral, 6.7% strongly disagreed. Furthermore, 53.3% strongly agrees that they

feel very confident in production of gender responsive land related conflicts situation report and warning alerts 36.7% agrees, 20% was neutral. 46.7% strongly agree that they are very confident that they have skills to train others on gender mainstreaming, collection, analyzing and reporting on gender sensitive data, 40% agree, 13.3 are neutral. 53% strongly agreed that the training topics were relevant to them. In relation to presentation, while 40% agreed, 6.7 was neutral. 46.6% strongly agreed that the material was presented in an organized manner, 40% agreed, 6.7 were neutral, and 6.7% strongly disagreed.

Participants were asked to evaluate the training methodology, 60% strongly agreed that the training methods were engaging and participatory, 33.3% agreed, 6.7% was neutral. 53.3% strongly agreed that Facilitator was knowledgeable in the subject matter, 26.7% agreed and 20% were neutral. 53.3% strongly agreed that the meeting venue was very appropriate, 33.3% agreed, 20% was neutral. 53.3% strongly agreed that the workshop met their expectations, 20% agreed, 6.7% neutral, and 20% strongly disagreed.

The participants also expressed their appreciation and gratitude to the facilitator, UN-WOMEN and other partners and suggested that the training should have been extended to county level.



**Figure 3: Dr Clarke Roland facilitating way forward and the training closure.**



## 7.0 WAY FORWARD/RECOMMENDATIONS

The following are recommendation that were agreed upon at the end of the training;

- Training should be extended to field monitors with support from UNWOMEN.
- The Trainees to cascade the training at least in the four counties of the project area. Before training, the trainees should have a two-day preparatory meeting discussing the training agenda at that level and agreeing on presentation responsibilities and practices. The Facilitators should be comprised of PBO, NCCRM and WANEP that attended the training from day one to last day. LLA Gender coordinator should be adapted to specifically facilitate on Land issues and governance. This team should be able to simplify the training materials for EW monitors at county level. Expert participants in the training should be the one to cascade the training. The trainees should include the county Land Management and development committees' representatives.
- Strengthen the partnership and collaboration between EW institutions and Land governance institution to effectively integrate land issues into EWR Mechanism LERN Platform. In relation to this, it was agreed that Land Governance Institutions should be incorporated into EWR technical working group.
- There is need to create strategies to utilize more actors in the field by all EW and Land governance Institutions.
- Mobilize resources to effectively mainstream gender and land issues into early warning by all EW and Land governance institutions. In addition to this, there is need to promote gender and equity budgeting across government agencies.
- More awareness creation on women's rights to access land by LLA.
- PBO should upgrade the LERN Platform to integrate the incident reporting form.
- PBO and NCCRM should pilot online reporting through use of incident form for EW monitors based in Monrovia where there is access to internet network and smart phones and tablets. However, this implies that this EW will need to be facilitated with internet data.
- NCCRM to integrate Land disputes/conflict as a thematic area for the situation reporting and to undertake the processes of approving it as a thematic area by the Board.
- PBO and NCCRM to engage with telecommunication companies on collaboration in relation to reporting incidents.



## Annexes

### Annex I: Pre-test, Post Test and End of Evaluation Training

Participant sex: 13(8 female and 5 male) Participants participated in the pre-test and posttest.

**TRUE OR FALSE.** Indicate your answer by circling 'TRUE' OR 'FALSE'.

1. Sex refers to the roles and responsibilities society attributes to women and men. **This is a false statement.**

Before the training, 6 (52.8%) of the participants believed that sex refers to the roles and responsibilities society attributes to women and men which was a false statement, however after the training the number reduced to 5(38.5%). Before the training 6(46.2%) answered false to the same question but after the training it increased to (8)61.5%. This implies that there was improved understanding of sex as gender related concept,

2. Gender refers to the physiological attributes that identify a person as female or male. **This is s a false statement.**

Before the training 11(84.6%) answered true to the above definition of gender and after the training the number reduced to (4) 30.8%. Before the training 2(15.4%) said true to the above definition of gender but after the training 69.2% answered false indicating a significant increase in the number of participants that understood how to define gender.

3. Both women and men have equal right to land ownership in Liberia. **This is a true Statement**

Before the training 7(53.8%) participants answered true that women and men have equal rights to land ownership and 6(46.2%) answered false. After the training the number that answered true to equal rights to land ownership increased to 84.6% remaining with only 15.4% that said false to the above statement. This implies that participants to appreciate the equal land and property rights in good.

4. Gender inequalities in accessing and controlling land and other natural resources can lead land conflicts. **This is a true statement**

All the participants knew that inequalities in accessing and controlling land can lead to land conflicts and after the training they still answered true to the statement an indicator that the

training significantly strengthened what they believed and none of them got confused or declined from what they understood about the statement.

**MULTIPLE CHOICE:** Indicate your answer by circling the right option.

5. Gender:

Before the training, 46.2% answered gender as a social structure, 30.7% said change over time based on context, 7.7% said it is not static and 15.4% believed in all the above. After the training 23.1% said its asocial structure, 7.7% said its static and 69.2% believed in all the above which was the right option answer. However, other options were also right.

6. Socio-cultural norms have an influence on women's and men's access to, ownership and control over land and other natural resources because:

	Before Training		After Training	
	Freq	%	Freq	%
a) They can hinder women's ability to own and control land.	0	0.0	0	0.0
a) They can hinder women's ability to refuse widow inheritance.	0	0.0	0.0	0.0
b) They can prevent women to actively participate in land decision making and dispute resolutions.	5	38.4	3	23.1
c) They can encourage men to have more access and ownership and control over land.	3	23.1	1	7.7
<b>d) All the above</b>	<b>5</b>	<b>38.5</b>	<b>9</b>	<b>69.2</b>

Before training 38.4% of the participants answered that they can prevent women to actively participate in land decision making and dispute resolution, after training was 23.1%, 23.1% said They can encourage men to have more access and ownership and control over land after training was 7.7%, and 69.2 answered all the above after the training compared to 38.5 %, which a right option.

7. Gender sensitive data collection, analysis and reporting of land disputes/conflict incidents includes;

	Before Training		After Training	
	Freq	%	Freq	%
a) Data and analysis of men and women in relation to context-specific facts and actual conditions	1	7.7	2	15.4
b) Collecting sex disaggregated data and gender-sensitive information through incorporating and consulting women and women's organizations.	0	0.0	2	15.4
c) Information on impact of the conflict on men/boy and women/girls	1	7.7	0	0.0
d) Reports reflect the different needs, roles, perspective, experiences of women/girls and men/boys and other factors such as age, ethnicity, and disability.	6	46.2	0	0.0
<b>e) All the above</b>	<b>5</b>	<b>38.4</b>	<b>9</b>	<b>69.2</b>

Before the training 7.7% said it includes data and analysis of men and women in relation to context-specific facts and actual conditions after the training 15.4%, after training 15.4% said it includes collecting sex disaggregated data and gender-sensitive information through

incorporating and consulting women and women's organizations, before training 7.7% said it includes Information on impact of the conflict on men/boy and women/girls, 46.2% reports reflect the different needs, roles, perspective, experiences of women/girls and men/boys and other factors such as age, ethnicity, and disability, 38.4% selected all the above and after the training 69.2% selected all the above which was the right option.

#### SELF-ASSESSMENT

8. On a scale of 1 to 5 (1=low; 5=high), how would you rate your understanding of the following

Before training						After training				
Scale	1	2	3	4	5	1	2	3	4	5
Collection and analysis of sex, gender, age, and Disability disaggregated data	1 (7%)	3 (20%)	3 (20%)	5 (33%)	3 (20%)	1 (7%)	0	0	5 (33%)	9 (60%)
gender-sensitive land conflict incidents and early warning reporting	1 (7%)	3 (20%)	3 (20%)	6 (40%)	2 (13%)	1 (6%)	0	0	7 (47)	7 (47%)
Dissemination of gender responsive land related conflicts	3 (20%)	2 (13.3%)	4 (26.7%)	3 (20%)	3 (20%)	1 (6.7%)	0	0	6 (40%)	8 (53.3%)

situation and warning alerts										
Existing laws and policies that promote gender equality and women's rights in Liberia	2 (13.3%)	3 (20%)	4 (26.7%)	2 (13.3%)	4 (36.7%)	1 (6.7%)	0	2 (13.3%)	6 (40%)	6 (40%)
Gender mainstreaming in relation to EWR in Liberia	1 (6.7%)	6 (40%)	3 (20%)	5 (33.3%)	0	1 (6.7%)	0	3 (20%)	4 (26.7%)	7 (46.7%)
Land related disputes and issues and their implication on Liberia peace and security	1 (6.7%)	2 (13.3%)	5 (33.3%)	3 (20%)	4 (26.7%)	1 (6.7%)	1 (6.7%)	0	7 (46.6%)	6 (40%)

The participant's self-assessment of their understanding in collection and analysis of sex, gender, age and Disability disaggregated data, before the training 26.7% noted have had low understanding, 20% with good understanding, while 33.3% with high understanding. After the training 60% noted to have a higher understanding indicating significant increase in knowledge understanding and capacity to explain that perimeter. Regarding their understanding of gender-sensitive land conflict incidents and early warning reporting 26.7 % noted to have low understanding, low, 20% fair, 40% good, and 13.3 high. After the training 6.7% selected lower, 46.7% good and 46.7% high understanding of the perimeter. Regarding their understanding existing laws and policies that promote gender equality and women's rights in Liberia, 33.3% noted low understanding, 26.7% fair, 13.3 good, and 36.7 high, then after the training 6.7% had low understanding, 13.3% were fair, 40% good and 40% high.

Gender mainstreaming in relation to EWR in Liberia before training, 46.7% low, 20% good, 33.3% high. After the training, 6.7% was low, fair 20%, 26.7 good, 46.7 high. Before the training, Land related disputes and issues and their implication on Liberia peace and security, 20% low, 33.3% fair, 20% good, 26.7% high, then after the training, 6.7% low, 6.7% fair, 46.6% good and 40% high.

#### 9. What is gender mainstreaming?

Before training 61.5% of the respondents were able to define gender mainstreaming and after the training 82% of the participants were able to define gender mainstreaming with Examples.

#### 10. End of Training Evaluation-Tick Appropriate

SN	Kindly indicate your level of agreement/disagreement with the following:	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree	
		Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
a.	I have understood gender mainstreaming and Land Conflicts and linkage with EWR	0	0	0	0	3	20	3	20	9	60
b.	I feel very confident in collecting and analyzing gender and sex disaggregated data in relation land conflicts	1	7	0	0	3	20	5	33	6	40
c.	I feel very confident in production of gender responsive land related conflicts situation report and warning alerts	0	0	0	0	3	20	4	27	8	53
d.	I am very confident that I have skills to train others on gender mainstreaming, collection , analyzing and reporting on gender sensitive data	0	0	0	0	2	13	6	40	7	47
e.	The training topics were relevant to me	0	0	0	0	1	7	6	40	8	53
f.	The material was presented in an organized manner	1	7	0	0	1	7	6	40	7	47

g.	The training methods were engaging and participatory	0	0	0	0	1	7	5	33	9	60
h.	The Facilitator was knowledgeable in the subject matter	0	0	0	0	3	20	4	27	8	53
i.	The meeting venue was very appropriate	1	7	0	0	1	7	5	33	8	53
j.	The workshop has met my expectations	3	20	0	0	1	7	3	20	8	53

- Looking at the table above, 60% of the participants strongly agreed that they understood gender mainstreaming and Land Conflicts and linkage with EWR, 20% agreed and remaining 20% was neutral.
- 40% strongly agreed that they feel very confident in collecting and analyzing gender and sex disaggregated data in relation land conflicts 33.3% agree, 20% neutral, 6.7% strongly disagrees.
- 53.3% strongly agrees that they feel very confident in production of gender responsive land related conflicts situation report and warning alerts 36.7% agrees, 20% was neutral.
- 46.7% strongly agree that they are very confident that they have skills to train others on gender mainstreaming, collection, analyzing and reporting on gender sensitive data, 40% agree, 13.3 are neutral.
- 53% strongly agreed that the training topics were relevant to them, 40% agreed, 6.7 was neutral.
- 46.6% strongly agreed that the material was presented in an organized manner, 40% agreed, 6.7 were neutral, and 6.7% strongly disagreed.
- 60% strongly agreed that the training methods were engaging and participatory, 33.3% agreed, 6.7% was neutral.
- 53.3% strongly agreed that Facilitator was knowledgeable in the subject matter, 26.7% agreed and 20% was neutral.



- 53.3%strongly agreed that the meeting venue was very appropriate,33.3% agreed, 20% was neutral.
- 53.3% strongly agreed that the workshop met their expectations, 20% agreed,6.7% neutral, and 20% strongly disagreed.

## Annex II: Training Agenda

DAY ONE: 13 <sup>th</sup> April 2021			
TIME	SESSION	SESSION OBJECTIVES	RESPONSIBLE PERSON
09:00 – 09:30	SESSION 1: OFFICIAL OPENING OF THE TRAINING  Registration and Introduction  Opening Remarks PBO  Opening Remarks UN Women	Participants to know each other and build rapport.	PBO  UN Women
09:30 – 10:30	SESSION 2: CLIMATE SETTING  Pre-Test Evaluation 30 minutes  Agenda  Expectations  Training Objectives  Ground rules setting	To establish participants' range of knowledge and attitudes – at the beginning of the training as they relate to the training module.  To create a favorable and conducive training environment for participants and Facilitator.  Participants to understand the training objectives.	CAROLINE RUKUNDO BENDA  (IC)

09:30–10:30	SESSION 3: INTRODUCTION TO GENDER AND EARLY WARNING  Defining key concepts of Gender and Early Warning	The participants will be able to explore the concepts related of gender and early warning	CAROLINE RUKUNDO BENDA  (IC)
10:30-11:00	Health Break		ALL PARTICIPANTS
11:00-13:00	SESSION 3: INTRODUCTION TO GENDER AND EARLY WARNING Cont'd  Discuss International, Regional and National Legal and Policy Instruments that promote Gender Equality in Land Conflict Early Warning and Response	The participants will be able to relate and explain laws and policies that promote gender responsive conflict Early Warning and Response	CAROLINE RUKUNDO BENDA  (IC)
13:00–14:00	LUNCH BREAK		ALL PARTICIPANTS
14:00-16:00	SESSION 4: IMPORTANCE OF MAINSTREAMING GENDER IN EARLY WARNING  Purpose of Early Warning  Discussing land related issues /conflict with a gender perspective using problem tree analysis	The participants will be able to;  explain and appreciate the importance of mainstreaming gender in early warning.  Learn how to identify gender related risks and threats in conflict setting and respond to gender issues including GBV.  To identify land issues with a gender perspective	CAROLINE RUKUNDO BENDA  (IC)
16:00–16:30	Evaluation of Day One	To know what went well and did not go well	

		during the day	
<b>DAY TWO: 14<sup>th</sup> April 2021</b>			
09:00-9:30	Recap of Day one	Participants review information shared during day one	PARTICIPANTS REPRESENTATIVE
09:30-10:30	<p>SESSION 4: IMPORTANCE OF GENDER IN EARLY WARNING CONT'D</p> <p>Gender Perspective in Early Warning (Tips to promote Gender Equality into Early warning)</p> <p>Importance of Mainstreaming Gender in Early Warning</p>	The participants will be able to understand and promote the gender perspective in early warning and response.	CAROLINE RUKUNDO BENDA (IC)
10:30-11:00	HEALTH BREAK		ALL PARTICIPANTS REPRESENTATIVE
11:00-13:00	<p>SESSION 5: GENDER MAINSTREAMING INTO STAGES OF CONFLICT EARLY WARNING AND RESPONSE(EWR)</p> <p>Gender Responsive data collection and conflict registration</p> <p>Gender responsive data analysis and Reporting</p>	<p>The participants will be able to;</p> <p>understand how to mainstream gender into stages of conflict Early Warning and Response</p> <p>Know more on gender responsive data collection, registration, analysis, and Reporting</p>	CAROLINE RUKUNDO BENDA (IC)

13:00-14:00	LUNCH BREAK		ALL PARTICIPANTS
14:00-16:00	<p>SESSION 5: GENDER MAINSTREAMING INTO STAGES OF CONFLICT EARLY WARNING AND RESPONSE(EWR) Cont'd</p> <p>Gender Responsive warning/transmission of information to decision makers</p> <p>Formulation of gender responsive proposals for Action</p> <p>Evaluation of early warning and response stages to track progress</p>	<p>The participants will be able to;</p> <p>Share with potential stakeholders the reports for Action</p> <p>Participants should be able to track progress of EWR</p>	CAROLINE RUKUNDO BENDA (IC)
16:00-16:30	Evaluation of Day 2	To know what went well and did not go well during the day	All
<b>DAY THREE:15<sup>th</sup> April 2021</b>			
09:00-09:30	Recap of Day Two	Participants review information shared during day two	PARTICIPANTS REPRESENTATIVE
09:30-10:30	SESSION 6: ROLES AND RESPONSIBILITIES OF KEY STAKEHOLDERS IN LAND CONFLICT EWR	<p>The participants will be able;</p> <p>To outline and explain who are EWR stakeholders/actors, their roles, and</p>	FACILITATOR (IC)

	Stakeholders' analysis  Roles and Responsibilities of Conflict EWR	responsibilities in the Conflict EWR	
10:30-11:00	Health Break		
11:00-13:00	SESSION 6: ROLES AND RESPONSIBILITIES OF KEY STAKEHOLDERS IN LAND CONFLICT EWR CONT'D  Mainstreaming Gender and Land Conflict EWR indicators into LERN Platform	The participants will be able to;  To identify gender and land related indicators to include in LERN  Describe the coordination needed for gender responsive Land Conflict EWR  To effectively mainstream Land Conflicts and gender indicator(s) into the LERN Platform	FACILITATOR  (IC)  PBO
13:00-14:00	Lunch Break		
14:00-16:00	SESSION 6: ROLES&RESPONSIBILITIES OF KEY STAKEHOLDERS IN LAND CONFLICT EWR CONT'D  Roles of stakeholders in mainstreaming gender and	The participants will be able to;  To outline and explain their roles, and responsibilities in the Conflict EWR	FACILITATOR  (IC)


	land conflict into LERN Platform		
16:00-16:30	Evaluation of Day Three	To know what went well and did not go well during the day	FACILITATOR (IC)
<b>DAY FOUR: 16<sup>th</sup> April 2021</b>			
09:00-09:30	Recap of Day Three	Participants review information shared during day two	PARTICIPANTS REPRESENTATIVE
09:30-10:30	SESSION 8: TRAINING / FACILITATION METHODS AND TECHNIQUES  Characteristics of adult learners and their implications on Training	The participants will be able to;  Describe and apply appropriate methods and techniques for facilitating gender mainstreaming trainings.  Demonstrate skills for planning, conducting, and evaluating gender mainstreaming training events.	FACILITATOR (IC)
10:30-11:00	Health Break		ALL PARTICIPANTS



11:00-13:00	<p>SESSION 8: TRAINING / FACILITATION METHODS AND TECHNIQUES CONT'D</p> <p>Adult training methods and techniques for imparting knowledge and skills at county level</p>	<p>The Participants will be able to;</p> <p>apply different methods and techniques for different content and varied audiences</p> <p>explain the advantages and disadvantages of applying different training methods and techniques</p>	<p>FACILITATOR</p> <p>(IC)</p>
13:00-14:00	Lunch Break		ALL PARTICIPANTS
14:00-14:30	Post Training Evaluation	<p>To establish participants' range of knowledge and attitudes – at the end of the training (which will be compared to their knowledge and attitudes at the beginning of the training) – as they relate to the training sessions</p>	<p>CAROLINE</p> <p>RUKUNDO BENDA</p> <p>(IC )</p>
15:00-15:30	Way Forward and Closing Remarks		PBO/NCCRM
15:30-16:00	Departure		ALL Participants

## Annex 3: Participants Attendance List

### Day 1

 STRENGTHEN CAPACITY OF CONFLICT EARLY WARNING MONITORS, PBO STAFF, AND NCCRM, THROUGH TRAINING ON LAND RELATED ISSUES AND LINK THEM WITH THE LIBERIA EARLY RESPONSE NETWORK (LERN)


Training on Data Collection, Analysis, Reporting and Gender Mainstreaming.


**ATTENDANCE REGISTER**

13<sup>TH</sup> APRIL 2023


#	NAME	SEX	ORGANIZATION	POSITION	EMAIL	PHONE #
1	John Tarley	M	NCCRM	Project Off	jppausayplie@gmail.com	0776240769
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4	Cecilia F. Danufo	F	NCCRM	Gender Analyst	ceciliadanufo@gmail.com	077463887
5	Tolbert Jallah	M	NCCRM	Analyst	tolbertj@nccrm.com	
6	SHEKH SS KAMARA	M	PBO	Project Officer	ssskamara@gmail.com	07719523
7	Isabell D. Johnson	F	W&NAP	Member		077626730

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United Nations Entity for Gender Equality and the Empowerment of Women






**STRENGTHEN CAPACITY OF CONFLICT EARLY WARNING MONITORS, PBO STAFF, AND NCCRM, THROUGH TRAINING ON LAND RELATED ISSUES AND LINK THEM WITH THE LIBERIA EARLY RESPONSE NETWORK (LERN)**  
Training on Data Collection, Analysis, Reporting and Gender Mainstreaming.

**ATTENDANCE REGISTER**

DAY 2

#	NAME	SEX	ORGANIZATION	POSITION	EMAIL	PHONE #
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4	Rebecca M. Queelyme	F	AGWOMSur	Secretary	rosedweh93@gmail.com	0775241674
5	Beatrice D. Johnson	F	WANEP	Member		076267301
6	Albert Jallah	M	NCCRM	Analyst	albertjallah@gmail.com	
7	Cecilia T. Damudi	F	NCCRM	Analyst	Cecilia.T.Damudi@gmail.com	

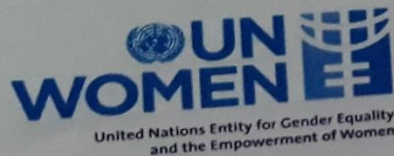
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15	Roland Clarke		NCCRM			
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## Day 3

 STRENGTHEN CAPACITY OF CONFLICT EARLY WARNING MONITORS, PBO STAFF, AND NCCRM, THROUGH TRAINING ON LAND RELATED ISSUES AND LINK THEM WITH THE LIBERIA EARLY RESPONSE NETWORK (LERIN)


Training on Data Collection, Analysis, Reporting and Gender Mainstreaming


**ATTENDANCE REGISTER**

DAY 3

#	NAME	SEX	ORGANIZATION	POSITION	EMAIL	PHONE #
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17	K. Boboh Kolko	M	CID	SD	boboh_kolko@yahoo.com	0886407962
18	Leem M. Boz	F	PBO	Researcher	leemuomdany@gmail.com	0886987053

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# Day 4



STRENGTHEN CAPACITY OF CONFLICT EARLY WARNING MONITORS, PBO STAFF, AND NCCRM, THROUGH TR  
LAND RELATED ISSUES AND LINK THEM WITH THE LIBERIA EARLY RESPONSE NETWORK (LERN)

Training on Data Collection, Analysis, Reporting and Gender Mainstreaming

## ATTENDANCE REGISTER

DAY FOUR

16 <sup>th</sup> APRIL 2021					
#	NAME	SEX	ORGANIZATION	POSITION	EMAIL
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