Global Fund Gender retreat: Africa (ICASA)
Cape Town, 4th-6th December 2013

Workshop Evaluation

Question 1: overall usefulness of the workshop

Overall usefulness

- Very useful
- Quite useful
- Interesting, but not useful
- Not very useful
- Waste of time

Which 3 areas / sessions were most useful to you / your community?
- The New Funding Model processes (especially concept note), structures and entry points for gender advocates x37
- Defining and programming for gender equality and gender related issues, including gender-based violence and violence against women x 10
- Understanding the Global Fund structures at global and country levels x9
- Action Planning at country and regional level x8
- CCM structures, mechanisms, leadership and responsibilities x7
- Sharing information with other countries, especially hearing from those who have already piloted the NFM x3
- Implementation of the Gender Equality and SOGI strategies x7
- Role of GF partners: technical agencies, civil society, donors x5
- Learning about specific initiatives and identifying resources (CCM pilot, JCSAP, German Back-Up initiative) x 4
- Linking into national strategic plans X2
- Practical solutions and current issues “to do lists”
- How to apply to GF
- Trans* issues
- Human rights issues

“As a programme person it has helped me to be focused in areas that do matter / performance based and meaningful learnings on the NFM and on the GF and how best to support the community that I work with to be part of the process”
Which area(s)/session(s) were least useful to you / your community? (maximum 3 areas)

- Very little focus on youth in particular young women in ALL sessions
- Disjuncture between presentation by Steve (gender programming) and that of Motoko (GES)
- Gender Equality (session was not clear)
- JCSAP
- Working with the GF – CS board delegation
- Transgender issues
- I would like that the CCM has better representation of people living with HIV in all categories – both young and older x2

**It was all useful but some content was very dense – so much to learn too little time**

Which areas would you like to have learnt more about?

- CCMs: role of the CCM; CCM pilot initiative on key populations; how to be involved in the CCM; how to engage constituency representatives in the CCM; how to find out who are members of the CCM x 8
- The NFM – linking strategic plans, support from technical agencies; how to be meaningfully involved; procedures and entry points; integrating gender x 8
- GES and SOGI implementation strategy x 7
- Global Fund 101 x5
- Gender sensitive/transformative programming 101 x5
- Country programming: how GF money is used in countries, especially to support national organisations that work at community level; country mapping to get a clear sense of where the money is and why those interventions were identified; how to lodge concerns about in-country programmes x4
- Concept note development, ensuring representation of women in all diversity x 3
- Sex and gender x2
- Policy advocacy and engagement
- Role of GF in policy for key pops
- Regional opportunities
- Procedure for accepting funds

Question 2: Please help us evaluate how well we met the learning objectives of each day.

The Welcome Dinner focused on getting to know each other, and thinking about our work over the next 2 days with the following objectives:

- Welcome participants
- Highlight gender equality dimensions of the Global Fund
- Orient participants to the purpose of the initiative
Comments

Participants mostly expressed appreciation for the dinner, and felt it was a great ice-breaker, networking opportunity, and opportunity to set the scene for the next two days in an informal and relaxed manner. Some participants commented it was too much to have it after a long journey and it would have been better on the second day. One participant felt it would have been good to start it earlier so that the “formalities” were kept separate from the dinner, and one participant was unhappy with the DSA being reduced due to the dinner. Two participants did not feel comfortable with the introduction process.

- No justice was done by others’ intro of others – it did not work for me 😔
- I felt it was more of a reunion of people who already knew each other so it was not as interactive as I wish it would be. Hated the introduction process, for people who were not introduced properly and this compromised on the actual networking opportunity for me 😔

Day 1: focused on learning about the Global Fund, with the following objectives:

- Exchange information and build common levels of understanding about the Global Fund and its processes at local and global levels
- Build awareness of the Global Fund’s Gender Equality Strategy (GES)
- Build awareness of the new funding model (NFM) and its importance for women
Key learning from day 1
- The role of CCM
- The NFM and how and when we can integrate gender – women’s issues – in the process
- Watchdog role of civil society
- Global Fund structures and processes at country and global level
- The need to revisit the definition of gender and to promote inclusiveness beyond M/F
- Example of successes / good practice and the influence that the GF has to correct certain violations of human rights
- Careful use of terminology [key population, etc]
- Funding knowledge and how can we engender it
- There is an expectation for CS to participate and influence the GF process and there are avenues to do that
- How to use the GES for advocacy at the country level

Outstanding questions from Day 1
- Lack of understanding about the role and make-up of the CCM
- Definition of gender
- How is youth represented in GF structures, in particular in relation to gender?
- More information on the implementation of the GES. When? How? And how will the GES enable countries to monitor their movement along the spectrum of gender programming from blind to accommodating to transformative?
- More detailed discussion on how gender programming can be achieved through the NFM
Day 2 focused on planning our activities for influencing around gender equality within the Global Fund, with the following objectives:

- Think strategically about priorities on gender, where gender sits in the Global Fund processes and initiatives, and entry points for influence with the Global Fund
- Plan next steps – at local, regional and global levels – to implement the Global Fund Gender Equality Strategy

**Objectives: Day 2**

![Pie chart showing objectives met](chart.png)

**Key learning from Day 2**
- Funding and technical support opportunities for CS (GIZ, AIDSpan, CCM pilot, ongoing work by ASAP, ATHENA and ALN)
- Action from JCSAP
- Planning in country teams to ensure inclusive representation
- Entry points to hold my country CCM CS member accountable and push forward gender issues
- The implementation of the NFM: country dialogues, concept note development, funding cycles and timeframes etc
- Personal responsibility and accountability, as well as support structures and sources (inc W4GF website)
- Regional collaborations and opportunities for issues that are best addressed at the regional level
- In-country mechanisms to monitor accountability

**Outstanding questions from Day 2?**
- How will planned activities be resourced?
- Does gender include MAPRS?
- How can the GF and its stakeholders support the protection of foreign activists at country level through the review of human rights?
- How can the CCM pilot promote the credibility of civil society, including the W4GF network?
- Are youths represented on the GF?
- How will W4GF be sustained as a global platform and at the country level?
- Gender budgeting

**Question 3: Global Fund Structures**

Participants were asked to score their knowledge on a range of Global Fund processes and structures in a pre-workshop survey, and again in the workshop evaluation. A scale of 1 to 5 was used where 1 = very little or no knowledge; and 5 = expert knowledge.

The graph shows the increase in average knowledge from before (blue bars) to after (red bars) the workshop:
**Question 4: How well did we address your expectations, hopes and fears?**

In a pre-workshop questionnaire, participants were asked to identify their main hopes, fears and expectations for the workshop. In the evaluation they were asked to score these in terms of how well they were met or addressed, on a scale of 1 to 5, where 1 = not at all, and 5 = very much / completely. *(Average scores and summary of main comments are given)*

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<tr>
<th><strong>Did you feel able to contribute to / participate in the workshop in a meaningful way?</strong></th>
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<th><strong>Did you feel that any concerns or questions you raised were heard and answered?</strong></th>
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<th><strong>Did you feel able to platform key issues of relevance to women and transgender persons living with HIV during the workshop? (please give example/s)</strong></th>
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<td><strong>3.7</strong></td>
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Participants found that the discussions tried to be specific and broaden notions of gender.

“Mostly because no practical solutions were given however the dialogue was initiated and that was a step forward”

“We always tried to consider and voice WHO we were talking about”

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<th>Did you feel able to platform key issues of relevance to women and transgender persons from key populations during the workshop? (please give example/s)</th>
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<td><strong>4.1</strong> Key population, LGBTI, sex worker and transgender issues were platformed.</td>
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<td>“Same as above. Also inviting “key populations” was a huge plus in my opinion by the ASAP so thank you for that.”</td>
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<th>Do you feel that you left the workshop with some tangible next steps? (Please say briefly what these are)</th>
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<td><strong>4.5</strong> Action plans were drawn up, with accountabilities and dates. Actions moving forward included:</td>
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| 1. mobilizing women’s stakeholders;  
2. Dissemination of the information  
3. Mobilisation of civil society groups to participate in GF process  
4. Opinion poll – online discussions – feature articles in newsletter and national dailies  
5. Work to getting our MARPS represented on the CCM  
6. Desktop review on country CCM;  
7. Greater participation in the W4GF website |
| “Personally I have practical remedies of which I would not have considered without this meeting” |
| “There’ll be greater involvement of women living with HIV and they will engage in gender issues” |

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<th>To what extent do you feel that this workshop will benefit your community / constituency? (Please explain how)</th>
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<td><strong>4.54</strong> Participants felt that the meeting opened up opportunities to mobilize and engage communities around gender and the GF, and to galvanise greater and more meaningful participation in GF processes at country level. Participants gained knowledge on how to engage their CCM and how to access resources – eg through GIZ – to support gender advocacy</td>
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“CS voices will be heard”

“To be honest South Africa women don’t know much about SANAC committees including the CCM, Global Fund processes, etc, so it was a great pleasure for me to get this chance so that I can go back and empower the women in my organization if we can push forward with bridging GES and SOGI”

| How confident do you feel about your ability to engage in global/regional/national level dialogues moving forward? |
| 4.2 | Participants felt that they had gained knowledge, especially around the NFM, and were aware of entry points for engagement in national level processes but that they would need more and on-going capacity development and support to engage at regional and global levels. |

“I feel confident with attending national level dialogues”

“I would still love clarity on issues to fully equip myself to fight for the rights of our youth at global level not only national and regional”

| How confident do you feel about your ability to engage in processes to advance gender equality through the Global Fund’s New Funding Model? |
| 4.12 | In general participants felt pretty confident about being able to engage through the NFM, with on-going support, mentoring, and access to information through the W4GF community |

“Now I’m confident enough to engage in processes to advance gender equality through GF NFM, I will be able to advocate for gendered programs”

| Did the workshop provide an opportunity to build new partnerships, alliances or networks? (Please give a few details) |
| 4.8 | The workshop provided an opportunity for networking and relationship building. |

“Yes I was able to meet a few women and learn from them on issues of GF”

“Yes – linked to Aidspan and World Vision around common interest in budget monitoring”

| How confident do you feel to implement your action plan and what support do you need to do this? |
4.2 Most participants felt confident about their ability to implement their action plan. Support needs included:

- IT and resources
- Technical support from the GF secretariat on CCM members
- Financial support;
- Support from influential people
- Collaboration and networking from W4GF community
- Resource mobilisation
- TA on mobilizing young people
- Financial support for transport to bring women together in country
- Capacity building
- More knowledge on gender transformative programming

“I’m 100% confident, ready and keen to take this forward.”

Question 5: Workshop logistics
Logistical arrangements before and during the workshop, were scored on a scale of 1 to 4 where:
1 = Strongly disagree (Things were confusing and stressful)
2 = Disagree (Things didn’t go too well)
3 = Agree (everything was fine)
4 = Strongly agree (everything was perfect)
n/a (eg if didn’t need a visa or arranged own flight)

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<th></th>
<th>n/a</th>
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<td>Prior to the meeting</td>
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<td>I was happy with my flight arrangements</td>
<td>13</td>
<td>3</td>
<td>14</td>
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<td>I felt well supported getting my visa</td>
<td>18</td>
<td>1</td>
<td>9</td>
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<td>The logistics information prior to arrival in Cape Town was clear and comprehensive</td>
<td>6</td>
<td>1</td>
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<td>During the meeting</td>
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<td>Arrival in Cape Town</td>
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<td>The hotel</td>
<td>7</td>
<td>1</td>
<td>4</td>
<td>17</td>
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<tr>
<td>The meeting space</td>
<td>1</td>
<td>4</td>
<td>10</td>
<td>14</td>
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<tr>
<td>Arrangements for lunch and breaks</td>
<td>13</td>
<td>18</td>
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<td>The welcome dinner on Thursday evening</td>
<td>4</td>
<td>6</td>
<td>21</td>
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<td>Per diems and reimbursements</td>
<td>3</td>
<td>1</td>
<td>1</td>
<td>5</td>
<td>15</td>
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<td>Arrangements for your return travel</td>
<td>14</td>
<td>2</td>
<td>13</td>
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<tr>
<td>Overall</td>
<td>1</td>
<td>7</td>
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Comments and recommendations:
After I applied, I did not get a response, but decided to come anyway because I wanted to learn. Thank you for not turning me back! You will not regret it.

Presentations with role-plays would assist. Examples could also assist us not to lose concentration

Deducting my per diem

Only disappointment was having to check out before the meeting was done however, with that said I was extremely happy with all efforts and providing me with full funding. The meeting has certainly increased my capacity as a youth and young women activist – and I thank the ASAP team and wish to avail myself any time when needed!

The schedule was limited and tight. Next time maybe we should have more time.

Strict rules / housekeeping. Must consider that some of us hold important positions at home and have to attend to calls and emails.

Engagement around logistics was harsh. Every case is different, so treat people with respect

Ensure there’s air conditioning in the workshop room

Organize fully before the workshop start. Eg shortage of money (DSA)

All participants should be supported equally (financially)

Question 6: Final Comments

Best thing about the workshop

To meet different key populations -- it was my first time

Platform for discussion, networking, info sharing

It was great to have an Africa specific meeting. I had not had such an experience before

Meeting experienced people knowing about the new funding modality of the GF and learning about the initiative of the GF to make it participatory

Knowing how the GF operates and special attention being given to women. To know the NFM was phenomenal

The best thing was that I thought I understood most of the things however I’ve realised that I knew very little about GF and I’m the bridge for grassroots women now!!!

The friendly secretariat; the hotel / accommodation was amazing (that welcoming cookie – yum); the knowledge!

Networking; and to finally understand how the machine operates

Learning how sex workers can be involved in the GF and CCM

Learning about gender transformation

The facilitators were very good

To hear how other countries do project implementations

CCM and TRP roles and responsibilities

Advice and recommendations

You organize so well but inevitably the time was short

The welcome / orientation dinner was a good idea
• My advice is even though it is to give info in totality I think it needs to be broken down into specifics so that there won’t be too much info at a time
• Perhaps bit more structure … it was quite unclear sometimes to keep up with program changes
• The Secretariat was pretty upset with people claiming DSA without attendance understandably so, BUT it should have been kept internally for we as participants could feel the tension. I didn’t like that 😐
• The team work amongst yourselves was remarkable and amazing
• The sessions were too intense. Need to loosen up a bit. Going on until late evening was not good. Refrain from the idea that all who attend may misbehave
• More capacity building on the NFM, gender and gender based violence
• Invitation of a member of the CCM of each country to participate in this type of workshop
• French workshops; Arabic workshops
• We are all not at the same level and GF issues are quite technical issues. I guess that is why we had the capacity building on GF. Take us slowly; give us time to make mistakes

“I pray that ASAP gets more support to do more of this workshops / TA to the key pops directly to enable meaningful engagement at country level”