Regional Knowledge Management and Learning in L4C program

Learning for Change (L4C) Strengthening Women in East Africa

Regional Capacity Development Program

CARE Austria
CARE Ethiopia
CARE Uganda
CARE Rwanda

L4C aimed at promoting the meaningful participation of women in decision-making processes at household, community, local and national levels in Ethiopia, Uganda and Rwanda

(4/2016-3/2019)

• 21 partner NGOs, partner government institutions and CARE offices demonstrate **increased/continued progress towards gender equitable working cultures, organizational policies, and practices.**

• 3.044 staff members and attached multipliers of partner NGOs, community-based organisations (CBOs), government institutions and CARE are **applying increased technical capacities for gender equality programming** to the benefit of vulnerable women and girls.

• Staff members of 15 partner NGOs and CARE have **increased capacity in conducting more effective and inclusive influencing** and have contributed to the success of ongoing advocacy on gender equality and women, peace and security (UNSCR1325, Kampala Declaration, Maputo Protocol, implementation of national laws, etc.).

Building on regional knowledge – Technical Leaders
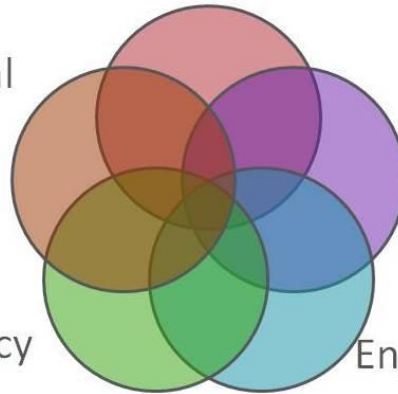
CARE Ethiopia And Master Trainers of all country offices

KML/M&E:
CARE Ethiopia, later CARE Austria

CARE Uganda

CARE Rwanda

CARE Uganda

Gender & Diversity

Psychosocial Support

Women Leadership

Advocacy

Engaging Men & Boys

In close cooperation with national teams & CÖ

L4C Learning Packages delivered (workshops/ action plans/ backstopping)

Trainings to promote a conducive organisational culture fostering gender equality and psychosocial wellbeing

- "Gender Equality and Diversity" (Training of facilitators)
- "Staff Wellbeing and Stress Management"
- "Women Leadership"

Trainings to improve gender-responsive programming

- "Gender-responsive Planning and Programme Design"
- "Gender-responsive Monitoring and Reporting"
- "Internal Knowledge Management and Learning"
- "Sharing Knowledge and Learning"

Trainings to enhance approaches and tools strengthening the participation of women at community level

- "Strengthening women's participation - Basic concepts and approaches of Psychosocial Support, Women Leadership, Engaging Men and Boys" (Training of Trainers)
- "Strengthening women's participation – Tools for strengthening agency and self esteem" (Training of Trainers)

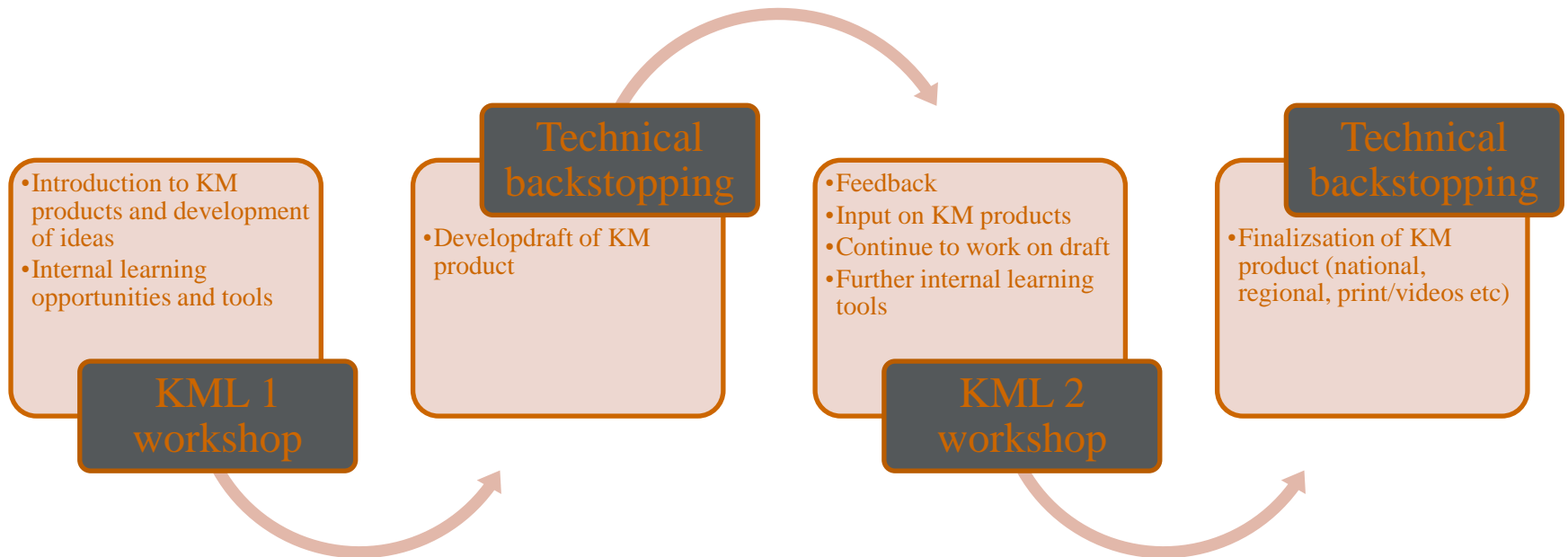**Trainings to promote evidence based advocacy**

- "Advocacy Strategy Development"
- "Evidence generation and use"
- "Advocacy Tactics"

Continuous, practice-oriented learning – from regional to national levels

Workshops by regional experts – backstopping mostly by national teams

Example KML learning package (external and internal KML):

- Introduction to KM products and development of ideas
- Internal learning opportunities and tools

KML 1 workshop

Technical backstopping

- Developdraft of KM product

- Feedback
- Input on KM products
- Continue to work on draft
- Further internal learning tools

KML 2 workshop

Technical backstopping

- Finalizsation of KM product (national, regional, print/videos etc)

Production of KML materials

Focus on people and culture > tools/opportunities for KML; synergies with other learning packages that foster communication, trust, confidence (e.g. GED; PSS)

Regional Knowledge Sharing and Learning

- Regular skype calls (updates, techn. exchange, etc)
- Online exchanges when preparing learning packages (mostly email)
- Shared dropbox with relevant materials and documents
- Manuals and Guidelines
- Visits from Thematic Leads for workshops and backstopping of the national teams
- Cross-country learning visits
- Annual regional coordination meetings, increasingly incl. techn. exchanges, KML sessions and field visits
- Regional Knowledge Products (input & feedback)
- Overall KML report (harvesting WS, CI Gender Cohort)
- Evaluation, incl training of team and partners

Successes

- Enhanced capacities/ knowledge of partners, multipliers as well as CARE through regional exchange and cascading (e.g. thematics, Capacity Building skills)

- Awareness of benefits and confidence and knowledge to produce KM materials in-house

- GEWE approaches integrated in various programs in project countries

Challenges

- Very time intensive approach (communication and coordination)

- Challenging to work in different contexts (e.g. language, culture, target group)

- Mostly successful in face-to-face interactions

- Staff turnover as recurrent challenge

To be discussed...

- Real learning can only happen face-to-face

- Staff turnover destroys any KML component

- People simply don't understand what KML is all about – if they would, they would realize that learning can only happen inside teams and that exteral consultants are a waste of money

- KML components are most efficient at regional level, less on a national or international level

Website (https://www.care.at/strengthening-womens-voices/)