

**MALAWI WORKSHOP REPORT**

**TRAINING OF TRAINERS**

*on*

**MONITORING AND EVALUATION OF INTEGRATION OF  
GENDER INTO HIV/AIDS PROGRAMMES**

*held at*

**Malawi Institute of Management  
13<sup>th</sup> to 16<sup>th</sup> January 2004**

*Organized by*

**MINISTRY OF GENDER AND COMMUNITY SERVICES  
AND NATIONAL AIDS COMMISSION**

*with funding from*

**THE WORLD BANK**

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**TABLE OF CONTENTS**

<b>TABLE OF CONTENTS.....</b>	<b>2</b>
<b>ACKNOWLEDGEMENT.....</b>	<b>3</b>
<b>A. BACKGROUND.....</b>	<b>4</b>
<b>B. OBJECTIVES, CONTENT AND APPROACH.....</b>	<b>4</b>
WORKSHOP GOAL AND OBJECTIVES.....	4
COURSE CONTENT.....	4
WORKSHOP METHODOLOGY.....	5
<b>C. REVIEW OF SESSIONS.....</b>	<b>6</b>
SESSION 1: WORKSHOP ORIENTATION AND OFFICIAL OPENING.....	6
SESSION 2: PRE-TESTING AND VALIDATION OF THE DEVELOPED MANUAL.....	7
SESSION 3: MONITORING AND EVALUATION.....	8
SESSION 4: WAY FORWARD/ ACTION PLAN AND OFFICIAL CLOSING.....	9
<b>D. SUMMARY OF WORKSHOP EVALUATION.....</b>	<b>10</b>
<b>ANNEX.....</b>	<b>13</b>
ANNEX 1: WORKSHOP PROGRAM.....	13
ANNEX 2: LIST OF PARTICIPANTS, TRAINERS AND SUPPORT STAFF.....	15
ANNEX 3: OPENING SPEECH BY MR. KANG'OMBE, DIRECTOR OF ADMINISTRATION            IN THE MINISTRY OF GENDER AND COMMUNITY SERVICES.....	17
ANNEX 4: GROUP WORK.....	20

## **ACKNOWLEDGEMENTS**

The Ministry of Gender and Community Services would like to extend their gratitude to the World Bank for funding this workshop on Monitoring and Evaluation of integrating of gender into HIV/AIDS Programs.

This training is a step ahead towards achieving the national goals of enhancing expertise in the area of Gender and HIV/AIDS hence helping Malawi to build national capacities to be able to

undertake Gender and HIV/AIDS programming management in all sectors of the economy. Special thanks go to Dr. Shimwaayi Muntemba, Africa Region's Gender team, the World Bank, for her continuous support, guidance and participation throughout the workshop period.

At national level the workshop was the responsibility of the Department of Gender in the Ministry of Gender and Community Services and the National AIDS Commission (NAC). Special vote of thanks go to Mr. Kang'ombe, Director of Administration and Dr Mary Shawa, Deputy Director of Gender Affairs both from the Ministry of Gender and Community Services for their encouraging remarks and continuous support throughout the training. Mr. Dyton Maliro, a Lecturer at Bunda College and Mrs. Gertrude Mwalabu, Assistant Lecturer at Kamuzu College of Nursing, both constituent Colleges of the University of Malawi, were the trainers. They were supported by Mr. John Chipeta from National AIDS Commission. Mr. Chipeta shared Malawi's experience on Monitoring and Evaluation and his presentation provided real challenges that participants are to encounter in their monitoring and evaluation endeavors. The services and efforts of these trainers and resource persons are hereby acknowledged.

Mr. Peter Msefula, Gender Program Coordinator and Mr. Harry Chidengu-Gama Training Coordinator, both from Ministry of Gender and Community Services coordinated and facilitated all workshop logistics. Their dedication is hereby recognized. Also Ms. Kachingwe and Mr. Katuwa both from the Ministry of Gender and Community Services provided secretarial and other support services throughout this workshop.

Another vote of thanks go to Professor Dunstan Wai, the Country Manager, Mr. Paul Mtali, Administrative Manager and Mr. James Mtambalika all from the World Bank Malawi Office for kindly supporting the organization and implementation of this workshop.

Finally vote of thanks go to Mrs. Bridget Chibwana from National AIDS Commission and all participants to the workshop for their comments and input towards improving and finalization of the manual.

## **A. BACKGROUND OF THE WORKSHOP**

In August 2003, the Department of Gender Affairs in the Ministry of Gender and Community Services in collaboration with the National AIDS Commission (NAC), and with funding from the World Bank, organized a training of trainers workshop on Integrating Gender into Multisectoral AIDS Programs (MAP) and other HIV/AIDS Activities. The workshop was attended by participants from government departments, non-governmental organizations and networks of people living with HIV/AIDS, who expressed need to develop a manual that the trainers could use.

The workshop was held at Malawi Institute of Management in Lilongwe from 13<sup>th</sup> to 16<sup>th</sup> January 2004 to:

1. Pre-test and validate the manual.
2. Train participant on how to monitor and evaluate gender and HIV/AIDS programs and other related activities.
3. Develop a plan of action for subsequent activities under this capacity building program.

The training drew seventeen (17) participants, five (5) women and twelve (12) men.

## **B. OBJECTIVES, CONTENT AND APPROACH**

### **Workshop Goal and Objectives**

The goal of the workshop was to equip participants with necessary skills to monitor and evaluate the integration process of gender into various national HIV/AIDS programs.

#### **Specific objectives were:**

- To pre-test and validate the manual
- To train participants on how to monitor and evaluate gender and HIV/AIDS programs and other related activities
- To develop a plan of action for subsequent activities under this capacity building program.

### **Course Content**

The content was organized in two parts. First part was on Integrating Gender into HIV/AIDS Program; second part was on monitoring and evaluation. Each part was further organized into modules and topics with specific objectives.

The following were the parts of the content covered and their respective modules:

#### *Part 1: Integrating Gender into HIV/AIDS Programs*

Part 1 comprised of five modules and aimed at reviewing, pre-testing and validating content in the modules of the developed (draft) manual before it is in use.

Module 1	:	Understanding Gender
Module 2	:	Understanding HIV/AIDS
Module 3	:	Gender and HIV/AIDS linkages
Module 4	:	Gender, Poverty and HIV/AIDS Linkages
Module 5	:	Useful tools for integrating gender into HIV/AIDS program

#### *Part 2: Monitoring and Evaluation*

Part 2 comprised of six modules and aimed at training participants on how to monitor and evaluate gender and HIV/AIDS programs and other related activities. The following were covered:

Module 6	:	Monitoring and evaluation within project cycle
Module 7	:	Planning
Module 8	:	Monitoring
Module 9	:	Evaluation
Module 10	:	Mainstreaming gender into HIV/AIDS Programs: Experiences, Challenges and Opportunities
Module 11	:	Capacity building plans

Module 11 specifically aimed at developing a plan of action for subsequent activities under capacity building program.

## **Workshop Methodology/Approach**

Participatory and interactive approach was used throughout the training sessions with emphasis on active involvement of every participant.

Participants were working in groups of maximum number of five to effectively review, pre-test and validate a specific module in the developed manual (draft). Refer to Annex 4 for Group Works.

Plenary sessions followed the group discussions and were led by participants.

## **C. OVERVIEW OF SESSIONS**

The workshop was organized in four sessions. Session One was on workshop orientation and official opening. During this session participants expressed their experiences and achievements in the follow-up to the Training of Trainers workshop held in August, 2003 on integrating gender into HIV/AIDS programs.

Session Two aimed at reviewing, pre-testing and validating content of the modules in the developed (draft) manual before it is in use and it comprised five modules. Refer to Annex 4 for the participants Group Work.

Session Three aimed at training participants on how to monitor and evaluate gender and HIV/AIDS programs and other related activities and comprised of six modules. Last session was on development of action plan and official closing.

Therefore below is the overview of the above mentioned sessions comprising of feedback and comments from participants after reviewing and pre-testing the manual; and summary of their group work.

### **SESSION 1 : WORKSHOP ORIENTATION AND OFFICIAL OPENING.**

Participants were introduced to workshop objectives simultaneously with the developed draft manual on Integrating Gender into HIV/AIDS Programs.

Then, participants who had attended the TOT workshop were given an opportunity to share their post-workshop experiences and achievements. Participants utilized the knowledge gained in the following ways:

- Applied the knowledge in different trainings conducted in their respective institutions.
- Incorporated the information acquired in curricula, syllabi; and trainers manual on gender that they developed for their institutions after the workshop.
- Initiated gender sensitivity in recruitment of trainees and employees in their respective institutions.
- The reports that participants submitted to their management about Integrating Gender Into HIV/AIDS Programs prompted several institutions to write proposals seeking funds to engender their services.

These outcomes reinforced the success of the previous training and indicated the need for the follow up training conducted.

Mr. Kang'ombe, the Director of Administration in the Ministry of Gender and Community Services officially opened the workshop/training. (Refer to Annex 3 for the Opening Speech).

## **SESSION 2 : PRE-TESTING AND VALIDATION OF THE DEVELOPED MANUAL**

Areas highlighted in Session 2 were:

- The background of the manual.
- Targeted group (being the practicing practitioners).
- The content. (Refer to Annex 1 for the content).

The approach used to pretest and validate the manual was that participants were divided into groups of four or five. Each group was to review, pretest and validate a given module with one of the participants taking the role of a trainer and pretest their work in plenary sessions. Comments from the groups' work were noted for incorporation in the manual. Refer to Annex 4 for Group Work.

During plenary sessions, the following issues emerged:

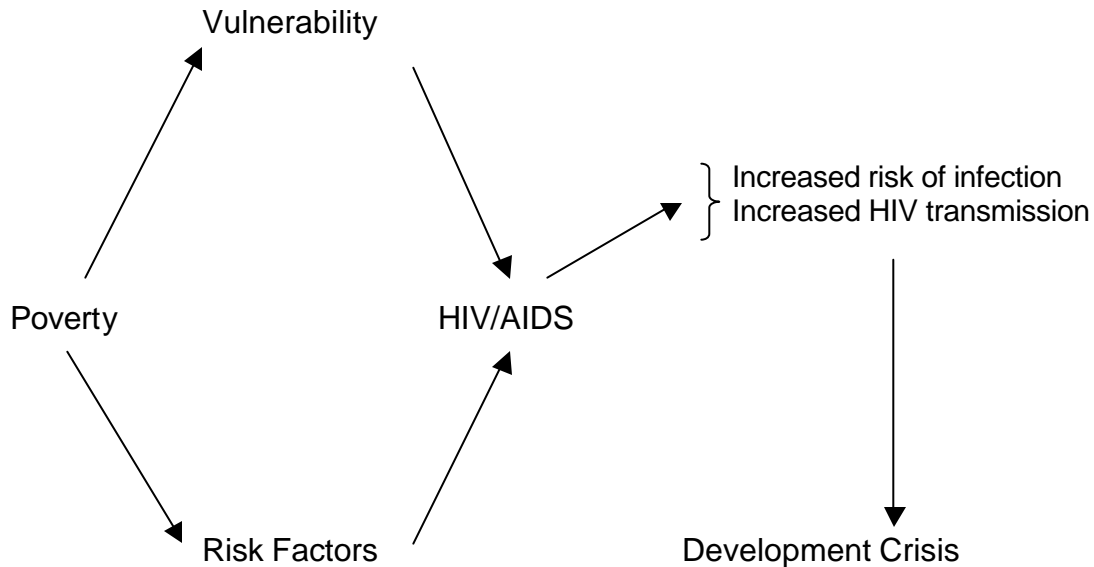
1. In trying to understand the spread of HIV and its impact, participants played a game in which they were the virus carrier. The aim was to demonstrate how hard it is to identify source of HIV infection if one has more than one partner.

In this "Wild fire" game participants are asked to close their eyes, the facilitator, one of the participants representing an infected person, taps three (3) neighbors/friends on their backs symbolizing transmission of the virus. Then everybody opens their eyes without knowing who would have been tapped, and they start greeting each other, a sign of sexual activity. The infected individuals i.e. those tapped on their backs, greet their colleagues with a scratch on the palm as a sign of transmitting the virus.

After the game, individuals tapped and those greeted with a scratch are asked how they felt being infected with HIV. Their responses tell the extent to which HIV infection traumatizes the infected and affected i.e. physically and psychologically.

2. Participants recommended that the following be done:
  - Services available to HIV/AIDS infected and affected individuals be added to the content of the manual.
  - Manual should have a component on implications of gender issues and strategies for the challenging issues.
  - Medical terms on signs and symptoms of HIV/AIDS need to be simplified.
  - Poverty to be defined in context of Malawi.
  - More information be added on Module 4 on Gender, Poverty and HIV/AIDS linkages.
  - To appreciate how poverty leads to risk factors that increase vulnerability to HIV/AIDS, participants came up with a framework demonstrating how poverty predisposes

individuals to HIV/AIDS hence affecting national development. Refer to the diagram below.



It was therefore recommended that this link between poverty, gender, HIV/AIDS and development crisis has to come up clearly in the manual. In addition, participants suggested that gaps that exist in the manual need to be filled for its effective use.

### ***SESSION 3: MONITORING AND EVALUATION***

The approach used in this part was lecture – discussion whereby the trainer took participants through the content, allowing them to ask questions, comment or ask for clarification if any point was not clear. The information emerged from the discussion was then consolidated with the one in the manual. Despite that there was no content in the manual on planning, the trainer felt it was necessary that the participants be equipped with knowledge and skills on planning. Planning was presented before monitoring and evaluation because no-one can monitor or evaluate if he has not planned.

A presentation by Mr. John Chipeta from the National AIDS Commission on Malawi's experience on Monitoring and Evaluation further spiced the session and provided participants with real challenges to be encountered when monitoring and evaluating Integration of Gender into HIV/AIDS Programs.

Participants were very satisfied with content of the evaluation section of the manual. However, the following issues were raised:

- Need to consider follow-up training that would focus on planning, monitoring and evaluation because the time allocated for the content was insufficient, so that participants may be fully equipped with skills on development of monitoring tools.

- Participants' application of knowledge and skills on planning, monitoring and evaluation was not comprehensive i.e. they felt there was need to consider a case study for active involvement of participants during the presentation.
- Need to incorporate a section on planning in the manual for the success of the program.
- Examples used in the manual need to be gender and HIV/AIDS related.

Despite the short falls, participants became confident that they could plan, monitor and evaluate the integration of ender into HIV/AIDS programs.

#### **SESSION 4 : WAY FORWARD /ACTION PLAN AND OFFICIAL CLOSING**

Dr. Muntemba facilitated the development of an action plan which was linked to the forth coming three regional workshops to be conducted in Malawi.

The participants agreed on the following action plan:

- Plan meeting for Ministry of Gender, World Bank and NAC by 17 January 2004.
- Finalize manual on Integrating Gender into HIV/AIDS Programs by the end of April 2004.
- Organize three regional workshops in Malawi for the extension workers in June and July 2004.
- Plan for evaluation of the program by March/April 2005.

The following actions were also agreed on to be implemented simultaneously:

- Conducting a rapid situation analysis on gender and HIV/AIDS training needs for the districts.
- Establish a gender and HIV/AIDS network for sharing experiences, knowledge and skills.
- Conducting gender and HIV/AIDS sensitization at work places.

The participants proposed that Ministry of Gender and Community Services should take the following responsibilities:

- Coordinate all planned activities and link up with participants.
- Have a list of core trainers to be contacted by institutions in case of trainings.

#### *Official Closing*

The World Bank country manager in Malawi, Professor Dunstan Wai, officially closed the workshop. He shared some of his experiences with gender issues in a family setting, and some information on the devastation of HIV/AIDS in many African countries. He stressed the complexities of HIV/AIDS, deserving holistic approaches in which gender played an important role and received the necessary attention, and where different sectors needed to work together. It was important to bring women into decision-making processes especially with regard to patient care. He also pointed out the value of capacity building in the decentralization process, calling on every participant to ensure that the knowledge and skills gained would be utilized for the benefit of their respective institutions, districts and later on the nation at large.

#### **D. SUMMARY OF WORKSHOP EVALUATION**

Considering the objectives of the training and time constraint the evaluation method used was to divide participants into groups of five (5), to evaluate the workshop through group discussion.

Final evaluation was presented in plenary during which participants and trainers and the agreed on key issues to be evaluated, and these were:

- Course Content.
- Timing
- Participation
- Facilitation and
- Logistics

## **Course Content**

Participants felt that the content was very important, relevant and specific to the set objectives. The content on monitoring and evaluation was well organized and very useful for participants to evaluate their Integration of Gender into HIV/AIDS Programs successfully. However, they felt that the content on Gender, Poverty and HIV/AIDS linkages need to be revisited and reorganized for easy assimilation. In addition, a module on planning needs to be incorporated into the manual because none can neither monitor nor evaluate without planning. They also recommended a follow up training on planning, monitoring and evaluation in order to develop more skills in these areas.

## **Timing**

The general feeling was that reviewing, pre-testing and validation of the (draft) manual was allocated enough time while content on monitoring and evaluation needed to be given extra time for participants to be fully equipped with skills necessary for developing monitoring tools. However, the fact that timekeeper was appointed and most participants were putting up in the same campus helped to make up with time.

## **Participation**

Participation was not gender balanced (five women to eleven men). However, out of the sixteen participants, eleven had attended the TOT, which also facilitated their active participation during the training. The fact that the training took place in Lilongwe tempted some participants to stop by their offices on their way to the workshop.

Therefore the general recommendation was that other follow up trainings should be conducted outside Lilongwe.

## **Facilitation**

Different facilitation methods that continuously promote participant involvement were employed. The presentation of the content and involvement of participants depended on objectives of the workshop. However, availability of training manual (draft) made it easier to systematically and efficiently follow and understand the content.

## Logistics

Some constraints were encountered:

There was a disconnect between those who had expressed intention to attend and those who actually turned up for the workshop.

A few participants were not always on time.

Participants were not all informed about availability of transport to take those who so needed into town

## Annex1: Workshop Program

### Monday, 12 January 2004

17:00

- Arrival of Participants
- Registration
- Introductions
- Housekeeping

### Tuesday, 13<sup>th</sup> January

**08:00 – 09:00**

#### **Session I: Workshop Orientation**

- Introductions/expectations
- Background to the Training Program
- Workshop Objectives, Content and Methodology
- Ground rules

**09:00 – 10:30**

#### **Session II: official opening/Word of Welcome**

- Chairperson's remarks
- World Bank's remarks
- Guest of Honour
- 10:30 – 11:00 - Tea Break/Group photo
- 11:00 – 12:30 Session III: Group work**
  - Group 1. Understanding Gender
  - Group 2. Understanding HIV/AIDS
  - Group 3. Gender and HIV/AIDS
- 12:30 – 13:30 Lunch
- 13:30 – 15:30 Session III: Group work continues**
- 15:30 – 16:00 - Tea Break
- 16:00 – 17:30 - Plenary

Wednesday, 14<sup>th</sup> January

- 08:00 – 08:30 - Recap of previous day's sessions
- 08:30 – 10:30 Session IV: Gender, Poverty and HIV/AIDS linkages**
  - Group 1. Gender and Poverty
  - Group 2. HIV/AIDS, Poverty and Development Crisis
  - Group 3. Gender, Poverty and HIV/AIDS
- 10:30 – 11:00 - Tea Break
- 11:00 – 12:30 - Group work continues
- 12:30 – 13:30 - Lunch Break
- 13:30 – 15:30 - Plenary
- 15:30 – 16:00 - Tea Break
- 16:00 – 17:30 Session V: Useful Tools for integrating gender into HIV/AIDS programs**

Thursday, 15 January

- 08:00 – 08:30 - Recap of previous day's sessions
- 08:30 – 09:30 Session VI: Contextualizing Monitoring and Evaluation within a Project Cycle**
- 09:30 – 10:30 Session VII: Monitoring**
- 10:30 – 11:00 - Tea Break
- 11:00 – 12:30 Session VIII: Evaluation**
- 13:30 – 15:30 - Group work
  - Group 1. Planning
  - Group 2. Monitoring
  - Group 3. Evaluation
- 15:30 – 16:00 - Tea Break
- 16:00 – 17:30 - Plenary
- 17:30 – 18:30 - Course Evaluation

Friday, 16 January

- 08:00 – 08:30 - Recap of previous day's sessions
- 08:30 – 10:30 Session IX: Mainstreaming gender into**

**HIV/Programs: Experiences, challenges and opportunities**

- 10:30 – 11:00 - Tea Break  
11:00 – 12:00 **Session X: Monitoring and Evaluation of Gender and HIV/AIDS programs in Malawi**  
12:00 – 13:00 **Session XI: Evaluation and Official Closing**  
13:00 – 14:00 - Lunch Break  
15:00 - Departure of Participants

**Annex 2: List of Participants, trainers and support staff**  
**Participants:**

1. Mr. P.J. Msefula, Program Coordinator- Gender Mainstreaming, MOGCS, P/Bag 330, Lilongwe, Tel: 01770411, Fax: 01770826
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6. Mrs. C.D. Chakwana, Gender Programs Officer, MOGCS, P/Bag 330, LL, o1770411, Fax :01770826, Cell:09279697
7. Mr. C.J.O. Chabuka, Tutor, Magomero Community Development College, P/Bag 3, Namadzi, Tel: 01534257, Fax 01534214
8. Mrs. C.G. Kussein, Snr. Gender Programs Officer, P/Bag 330, LL, Tel: 01770411, Cell: 08334186,
9. Mr. A.M. Kamanga, CPEP Research, Planning Coordinator, P/Bag 330, LL, 01770411, [akamanga@hotmail.com](mailto:akamanga@hotmail.com)
10. Mr. T.D. Mtenje, Human Resource Planning Officer, DHRMD, P.O. Box 30227, Lilongwe, Tel: 0789522, [trevormtenje@yahoo.co.uk](mailto:trevormtenje@yahoo.co.uk)

11. Mr. H.L. Chidengu-Gama, CPEP Training Coordinator, P/Bag 330, Lilongwe 3, Tel:01770411, cell: 09912387, [hchidengu@yahoo.co.uk](mailto:hchidengu@yahoo.co.uk)
12. Mrs. B. Chibwana, Head of Behaviour Change, NAC, P.O. Box 30622, Lilongwe 3, Tel: 01727900, cell: 08201485, [chibwanab@aidsmalawi.org.mw](mailto:chibwanab@aidsmalawi.org.mw)
13. Mr. O.B. Mponda, Principal Planning Officer, MOEST, P/Bag 328, Lilongwe 3, Tel: 01789422, cell: 01788064, Cell: 08813600
14. Mr. P. Mwanza, Principal Budget Officer, MOF, P/Bag 30049, Lilongwe 3, Tel: 01789355,
15. Mr. W. Kanyamula, Regional Support Officer, MANASO, Box 40435, LL4, Tel; 01724886, [manaso@malawi.net](mailto:manaso@malawi.net)
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17. Mr. James Mtambalika, World Bank

**Trainers:**

1. Mr. Dyton Maliro, Lecturer, Bunda College, P.O. Box 219, Lilongwe, Tel: 09951689, [ddmaliro@yahoo.com](mailto:ddmaliro@yahoo.com)
2. Ms. Gertrude Grey Tiwonge Mwalabu, Assistant Lecturer, Kamuzu College of Nursing, P/Bag 1, Lilongwe, Tel: 09930195/08872228/01751622, [mwalabugees@yahoo.com](mailto:mwalabugees@yahoo.com)
3. Dr. Shimwayi Muntemba, World Bank

**Support Staff:**

Ms. J. Kachingwe, Ministry of Gender  
Mr. G.T. Katuwa, Ministry of Gender  
Mr. N. Robati, Ministry of Gender

**Annex 3: Opening Speech by Mr. Kang'ombe, the Director of Administration in the Ministry of Gender and Community Services**

- The World Bank Representative
- The Director of Gender Affairs
- Course facilitators
- Course participants
- Ladies and gentlemen

I am greatly honoured this morning to be given this opportunity to officially open this important Training Workshop on Monitoring and Evaluation of integration of Gender into HIV/AIDS programs. Before I do so, allow me to say a few words.

I have been informed that this is a follow up to a Training of Trainers Workshop held in Salima last year and is aimed at equipping participants with necessary skills to monitor and evaluate the integration process of gender into various national HIV/AIDS programs.

Ladies and Gentlemen, we are all aware that HIV/AIDS has greatly affected Malawi in almost all spheres of life. It is depriving the nation of productive citizens and impoverishing many families and communities. The epidemic is also increasing the number of orphans who are growing up without the care, support and love of their parents.

I am therefore very pleased to see that the participants to this workshop are from both government and civil society institutions. This is because the knowledge you will share during the week and the skills gained will enable you train others in your organizations not only how to mainstream but also to monitor and evaluate the integration of gender into HIV/AIDS programs.

Malawi will not realize the goals and objectives of the Malawi Poverty Reduction Strategy Paper, Vision2020 and the Millennium Development goals if gender is not mainstreamed in all policies, programs and actions.

Malawi committed herself to the achievement of gender equality through being a signatory to various international and regional instruments such as the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Beijing Platform for Action (1995), International Conference on Population and Development (1994), SADC Gender and Development Declaration (1997) among others. All these instruments emphasize the need for state parties to mainstream the critical cross cutting issues of gender and HIV/AIDS in their national goals. The Malawi Poverty Reduction Strategy has recognized that gender and

HIV/AIDS are critical areas of concern in the government efforts to reduce poverty. As such, specific resource have been allocated to ensure the integration of these issues in every development undertaking.

Further, Malawi Government launched the National Gender Policy in 2000 which has six thematic areas of Education and Training, Reproductive Health that include sexually transmitted infections and HIV/AIDS, Food and Nutrition Security, Natural Resources and Environmental Management, Governance and Human Rights and Poverty Alleviation and Empowerment.

In order to operationalise the policy the National Gender Program has been developed and gender and the Human Rights Dimension of HIV/AIDS is one of the areas for action.

Ladies and Gentlemen, you are aware that the Malawi Constitution (1994) upholds the principle of gender equality as a matter of national policy. As such section 24 calls for the invalidation of all laws, policies, actions, practices and beliefs that discriminate against women and girls. This is a very powerful tool for all practitioners who are working towards the achievement of equality. It is therefore my belief that as you go through this training program this week you will reflect on these provisions and find a way of addressing issues of discrimination against HIV/AIDS sufferers especially women in order to achieve equality for all and the enjoyment of rights by every Malawian.

A gender approach to HIV/AIDS interventions is important as it enables key actors to understand why and how HIV/AIDS epidemic affects women and men differently. You will agree with me that women and girls are the most affected by the HIV/AIDS pandemic apart from being victims they are also culturally expected to provide care to the sick.

Yet in some cases women are blamed for causing the disease. You therefore have a big role to dispel this belief and to provide accurate information on how the epidemic impacts on men and women differently. Most importantly you will assist in removing gender stereotypes and cultural practices and behaviours that predispose women and girls to HIV in infection.

I am therefore urging you all to take this training course very seriously so that the knowledge gained should go along way in enabling organizations integrating gender into HIV/AIDS programs

Lastly, I wish to assure you that my ministry is always ready to provide support to institutions that are mainstreaming gender in their various programs including HIV/AIDS related. Let me take this opportunity to thank World Bank for supporting this training workshop financially. This demonstrates their commitment in the capacity development of their partners on issues of gender and HIV/AIDS.

With these few remarks, I declare the workshop officially open.

Thank you for your attention.

## **Annex 4 : GROUP WORKS**

Modules reviewed, pre-tested and validated were:

1. Understanding gender
2. Understanding HIV/AIDS
3. Gender and HIV/AIDS
4. Gender and poverty
5. HIV/AIDS, poverty and development crisis.
6. Gender, poverty and HIV/AIDS.

### ***FIRST GROUP WORKS***

#### ***GROUP 1: UNDERSTANDING GENDER***

Participants looked at the content in three steps:

##### **Step 1:**

- Gender Vs Sex
- Gender Role Vs Sex Roles
- Social Construction of Gender

##### **Step 2:**

- Gender Equality
- Empowerment
- Power Relations
- Proverbs that create and perpetuate gender inequalities

##### **Step 3:**

- Major critical gender issues in Malawi

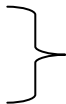
The group came up with the following:

<b>Gender</b>	<b>Sex</b>	<b>Gender Roles</b>	<b>Sex Roles</b>
<ul style="list-style-type: none"><li>• Socially constructed roles for men, women, boys and girls</li><li>• Roles given to men and women by society</li></ul>	<ul style="list-style-type: none"><li>• Biological differences being female or male</li><li>• Sex is universal</li></ul>	<ul style="list-style-type: none"><li>• Tasks pre-scribed by society</li><li>• Change over time</li></ul>	<ul style="list-style-type: none"><li>• Impregnating a women</li><li>• Bearing children</li></ul>

## **SOCIAL CONSTRUCTION OF GENDER**

### *GENDER EQUALITY AND EMPOWERMENT*

#### Power relations

- Political
  - Economic
  - Social
- 
- Consider  
Disadvantaged  
Groups

#### Gender Equality

- Differences between men and women
  - The State of being congruent
  - Idea or notion that all people are created equal before God

#### Gender Empowerment

- Process of providing critical thinking
- Process of existing power relation
- Process of building capacity in an individual

#### Gender Related proverbs

- Proverbs are “miyambi”, expressions that help in gender construction.
  - Mamuna sachepa
  - Mphongo yachiwala sichepa
  - Mamuna ndi mwana
  - Mkazi sakhala mlendo

### **Conclusion**

The participants learnt that:

Gender and Sex are different

- Sex = biological: Gender = socially constructed

Factors that need to be considered are:

- economic
- social – Gender – constructed
- cultural

Power Relations

- Critical to how men and women fight the pandemic

### **GROUP 2: UNDERSTANDING HIV AND AIDS**

Participants came up with the following purpose and objectives for the module:

#### **PURPOSE**

To increase participants understanding of HIV and AIDS

## **OBJECTIVES**

By the end of the module, participants should be able to:

- Define HIV/AIDS
- Explain how HIV is transmitted
- Explain how HIV transmission can be prevented
- Describe signs and symptoms of AIDS
- Explain the socio-economic impact of HIV and AIDS
- Explain key national responses to the problems caused by HIV and AIDS

## **CONTENT**

**HIV:** Human Immuno-deficiency Virus

**AIDS:** Acquired Immuno Deficiency Syndrome.

### **Transmission of HIV**

- Unprotected Sexual intercourse
- Mother to child/birth/breastfeed
- Contact with infected blood and blood products
- Un-sterilized needles and razor blades

### **Ways in which HIV can not be transmitted**

- Shaking hands
- Hugging
- Sharing utensils
- Care for infected persons
- Mosquito bite
- Sharing classroom with infected persons
- Sharing beddings or toilets

### **Prevention of HIV/AIDS**

- Abstinence
- Faithfulness (fidelity)
- Condom use (consistently and correctly)
- Use protected wear when caring for patients

### **How HIV is spread using “wild fire” game instead of “virus carrier” game.**

Individual reactions were as follows:

Those not tapped/scratched

1. Jubilant because not tapped/infected
2. Normal/lucky
3. Very happy, lucky, felt good, normal
4. Normal, lucky, secured, God saved me
5. Safe, lucky, good
6. Relieved, dreaded the greetings
7. Felt good and relieved
8. Felt relieved, great sense or apprehension, that thought not starchy, I could have been scratched

### ***Those Tapped***

1. Uncomfortable

2. Wanted to know how it would end
3. Afraid, uncomfortable because I didn't know I would be tapped
4. Prayed it should not be me
5. Tensed up, did not imagine I would be PLWA in a huge group of people
6. Relieved on infecting others so am not alone

### ***Those scratched***

- Bad, disgusted, regretted, bitter
- Tap missed me, relieved, thought greeting would miss me, shocked with scratch
- Did not believe – mistake, got instructions wrong
- Devastated, felt sad, heart sank because I knew the person was infected, what will happen to my children, thought was finished and I sighed deeply and miserably feeling devastated
- What am I going to do?

### **Signs of AIDS**

1. Pale Hair
2. Oral thrush
3. Skin rash persistent
4. Loss of weigh 10% or none
5. Persistent coughing up to a month
6. Persistent diarrhea
7. Koposis Sarcoma
8. T.B. – Symptom
9. Pneumonia - symptom
10. Sickly and weakly

### **GROUP 3: GENDER AND HIV/AIDS**

Participants proposed the following purpose, objectives and content for the module:

#### **Purpose**

To understand the linkage between HIV/AIDS

#### **Objectives**

By the end of the session, participants should be able to:

- a. Explain gender related factors on HIV/AIDS
- b. Explain critical gender and HIV/AIDS issues in Malawi
- c. Explain the impact of Gender on HIV/AIDS in Malawi
- d. Explain social – cultural factors that perpetuate HIV/AIDS in specific areas

#### **Content**

- a. Influence of gender norms on HIV/AIDS
- b. Biological factors
- c. Socio-cultural factors
- d. Unequal power relations
- e. Economic factors
- f. Human Rights
- g. Legal factors
- h. Critical gender and HIV/AIDS issues in Malawi

## **ADDITIONAL NOTES TO THE CONTENT**

### **1. Overview of Gender and HIV/AIDS**

58% of women are infected to men 42%. 60% of girls are infected to 40% of boys.

#### **Reasons why more girls and Infected**

- The sugar daddy syndrome
- Some girls are encouraged by parents/guardians to engage in prostitution to get money, orphans face more abuse of this nature
- Peer pressure
- Poverty

#### **Why more women are infected**

Biological factors (physiological make-up of women)

Socio-cultural factors

Unequal power relations

Economic factors

Lack of legal protections

#### **Influence of Gender Norms**

Gender roles and relations have a significant influence on the course and impact of the HIV/AIDS epidemic in Malawi. Understanding the influences of the gender roles and relations on individuals and communities' ability to protect themselves from HIV and effectively cope with the impact of AIDS and crucial for expanding the response to the epidemic. Research on HIV/AIDS has shown that being male and female affects how one experiences and responds to HIV/AIDS and his/her abilities to access VCT, PMCT, ARV, Care and other services.

#### **Economic Factors**

- Women and girls engage in risky behaviours because of poverty
- Women do not have ownership of productive factors- normally women do not own or control resources.
- Property is grabbed from women after death of their husbands
- Women are not economically empowered hence susceptible to HIV/AIDS, because of poverty they indulge in transaction sex, as a coping mechanism (especially) FHH.

#### **Legal Factors**

- There is no law that empowers women in the society
- There is no access to information – people do not know that laws exist e.g. legal AID, which provides free legal advice is only found in Blantyre and Lilongwe.
- There is no law that punish those who willfully infect others
- The way rape cases are dealt with :
  - Most women do not report rape
  - When they go to the hospital they are not treated.

## **SECOND GROUP WORKS**

Group 1: Gender and Poverty

Group 2: HIV and AIDS, Poverty and Development Crisis

Group 3: Gender, Poverty and HIV and AIDS

## **GROUP 1: LINKAGES BETWEEN GENDER AND POVERTY**

Participants brought up the following factors as linking gender and poverty.

### **ECONOMIC OPPORTUNITIES**

#### **Land Access**

- In matrilineal system, men do not own land – this disadvantages men
- In patrilineal system, women do not own land – this disadvantages women

#### **Labour**

- In Single male headed households, reproductive roles are affected
- In Single female headed households, productive roles are affected and this may lead to poverty. It may also affect education of children (boy children)

#### **Access to Paid Employment**

- More men are in paid employment
- Women are involved in subsistence agriculture which is low paying because of:
  - Low Education levels
  - Traditional factors

### **HUMAN CAPABILITIES**

#### **Education and Training**

- More women have low education levels and because of this they can't access vocational skills training.

#### **Empowerment**

- Women lack rights in resources/property
- Training and skills development (which makes them powerless in terms of employments)
- Women have poor representation in national local committees/associations that grant/determine access to resources

#### **Access to Credit**

- Access to micro credit by women is significant but the amount is too little to make an impact.
- Women do not have collateral to access credit
- Lack of control of credit (money) by women
- Approach for issuing credit need to be reviewed – target the whole household.

## **GROUP 2: HIV/AIDS, POVERTY AND DEVELOPMENT CRISIS**

### **Purpose**

To increase understanding of the linkages between HIV/AIDS and Poverty and how these affect development.

### **Objectives**

1. Explain the linkage between HIV/AIDS and Poverty
2. Explain the impact of HIV/AIDS on development

## **Content**

1. Review HIV/AIDS
2. Understanding Poverty
3. Impact of Poverty on HIV/AIDS
4. Impact of HIV/AIDS on development

A multisectoral approach would assist in mitigating against the HIV and AIDS and Poverty related problems.

## **Mitigation Factors**

- Sectors
- Education                      Compulsory free education
- Health
- Agriculture
- Defence
- Economic
- Public Sector
- Private Sector
- Legislature

Participants identified HIV/AIDS and poverty related problems and these were:

- Exploitation
- Property grabbing
- Low economic power
- High Cost of services e.g. health
- Low productivity due to transfer of labour to care
- Low development due to poverty at household level

### Household

- Income transfer
- High drop out rates resulting to illiteracy
- Risky behaviours

### Work Place

- Low productivity
- Absenteeism
- High unbudgeted costs

### Community

- Pressure on women during funerals
- Environmental pressure

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