



Accelerating Progress towards Rural Women Economic Empowerment (JP RWEE), Phase 2

Bi-Annual Narrative Report 2024



Report submitted to: IFAD

May, 2024

Executive Summary

SAFE is one of the few Rwandan NGOs with a strong mandate of fighting hunger and poverty in the realm of climate change. Its mission is to support in practical ways peoples and their communities to live a healthy, productive and economic life by challenging systems and practices which hamper this situation to happen without compromising the natural resource base and biodiversity that future generations will live on.

From 2017 SAFE has partnered with IFAD in consortium with other program partners to implement a Joint Program of Rural Women Economic Empowerment “JP-RWEE” with the aim to promote gender equality, rural women leadership and economic empowerment through the Gender Action Learning System (GALS), which was updated to GALS+ that integrates nutrition and climate change.

SAFE intends to scale up GALS+ within its current zone of influence and in the rest of Rwanda through partnerships such as JP RWEE to respond to the need of triggering and consolidating gender changes within the community, farming cooperatives and groups, by ensuring that competencies such as entrepreneurship and business skills and financial literacy are deepened in GALS and lead to complete and sustainable women empowerment.

SAFE is currently implementing Joint Program on Accelerating Progress towards Rural Women’s Economic Empowerment (JP RWEE) phase II 2023 to 2024 in Rwanda in the five districts that is Ngoma, Kirehe in Eastern part of Rwanda, Gisagara and Nyaruguru in Southern part of Rwanda and Nyamasheke in Western part of Rwanda training GALS+ Climate change and nutrition, Financial literacy and Business Development and following up of 1200 beneficiaries.

This report describes the activities implemented by SAFE in five districts of Rwanda (Nyamasheke, Gisagara, Nyaruguru, Ngoma and Kirehe) including Contract Management (a detailed Gantt chart, beneficiaries and project progress meetings), and activities related to rolling-out GALS+ as a cross-cutting approach for implementing the IFAD supported activities through JP RWEE Project-phase 2 including (1) Recruitment of GALS Expert and Field Facilitators , (2) Refresher sessions for recruited staff, (3) Roll-out GALS catalyst training, (4) Peer Learning Support and (5) Follow - up of GALS Champions including existing champions trained under JPRWEE phase I in Ngoma, Kirehe and Nyaruguru districts and new champions already trained in Ngoma, Kirehe, Nyaruguru, Gisagara and Nyamasheke districts.

Under contract management activities, SAFE developed and submitted a project Gantt chart outlining all project activities. SAFE contributed to targeting beneficiaries using the required criteria as well as raising awareness about the opportunities provided by other agencies for the development of GALS champions’ livelihood strategies. A list of 1200 beneficiaries was compiled and submitted disaggregated by sex, age and disability along with their detailed contact (phone number and/or email, home address) in each community/region. SAFE also developed this first biannual report that encompassed essential information on activity implementation status, technical and financial matters, and detailed data on beneficiaries, categorized by activity, location, gender, and other criteria. SAFE participated in 4 country-level meetings with other Service Providers of the other agencies to harmonize activity plans and coordinate with all UN agencies participating in this JP RWEE project.

The “Roll-out GALS+ as a cross-cutting approach” falls under JP RWEE outcome 1 of “Improved food security and nutrition for rural women and their households that contribute to equitable and sustainable food systems” using the Gender Action Learning System (GALS) methodology extended to nutrition, climate change and business development.

During this reporting period, SAFE recruited two part-time GALS expert and four Field facilitators who play a crucial role in implementing the GALS catalyst training for the targeted beneficiaries and their communities. The recruitment process for these positions was conducted by SAFE following the requirements agreed on with IFAD In the Terms of Reference..

SAFE organized one refresher session for recruited staff to enhance their skills as GALS practitioners. The refresher session focused on reinforcing the facilitators' understanding of GALS principles and tools, allowing them to effectively support and guide the beneficiaries during the project's implementation. The same session helped not only to have a better understanding of GALS tools but also to harmonize them which enabled the team to use the standardized GALS tools. The refresher session was conducted by the one GALS expert recruited by SAFE and spanned over three days.

Immediately after refresher training, SAFE conducted GALS catalyst training and so far, 233 GALS champions from 1200 targeted beneficiaries were trained collaboratively by GALS experts and Field Facilitators, with each facilitator assigned to two districts (Gisagara, Nyaruguru, Kirehe, Ngoma) and to one in Nyamasheke. Each training session spanned five days and accommodated from 30 to 40 participants totaling 233 for 7 sessions already carried out (2 in each district of Gisagara and Nyaruguru and 1 in 3 remaining districts) . Also, other participants attended the training including local authorities at district, sector and cell level and field staff from other UN agencies implementing JPRWEE including RDO and INADES FORMATION RWANDA.

Among the above 233 trained GALS champions included 52 existing champions trained under JPRWEE phase I in Ngoma, Kirehe and Nyaruguru districts and 181 new champions currently trained in Ngoma, Kirehe, Nyaruguru, Gisagara and Nyamasheke districts. The total number included 185 females and 48 males with 36 youth (15.4% with 30 females and 6 males) and 15 people with disabilities (6.4% with 6 males and 9 females).

The aim of the training was to share and learn about the GALS principles and five basic tools including Vision Road Journey, Gender Balance Tree, Diamond Dream, Challenges, Actions Tree, Social Empowerment and Leadership Map, Multilane Highway and tool related to climate change, nutrition, business development and financial literacy.

SAFE also facilitated the trained 233- new and existing GALS champions to share the GALS methodology and tools with beneficiaries through saving groups, and , thereby promoting the concept of "pyramidal learning" in the community. It is in this regard that so far, the 233 trained GALS Champions planned to share with other 8,677 including 5,322 females and 3,355 males with average of 19 people per individual. For this reporting period, those 233 trained GALS Champions have already shared with 3,094 (36% of planned) including 1,118 males and 1,976 females with average of 7 people per GALS Champion. Those

already shared were identified from existing community structures such as the National Women's Council, the Community Health Workers, and the Friendly of Families and other groups.

SAFE also conducted regular monitoring support for GALS champions and their communities, which includes: i) Monitoring the effective use of GALS tools for livelihood planning by champions. ii) Overseeing the peer-sharing process of GALS among champions and their peers. iii) Tracking GALS champions' progress in achieving their Vision Journey and linking these achievements to the JP RWEE results framework indicators. Field facilitators are responsible for conducting the monitoring, performing visits once a month and the monitoring will be continuous throughout the project.

However, some challenges were identified including the training of illiterate people which requires more time and Field Facilitators together with GALS Expert decided to pair them with literate GALS champions and work in small groups during the peer sharing sessions to support each other. Another challenge identified is the persistence of discriminatory gender and social norms limiting the male engagement in care work activities which hinders the women's participation. Additionally, the payment modalities of 10% after six months affects the implementation of planned activities and achievement of set targets. The fact that the nutrition and climate change trainings are scheduled on a later stage after the GALS Catalyst phase makes it hard for beneficiaries to incorporate the nutrition/climate change aspects in their vision. Finally, there is a limited collaboration and coordination among JPRWEE implementing partners at the ground limiting the program participants access to information and services.

The report recommended IFAD to review the funding modalities and aligned them to the volume of planned activities especially during the first 24 months when activities are intense. Review the sequencing of nutrition and climate change trainings and deliver them prior to the GALS trainings to equip participants with knowledge on the two topics which will help them to design adapted GALS tools and increase collaboration and coordination among JPRWEE implementing partners at the ground to ensure that the program participants are informed about various services they will receive under JPRWEE Phase II such as good agriculture practices skills, post-harvest equipment, irrigation system, agro inputs (fertilizer and pesticides) to enable GALS champions to design informed plans.

1. Introduction and Background on GALS+ Under JPRWEE

1.1. JP RWEE Project

The Joint Program on Accelerating Progress towards Rural Women's Economic Empowerment (JP RWEE) is a global initiative with an overarching goal to secure rural women's livelihoods, rights and resilience in the context of sustainable development, Agenda 2030. The program is currently in its second phase and is being implemented in Nepal, Niger, the Pacific Islands, Rwanda Tanzania, and Tunisia.

Jointly implemented by FAO, IFAD, UN Women and WFP, the [JP RWEE](#) adopts a holistic approach to rural women's economic empowerment, building on each agency's comparative advantage and strengths in order to improve the status of women in rural areas.

The JP RWEE has four main outcomes:

- Improved food security and nutrition;
- Increased income, decent work and economic autonomy;
- Enhanced participation and leadership in rural life and institutions;
- More gender-responsive policy environment

Addressing the root causes of gender inequality by working to overcome patriarchal systems and discriminatory social norms is crucial to removing the barriers to gender equality and achieving women's empowerment. The JP RWEE works towards addressing gender-specific constraints that rural women face in accessing resources and opportunities and implementing measures to enhance women's agency and expand their capacities as farmers, entrepreneurs and leaders.

In Rwanda JP-RWEE is implemented by different local NGOs as implementing partners on ground and SAFE is one of them.

1.2. GALS

GALS (Gender Action Learning System) is a community-led empowerment methodology that aims to give women as well as men more control over their lives and catalyze and support a sustainable movement for gender justice. Women and men develop their individual visions for change, with achievable targets and road maps to move towards these visions, based on analysis of their current situation, past and ongoing achievements and opportunities/strengths and challenges. People draw their diagram plans in locally available notebook diaries which they themselves buy. They continually review and track their own progress as a process of reflexive learning based on their own planning needs.

A key focus is analyzing and breaking through gender-based barriers at individual level and within the family and personal networks as challenges that prevent men as well as women from achieving their vision. People also identify other people in their own families and support networks with whom they have a self-interest in sharing the gender messages and GALS methodology - either through love and a wish to help people who help them, or because without changing these people they cannot themselves advance. The methodology thus scales up community-led change movement through voluntary 'pyramid marketing' as the basis for identification and certification of the most effective community trainers who are later paid to train in new organizations and communities.

Addressing first the opportunities and challenges that are most immediately under peoples' own control forms the basis for identifying longer term gender priorities and strategies at wider community,

institutional and macro levels. The individual visions, plans, achievements and challenges together with peer sharing achievements are aggregated and analyzed collectively within communities, groups, organizations and institutions to improve decision-making at all levels. Use of diagram tools as well as distinctive participatory principles enables inclusion of very poor people as informed and respected partners in participatory planning processes, even if they have not had the opportunity to learn to read and write. The methodology also develops the conceptual, analytical, listening and communication skills of powerful individuals, institutions and policy-makers – as well as enabling their own personal planning.

From IFAD funding, SAFE is implementing selected activities to promote Gender Equality and Women's Empowerment at Household, Organization and Community Level in the Joint Program on Rural Women's Economic Empowerment JP RWEE (2023-2027) in 5 DISTRICTS of Rwanda.

1.3. SAFE and GALS+

SAFE is one of the few Rwandan NGOs with a strong mandate of fighting hunger and poverty in the realm of climate change. Its mission is to support in practical ways peoples and their communities to live a healthy, productive and economic life by challenging systems and practices which hamper this situation to happen without compromising the natural resource base and biodiversity that future generations will live on. From 2017 SAFE has partnered with IFAD in consortium with other program partners to implement a Joint Program of Rural Women Economic Empowerment "JP-RWEE" with the aim to promote gender equality, rural women leadership and economic empowerment through the Gender Action Learning System (GALS), which was updated to GALS+ that integrates nutrition and climate change. SAFE intends to scale up GALS+ within its current zone of influence and in the rest of Rwanda through partnerships such as JP RWEE to respond to the need of triggering and consolidating gender changes within the community, farming cooperatives and groups, by ensuring that competencies such as entrepreneurship and business skills and financial literacy are deepened in GALS and lead to complete and sustainable women empowerment.

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1) Overall contract management:



- Provide a detailed Gantt chart including all activities at project offset
- Contribute to targeting beneficiaries –
- Compile a beneficiary list
- Preparation of 8 bi-annual progress reports and 4 annual progress reports and a final report of activities implemented
- Participation in 54 monthly project progress meetings


2) Activity 1: Roll-out GALS+ as a cross-cutting approach:

- Recruitment of GALS Expert (Part-Time) and four Field Facilitators (if the SP does not have these positions filled in their core team) –
 - Refresher sessions for recruited 3 field facilitators –
 - Roll-out GALS catalyst training –
 - Peer Learning Support
 - Follow - up of GALS Champions including 288 existing champions trained under JPRWEE phase I in Ngoma, Kirehe and Nyaruguru districts and 1,200 new champions in Ngoma, Kirehe, Nyaruguru, Gisagara and Nyamasheke districts.
 - Deliver a basic training on climate change adaptation environmental management and nutrition
 - Conduct a Participatory Gender Review (PGR) with GALS champions –
 - Mapping and training of relevant stakeholders from the local structures to establish the network of GALS champions and build linkages
 - Establish a network of GALS champions at the sector level
 - Coordinate four single-day study visits for a group of 125 GALS champions and 25 government representatives and draft a flash report about the study visit experience during 31 months
- 3) **Activity 2: Contribute to the development and strengthening of women’s entrepreneurship and business skills through GALS with focus on business development and financial literacy:** Select 240 GALS champions, comprising 168 women and 72 men, from a pool of 1,200-GALS Champions and conduct GALS training with a specific emphasis on business development and financial literacy.
- 4) **Activity 3: Capacity building on gender equality and women empowerment:**
- Develop training modules on gender equality and women’s empowerment at household and community level, with specific focus on economic empowerment and behavior change approach
 - Organize a comprehensive training on gender equality and women’s empowerment with specific focus on economic empowerment and using a behavior change approach for 240 beneficiaries.
 - Support the trained beneficiaries to peer share the same training with 1,200 beneficiaries through their networks and share a report of this activity.
- 5) **Activity 4: Awareness raising campaigns:** conduct 22 (2 in each sector) community awareness raising sessions on gender equality and women empowerment.
- 6) **Communication and Knowledge Management:** Development of a set of Knowledge Management (KM) products to document GALS+ results. SAFE will collaborate with Participating UN Agencies (PUNOs) and service providers (including water harvesting service provider of IFAD) of the PUNOs to enhance synergy across the interventions and will be informed by the JPRWEE Phase II baseline findings to respond the real needs.

2. GALS+ Implementation progress

2.1. Summary of key achievements vs Planned Deliverables

Planned Activity within six months	Deliverables per activity	Results Achieved	Status (Completed or ongoing)	Comment
Overall Contract Management	Deliverable 1: Provide a detailed Gantt chart including all activities at project offset.	A comprehensive Gantt chart outlining all project activities was submitted	Completed	Gantt chart attached to this report  Gantt chart FI.xlsx
	Deliverable 2: Contribute to targeting beneficiaries.	SAFE contributed to targeting beneficiaries using the required criteria as well as raising awareness about the opportunities provided by other agencies for the development of GALS champions' livelihood strategies.	Completed	Report of the participation shared
	Deliverable 3: Compile a beneficiary list	A list of 1200 beneficiaries was compiled and submitted disaggregated by sex, age and disability along with their detailed contact (phone number and/or email, home address) in each community/region.	Ongoing (being updated where required)	List attached to this report  UPDATED SAFE_JP RWEE SELECTED B
	Deliverable 4: Preparation of 8 bi-annual progress reports and 4 annual progress reports and a final report on activities implemented.	This is the first biannual report that encompass essential information on activity implementation status, technical and financial matters, and detailed data on beneficiaries, categorized by activity, location, gender, and other criteria	Ongoing	

	<p>Deliverable 5: Participation in 54 monthly project progress meetings.</p>	<p>SAFE participated in country-level meetings with other Service Providers of the other agencies to harmonize activity plans and coordinate with all UN agencies participating in this JP RWEE project</p>	<p>Ongoing</p>	 <p>JP RWEE TECHNICAL WORK</p> <ul style="list-style-type: none"> • Participating in enumerator training: a clear understanding of the purpose of the survey or study, its objectives, and the importance of accurate data collection as well as learning about the geographic and demographics scope of the study, the target population, and any specific areas of focus • Participation in supervision of baseline data collection in (Nyamasheke, Gisagara and NYARUGURU DISTRICT) • Participation in JADF meeting and workshop in three District (Kirehe, Gisagara and Nyamasheke) • Participation in JP RWEE Retreat /strategic workshop held in HUYE District • Participation in the joint field visit organized by UN Women Global staff and Liaison focal point with JP RWEE PUNOS
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Activity 1: Roll-out GALS+ as a cross-cutting approach	Deliverable6: Recruitment of 2-GALS Expert (Part-Time) and 3 Field Facilitators	We have recruited 3 GALS expert in our consultant roster and we started with One for others to join later and 3 Field Facilitators were recruited with 1 in covering Nyamasheke, another Nyaruguru and Gisagara and another one for Ngoma and Kirehe.	Completed	Also a Field Coordinator was recruited to support Project Manager in supervising the 3 Field Facilitators
	Deliverable 7: Refresher sessions for recruited 3 field facilitators.	A 3-days refresher Training was facilitated by the GALS Expert for 3 recruited Field Facilitator, the Field Coordinator and the Project Coordinator.	Session 1 for year 1 Completed	Remaining 1 session to be done in Year 2
	Deliverable 8: Roll out the GALS catalyst training.	A GALS catalyst phase was conducted in all 5 districts with at least 2 sessions in each district	The planned sessions for 6 months were completed	Other sessions are planned for the remaining period
	Deliverable 9: Peer Learning Support.	At the end of Catalyst training, each trained GALS Champions planned to share GALS with at least 10 people and they were divided into small groups to facilitate their peer learning supported by Field Facilitator	Ongoing	Peer Learning continue until the end of the project
	Deliverable 10: Follow - up of GALS Champions including 288 existing champions and 1,200 new champions.	The follow up of trained GALS Champions and existing ones is being done by Field Facilitators supervised by Field Coordinator and supported by GALS Expert. This is being done to all new and existing Champions in all 5 districts of the project	Ongoing	Follow up will continue to 288 existing champions and 1,200 new champions in all 5 districts

2.2. Description of achievements per activity and related Deliverables

2.2.1. Deliverable1: Provide a detailed Gantt chart including all activities at project offset.

A comprehensive Gantt chart outlining all project activities was prepared and shared with IFAD team within two weeks from the contract's signature. This is being used as reference document to guide the program implementation

2.2.2. Deliverable2: Contribute to targeting beneficiaries.

SAFE contributed to the targeting of 9100 JPRWEE beneficiaries from five targeted districts through the participation in enumerators training and contributed to the supervision of JPRWEE joint Baseline data collection in Nyamasheke, Nyaruguru and Gisagara Districts. Additionally, 1200 beneficiaries including 860 females and 340 males were selected from the total number of targeted beneficiaries using the below selection criterion :

- Being a beneficiary of IFAD-funded Projects, in particular “Partnership for Resilient and Inclusive Small Livestock Markets Programme” and the “Rwanda Dairy Development Project”. This aims at providing a development pathway to cooperatives and link them up to market opportunities provided by these two projects. This aims at enhancing overall sustainability of cooperatives beyond the JP RWEE Phase II. This criteria was applied only in the overlapping target districts (Gisagara and Nyamasheke). This also was supported by IFAD JP RWEE coordinator in Rwanda.
- Being a recipient of any of these JP RWEE Phase II activity to ensure that the JP RWEE can provide a consistent and comprehensive support package to its beneficiaries, developing synergies among JP RWEE Phase II initiatives supported by different agencies. Those are (1)women’s groups/cooperatives trained by FAO on sustainable climate-resilient agricultural practices and rural women groups supported by WFP to transition from informal rural women groups towards formal/legally recognized entities, (2)Women-led associations with enhance capacity to manage productive assets, increase access to capital and deliver effective services and information to their members under UN support, (3)VSLAs (Village Saving and Loan Associations) initiated among rural women groups/cooperatives trained to promote the culture of saving and investment and 9 linked with financial institutions and equipped with saving kits and start-up capital by UN WOMEN.
- Socio economic conditions such as: vulnerable women and men living in poverty; widows; people living with disability; people living with HIV AIDS; youth; illiterate women and men; families living in conflict; single mothers/teen mothers. It will be key for the selected service provider to raise awareness about the opportunities provided by other agencies for the development of GALS champions’ livelihood strategies.

Currently, 233 beneficiaries with 36 youth (30 females and 6 males) and 15 people with disabilities (6 males and 9 females). were trained as GALS champions including 52 existing champions trained under JPRWEE phase I in Ngoma, Kirehe and Nyaruguru districts and 181 new champions currently trained in Ngoma, Kirehe, Nyaruguru, Gisagara and Nyamasheke districts.

2.2.3. Deliverable 3: Compile a beneficiary list

A beneficiary list of 1200 beneficiaries was compiled for each activity, disaggregated by sex, age and disability along with their detailed contact (phone number and/or email, home address) in each community/region and was shared with IFAD team.

2.2.4. Deliverable 4: Preparation of 8 bi-annual progress reports and 4 annual progress reports and a final report on activities implemented.

IFAD furnished SAFE with monitoring tools, including biannual progress report template along with related performance indicators. This is the one that SAFE is using for this first biannual report which encompass essential information on activity implementation status, technical and financial matters, and detailed data on SAFE beneficiaries, categorized by activity, location, gender, and other pertinent criteria.

2.2.5. Deliverable 5: Participation in 54 monthly project progress meetings attached below

Under the lead and supervision of IFAD, SAFE supported the implementation of the JP RWEE Project through participation in country-level meetings with other Service Providers of the other agencies to harmonize activity plans and coordinate with all UN agencies participating in this project. Those monthly meetings were either conducted in person or online, depending on the prevailing circumstances and arrangements. The key meetings in which SAFE participated include the following:

- Participation in the JP RWEE Technical working group (TWG): Providing specialized knowledge and technical input to support the implementation and monitoring of the JP RWEE as well as offering insights and recommendations on best practices and innovative approaches to achieve the program's objectives.
- Participating in enumerator training: a clear understanding of the purpose of the survey or study, its objectives, and the importance of accurate data collection as well as learning about the geographic and demographics scope of the study, the target population, and any specific areas of focus
- Participation in supervision of baseline data collection in (Nyamasheke,Gisagara and NYARUGURU DISTRICT)
- Participation in JADF meeting and workshop in three District(Kirehe,Gisagara and Nyamasheke)
- Participation in JP RWEE Retreat /strategic workshop held in HUYE District
- Participation in the joint field visit organized by UN Women Global staff and Liaison focal point with JP RWEE PUNOS

2.2.6. Deliverable6: Recruitment of GALS Expert (Part-Time) and 3 Field Facilitators

SAFE recruited one part-time GALS expert and three field facilitators as well as a Field Coordinator. Those three field facilitators are operating in the five districts of project activities with one facilitator to cover two districts (Ngoma and Kirehe) in East and another one in Nyaruguru and Gisagara in South then the remaining one in Nyamasheke district supported by the Field Coordinator due to its geographical status that makes it hard for one person to cover all the sectors and cells alone.

These are the people based in the assigned districts who will be co-facilitating the GALS+ training, ensuring follow-up of beneficiaries coached by the GALS experience.

The recruited Field Facilitators' are:

1. **Kayitesi Jescah (Also facilitating in Coordinating the field)** and **Nshimiyimana Alex** will operate in Nyamasheke (Western province),
2. **Nikuze Adeline** in Nyaruguru and Gisagara districts (Southern province),
3. **Mugabo Charles** in Ngoma and Kirehe districts (Eastern province).



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The recruited two GALS Experts who are **NIBAGWIRE Desire** and **Claudine UCYEYE** that will be technically training and coaching both field facilitators and 1200 trained beneficiaries in all 5 districts. Also, SAFE recruited a Gender Expert who is **Agnes UWERA** who will provide training on gender as well as the integration of entrepreneurship and financial education into GALS Method.

The above recruited staff are playing a crucial role in implementing the GALS catalyst training for the targeted beneficiaries and their communities. The recruitment process for these positions were conducted by SAFE in collaboration with the IFAD JP RWEE Team, following the minimum requirements stated in the ToRs provided by IFAD.

This deliverable was completed in December 2023 within 2 months from the contract signature.



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2.2.7. Deliverable7: Refresher sessions for recruited 3 field facilitators.

This training was done for quickly setoff before field facilitators go to meet beneficiaries and before the GALS Expert start coaching with the aim of all staff being on the same page of what GALS is and focused on reinforcing the facilitators' understanding of GALS principles and tools, allowing them to effectively support and guide the beneficiaries during the project's implementation. The training was done for three

days in Kigali and all field facilitators participated and on the fourth day they were introduced to the general overview of the JPRWEE program presented by IFAD Focal Point.

The GALS tools refreshed on included Vision Road Journey, Gender Balance Tree, Diamond Dream, Production Challenge Action Tree, Social Empowerment Leadership Map and Multilane High Way Tools. During these sessions, the GALS Expert shared updated GALS materials and resources related to GALS training, which was provided by the JP RWEE team. This deliverable was completed within three months from the contract signature in January 2024.



Figure 1: GALS Refresher training for Field Facilitators in Kigali, in January 2024



Figure 2: GALS Expert, IFAD Focal Point and SAFE staff closing Refresher training in Kigali, January 2024\



FIELD STAFF
REFRSHER REPORT

2.2.8. Deliverable 8: Roll out the GALS catalyst training.

Within six first months from the contract signature, SAFE conducted GALS catalyst training for 233 beneficiaries including 185 females and 48 males with 36 youth (30 females and 6 males) and 15 people with disabilities (6 males and 9 females). IFAD/JPRWEE Team provided the training module using the GALS + training manual adapted during the refresher session workshop. The training was carried out collaboratively by recruited GALS experts and three field facilitators, each facilitator was assigned one to two districts (Gisagara, Nyaruguru, Kirehe, Ngoma, and Nyamasheke) and supported by Field Coordinator. The training venue were identified in collaboration with local authorities and churches who provided the conference room and did the official opening.

At the beginning, the training was co-facilitated by the GALS expert with all field facilitators and coordinators to help to learn from each other's. Each training session spanned five days and accommodated from 30 to 40 participants. In total, 7 training sessions were already organized and reached the above 233 targeted beneficiaries across the five mentioned districts. The entry points were women groups with the aim of sharing and learning about the GALS principles and five basic tools, nutrition and climate change..

The above-mentioned beneficiaries committed to share or disseminate the acquired knowledge and skills acquired at household and community level. They were trained on GALS principles and how to use GALS

tools including: Vision Road Journey, Gender Balance Tree, Diamond Dream, Challenges Actions Tree (related to climate change, nutrition, business development and financial literacy). Social Empowerment and Leadership Map, Multilane Highway.

Trained GALS Champions

For this reporting period, SAFE currently trained 233 beneficiaries as GALS Champions in Ngoma, Kirehe, Nyaruguru, Gisagara and Nyamasheke districts as per the table below:

District	Number of trained GALS champions	Percentage
Nyamasheke	73	31.3%
Gisagara	60	25.7%
Ngoma	40	17.1%
Kirehe	30	12.8%
Nyaruguru	30	12.8%
Total	233	100%

Those beneficiaries were identified in collaboration with JPRWEE phase II Participating UN Agencies (PUNOs) and service using the criteria highlighted under deliverable 2 above.

The 233 trained GALS champions included 52 existing champions trained under JPRWEE phase I in Ngoma, Kirehe and Nyaruguru districts and 181 new champions trained in Ngoma, Kirehe, Nyaruguru, Gisagara and Nyamasheke districts as per the table below:

Trained GALS Champions	Frequency	Percentage
New GALS Champion	181	78%
Existing GALS Champion	52	22%
Total	233	100%

Those are 185 females and 48 males as detailed in the table below:

Gender	Number	Percentage
Female	185	79.4%
Male	48	20.6%
Total	233	100%

There are 36 youth equivalent to 15.4% as shown in the table below:

Age	Number	Percentage
Above 30 years old	197	84.5%
Between 16 and 30 Years old	36	15.4%
Total	233	100%

From those 233 trained, 15 are people with disability equivalent to 6.4%.

Value	Frequency	Percentage
No	218	93.5%
Yes	15	6.4%

2.2.8.1. GALS Training

2.2.8.1.1. Opening Remarks

In each of 5 districts (Nyamasheke, Gisagara, Nyaruguru, Ngoma and Kirehe), the local authorities at district, sector and cell levels and other project stakeholders including IFAD supported projects were invited to open and/or to close the training at each training site. This was in line with the objective of including key project stakeholders at the beginning so that they will collaborate during implementation.

During opening remarks, The SAFE Representative introduced the JP RWEE project to the participants as well as GALS+ with focus on gender nutrition and climate change as well as business development.



Figure 3: Safe Representative and Executive Secretary of the Sector giving their remarks in opening of training in Ngoma, February 2024

2.2.8.1.2. GALS Tools Trained on

GALS trainings was rolled out by GALS Expert starting with introduction on GALS back ground, which is a gender sensitive household methodology aiming at increasing sustainable development using symbols. The methodology was initiated by Linda Mayoux from different researches on Gender. The methodology was used in Asia, Africa including, Uganda, Rwanda. In Rwanda, it started in 2012 in Kamonyi and Muhanga districts through different projects supported by OXFAM.

The GALS Expert continued with “Soulmate Exercise”, then, on the Vision Road Journey, Gender Balance Tree, Diamond Dream, Production Challenge Action Tree, Empowerment, Leadership Map and Multilane Highway GALS tools.

2.2.8.1.2.1. Introduction to the symbols

Before starting to draw GALS tools, the facilitator (GALS Expert) explained that drawings are representations with simple lines and circles, not artistic portraits. They are for participants, not for the art teacher at school. The most important thing is that the participant envisions her/his dream as clearly and specifically as possible but there are some common draws that they can use as conventional and everyone may be able to draw them. Those are a vertical line, an oblique line, horizontal line and a circle that are being used to draw the tools. Also an envelope may symbolize the money, the heart may represent the love, the hand may represent the power, the flag may represent the local authorities, etc..

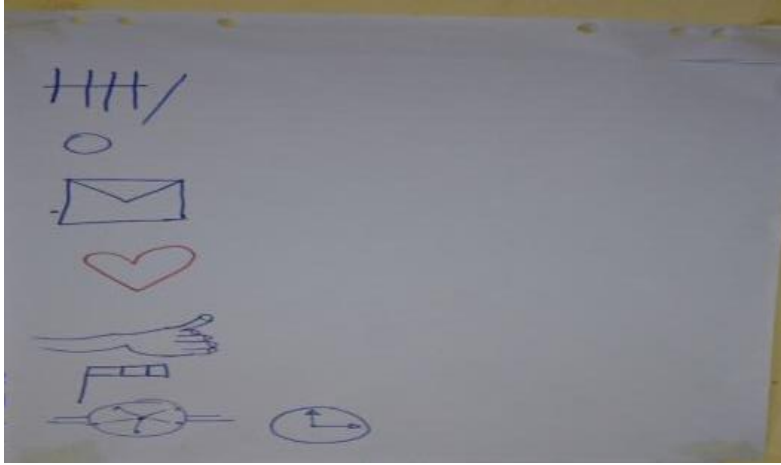


Figure 4: Some symbols mostly used in GALS introduced during training in Ngoma district, February 2024

2.2.8.1.2.2. Soulmate Exercise

The facilitator (Expert) explained that this first introductory session aimed to be fun and inspired people. It helped people to know each other, gain confidence in drawing, identify and share gender inequalities hindering the women's empowerment to achieve their full potential in life. They began to see change in gender relations as something which will benefit everyone, but the session must be light, challenges action tree related to climate change, nutrition, business development and financial literacy. participative and fun.

GALS workshops therefore started with "Soulmate Exercise" to help participants get to know each other and promote active participation from the beginning. These also to make sessions more participatory and interactive.

The facilitator explained that in GALS, everyone produces their own manuals, because GALS tools are adapted by individuals to their own needs. The main drawings from the session should be available at the starting with the vision and then the tools for each session and participants are required to draw their own tools in their notebooks.

In this first soulmate visioning the Facilitator explains the topic which was 'what do people see in their dream for a happy future', to begin to think about what they want in life as the basis for their first Road Journey. Then, the facilitator explained the objective of this exercise including:

- Clarify participants' implicit visions of what constitutes a 'happy life' and start the workshop on a positive note.
- Identify similarities and differences in visions of participants from different backgrounds and for people as individuals.
- Introduce drawing as a fun activity.
- Develop participatory skills of listening, talking, sharing and presenting.
- Help everyone to introduce themselves to everyone else in a meaningful way people will remember and help develop friendships and networks between like-minded people.

- Identify participants' expectations.

The facilitator explained step by step as people go along.

- ✓ **Step 1:** Participants were asked first to close their eyes, and think of how things might be in a happy future for their families and what they are dreaming to achieve in three years or more. On the first page of their diary participants draw the images they see which included houses, vehicles, companies, etc.
- ✓ **Step 2:** Participants mingled with each other, introduced themselves by saying name and organization and sharing their vision drawings. As they mingle they decide which participants they think have vision drawings most similar to their own and form 4 groups with them.
- ✓ **Step 3:** Each group did a collective drawing on a large flipchart, bringing together all the elements from the different drawings and make a choice of one common drawing.
- ✓ **Step 4:** Each group appointed one presenter, introduced their group members and shared their collective drawing, their expectations and what everyone said that they know that others don't know.
- ✓ **Step 5:** All participants discussed on similarities of their drawings? Which visions are most common? Are there differences between women and men or more individual differences as people and which expectations they have?



Figure 5: Participants mingled in group during soulmate exercise in Ngoma district, February 2024



Figure 6: The Executive Secretary of Nyagasenyi and Murehe Cells following the soulmate Exercise in Kirehe district, in March 2024

2.2.8.1.2.3. First Vision

2.2.8.1. GALS Training

2.2.8.1.1. Opening Remarks

In each of 5 districts (Nyamasheke, Gisagara, Nyaruguru, Ngoma and Kirehe), the local authorities at district, sector and cell levels and other project stakeholders including IFAD supported projects were invited to open and/or to close the training at each training site. This was in line with the objective of including key project stakeholders at the beginning so that they will collaborate during implementation.

During opening remarks, The SAFE Representative introduced the JP RWEE project to the participants as well as GALS+ with focus on gender nutrition and climate change as well as business development.



Figure 3: Safe Representative and Executive Secretary of the Sector giving their remarks in opening of training in Ngoma, February 2024

2.2.8.1.2. GALS Tools Trained on

GALS trainings were rolled out by GALS Expert starting with an introduction on GALS back ground, which is a gender sensitive household methodology aiming at increasing sustainable development using symbols. The methodology was initiated by Linda Mayoux from different researches on Gender. The methodology was used in Asia, Africa including, Uganda, Rwanda. In Rwanda, it started in 2012 in Kamonyi and Muhanga districts through different projects supported by OXFAM.

The GALS Expert continued with “Soulmate Exercise”, then, on the Vision Road Journey, Gender Balance Tree, Diamond Dream, Production Challenge Action Tree, Empowerment, Leadership Map and Multilane Highway GALS tools.

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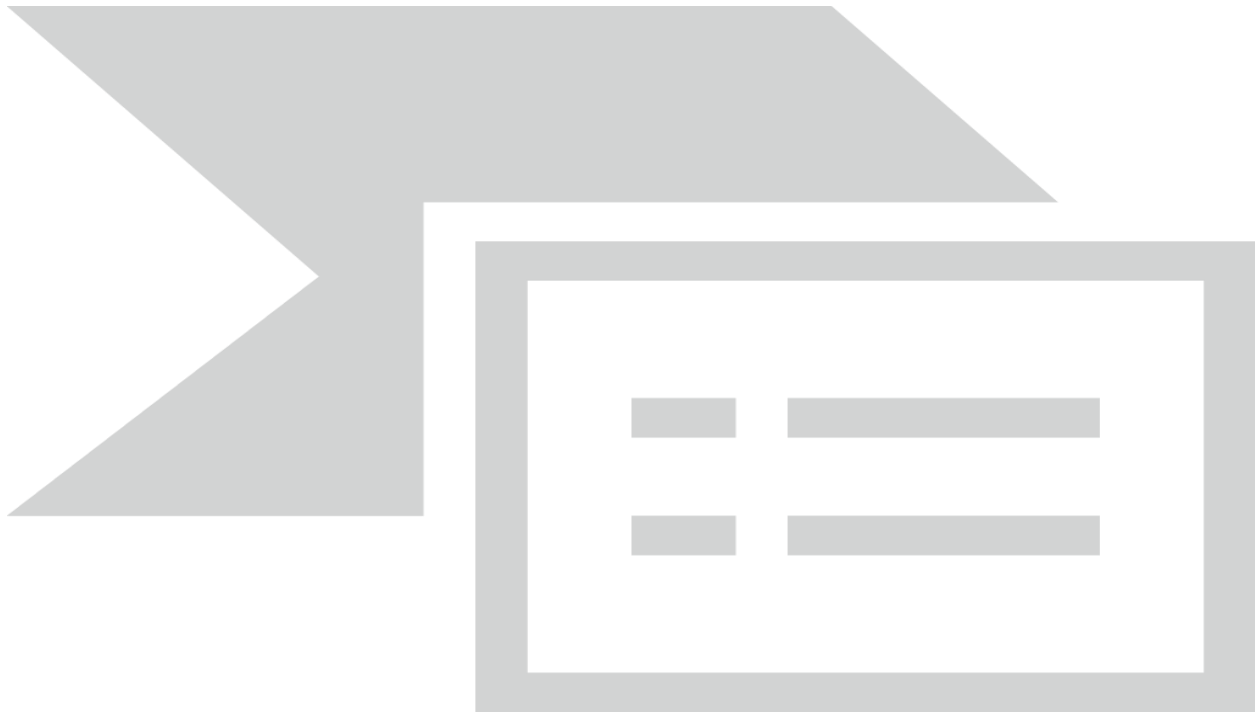


Figure 6: The Executive Secretary of Nyagasenyi and Murehe Cells following the soulmate Exercise in Kirehe district, in March 2024

2.2.8.1.2.3. First Vision

Before this tool, the Facilitator introduced the Participants to gender equality, nutrition, climate change and business development. Then, continued with Vision which is the first GALS tool. Drawing initially some people didn't want to draw. The facilitator convinced them by explaining the benefits of using draws even for people who can write. The session was fun, to encourage people to have 'serious play' and explaining that drawing is one of the means to express people's ideas and added that participants are not expected to be artistic in drawings but just to use the symbols and be able to remember the meaning. The approach could be used by elder women or men who don't know how to read and write. It was explained that the draws must be individual and any person is allowed to draw for the peer to ensure everyone is owning its vision. The facilitator shared that the scientific research indicated that drawings contribute to the increased intelligence through developing different parts of the brain; drawing is more effective and engaging than writing; 'a picture is worth a thousand words'. It gives a feeling of freedom and greater clarity of expression.

The facilitator asked participants to draw visions in a circle and put solar as something they want to achieve in future. The visions developed by participants were around houses, vehicles and agriculture, or companies. The facilitator ensured that every participant was engaged in drawing, has put their individual symbol and group symbol on the outside of the diary, has put the date on their vision, is drawing in their diaries the right way up, is working from the front to back of the notebooks.



Figure 7: Participants drawing their visions (dreams) in the big sun, in Nyaruguru district, in March 2024

2.2.8.1.2.4. Vision Road Journey

The facilitator introduced the Vision Road Journey tool by explaining that participants need to start their road to the future somewhere, to believe that they can make progress, change and develop their habit of visioning, planning and assessing their progress. The session began with something very concrete and simple.

The objectives of this tool are to introduce the basic planning principles and steps, reinforce ideas of visioning, but also realistic targets with tracked actions and milestones, brainstorm and share as many opportunities and challenges as possible, introduce and reinforce a culture of planning, tracking and reflexive learning and reinforce basic drawing and analytical skills.

Then, the Facilitator explained the steps to draw the vision which are:

- ✓ **Step 1:** Draw a large circle at the top right-hand corner of the page. This represents the future. It is a large circle at the top because it is like a sun and you are reaching the sky. It is the vision which will inspire participant to have a long term vision and deal with the challenges to be able to move forward.
- ✓ **Step 2:** Draw a second small circle at the bottom left hand corner of the flipchart. This represents the present situation. Draw two straight lines to link both circles. This represents the participants road from the present (bottom) to the future (top). The road is straight and upwards, because this is how the participants hopes to achieve the vision. In the bottom circle draws the participant current starting point that will help to achieve the set vision such as small house that the participant owns ?
- ✓ **Step 3:** On the other side outside the road participant will draw: at least 10 opportunities at the top of the road - the things which will help the participant to move forward. The more opportunities you can think of, the easier it will be to advance. Participants were invited to identify

at least 10 constraints and put them down the road because these are the challenges that can hinder the participant to achieve its vision.. The constraints which are most under the participant control go nearest the road while constraints beyond the participants control go furthest from the road.

- ✓ **Step 4:** Target and milestones: Every journey starts with small steps. The participant vision is a long-term dream. Now, the participant needs to plan realistically, given the opportunities and challenges, she/he can start to move. Draw a circle immediately next to the vision and fill in how far you think you can achieve the vision in one year. Then put three or four circles at key points where you expect to have something to show as measurable milestones along the road. Leave space between the circles - that is where you will put the actions.
- ✓ **Step 5:** SMART milestones and actions to be done to achieve each milestone - in each circle participant puts their milestones to be achieved in one year (first circle on the right following the big circle with the sun), 8 months (second circle) and 4 months (last circle) . Then between each milestone you put in the actions needed to move from one to the next - revising the milestones and target if necessary. You will then track your progress over time, and adjust your drawing as needed to get as far as you can towards your vision.

In livelihoods, participants planned to pay health Insurance, saving money in group, increase agriculture production, rearing of small livestock such as chicken and livestock, construct or renovate their house, saving money at bank, doing small business, purchase of land, working with financial institutions and purchase of motorcycles or other transport means.

In nutrition they have planned to establish kitchen gardens for vegetables, to prepare balanced food at home at least 4 times a week, milk consumption at home at least 2 times a week, eggs consumption at home at least 2 times a week, fruits production and fish consumption at home at least 2 times a week.

In climate change mitigation, they have planned to plant agro forestry, apply erosion control measures, planting fruit trees, use of modern cooking saving stove, use of rain water harvesting system, planting trees, use of renewable energy including solar energy, gaz.



Figure 8: GALS Expert explaining Vision Road Journey tool in Gisagara district, in March 2024



Figure 9: Participants completing Vision Road Journey in Kirehe district, March 2024

Quotes:



“I used to work without vision, there was no commitment with my family members, no time management and no savings I had, but after training on GALS tool called Vision Road Journey, I planned to buy gas cooker to facilitate cooking the food for my family, as well as contributing to mitigation of climate change, saving time for cooking and avoiding some respiratory disease from cooking with wood. I planned to install kitchen garden composed by different vegetables, to plant avocados trees and to buy ducks.” *Said by UWAMAHORO Jeannette, a resident of Ngoma district, Kibungo sector, Cyasemakamba cell.*

1.1.1.1.1. Gender Balance Tree

1.1.1.1.2. Gender Balance Tree

The GALS Expert explained that Households are like trees. They need to be properly balanced if they are to bear rich fruit year after year. If the roots are not equally strong on both sides, then the tree will fall over in the first storm. If the fruits on one side are heavier than on the other, then also tree will fall over and there will be no harvest next year.

The objectives of Gender Balance tree are to identify who contributes most to the household activities (women or men); who spends most the household (women or men) incomes ; who benefits most from the household incomes (women or men); identify inequalities in property ownership and decision-making and decide whether the household tree is balanced and identify priority areas for improving the gender balance of the tree so it can stand up straight and bear richer fruit equally for women and men.

The facilitator explained the following steps to draw Gender Balance Tree:

- ✓ **Step 1: Trunk: who is in the household?** Draw two lines in the middle of the paper for the trunk. Then put symbols for each household member on either side inside the trunk. Working women (including co-wives living in the same family) should go on the left side of the trunk, working men on the right side, with dependents in the middle to the side of their respective sex.
- ✓ **Step 2: Roots: who contributes what work?** Draw two roots for women and two roots for men on the respective sides of the trunk in their respective colors. The central root is for joint activities but the line is in the color for women/men. On the outside root on each side put the activities which people of that sex perform alone for themselves. Ring those which take most time in red color as something you may want to change or be supported by your partner. Ring those which earn most income also with a red ring, indicating relative amount of income and something which you probably want to leave for your partner for good management of your income. On the inside roots put the activities which people of that sex perform alone for the family such as housework following the same size and ring convention. In the central root put those activities which both

women and men do, putting the symbol on the side of the sex who does most activities using the same size and ring convention.

- ✓ **Step 3: Branches who gets what fruit?** Draw four branches corresponding to each root, women, men and central trunk for joint household expenses. On the outside branch on each side, draw symbols for personal expenditures that each sex makes for them alone. Ring the largest personal expenditures in red for largest expenses as something you want to change or replace your partner to buy. Household expenditure which only one person pays should be on the inside branch on each side. Ring the largest expenditures in red as something you want to change. Put similarly ringed symbols for joint expenditures in the middle top branch - putting the symbol to the side of the sex who contributes the most. Ring necessary expenditure in blue that you prefer to change partially but the largest expenditures in red as things you may want to change a 100%.
- ✓ **Step 4: What is pushing the tree?** On their respective side of the trunk put symbols for: the property which women and men own, e.g. who owns the land? who owns the livestock? who owns the house? The types of decisions made by women and men - which decisions are made by women only, which decisions made by men only, which decisions are made jointly? Or is one-person overall decision-maker or do they always jointly decide together?
- ✓ **Step 5: Action: what do we want to change?** Does the tree balance? Are women doing most of the work with men owning most of the property, income and getting most expenditure? Put a symbol representing the degree of gender balance at the top of the trunk. Ring in blue the things you like that help the tree to balance. These do not need to change or change partially. How do you think you can make the tree balance better? Which tasks should be done jointly, which expenditures could be cut, what property should be shared? Of the income earning activities can you increase income or decrease time? Identify five actions, commitments - things you want more of or less of to make the tree balance - tuber fruits on the roots. Mark these in green or cross the original symbol with a black cross and draw a new green symbol in the appropriate place - as unripe fruits which you want to change and turn red meaning change at 100%.

Quote:



“Before being trained on GALS, I can’t help my wife in household works. When we came from cultivating, I used to go in bed and waiting to be told that food is ready. I always had conflicts with my wife. I would sell all production without consulting her. The Gender Balance Tree tool trained on in GALS helped me and my family members to work together to improve relations and decision making, and to achieve more equitable workloads. We have resolved all issues with my wife and currently we decided to make joint decisions as well as working together in all activities” that holding us back from development as a family. Said ZIGIRANYIRAZO Erneste a resident of Kirehe district, Gahara sector.

1.1.1.1.1.3. Diamond Dream

The facilitator (GALS Expert) explained that in order to reach your vision, you should go to next step of the GALS process, which is called “Diamond Dream” and is aimed at promoting happy family relationships by identifying different dimensions of happy relationships and also types of violence and abuse that can prevent happiness. We all wish to live happily in families that are loving, based on fairness.

The facilitator shared that a diamond has the shape of a multi-sided rhombus and we draw our diamond as a rhombus. The facilitator divided the participants into 2 teams, one made by Husbands and another one by Wives.

The facilitator explained the following steps:

- ✓ Draw a large rhombus (diamond) to implement the tool. Divide the diamond in four equal parts:
- ✓ Divide it in two equal parts, upper (things you like) and lower (things you don't like).
- ✓ Draw horizontal dash lines through the upper and lower parts of the diamond to divide each in 2 equal halves.
- ✓ After dividing the diamond horizontally into four parts, now divide it vertically in two equal halves
- ✓ Husbands” draw things that they like from their relationship with their wives in upper corner and the things they don't like in the inner corner.
- ✓ Then husbands and wives bring their **individual diamonds** and present them separately.
- ✓ As they present, the common relationships said by both husbands and wives are presented in intersection part of **family diamond** while those said by only husbands are presented in the side of husbands and the same for those said by only wives presented in the side of women.
- ✓ Decision making: The very good and good relationships said by both have to be done as much as they can while the bad ones should be abandoned. For those said by only wives or only husbands, one can decrease and other increase the level of satisfaction and meet in the middle.

The Facilitator summarized up the relationships the participants do not like, provide information about warning signs of domestic violence and explained the following forms of violence:

Physical violence is the use of physical force or power against another person that causes body injuries or pain, including beating, hitting in the head, impeding or blocking movement, battering with hard objects, tying up and restricting freedom, along with causing damage to personal belongings.

Sexual violence includes forced sexual intercourse, forcing or manipulating adults or children into sexual acts, forced undressing, photographing another person naked, sexual harassment, unwanted touching of another person, etc..

Emotional (psychological) violence does not involve physical force, but aims at humiliation and intimidation of a person, including through verbal aggression, unfair and improper treatment, mockery, threats and other similar actions.

Economic violence includes the intentional neglect of obligations by one family member (or a person of equal status) in respect of another family member (or a person of equal status), deliberate restriction of another person's ownership or property rights, malicious use of another person's property or earnings, etc..

Gender-based violence may be psychological, physical or sexual, but is fundamentally based on the imbalance of power between genders and gender stereotypes. This type of violence stems from gender

gaps and goes with rejection of non-traditional sexual orientation and discriminatory action. Gender and sexual violence is often committed against girls and women, especially in traditional societies where women are regarded as subordinate to men. The higher social status of men as compared to women, aggression and abusive behaviour are other factors contributing to gender-based violence. Men and boys may demand obedience and submission from young women and use force and coercion.

Family (domestic) violence is any wilful act of one family member against another that violates legitimate rights and freedoms of the victim, causing physical or mental suffering and moral damage, or threatens physical or personal development of an under-age family member.

Domestic physical violence includes wilful torture, physical assault or bodily injury of one family member by another, deliberate deprivation of freedom of movement, shelter, food, clothing and other basic living conditions of one family member by another, forcing into hard physical labour, and intentional failure to provide care and protection for a minor by his or her parents, care providers, trustees or adoptive parents that may cause harm to physical or mental health, affect honour and dignity, damage mental, physical or personal development of that minor or lead to his or her death.

Psychological domestic violence is the wilful humiliation of honour and dignity of one family member by another or forcing (coercing) a family member through threats, verbal abuse or blackmail into offences or actions endangering his or her life or health or causing harm to mental, physical or personal development of an under-age family member.

Sexual domestic violence is any violent act against sexual integrity or freedom of one family member by another as well as the acts of sexual nature towards an under-age family member.

The good relationship presented by both men and women groups include having discussions together with all family members, sharing food together, joint decision making, supporting each other in family work while the bad things they don't like are conflicts in house, not being involved in household business and not being considered in decision making.

Both women and men analyzed the things they both said (intersection) and decided to continue having the goods ones at home and immediately leave the bad ones. On the other hand, they decided to decrease and/or increase the things they like and or don't like that both said until they will have a common understanding.

The facilitator added that we should make every effort to address negative and harmful practices in our family relationships or other areas of life. We should also try to avoid negative consequences of existing situations. To prevent harmful relationships in the family, which is our small unit of society, we should understand what consequences, harmful relationships will persist with violence growing and becoming a common thing. This is why, we need to understand and identify implications of negative relationships.

Participants committed to not waste the household resources, increase conversation at home, working together especially for household unpaid work, avoid gender based violence at home, reduction of personal expenses and increase expenses for the family, working together across the all value chains activities, enhance joint decision making, equal rights to participate in meetings and other events, equal rights to assets, equal rights to land as well as equal rights to participate in cooperatives, groups or association.



Figure 10: Participants in group of men and women to draw their respective Diamond Dream in Gisagara district, March 2024



Figure 11: Safe Field Facilitator and GALS Expert reviewing the work from the groups on Diamond Dream tool in Nyamasheke, February 2024



Figure 12: GALS Expert explaining the steps in drawing Diamond Dream during training in Nyaruguru district, March 2024

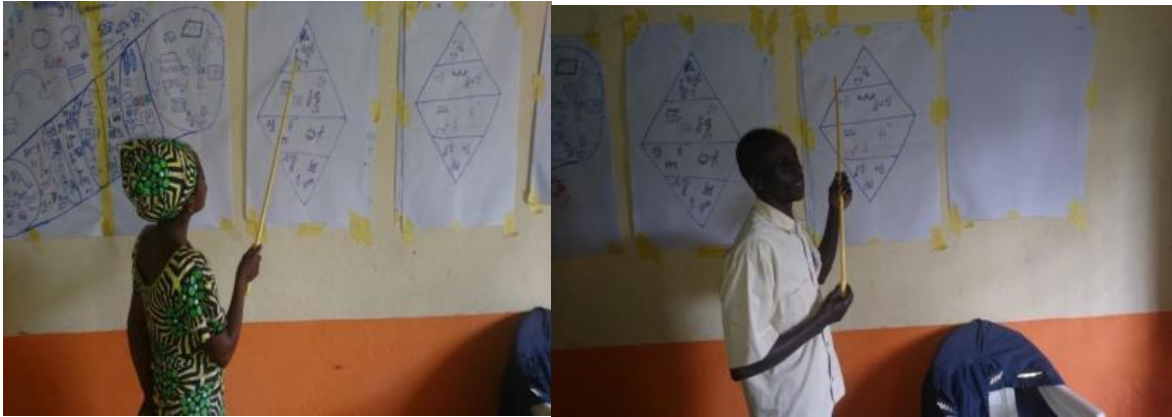


Figure 13: The representatives of the groups presenting their draws in Kirehe district, March 2024

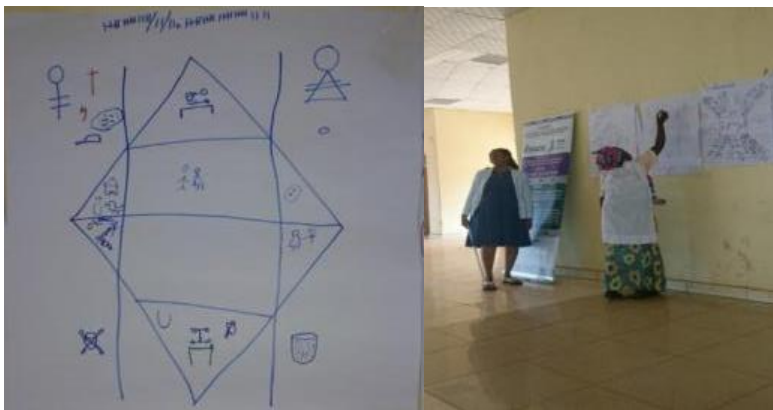


Figure 14: GALS Facilitator following up how participant draw the Family Diamond Dream in Ngoma, February 2024

1.1.1.1.1.4. Production Challenge Action Tree related to Agriculture, Gender, Nutrition, Climate Change and Business Development

Then GALS expert with Field facilitators introduced this tool with a brief explanation on climate change mitigation and adaptation activities enabling farmers participants to increase production resulting in availability, access and consumption of nutritious foods. This results in meeting the needs for the current generation without compromising the needs for future generation.

After the introduction on climate change and nutrition, the GALS expert together with Field Facilitors introduced the next new tool called "Production Challenge Action Tree related to Gender, Nutrition, Climate Change and Business Development Access to Finance" tool to help them reach their visions. They explained that trees grow, upwards, they have, trunk, branches and roots and introduced the following steps to draw the PCAT tool.

- **Step 1; Drawing trunk (general problem they have);** draw two vertical parallel lines (trunk of the tree) in the middle of the paper. Draw the big problem participants have in increasing agriculture production and its solution.

Participants draw low production as big problem and high production as a solution.

- **Step 2. Drawing roots as challenges** in increasing of production. Draw four lines down from the rectangle (parallel lines) that represent problems or challenges to high production. The empty spaces between the lines (roots) represent three segments and label them as follow; first segment on the left represented the challenges related to agriculture production and climate change resulting in low production; the second segment in the middle represented the challenges related to gender and nutrition (family relationship) resulting in low production and the third segment on the right represented the challenges related to market including business development and Access to Finance resulting in low production.

Participants drawn the roots (challenges related to production and climate change) on the first segment including irregular rainfall, lack of agro inputs, deforestation, erosion, inadequate crop maintenance, insect pests and crop diseases. On the second segment of the roots (challenges related to gender and nutrition) they indicated gender-based violence, unilateral decision- making, inequitable access to household productive assets, diseases due to unhealthy diet, unbalanced food at home, alcoholism and insufficient food. On the third segment of the roots (challenges related to market), they drawn lack of infrastructures (roads), lack of market information and inadequate collective selling system as well as lack of capacity building on financial literacy and access to finance.

- ❖ **Step 3; Drawing branches as solutions;** they have to increase production. Draw four lines upwards from the rectangle. They will represent branches consisting of three segments (parallel lines) that represent solutions to the identified challenges in the roots. The first segment on the left represented the solutions related to agriculture production and climate change resulting in increased production; The second segment in the middle represented the solutions related to gender and nutrition (family relationship) resulting in increased production and the third segment on the right represented the solution to increased production related to the market including business development and access to finance resulting in increased production.

In the first branch (first segment), participants draw the branches (solutions related to production and climate change). Those include forestation, irrigation, erosion control, growing on time, crop maintenance, use of pest control and increasing livestock. On the second segment of the branch (solutions related to gender relations and nutrition), they draw a family without conflicts, a family with joint decision making, equitable access to household productive assets, balanced food at home, reduction of alcohol consumption, cattle farming, planting kitchen garden and paying medical insurance. On the third segment of the branches (solutions related to market), they draw construction and maintenance of roads, purchase of equipment for post-harvest management, access to market information and collective selling system and collaboration with financial institutions.

At the end of the tool, facilitators reminded participants to list all identified solutions in order of priority and to indicate time frames to achieve the selected solutions. Problem solution are the leaves of your tree. Leaves are an important part of any tree, but not as important as its fruits corresponding to the time for implementation, which are the essence of the tree. You should draw these fruits by indicating the time you will solve the identified problems/challenges.



Figure 15: Participants drawing Production Challenge action Tree in Nyamasheke district, February 2024

Quote:



“While they are encouraging us to participate in the JP RWEE project, I guessed that it was a project that would give us money. But we found that it a project come to guide us on how we can implement our ideas with our families which is more benefit than what I was guessing. Through Production Challenge Action Tree, I recognized that I have to know each challenge related to production and climate change, gender and nutrition as well as business development and plan the solutions and timelines for implementation resulting in increased production”. Said Solange MUKAMANA a resident of Nyaruguru district, Busanze sector.

1.1.1.1.1.5. Empowerment and Leadership Map

The facilitators introduced the tool saying that leadership for empowerment through peer sharing build the strength to move towards our vision. This begins with ourselves and those who are closer to us. Families, friendships and communities can be important sources of support but can also challenge us in moving forward.

Isolation, lack of unity and lack of family harmony and community peaceful cohabitation are the causes of conflicts and poverty that women and men must prevent. Building better friendships, working together with spouses, stopping hurtful gossip, curbing our own anger, and helping our friends to stop drinking and ruining their lives will make lives happier.

Then the facilitator explained that the combination of individual and collective efforts will help us to have more voice and promote changes in our families and surrounding communities.. This means that we need to share what we have learned about GALS tools with those around us. We need to share what we have learned to help those we love to move forward, as they help us in return. We also need to share what we have learned with people who may hinder us, or with others who can influence them to change. Focusing first on where we can easily make a difference will build strength to later help those in our family and community who, because of violence or poverty, have more difficulties to change than others. The more we share, the more we will muster what we have learned.

And those with whom we share will in turn reinforce their learning and progress more easily through sharing with others –through a pyramid peer sharing system. In this way we can all become leaders of widespread change in our community –people who have helped many others and changed injustices around them are important people indeed. And once we have become leaders in our communities we can become also be leaders at different levels. Through GALS women and men who were very poor and ignored by others may now lead their communities and command respect.

The Empowerment Leadership Map is the link between the individual and collective change process. The analysis forms the basis for voluntary pyramid peer scaling up-that is, sharing with others, who in turn share with still more people motivated by ‘enlightened self-interest’ leadership development. The aim is that the messages and methodology are disseminated exponentially to form a movement.

Then the facilitators introduced the following steps to draw the Empowerment Leadership Map tool:

- **Step 1: Draw the signs of relationship:** you have with people, heart symbolizes love, envelope symbolizes money and hand symbolizes power. Those three relationships are the ones that people may engage in.
- **Step 2: Who am I?** First draw yourself in the middle of sheet of paper.
- **Step 3: Who is priority in my life?** Then draw around you the different people and institutions who are important closest to you. 'priority people' are the ones with relationship in sharing money, love and power.
- **Step 4: Why are they priorities:** Now map the social / emotional relationship, economic and power relationships as arrows radiating from or to yourself, or between other people on your map. Use different color lines and symbols for: red for love /social / emotional relationships, blue for money and resources and black for power relationships.
- **Step 5: How many people I will share in each group?** Put numbers of women and men that you will share the tool. Remember when you share with someone, you should also ask them to share with others.

Participants drawn their ELM tools and committed to share GALS tools with society including their family members, their saving group members, their neighbors, their worker's committee members, agriculture, nutrition and climate change committee members, village kitchen members and church members.

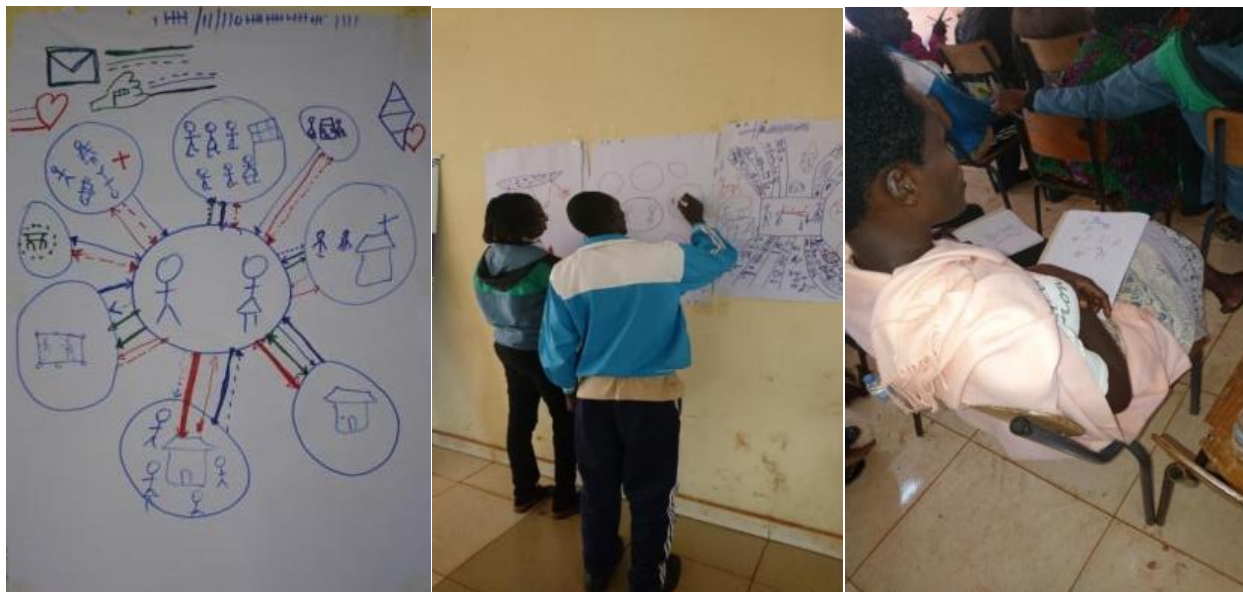


Figure 16: Participants drawing Empowerment and Leadership Map tool committing to reach at least 20 people per participant in Ngoma, February 2024

1.1.1.1.1.6. Multilane Highway tool

The Facilitators (GALS Expert) introduced the tool called Multiline Highway (MH) tool. They said that the MH tool summarizes all tools trained on. He asked participants to look back through their diagrams and bring these together into their personal Multilane Highway for monthly tracking.

Then the Facilitator introduced the steps to draw the MH tool as follow:

- **Step 1 : Draw Top Lane** with the changes in livelihoods/ economic development and include all elements from the Vision Road Journey and part of Production Challenge Action Tree tools related to livelihoods and economic development in general including agriculture, climate change, nutrition and business development.

Into the Top Lane of Multilane Highway tool, participants included all elements from their respective Vision Road Journey tool including their visions, current situation, opportunities, threats, short term milestones and actions as they were in their VRJ tools

- **Step 2: Draw Middle Lane** with changes in gender relations in the household required for women and men to achieve this vision and include the elements from Gender balance tree, diamond dream tools and part of production Challenge Action Trees tools related to gender, nutrition and social relationship in the households

Into the middle Lane of Multilane Highway tool, participants copied the elements of Gender Balance Tree tool including the decisions made by the family members about how to work together especially on household and income generating activities, joint decision- making on expenses and productive assets as well as all other decisions made to make the household tree balanced. Also they copied all decisions made from Diamond Dream tool related to continue doing the good things highlighted by both wives and husbands and to leave bad things mentioned by both men and women.

They also added some elements from production challenge action tree related to relationship in the household including gender, nutrition and other household relationship not copied from GBT and DD tools.

- **Step 3: Draw Bottom Lane** with people with whom the methodology needs to be shared with in order to achieve that vision. This included all elements from the Empowerment Leadership Map Tool.

Into the Bottom Lane of their ML tools, participants included their targeted people to be trained when they will be cascading the GALS training such as their family members, saving group members, neighboring household members, health committee members, agriculture and climate change committee members, their colleagues from church and local authorities. Below are the figures summarized from their Bottom Lane of their MH tools

At the end of this session, the facilitator reminded participants that the Multilane Highway will be the key tool for ongoing planning, tracking and learning about how best to progress towards the visions. It will be used at individual, aggregated to group and aggregated to organizational levels and that is why the facilitator requested participants to draw their individual MH tools and group MH tools summarizing the individual elements.



Figure 17: Participant drawing the Multilane Highway tool in Nyaruguru, February 2024



Figure 18: GALS expert with INADES staff during closing of GALS training in Ngoma district, February 2024

1.1.1.1.2. Closing Remarks

In each of the five districts (Nyamasheke, Gisagara, Nyaruguru, Ngoma and Kirehe), the local authorities at district, sector and cell levels and other project stakeholders including other UN Agencies implementing JPRWEE were invited to close the training at each training site. This was in line with the objective of including key project stakeholders at the beginning so that they will collaborate during implementation.

During closing remarks, The SAFE Representative also was there to remind all participants about JP RWEE project and ways forward after GALS training with focus on gender nutrition and climate change as well as business development. Also, IFAD supported project representatives were given time to present their respective activities and some collaborations that may be engaged with trained people. The IFAD Focal point also has given her remarks including other supports to be provided by other UN Agencies implementing JPRWEE program.



Figure 19: IFAD Focal Point giving remarks to GALS Expert and Field Facilitators team after closing the training in Nyamasheke, February 2024



Figure 20: IFAD Focal Point giving her remarks during GALS training in Kirehe district, March 2024



Figure 21: Executive Secretary of Ngoma Sector closing the training, February 2024

Quote:



I am happy for SAFE and IFAD and the all consortium for their collaboration with local authorities and for selecting Mukande cell to be trained on GALS training from all the cells of Gisagara district. Mukande cell is hoping the big changes in its people lives as a result of GALS training which is a methodology that can contribute to the conflicts resolution and this will decrease the number of issues received by the local authorities. All trained GALS champions will be the good volunteers in all government activities and will sensitize

other people not trained to do the same through peer sharing and learning of GALS. Said the Executive secretary of Mukande during closing ceremony of GALS.

1.1.2. Deliverable 9: Peer Learning Support.

SAFE played a crucial role in facilitating the trained 233-GALS champions to share the GALS methodology and effectively utilize the tools with beneficiaries and other farmers' groups, thereby promoting the concept of "pyramidal learning" in the community. This peer learning process will continue during the 48-month project period and will adhere to the upscaling scheme, where each champion will be responsible for supporting the average of 19 community members at the first level.

Existing community structures such as the National Women's Council, the National Youth Council, the Council of Persons with Disabilities, the Community Health Workers, and the Friendly of Families are being given priority for this initiative, with the potential for identifying additional groups as well.

SAFE is facilitating the peer sharing process through the following support:

- Support GALS champions to invite their peers through phone calls and official communication in collaborating with local authorities to ensure effective outreach.
- Arrange suitable and accessible venues for peer sharing sessions, considering the convenient time of both men and women participants.
- Offer onsite coaching and support to the 233-GALS already trained champions during the peer sharing sessions, with field facilitators providing observations and valuable feedback.
- Provide essential materials, including flip-charts and markers in red, blue, green, and black, to aid in the effective delivery of the sessions.

Peer learning support began immediately after GALS training and will continue until the end of the program.

The 233 trained GALS Champions planned to share with other 8,677 including 5,322 females and 3,355 males with average of 19 people per individual. For this reporting period, those 233 trained GALS Champions have already shared with 3,094 (36% of planned) including 1,118 males and 1,976 females with average of 7 people per champion as detailed in the table below:

Gender	Planned	Average	Achieved	Average	% of Achievement
Male	3,355	14	1,118	5	33%
Female	5,322	23	1,976	8	37%
Total	8,677	19	3,094	7	36%

1.1.3. Deliverable 10: Follow - up of GALS Champions including 288 existing champions and 1,200 new champions.

SAFE conducted regular monitoring support for 233 trained GALS champions and their communities including 52 existing champions. The support provided to them includes:

- Monitoring the effective use of GALS tools for livelihood planning by champions.
- Overseeing the peer-sharing process of GALS among champions and their peers.
- Tracking GALS champions' progress in achieving their Vision Journey.

SAFE Field facilitators are responsible for conducting the monitoring, performing visits at least once a month.

1.2. Activity 2 - GALS as a cross-cutting approach

SAFE developed a questionnaire in KOBO TOOLBOX and collected the information on the results achieved so far over the past 6 months of the project implementation.

In Livelihoods, the trained beneficiaries reported the following results:

Achievement	Frequency	Percentage
Saving Money in group	207	88.84
Payment of Health Insurance	181	77.68
Other Livestock	162	69.53
Chicken livestock	138	59.23
Small Business	108	46.35
Saving money at Bank	76	32.62
Cow livestock	74	31.76
Working with Financial Institutions	61	26.18
Purchase of Land/	51	21.89
Increase Agriculture Production	41	17.6
House construction or renovation	28	12.02
Purchase of motorcycle	13	5.58

In nutrition, the achievements so far are the following:

Achievement	Frequency	Percentage
Establishment of vegetable Kitchen Garden	204	87.55
Fish consumption at home at least 2 times a week	120	51.5
Eating balanced food at home at least 4 times a week	115	49.36
Fruits Production	108	46.35
eggs consumption at home at least 2 times a week	87	37.34
Milk consumption at home at least 2 times a week	75	32.19

Then in climate change, the following mitigation and adaptation practices were so far achieved:

Achievement	Frequency	Percentage
Applying Agro Forestry	194	83.26
Planting fruit trees	182	78.11
Cooking Stove	163	69.96
Erosion Control	153	65.67
Planting Trees	41	17.6
Using Renewable Energy (Solar energy, Gas, ...)	35	15.02
Water Retention	29	12.45

In gender and change in social behavior, the following results were so far achieved:

Achievement	Frequency	Percentage
Conversation at home	204	87.55
Not wasting money and time	199	85.41
Working together especially for family unpaid work	187	80.26
Zero tolerance on gender based violence at home	181	77.68
Reduction of personal expenses and increase of family expenses	170	72.96
Equal Rights to participate in meetings and other events	154	66.09
Equal rights to participate in cooperatives, groups or association	152	65.24
Joint work on all value chains level	138	59.23
Equal rights to land and other assets	132	56.65
Joint decision making	130	55.79

Achievement in decision making on nutrition at household level:

Achievement	Frequency	Percentage
Joint decision making on growing fruits and vegetables	159	68.24
Joint decision making for small livestock for nutrition purpose	159	68.24
Buy the balanced food together	149	63.95
Joint decision on protecting malnutrition for children	149	63.95
Joint decision on the use of balanced food at home	109	46.78

Achievement in decision making on climate change adaptation and mitigation practices:

Achievement	Frequency	Percentage
Joint decision in agro forestry	158	67.81
Joint decision in erosion control	123	52.79
Joint decision in planting trees	57	24.46
Joint decision in rain water retention	38	16.31

2. Lessons Learnt

The lessons learnt are summarized as follow:

- ✓ **Use of modern farming techniques:** the use of GALS+ increased the participants' commitment to deal with climate change issues through the use of modern farming techniques. They have also increased their commitment to increase the consumption of nutritious food and fight against malnutrition through the establishment of kitchen gardens. The GALS + training increased the participants commitments to increase their collaboration with financial institutions through savings and loans
- ✓ **Kitchen gardens:** participants aimed to plant kitchen garden as symbol of a real GALS champion and consuming nutritious food to fight malnutrition in their home.
- ✓ **Collaboration with local authorities and other existing structures:** through collaboration with local authorities and existing community structures was one strategy to enhance ownership and sustainability of GALS interventions.

- ✓ **Collaboration with financial institutions:** participants aimed to open bank account, searching information related to agriculture loans and saving their income in banks. Agriculture loans help farmers to buy farm equipment, purchasing inputs, covering land costs and covering operating costs.

3. Challenges

The following challenges were identified:

- a. **Deepening gender participatory process:**
Experience suggests that a lot of energy and enthusiasm is generated at the beginning of a GALS process, in the Change Catalyst Workshop and Community Action Learning as both men and women see possibilities to change and gain more control in their lives. Change happens especially quickly when people are inspired and have a sense of ownership rather than feeling pushed and policed. It is in this regard that SAFE put more effort on monitoring the implementation of plans of trained GALS champions. This requires more resources (more than 10% of the budget provided) to cover more sessions at the beginning.
- b. **The heavy rain** in Gisagara and other districts delayed some participants to arrive to the training venue on time and the GALS Facilitators adjusted the training agenda to accommodate this.
- c. **Some rights holders** (beneficiaries) for example in Nyaruguru are not yet organised into saving groups because the UN WOMEN Service Provider was suspended by the Government of Rwanda from operating in the assigned districts.
- d. **Knowledge on nutritious food and climate change:** Limited information on balanced diet lead to malnutrition, diseases caused by unhealthy diet which decreases labor efforts and brain growth. Some participants know that eating fruits is for children only, no man or woman has to eat fruits. The initial knowledge on nutrition may facilitate participants to plan some activities related to nutrition in their GALS tools.
- e. **Persistence of discriminatory gender norms:**
Another challenge identified is the persistence of discriminatory gender and social norms limiting the male engagement in care work activities which hinders the women's participation. .
- f. **Limited collaboration and coordination among JPRWEE implementing partners at the ground.**
There is a limited collaboration and coordination among JPRWEE implementing partners at the ground limiting the program participants access to information and services.
- g. **Payment modalities affecting the implementation of planned activities**

The payment modalities of 10% after six months affects the implementation of planned activities and achievement of set targets.

4. Recommendations

The following recommendations were highlighted:

- a. Review the sequencing of nutrition and climate change trainings and deliver them prior to the GALS trainings to equip participants with knowledge on the two topics which will help them to design adapted GALS tools.

- b. Increase collaboration and coordination among JPRWEE implementing partners at the ground to ensure that the program participants are informed about various services they will receive under JPRWEE Phase II such as good agriculture practices skills, post-harvest equipment, irrigation system, agro inputs (fertilizer and pesticides) to enable GALS champions to design informed plans.
- c. Review the funding modalities and aligned them to the volume of planned activities especially during the first 24 months when activities are intense.
- d. The GALS Expert and Field Facilitators to adjust the training calendar to the seasonal calendar and consider participants convenient time.
- e. UN WOMEN to replace the service provider to continue to support the saving groups activities.

5. Success stories

GALS brings about powerful, positive changes in gender and social norms and relations for both men and women at the household and group levels

Eugene NKURIKIYINAKA and Catherine UWIZEYIMANA are married with two children, living in Gisagara district, Ndora sector in Rwanda. Before GALS training, Eugene was considering his wife as someone else without any right at home. He used to drink overdose alcohol and beat his wife when back home. His wife did not have any right on household assets and was not participating in decision- making at home. They lived in conflicts until his wife decided to leave the house and went back to her parents home with the two children. The case was reported to their families, friends, local authorities but appropriate response provided. The local authorities advised them to be temporary separated and shared them their household assets to be able to survive

Through JP RWEE program, Eugene was identified as beneficiary of GALS training. He was trained on GALS by GALS Expert and Field Facilitator and started after the GALS training especially the Gender Balance Tree. He shared that he realized how difficult it is to be developed alone without your wife to be able to support each other to achieve the dreams and targets included in his Vision Road Journey. During the session of Diamond Dream, Eugene recognized that he offended his wife and decided to engage his wife and negotiate if she could come back home. Eugene reduced the consumption of alcohol and stopped the domestic violence against his wife and live in harmony. Eugene contribute to household unpaid care work such as fetch water, collect firewood and cooking which led to his wife reduced workload, increased her time to productive activities and her participation in community leadership positions and activities.



Thanks to their exposure to GALS training, their relationship has improved driven by Eugene's behavior change which also led the spouses to improved livelihoods as a result of increased productivity, better

access to services and markets and increased household assets such as house, land renting, livestock, bicycles, motorcycles, farm equipment.). The couple has also made decision to increase investment in the education of both children (boy and girl), bought improved seeds, have improved their food security and practice the rain water harvesting system. Eugene and Catherine future plan is to grow tomatoes, invest in small livestock as well as increasing their agriculture production.