

GENDER MAINSTREAMING & HIV AND AIDS

*Understanding the links between Gender Inequality &
HIV and AIDS vulnerability*

In collaboration with Niger State SACA and UNDP

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IN PICTURES – GROUP WORK AND PLENARIES



Introduction

The AIDS epidemic has a staggering prevalence of 7.5% in North Central Nigeria (HSS 2010) Vulnerability of women and girls are among the key areas posing the most challenge to the Nigeria AIDS response. Niger state is among the states with the highest prevalence in North Central Nigeria due to factors largely attributed to socio-cultural practices within the zone. There is evidenced low capacity among stakeholders in HIV/AIDS response at the states level to speak to issues on gender and mainstreaming gender.

It is against this background that the Nigeria CO with support from the regional office supported this training on **Gender Mainstreaming & HIV/AIDS: Women Empowerment & Male Involvement for members of the Niger SACA Board, Staff, and members of the CSO community at both state and local government levels.**

Niger SACA board members and staff were trained and nurtured with their capacity built to respond to gender & HIV/AIDS issues. It is also believed that it will catalyze integrating gender into broader health and development strategies and increase focus and attention of the Niger state government, CSOs and other relevant stakeholders on addressing gender inequality towards reducing HIV and AIDS prevalence in the state.

Objectives

- Facilitate a 5 days residential training for 35 participants from Niger SACA Board, Members of line Ministries, Departments and Agencies (MDAs and Civil Society Organizations (CSOs)
- To support Niger state actors effectively identify activities to address HIV and AIDS intervention through Gender mainstreaming.
- To increase the effectiveness of current strategies and control the HIV/AIDS pandemic by targeting women and girls who are most vulnerable.
- To Address entrenched gender inequalities and inequities in Niger state

Methodology

- 2 Consultants were recruited to facilitate the training proposed for 5days with 35 participants selected from strategic line-ministries, NGSACA, representative from civil society, the media and legislative.
- Participatory Facilitation

Expected Result

- Deepened engagement at all levels to engender political commitment of the HIV response (including State & LGA levels) with a view of ensuring reduction in the HIV prevalence in Niger State
- Increased awareness and knowledge on Gender mainstreaming in order to enable participants protect themselves from infection and mitigate the adverse impact with emphasis on behavioral change interventions.
- Provide avenue to generate adequate budgeting and release of funds for gender and HIV/AIDS programmes

WORKSHOP OPENING

The workshop started at 10:15am with opening prayer by Alh. Parm. Baba Umar (DG NGSACA). This was followed by introduction of participants facilitated by Mr. Oladele Mathew.

The workshop started with an opening ceremony with the following as high table dignitaries:

Name	Portfolio
Alh Parm. Baba Umaru	DG NGSACA
Alh.Baba Adamu	PM NGSACA
Mrs. Alkali Aishat	Senior special Assistant to Governor on HIV/AIDS
Rehab David	Consultant (MD/CEO, Dolphin Consult)

OPENING REMARKS BY DG NIGER STATE SACA

The DG NGSACA welcomed all participants and facilitators at the workshop. He commended UNDP for ensuring the workshop took place and commended them for supporting Niger State in its fight against HIV and AIDS. The DG said their goal as a State is to reduce HIV and AIDS prevalence in the state to 1% by 2015, therefore this workshop is a step in the right direction. He implored participants to be committed to the workshop by being present throughout and participating actively in all sessions. As a way of matching his words with action and also encouraging participants he promised to attend all sessions of the workshop and to also participate actively. He concluded by saying that the skills and knowledge that will be acquired as a result of this workshop will enable participants and the different ministries, parastatals and groups they represent work hard to curb the HIV and AIDS menace, thereby achieving their goal for 2015.

WELCOME REMARKS SACA PM

The PM in his welcome address also acknowledged and appreciated UNDP for their support to HIV and AIDS work in Niger State. He said the importance of such a workshop cannot be over emphasized because HIV/AIDS and gender are cross cutting issues that must be addressed by any government interested in the health of its people. Gender according to him is beyond balance of number between males and females but having at the back of our mind the issues that affect both men and women when planning and implementing projects and programmes. He emphasized that there are always new things to learn when it comes to HIV/AIDS and gender. In this light, He encouraged all participants to actively participant in all sessions until the end of the training.

OPENING WORDS BY LEAD CONSULTANT

“Looking at the caliber of people present here I am excited because there are policy and decision makers here and this to me is an indication that after this training, Niger state will enact and implement policies in favor of HIV/AIDS and gender. I am also very happy to hear that HIV/AIDS prevalence of HIV/AIDS in Niger State has reduced from 6% to 4% and the target is to reduce it to 1% by 2015. If that understanding is shared by all participants present here, then I can confidently say the Job is half done.

I also use this opportunity to express my thanks to UNDP for the opportunity to train and build people towards a HIV/AIDS free society.

ASSESSING PARTICIPANTS EXISTING KNOWLEDGE AND EXPERIENCE OF GENDER

- “Gender refers to the economic, social, political and cultural attributes, opportunities and constraints associated with being women and men. The social definition of what it means to be women or men vary from one culture to another and changes over time”
- “In my own view it is what will bring equality and balance between women and men in terms of health issues”
- “Gender is what societies ascribed to male and female”
- “Equal opportunity between male and female”
- “Gender is a role ascribed to a person due to his or her sex”
- “Gender refers to a certain group of human species that deals with femininity. i.e. women in particular”
- “Initially I use to think Gender is a word used for women only. Then I learnt that it involve men and women. Now I want to know more”
- “It is a combination of men and women working together for the development of society”
- “Men and women to get full equation in all issues”
- “Gender simply means men and women. The difference between men and women”
- “Equality of physical and social contexts”
- “Gender is the perception of what ids due to anybody whether male or female. There should be no bias”

PARTICIPANTS EXPECTATIONS

- To be highly enlightened on gender issues and to work with it assiduously
- To work as a team in other to achieve our goal and objectives
- To know about gender mainstreaming in regards to females
- To know how to handle gender inequality issues in Niger state and in our country
- At the end of this programme, I hope to have a clearer knowledge of gender mainstreaming in HIV/AIDS programming
- I expect to know what gender really mean. Is gender really about male/female or equity among them
- As a gender focal person in my organization, I expect to learn more of what my roles and responsibilities are from this training

- To know how to manage HIV/AIDS as it affects gender
- Good and concrete ideas on the Gender mainstreaming and HIV/AIDS would have been learned among participants for the purpose of seeing that the prevalence of HIV/AIDS will be lowered to 0% in the state and the country at large
- I expect to know and understand the links between gender and HIV/AIDS
- I expect to understand the importance of gender integration and analysis in reproductive and sexual health programs
- I want to acquire great knowledge on HIV/AIDS and be able to impart the knowledge to others at home, society and Nigeria as a whole.
- To understand the links between HIV/AIDS, gender and vulnerability
- To have much more knowledge, to build my capacity which will enable me to work perfectly
- To have a clear perception of gender roles in our society and why each is assigned the role

GROUND RULES

1. Punctuality
2. Phones on silence
3. Respect for other people's opinions
4. No Chorus answers
5. Minimized side talks
6. Active participation by participants

RESPONSIBILITIES

Name	Responsibility
Habiba Umar	Chief whip
Usuff Adiku Abdkadir	Welfare officer

EXERCISES/ILLUSTRATIONS AS *ICEBREAKER*

This exercise is to determine the most important person among the eight men and women standing and displaying their different professions and responsibilities.



Eight participants volunteered for this exercise. Each of them is impersonating either 'Rock Star, Father, CEO, Mother, Baby, Janitor, Sports Star or Senator as displayed by "titles" on their chest.

When asked who is the most important person among them and why, each of them felt they were more important than other group members in the by virtue of the role they occupy in society or position in the office. The same question was posed to the other participants; this generated a heated debate from both participants and volunteers for the exercise with everyone explaining who is more important and why they say so.

Lesson

At the end of the exercise, it was concluded that each person is as important as the other irrespective of title, office or gender because as human beings we complement each other and need to work as team to achieve the goals of human development. Summarily, every human being is important. NO ONE IS MORE IMPORTANT THAN ANYBODY ELSE. Together, each achieves more.

The “What do you see” exercise (This exercise was used to explain how people view and perceived the same thing)

The Following images were projected and participants were asked to look at them very well and state their observation(s).



Image 1

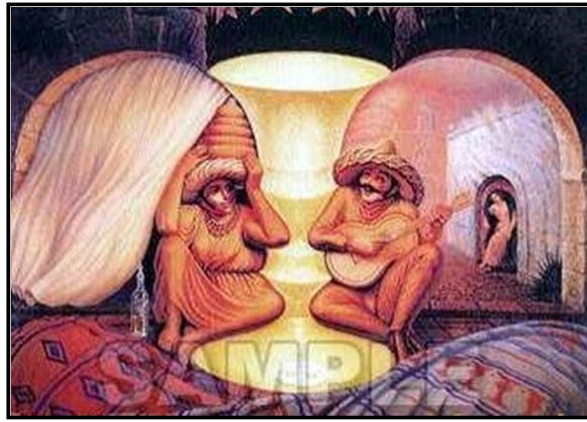


Image 2

Responses to image one:

- Partial head, face, neck, hair
- The face look sad
- A skinning face
- A face looking into the future
- I do not know whether is Man or woman
- Depression
- A woman with a baby
- A child standing
- A woman backing a baby

Responses to image two:

- A woman by the door
- One old man and one old woman facing themselves
- A man playing guitar
- A woman holding her hat on her head with her two hands

- A challis
- A bottle
- The old man and hold woman sharing a cloth

Lesson

At first glance you'll see a picture of an "old man" and an "old woman". But when you examine more closely you begin to see other images. So are gender issues, there are several perceptions. Gender issues are divers and vary from culture to culture and place to place. People see and perceive things differently and move at different level. So when planning and implementing programmes all sides and all beneficiaries should be taken into consideration irrespective of gender. By so doing gender will be properly analyzed and mainstreamed throughout the project cycle

INTRODUCING KEY GENDER CONCEPTS

The following key gender concepts were introduced and well discussed:

1. Sex
2. Gender
3. Men & Masculinity
4. Gender-Based Violence (GBV)
5. Gender Equity
6. Gender Sensitivity
7. Gender Mainstreaming
8. Gender Analysis
9. Gender Analytical Tools
10. Gender Division of Labour
11. Gender Blindness
12. Gender Budget
13. Practical Gender Needs
14. Strategic Gender Needs
15. Strategic Gender Interest

PARTICIPANTS GROUP WORK AND PRESENTATION ON KEY GENDER CONCEPTS

Understanding of the following "TERMS"	Group 1	Group 2	Group 3	Group 4
Sex	Biological difference between male and female	simply refers to male and female	Biological attribute of an individual (Male/Female)	Biological difference between Men/Women (eg. The reproductive organ)
Gender	socially, economic, political and cultural attributes to male and female	Is masculine and feminine	Socially ascribed roles due to sex	Sex (Masculine/Feminine)
Gender-Based Violence	is the intended force to hurt, damage or kill male or female	Physical or emotional violence on man and woman	Violence meted to a person(s) because of the sex of the person. Eg, husband beating his wife and vis-a-vis	Inflicting pain on one another
Men & Masculinity	is the superiority and Ego in men that makes them oppress the women	Qualities traditionally associated with men	Forceful tendency of men	Men have got more muscular strength (powerful)
Gender Equality	It is the state that afford men and women to be equal	Equal right between man and woman	Gender Balance	Equal representation of Men and Women
Gender Equity	is the process of being fair to women and men	Equal sharing between man and woman	Gender fairness	Balance between Men and Women

Gender Blindness	It is the unawareness of gender and gender issues	Non recognition of status of man and woman. Not discriminating between the sexes	Gender bias	No segregation between men and women
Gender Budget	is the allocation of resources for gender specific needs e.g. Money, time	Gender economic planning considering two sexes	Budgetary provision for gender issues	Financial planning between Men and Women
Gender Analysis	Is the difference in roles, norms in men and women	Method use to understand the relationship between man and woman. It provide information that recognize that gender is related to race, ethnicity ,culture, class, age, disability and other status	Critical look into gender issues	Detailed expression of sexes
Gender Division of Labour	is the consideration of gender in work and responsibilities	Explanation of role of the two sexes. That is, everyone has his specific role to play	Sharing of duties among sexes	Designation of work according to sexes

Gender Practical Needs	they are general requirements for all i.e. male and female	Gender practical needs: need of women, men and children in the society	Material needs of a person due to his/her sex	Realistic needs of both sexes
Strategic Gender Needs	They are requirements based on biological differences of male and female	Refers to productive right, greater political voice, and action against violence against women	Peculiar needs of an individual in relation to sex	Strategic plan required by both Men/Women. (eg, the use of sanitary pads by women and the need for shaving powder by men)

DAY TWO

Recap of the previous day was done after the opening prayers. (please see recap in the annex on page---)

VISIT BY MRS. SAFIA ZAKAMA (UNDP representative)

In her word, she said the participants represented the face of hope in the fight against HIV/AIDS in Niger State and in Nigeria as a whole.

On behave of the Residence representative, Deputy Residence representative and the entire staff of the UNDP HIV and AIDS unit, Safia said has been a delight working with NGSACA and other related ministries in Niger State in tackling the HIV and AIDS pandemic. The fact that the prevalence rate has dropped to 4% in the State is a testament of the commitment of all stakeholders in the fight.

She said, ‘when we talk about gender and development, we are basically looking for disparities, irrespective of whether it is tilted towards the male or the female gender. By so doing, we are all able to proffer ways of balancing them’.

UNDERSTANDING THE LINKS BETWEEN GENDER INEQUALITY AND HIV AND AIDS VULNERABILITY

GENDER AND HIV AND AIDS

Facts about HIV and AIDS were established. These included but not limited to the following:

- HIV and AIDS affect women and men, girls and boys differently in terms of risks, vulnerability and impact.
- Biological factors put women, especially adolescents, at higher risk than men of HIV infection.
- Norms related to “feminine” and “masculine” roles and behaviours – as well as the social and economic status of women, men – strongly affect their access to HIV information and services, their attitudes and sexual behaviour, and how they cope with living with HIV should they be infected.
- Socio-economic inequalities make it more difficult for women and girls to protect themselves against HIV infection and exacerbate the impact of HIV and AIDS on them.
- At the same time, many men and boys are subjected to expectations regarding “masculine” behaviour, which may increase their vulnerability and make them more prone to high-risk behaviour and to stigmatization if they seek advice on reproductive and sexual health matters.

Even as gender is defined as:

- a. Socially constructed roles and responsibilities assigned to men and women in given culture or location.
- b. It is a basic organizing principle of societies that affects women and men in all activities and consequently impacts on outcome of development intervention.

BRAIN STORMING

Participants in different groups brainstormed on the following three (3) major gender issues:

- a. Discrimination
- b. Inequality
- c. Stereotype

PLENNARY/GROUP PRESENTATION

GROUP1 - AMANA

ISSUE	EFFECT	SOLUTION
Discrimination	<ul style="list-style-type: none"> • Men discriminate against women • Women who are positive are more discriminated against more than men • Gap in power relation between men and women which fueling the spread of HIV/AIDS • Wife cannot make decision on her own without the consent of her husband even when it affect her health 	<ul style="list-style-type: none"> • Sensitization for both men and women about needs to be gender balanced • Capacity building of women by given knowledge and education about their right and how to negotiate safer sex • Economic empowerment of women by skills acquisition, financial management and grouping them into co-operatives societies so they can access funding for their business • Encourage women to be involved in political process
Inequality	<ul style="list-style-type: none"> • Most women are not allowed to work • Masculinity of man which places a man above a woman which result in wife battery 	
Stereotype	<ul style="list-style-type: none"> • The place of women is in the kitchen • A woman cannot discuss economic matter • A man is a doctor and a woman is nurse • When a man cooks is a chef but when a woman cooks she is a cook • A man is the governor and a woman is a first lady • Wife inheritance 	

GROUP 2 - ALHERI

ISSUE	EFFECT(S)	SOLUTION
Discrimination: Gender discrimination as it relates to HIV and AIDS is a situation where a male or female is HIV positive and a negative treatment is meted on the person	Self-stigma and stop the person from accessing care which lead to seriousness of the illness and depression which can lead to suicide	<ul style="list-style-type: none"> • Effective counseling • Awareness creation among the general public
Inequality: It means lack of fairness and justice to both men and women	Exposes individuals to the risk of HIV/AIDS and STIs	Sensitization on gender and equity and equality
Stereotype: Believe about individual {Male or Female} which may not be true	Prevent one from negotiating for safer sex, get rape in some instances	Education of women on how to negotiate for safer sex

GROUP 3 - AGAPE

ISSUE	SOLUTION
Discrimination: In AIDS related, means stigma. It is prejudice directed to people living with HIV/AIDS	Sensitization of the public and education of women on the issue of gender and HIV/AIDS especially as it affects stigma and discrimination
Inequality: Shows unequal distribution of resources, roles activities across the society.	Advocacy and sensitization to policy makers
Stereotype: Is the general need for educational action towards gender equality	Create awareness on the issue of gender

GROUP 4 – TRANQUIL

ISSUE	EFFECT(S)	SOLUTION(S)
<p>Discrimination: Treating or distinction in favour or against women or men.</p>	<ul style="list-style-type: none"> • It does not allow women to participate in developmental activities • It cease them from access to information • Limited access to education 	<ul style="list-style-type: none"> • Creating awareness in our societies to make women aware of their right • Women empowerment • Advocacy to policy makers, religion and traditional leaders
<p>Inequality: Means that man is superior to the women and this has it root in our cultural norms, such that a man feel is superior and a woman accept she inferior</p>	<ul style="list-style-type: none"> • It placed women at disadvantage position • It has set educational disparity between men and women • Low economic empowerment among women • It makes women more vulnerable to HIV/AIDS • Women are denied information and medical care 	<ul style="list-style-type: none"> • Sensitization of public on gender issues
<p>Stereotype: It is assumption of a situation which may not necessarily be true</p>	<ul style="list-style-type: none"> • Women cannot hold post of a president • HIV positive person is sick 	

GROUP 5 - SALAMA

ISSUE	SOLUTION(S)
Discrimination: Women are more vulnerable to HIV/AIDS and so lack capacity to take care of themselves, and often time are left alone without help and so lack access to medical care.	Sensitization and advocacy to community, Churches and Mosques
Inequality: Women in some societies do not inherit properties. They do not have access to education. They are vulnerable to violence and HIV/AIDS	Sensitization and advocacy for policy change
Stereotype: Some culture prohibit women from being leaders, denied them education and encourage early marriage thereby rendered women economically dependent	Increased sensitization and advocacy for policy shift

GROUP 6 - PROGRESS GROUP

ISSUE	EFFECT(S)	SOLUTION(S)
Discrimination: To be bias against particular sex	<ul style="list-style-type: none"> Put one group at disadvantage e.g. in education, access to other resources Retarded the rate of development of that group Predisposes that sex to a high rate of HIV infection Increase stigmatization Limit access to social economic and political opportunities 	<ul style="list-style-type: none"> Awareness creation and sensitization Institutionalized systems and structures to ensure that the trends are curbed
Inequality: Preferential treatment of person based on sex and prescribed social roles		
Stereotype: Ascription of certain attributes to a person due to the persons sex which may not necessarily be so.		

GROUP WORK ON GENDER ISSUES

- How do the roles and responsibilities of men within the family affect their acceptance of condoms?
- How do women's roles and status in the family affect their ability to discuss and negotiate safe sex?
- What are the cultural norms regarding sexual behavior for men and for women, and how do these affect the spread of HIV?
- What are the implications of the answers to these questions in designing, implementing, and evaluating effective and sustainable programs?

PLENNARY/PRESENTATION

GROUP - AMANA

1. A man is the head of the family and most times the bread winner. Society believes that man own everything including the wife. The wife does not have right to bring in condom when the husband want to make love to her.
2. Women are at the background. They have little or no education about sexual issues. Because of the fear of what the husband or do they are afraid to raise issue of safer sex. Most times they are violated if they try to bring issue of safer sex or condom use.
3. Cultural Norms:
 - a. **Wife inheritance:** Inheriting you brother's wife or wife of a relatives without knowing the cause of the death or proper testing before such action
 - b. **Polygamy:** Men marry more than one wife. Culturally it is allowed for men to have multiple sexual partner outside their marriage
 - c. **Female Genital Mutilation:** In most cases this is done by people who are not medical practitioners. And involves the use of a sharp object for more than one person without proper sterilization
 - d. **Divorce:** Divorce is culturally acceptable and wide spread. This could lead to the geometric spread of HIV/AIDS

GROUP - PROGRESS

1. Men's roles
 - a. Breadwinner
 - b. Husband
 - c. Decision makers
 - d. They feel it is their prerogative to accept or reject the use of condom
2. Low esteem of women by the society limits women's ability or power to negotiate safer sex
3. Cultural Norms:
 - a. The practice of polygamy which encourages multiple sexual partner
 - b. Practice of wife inheritance, which undermined the choice of the woman and thereby fueling the spread of HIV/AIDS

GROUP - SALAMA

1. Men prefer skin to skin sex and detest the use of condom because of the lack of satisfaction. This contributes to the spread of HIV/AIDS
2. Most of our cultural practices are not gender sensitive and therefore biased against women. A woman is to be seen not heard. She is not expected to initiate discussions on sex.
3. Men are expected to be dominant, strong, and sexually assertive while women are expected to remain faithful, passive and depend on their husband. These norms, the assertion that certain traits and roles are essential to a person.

GROUP - ALHERI

1. Role of men

Because he is the head of the family, he makes the final decision. If he decides not to use condom nobody can make him use it

2. Role of women

Because the man is always the head of the family, the women cannot makes decisions in the family including negotiating safer sex.

3. Cultural norms

a. Polygamy

b. Adultery

c. Force marriage

d. Not allowing women to go out

e. Taboo to discuss the issue of sex in the family

f. All these are contributing to the spread of HIV/AIDS

AGAPE GROUP

1. Role of man

a. The man feels he is the head and the superior in the family and has every right to do what he feels

b. Reject the use of condom because he feels he will not enjoy sex with condom

c. Feel condom is for adulterer and fornicators

2. Role of women

a. They have no right and access to clinic

b. They are not free to discuss their problem with their husbands

c. They cannot force their husband to use condom

3. Cultural Norms

a. Culturally, a man with many wife will be respected but at the end will help in spreading HIV in the family

b. In some tribes, if a man has a visitor,, he gives out his wife to his visitor to entertain him in the night

THURSDAY 14TH JUNE 2012. DAY THREE BEGINS

DAY THREE

Recap of the previous day was done after the opening prayer (Please see recap on page 29)

ACTION PLAN (Please see annex for action plan – Starting from page 31)

Participants were divided into the following groups to enable them start their action plans as a team and also as a team ensure implementation:

- Ministry of Gender & Social Development
- SACA/Information
- Civil Society/NGOs

FRIDAY 15TH JUNE 2012. DAY FOUR BEGINS

DAY FOUR

Recap of the previous day was done after the opening prayer
(Please see summary of recaps on page 29)

Each group presented its Action plan immediately after recap followed by final evaluation.

EVALUATION (Please see a summary of the evaluation in the annex)

Evaluation was done at the close of each day and on the last day of the workshop.

SUMMARY OF RECAPS

- “I learnt that due to biological differences between sexes. Some are weaker than others and for that reason some duties are assigned to male and female”
- “I learnt that that sex mean the biological differences between male and female is mainly in reproductive organ and in child bearing”
- “I now clearly understand the differences between sex and gender”
- “Sex is fixed; natural e.g. only women can give birth. It is biological”
- “Gender is a social attribute assigned or given by community or culture e.g. in the African culture women are not expected t be leaders.
- “Gender is about men and women”
- “I leant for the first time, the concept of gender blindness and strategic Gender needs”
- I learnt that “Gender blindness is the inability of planners to plan from a gender perspective”
- “Gender refers to the roles that men and women play and relationship that arise out of this roles. They are socially construed”
- “I had been more partial to the extent of thinking GBV is only a female phenomenon”
- “We must work as a team in other to achieve a lot and that is why God created us as man and woman for effective socio-economic development”
- “I now know the meaning of the following gender concepts: sex, gender, gender blindness, gender violence, Strategic gender needs and gender budgeting-allocation of financial resources planning for both sexes” gender equity-equal representation for both sexes”
- “Gender analysis is disaggregation of data based on sexes”
- “I know that sex is biological attributes of male and female and that gender is the social, cultural attributes ascribed to male/female”
- “Need for gender segregation in economic activities e.g. employment opportunities”
- “Women issues are human issues, development issues and human right issues. For women to achieve this right they must be given opportunities in social, political and economic space”
- “Changes in gender issue can be achieved through attitudinal change and through deliberate policies and laws that would enshrined women right”
- “I learnt about discrimination as it affects women empowerment”

- I now know why women are more at risk of contracting HIV/AIDS and other sexually transmitted diseases.
- I learnt that there are 2 different type of HIV virus.
- That an HIV positive person should not have unprotected sex so as not to acquire other strains which could contribute to rapid progression of the infection”
- “I learnt about the negative effects of discrimination/stigma. It reminds me of my sister that was diagnosed on her sick bed to be HIV positive and gave up the ghost immediately after saying “how do I face the world?”
- “I am now more informed and aware of gender, HIV/AIDS and some sexuality issues. For example knowing that ‘STIs increase the risk of HIV infections’ this is new to me”.
- “I learnt three major gender issues which are: Discrimination, Inequality, and stereotype”
- “I now know that most of our cultural practices make women vulnerable to HIV/AIDS”
- I now know that gender is about norms, culture, religion and values of people”
- “I learnt about change levels and that if women are given more information about gender equality, their voices will be heard, they will be respected and we will have a gender balanced society”
- “I learnt about power relation between men and women and how this makes women more vulnerable to HIV infection. Women have no power to negotiate safer sex”
- “I learnt about harmful social norms and practices that promote violence against women and in effect increase spread of HIV”
- “People who already have STIs are at greater risk of having HIV/AIDS”
- “Women are more vulnerable to HIV/AIDS because of their Biological makeup”
- “Being HIV positive should not stop people from getting married”
- “Yesterday I learnt about social contribution of feminism and masculinity. I also learnt about gender discrimination and how it affects the live of the person involved”

SUMMARY OF WORKSHOP EVALUATION

QUESTIONS	RESPONSES
Are the objectives achieved?	100% strongly agreed
Which session did you find more useful?	<p>Key Gender Concepts</p> <p>Understanding the links between Gender inequality and HIV/AIDS vulnerability</p> <p>Responding to diverse needs: Mainstreaming Gender in HIV and AIDS project design</p> <p>Every presentation on gender mainstreaming and group work</p> <p>The group work bring out more of the issues and help facilitate learning</p> <p>Factors contributing to women vulnerability and brainstorming</p> <p>All sessions were very useful</p>
Which session did you find least useful?	No session
What in your opinion is the most useful thing/learning? Give reason	<p>Extremely good facilitation and important subject</p> <p>Gender lens-I have never heard of it before</p> <p>Differentiation between gender and sex</p> <p>Gender concept-because is clear concise and directed to society</p> <p>Team work-as a team we will be able to address gender violence</p> <p>Gender equality-I am a person who like to be fair to all but without gender knowledge, I would not be able to be fair to all</p> <p>Gender concept-explained everything I need to know</p> <p>Gender concept- because initially I did not think about the concept</p> <p>Gender- I can now apply it in whatever I do</p> <p>How to appreciate opposite sex- that all irrespective of sex or gender should be planned and programme for development</p> <p>Gender equality & Gender equity</p> <p>Gender issues as it relates to culture</p> <p>Group work and presentation were really participatory and that give me opportunity to hear and share with other active participant</p> <p>The Action Plan</p> <p>All the sessions are all useful, interesting and educative.</p> <p>I learnt some new terminologies which will make it useful to me and the society at large</p> <p>All the sessions were beautiful and knowledge enriched</p>

TESTIMONIALS

1. I am happy that the issue of gender is being seriously addressed and we have all understood the concept. This is one of the reasons the Ministry of Women Affairs Niger State has been repositioned as the Ministry of Gender Affairs. This will help correct the erroneous thinking that the ministry only deals with women issues.
2. "What I learnt in the course of this workshop will change my personal relationship with women. I was brought up to chastise my women but now I know better that I have to respect the rights and opinion of my women"
3. I came here with a narrow mind, holding strongly to my old views but by virtue of this workshop, all old and non progressive views will be set aside for the ones I now know. Thanks to UNDP, the organizers and the consultants of this workshop.
4. Knowing that gender is about men and women will help me see things in a new light and will also influence how I do my work.
5. I now have a better grasp of gender concepts especially gender based violence (GBV), Men & Masculinity. I also used to think GBV affects only women but now I know some men are affected too.
6. "The explanation on men and masculinity enabled me understand the uproar that resulted from an MTN advert known as "Mama na boy oh". That for me was a clear display of masculinity and gender insensitivity"
7. Another advert that displayed masculinity is where the man displayed different color of condoms and how he used a different color for different woman from the beginning to the end of the week.
8. The climax was when a participant living positively with HIV and AIDS shared his personal life experience and how he has coped so far.

EMERGING ISSUES

These issues are as a result of discussions and personal life experiences from participants:

- Participants observed the huge gap in power relation between men and women
- Most women must wait for husbands' permission to attend health issues and where the man is not around, the women will have to wait and this has resulted to so many untimely deaths.
- Increase rate of rape and incidences of violence against women in the state
- Men need to be sensitized to allow their wives take crucial health decisions in their absence
- There are harmful traditional practices that could fuel HIV/AIDS. An example is wife inheritance

- Inequality in the distribution of resources between men and women further dis-empower and impoverish women
- High illiteracy rate among women has added to their lack of voice and inability to take decisions on issues affecting them

RECOMMENDATION & WAY FORWARD

Government, CSOs and all stakeholders should collaborate to address HIV/AIDS and to also address all emerging issues listed here and the many more not listed

This kind of training (Gender and HIV/AIDS) should be extended to the policy makers, legislatures, religious, traditional and political leaders in Niger State for accelerated actions and results.

Participants should collaborate with other stake holders for the enactment and implementation of a Gender and HIV/AIDS policy for Niger State

Participants to step down training for their organizations and ministries

Stakeholders' and practitioners need to be sensitized on the process of enacting laws.

CONCLUSION

This workshop achieved its set objectives, expected and unexpected results as clearly stated from participants' recaps, evaluation and testimonials reported. It was a very participatory process from start to end.

This was further reiterated in the closing remark of the DG (Niger State SACA) and Chief host of the workshop. In his closing remark, the DG acknowledged that as a participant, he can confidently say participants' knowledge in Gender & HIV/AIDS has been enhanced and uplifted through this training. It is his earnest desire that all groups who participated will collaborate with SACA to ensure a policy in place and increased in HIV and AIDS budgeting for the State.

IN PICTURES - ACTION PLANNING



ACTION PLAN

MINISTRY OF GENDER AND SOCIAL DEVELOPMENT

S/N	OBJECTIVE	ACTIVITY	WHEN(DATE)	WHERE(PLACE)	PERSON(S) RESPONSIBLE	RESOURCES
1	To equip the gender desk officers and social workers on how to handle HIV/AIDS related issues in their respective MDAs	Training of gender desk officers and social workers on HIV/AIDS	Last quarter of 2012, Dct-Dec. 2012	Minna	Director Gender Affairs,	Funds for training materials, venue, entertainment
2	To create awareness among men and women in communities on gender and HIV/AIDS in 25 local govt. on prevention and discrimination	Advocacy and sensitization to communities in 25 LGAs	1 st quarters of 2013 (Jan-March)	Minna, Bida, Kotangora (these LGAs represent the three senatorial district in Niger state	Director gender affairs	Funds for transportation, fuel and logistics
3	To collaborate with civil societies to enact laws on gender and HIV/AIDS	<ul style="list-style-type: none"> • Advocacy visit to Niger state house of assembly • Lobbying and media sensitization • Organize stakeholders meetings to adoption of a policy on gender and HIV/AIDS • Print and disseminate widely IEC materials • Set up a monitoring committee to oversee the adoption of this policy by all MDAs and other employers of labour 	2 nd quarter of 2013 April to June	Ministry of Gender Affairs and social Development	Director gender affairs and a consultant	Fund for entertainment during meetings, logistics, IEC Materials, transportation and fueling

ACTION PLAN – SACA/INFORMATION

S/N	OBJECTIVES	ACTIVITIES	DATE	PLACE	PERSON RESPONSIBLE	RESOURCES
1	To raise awareness on HIV/AIDS and gender among women, men and young Girl and boys by 50%	4(2 days) capacity building for youth coppers in all the communities in 4 LGAs in 4 LGAs on HIV/AIDS gender to sensitized the teachers and students in all schools	3rd quarters of 2012	Bida,Tafa,Agara, and Mashegu	Gender Focal Person	Transportation, Accommodation, feeding, hall renting, stationeries
		Capacity building for CBOs, NGOs, FBOs in all the communities in 4 LGAs on HIV/AIDS and gender (to sensitize men and women in the communities	3rd quarters of 2012	Bida,Tafa,Agara, and Mashegu	Gender focal Person	Transportation, Accommodation, feeding, hall renting, stationeries
		Production and transmission of news jingles	3 rd Quarters	Niger state Radio	SACA PRO	Transmission funds
2	To reduce HIV prevalence among women and men by 50 %	Conduct 4 advocacy visit to Emirs and Distr. Heads in 4 LGAs on Gender and HIV/AIDS	3 rd Qrt(July , August Sept)	1. Bida (Bida LGA) 2. Suleja(TAFA LGA) 3. Bargu (Agwara LGA) 4. Kigora (Mashegu LGA)	Gender focal person & Dir policy	Transport, Accommodation,
	cancelled	3 days capacity building for women leaders in 4 LGAs on gender and HIV/AIDS	3 rd QTR (July August, Sept)	Minna	Gender focal person	Logistics
	cancelled		4 th QRT (Oct, Nov, Dec)	Minna	Gender focal person	Logistics

ACTION PLAN - CIVIL SOCIETY/NGOS

S/N	OBJECTIVE	ACTIVITY	DATE	WHERE	RESPONSIBLE	RESOURCES
1	Raise awareness for testing among polygamous families in Niger State	Pay advocacy visits to 1. Gatekeepers 2. Religious Leaders 3. Emirs 4. LG Chairs	July to August 2012	State HQ, All LG HQ in Niger State	Selected Heads of Civil Society Groups	Transportation Hotel Accommodation Feeding
		One day seminar on HCT for LG Chairs, Counselors, and Heads of Dept in all LG HQs (25LGs)	10/07/2012	All LGAs	Kennedy consult	Transportation, Hall renting, Feeding and accommodation
		One day seminar on HCT for RELIGIOUS LEADERS, AND DISTRICT HEADS in all LG HQs (25LGs)	10/08/2012	All LGAs	Kennedy consult	Transportation, Hall renting, Feeding and accommodation
		Design, Print and distribute IEC materials to encourage HCT	10/09/2012	All LGAs	consultant	Money
		Design and Air radio and TV jingles that encourage HCT.	23/09/2012	All LGAs	consultant	Money
		2	Adopt National Gender policy for Niger state	Organize stakeholders meeting to adopt national gender policy for Niger State.	3 – 4/10/2012	Minna, all LGAs HQ
Print and disseminate widely to all stake holders				Minna, all LGAs HQ	consultant	Money

		Set up a monitoring committee to oversee adoption of this policy by all MDAs, and other employers of labour		Minna, all LGAs HQ	Selected civil societies leaders	Money
3	To eradicate the practice of female circumcision among rural communities of (Muye LGA)	Advocacy visits to emirs, chiefs and religious leaders both Christians and Muslims				
		Sensitization to women leaders on dangers of FGM through community dialogue meetings in all communities		All LGAs	Consultant	Hall renting, refreshments and transportation
		Sensitization of all communities leaders in all districts through community dialogue in all communities		All LGAs	Consultant	Hall renting, refreshments and transportation
		Advocate for enactment of LGA Bye-Law against FGM.		All LGAs	consultant	Transportation, refreshment and hall renting

Workshop Time Table

11th – 16th June 2012 @ Minna, Niger State

Time	Day 1 Monday 11 th	Day 2 Tuesday 12 th	Day 3 Wednesday 13 th	Day 4 Thursday 14 th	Day 5 Friday 15 th	Day 6 Saturday 16 th
0900	Travel/Arrival	Opening Prayer	Understanding the links between Gender Inequality and HIV and AIDS vulnerability	Responding to divers needs: Mainstreaming Gender in HIV and AIDS project design	Group Work (identify various Gender Gaps in HIV and AIDS response in your State and design ways to address them under various strategies: Groups: <ul style="list-style-type: none"> • Prevention • Care and Support • Treatment • Orphan and Vulnerable Children (OVC) • Voluntary Counselling and Testing Action Plan	Departure
		Assessing existing knowledge and experience				
		Breaking the ice				
		Introduction				
		Welcome/Workshop introduction				
		Participants Expectation				

		Setting Ground Rules					
		Objectives					
		Clarifying logistics					
1100-1130		TEA BREAK					
		Introducing Key Gender Concepts/Group Work	Understanding the links between Gender Inequality and HIV and AIDS vulnerability	Responding to diverse needs: Mainstreaming Gender in HIV and AIDS project design	Action Plan		
1330-1430		LUNCH BREAK					
1430-1630		Plenary/Group presentation/Key Gender Concepts (<i>Cont'd</i>)	Understanding the links between Gender Inequality and HIV and AIDS vulnerability	Responding to diverse needs: Mainstreaming Gender in HIV and AIDS project design	Action Plan		
Prayer							
1500-1530							
1730		CLOSING					

ATTENDANCE LIST

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