

ANNEXURE 3-TRAINING NEEDS ASSESMENT REPORT

A total of 15 respondents were interviewed. The findings of the study have been presented by using graphs and figures. The content of the presentation is as follows: General information, Educational background and previous experiences in training for gender equality, Knowledge on gender equality and women's empowerment. The study also had an opportunity to interview 2 respondents from the ministry of finance and ministry of Gender and in this study have been analysed separately, the aim was to establish training needs for FARMSE staff, ministry of finance, and the programme implementing partners across Malawi.

Section 1: General information

Sex	Frequency	Percentage
Male	12	80
Female	3	20

Figure 1

The figure above illustrates the distribution of the respondents by sex. 80% of the respondents were male and 20% were female

Section 2: Educational background and previous experiences in training for gender equality

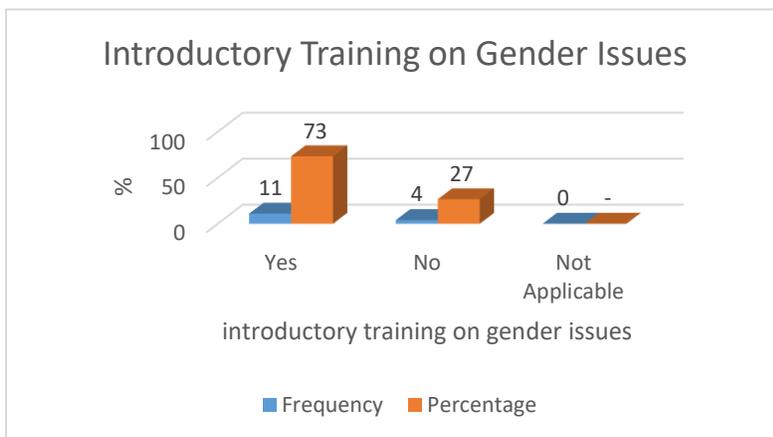


Figure 2 is showing those people who had ever been introduced to training or oriented on gender issues. 73% of the respondents affirmed to being introduced to the training of the gender issues and only 27% denied being trained in any areas of gender.

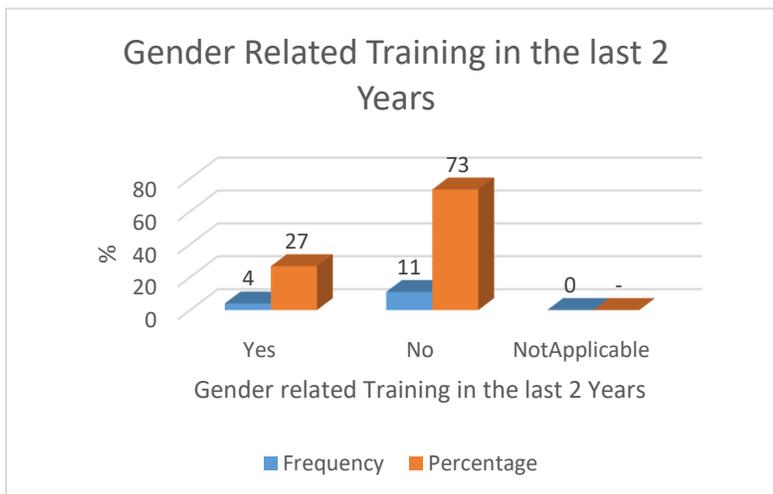
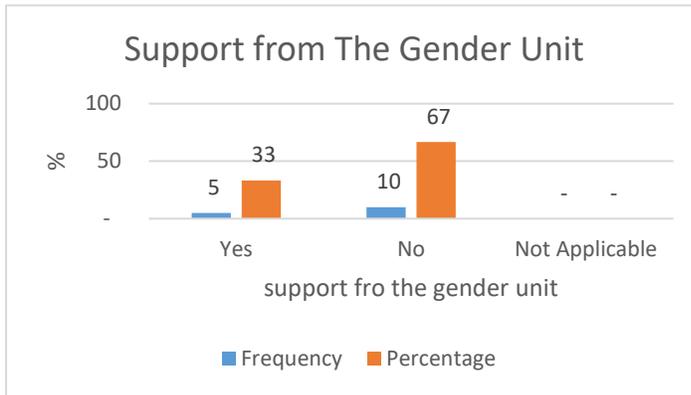


Figure 2

Figure 3 illustrates the number of people who had taken gender related training or courses in the last two years or those who are currently taking any courses on gender. 73% of the respondents denied to have had taken any gender related training or courses in the last two years and none of them are currently taking any gender related courses. Only 27% of the respondent had taken gender related courses in the last two years.

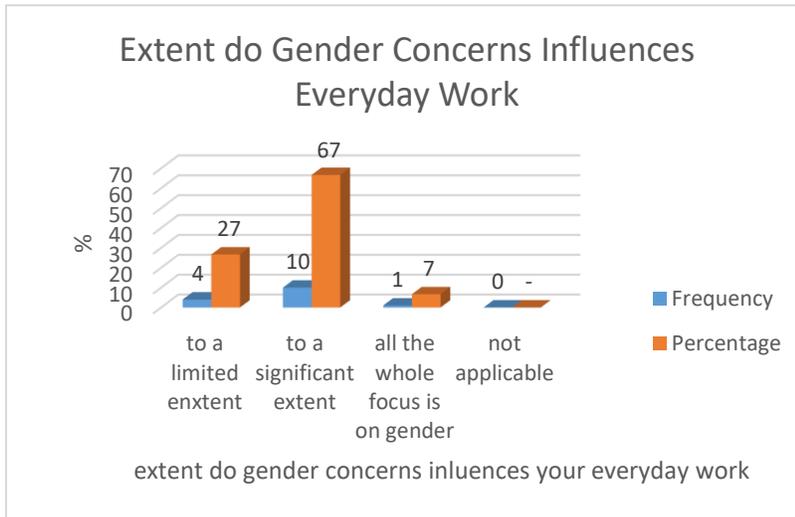
Figure 3



Illustrated in Figure 4 is staff members who had ever received support from the gender unit or gender focal point in their organization for their work on gender (mentoring, coaching, detailed assignment). During the study, 67% of the respondents said they did not receive any support from the gender unit or gender focal point in their organization for their work on gender and only 33% affirmed of receiving support from their gender unit in their organization.

Figure 4

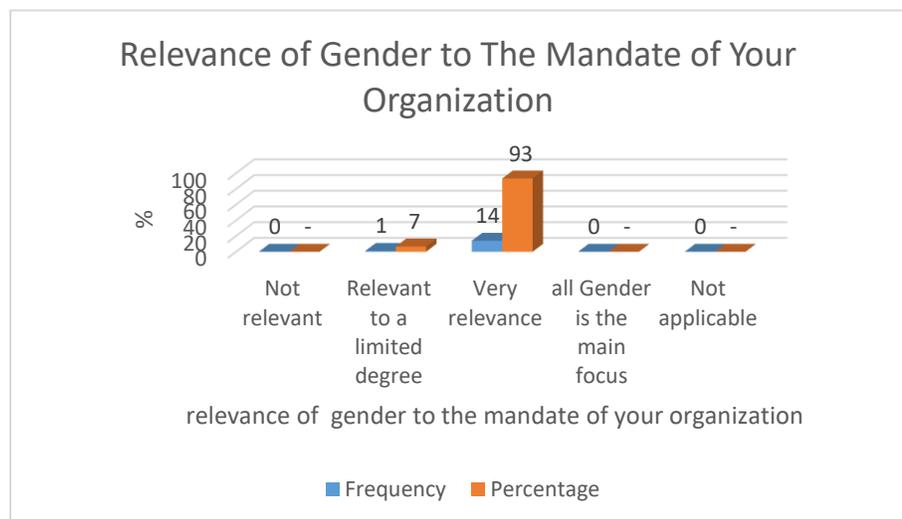
Section 3: Knowledge on gender equality and women’s empowerment



In figure 5, 67% of the respondents said that gender concerns influence their everyday work to a significant extent and 27% said it does influence to a limited extent, only 7% said their whole focus is on gender.

Figure 5

In terms of the relevance of gender to the mandate of their organization, 93% of the respondents affirmed of relevance of gender to the mandate of their organization and 7% of the respondents said it is only relevant to a limited degree.



In the figure7 all respondents said that gender is relevant to the work of their division

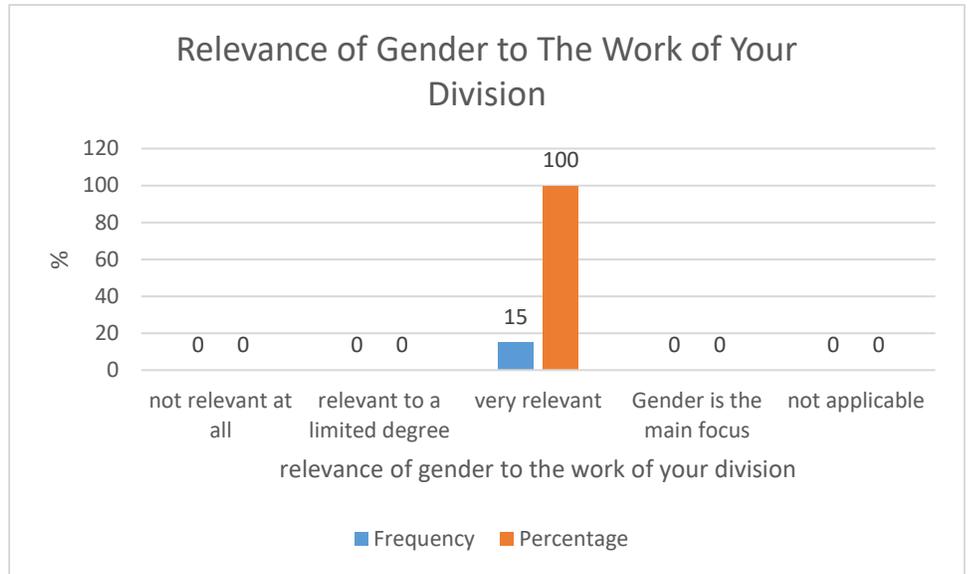


Figure 7

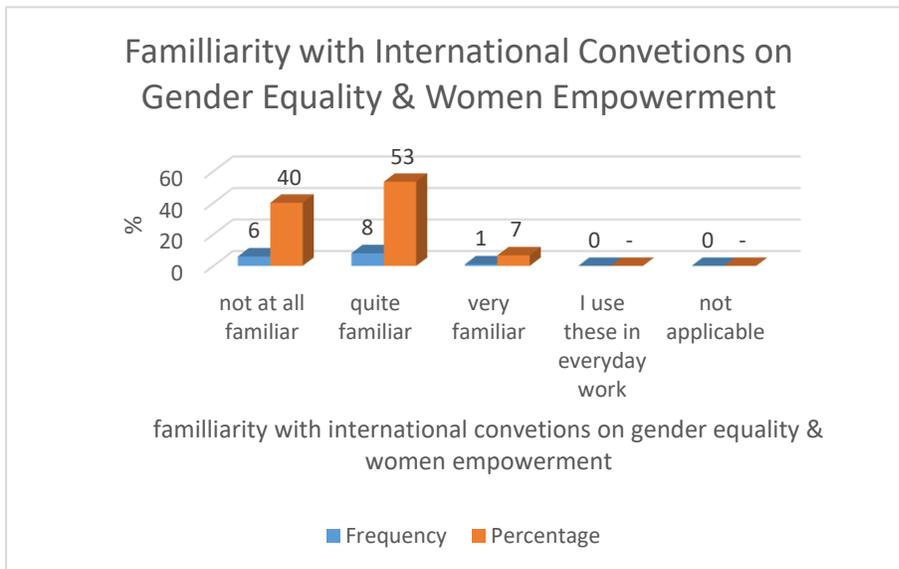


Figure 8

Figure 8 illustrates the familiarity of the staff members with international conventions on gender equality and women empowerment. The majority of the respondents (53%) said they were quite familiar with international conventions on gender equality and women empowerment and 40% of the respondents said were not familiar with the

international convention of gender equality and women empowerment, only 7% of the respondents said were very familiar with the instrument.

Knowledge on Gender Instruments and processes

Do you have tools in place to help conduct Gender analysis in respective programs		
	Frequency	Percentage
Yes	0	0
No	2	100
Do you conduct Gender analysis to microfinance organizations		
Yes	1	50

No	1	50
Does the Ministry have gender indicators in microfinance programs		
Yes	2	100
No	0	0

The figure above illustrates that all of the respondents denied to have tools in their respective programs to help the organization to conduct gender analysis, but currently they are in the process of having the tools in place and a consultant just conducted a gender needs assessment research. During the study, 50% of the respondent affirmed that gender analysis is being conducted to microfinance organizations and they said that this is done through the indicators which were developed for pro-poor microfinance. They track members by gender who are participating in microfinance and 50% of the respondents denied that gender analysis is never conducted to microfinance. At the same time all respondents said that the ministry have gender indicators in microfinance programs and some of them are:

1. Number of men and women having access to loans
2. Number of men and women with access to savings facilities
3. Distribution of leadership roles

Summary of the outcomes

The analysis revealed that most of the people have been introduced to training on gender issues and also been oriented on the gender concepts. Most of those who had been introduced to trainings regarding gender have never attended such trainings the past two years and no related training is currently taking place in their respective work places. Only few had such an opportunity to get refreshed on similar gender issues within the stated period.

The analysis revealed that the majority of the staff members do not receive any support from the gender unit or gender focal point in their organization for their work on gender. This is despite the fact that the majority of respondents believe gender influence their everyday work on different levels.

The assessment further revealed that most of the staff members are quite familiar with international conventions on gender equality and women empowerment, however, a good number of respondents still have no idea of the instrument and this leaves gaps of knowledge among these staff members and indirectly their scope of work is affected.