

ANNEXURE 4-KEY TRAINING OUTCOMES BY PARTICIPANTS

1. Goal Setting outcomes

Organisation	Goals
Care Malawi International	Eagles Relief, Card (Oxfam/Card) Consortium
<ul style="list-style-type: none"> - To conduct gender analysis - To conduct capacity building for project staff + volunteer on gender transformative programmes - Conduct gender dialogue design with ultra – poor household to enhance social inclusion - Assertiveness and leadership skills to women + youth - Sensitive and create awareness for men, youth & people with disabilities - Mentorship sessions for youth and women in the governance positions/structure 	<ul style="list-style-type: none"> - Gender mainstreaming joint DEC Decision making at household community level - Improve transparent and accountability proposition - Consider gender training Oxfam/Card during HH coaching functions - Train volunteers on gender integration and community sensitization
COMSIP	FINCA
<ul style="list-style-type: none"> - Introduce gender concepts to COMSIP - Project management to develop strategies/policies - Brief CCAs on gender issues - Train CCAs /CBF TOT for mainstreaming gender in CBFO 	<ul style="list-style-type: none"> -To incorporate gender in all organisation action -Train field and community on gender with one year
DAPP Malawi	Malawi Milk Producers Association
<ul style="list-style-type: none"> -To conduct organisation capacity review on gender issues - Project staff gender orientation on gender mainstreaming - Project review & budget to incorporate gender issue - Orientation of gender issue to community volunteers - Project staff to start using gender sensitive communication 	<ul style="list-style-type: none"> - Lobby management to review gender policy conducive for staff & proper beneficiary - Train field staff on gender dynamics - To conduct awareness meeting at start and community level
Save the Children	Ministry of Economic Planning
<ul style="list-style-type: none"> - To reduce gender based violence in beneficiary's household - To conduct awareness to community meeting - Making household investment needs - Train staff on gender transformative tool kit 	<ul style="list-style-type: none"> - Include gender mainstreaming for MNSSP II - Train staff at national, District and community level - Monitor gender social support impact - Introduce gender mainstreaming guidelines for MNSSP II
Opportunity International Malawi	CUMMO Microfinance

<ul style="list-style-type: none"> - Review gender gaps/policies - Train staff /Agents on gender issues - Develop gender mainstreaming strategies 	<ul style="list-style-type: none"> - Management briefing on importance of gender mainstreaming - Coming up with special committee and Gender focal point - Training of all staff on gender mainstreaming - Quality review of gender progress
ECBFO- Heifer International	FINCOOP
<ul style="list-style-type: none"> - Conduct gender analysis of the project - Train staff/ community facilitators and partners in gender mainstreaming - Build CBFO s capacity in GAL methodology - Conduct gender audit to support household decision making - Leadership/assertiveness training for youth 	<ul style="list-style-type: none"> - Revise gender policy and monitoring tools - Training of staff(TOT) to gender - Developing mainstreaming strategies - Gender sensitive communication
NBS Bank	Vision Fund
<ul style="list-style-type: none"> - Gender awareness on women agents - Research to understand underlying factors on why female and youth agent are not participating 	<ul style="list-style-type: none"> - To start review beyond the gender members and review gender issues - Need to adopt gender neutral language and equity - Train branch manager on gender issues - There is no policy/strategy available
Expanding Outreach –Financial inclusion	Ultra-Graduation
<ul style="list-style-type: none"> - Review field composition team - Train field staff on gender issues - Building training materials on both g ender inclusive - Develop gender actions proposal 	<ul style="list-style-type: none"> - Develop gender policy and mainstreaming in organisations - Equal participation in decision making - To train staff volunteers and beneficiary on gender
MUSSCO	
<ul style="list-style-type: none"> - Identification gender gaps - Review exist gender policy - Gender impact assessment - Gender sensitive connection 	

2. Challenges and strategies to improve utilisation of Digital/Agency Financial Services

Challenges faced by utilisation of Agency/Digital financial services in rural areas.	Potential Solutions to the challenges
<ul style="list-style-type: none"> -Low literacy levels of rural areas. -Poor network infrastructure -High cost of phones and digital products 	<ul style="list-style-type: none"> -Intensify adult financial literacy and Financial education on digital tools -Government subsidy for digital phones

-Lack of liquidity and poor product knowledge by agents	-Improved government investment in telecommunication infrastructure -Banks should provide agency loan services -Intensify market storm on digital products -Improved government infrastructure development
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3. Other key support elements that require FARMSE PMU Support

- IPs require support to come up with key Gender policies and strategies for their respective organisations.
- Some IPs are requiring support to provide their field staff with first TOT to trigger down the Gender interventions.
- Some further indicated the need for the consultants to visit IP workplace to appreciate the work they are doing and reinforce good practises.