

Project: “Integrating Flood and Drought Management and Early Warning for Climate Change Adaptation in the Volta Basin” (VFDM Project)

**NATIONAL TRAINING WORKSHOP ON MAINSTREAMING
GENDER INTO END-TO-END EARLY WARNING SYSTEM FOR
FLOOD FORECASTING (E2E-EWS-FF) AND INTEGRATED
FLOOD RISK MANAGEMENT (IFRM) IN THE VOLTA BASIN IN
GHANA**

(18 - 21, October 2021 in Tamale, Ghana)



Executing Partners

October 2021

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List of acronyms and abbreviations

BPA	Bui Power Authority
CDA	Critical Discourse Analysis
CDSW	Children's Safe Drinking Water
CIKOD	Center for Indigenous Knowledge and Organization Development
CNFA	Cultivating New Frontiers in Agriculture
CSOs	Civil Society Organizations
CWP	Country Water Partnership
DAs	District Assemblies
DDoA	District Departments of Agriculture
DRR	Disaster Risk Reduction
E2E-EWS-FF	End-to-End Early Warning System for Flood Forecasting
EPA	Environmental Protection agency
EWS	Early Warning System
FC	Forestry Commission
FF	Flood Forecasting
FSD	Forestry Services Division
GDOs	Gender Desk Officers
GES	Ghana Education Service
GEWE	Gender Equality, Women's Empowerment
GHS	Ghana Health Service
GMet	Ghana Meteorological Agency
GNFS	Ghana National Fire Service
GRB / GSB	Gender Responsive Budgeting / Gender Sensible Budget
GWP-WA	Global Water Partnership of West Africa
HSD	Hydrological Services Department

IFRM	integrated flood risk management
IFRMP	Integrated Flood Risk Management Plan
ISD	Information Services Department
IUCN	International Union For conservation of Nature
IWRM	Integrated Water Resources Management
M&E	Monitoring and Evaluation
MES	Monitoring-Evaluation System
MLGRD	Ministry of Local Government and Rural Development
MMDAS	Metropolitan Municipal and District Assemblies
MoFA	Ministry of Food and Agriculture
MRH	Ministry of Roads and Highways
MWH	Ministry of Works and Housing
NADMO	National Disaster Management Organization
NAS	National Ambulance Service
NGO	Non-Governmental Organization
NMHSs	National Meteorological and Hydrological Services
SWICD	Social Welfare and community development
SWOT	Strengths, Weaknesses, Opportunities and Threats
UBIDS	University of Business and Integrated Development Studies
USAID	United States Agency for International Development
VBA	Volta Basin Authority
VFDM	Volta Flood and Drought Management
VRA	Volta River Authority
WIAD	Woman in Agriculture Development Directorate
WMO	World Meteorological Organization
WRC	Water Resources Commission
WRC	Water Resources Commission

WRI	Water Research Institute
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Introduction

From 18 to 21 October, 2021, a national training workshop on mainstreaming gender into End-to-End Early Warning System for Flood Forecasting (E2E-EWS-FF) and Integrated Flood Risk Management (IFRM) in the Volta Basin was held at Modern City Hotel in Tamale, Ghana. The workshop was convened by the executing partners of the Volta Flood and Drought Management (VFDM) project, comprising Volta Basin Authority (VBA), Global Water Partnership in West Africa (GWP-WA) and the World Meteorological Organization (WMO).

About 35 participants drawn from key stakeholder institutions including Water Resources Commission (WRC), Environmental Protection Agency (EPA), Ghana Meteorological Agency (GMet), National Disaster Management Organization (NADMO), Hydrological Services Development (HSD), Ministry of Food and Agriculture (MoFA), MMDAs, Regional Coordinating Councils (RCC), Non-Governmental Organisations (NGOs) received the training. Also present were the Media.

Also in attendance were representatives of Traditional Authorities and local communities.

This training workshop is part of the implementation of the Integrating flood and drought management and early warning for climate change adaptation in the Volta Basin (VFDM) project. The VFDM project aims at empowering the National Meteorological and Hydrological Services (NMHSs) and other competent authorities of the six riparian countries (Benin, Burkina Faso, Cote d'Ivoire, Ghana, Mali and Togo) with robust and innovative solutions for disaster risk reduction and climate change adaptation, including capacity development for nature-based solutions and gender-sensitive participatory approaches.

The integration of the gender dimension in all phases of climate risk prevention and management activities and decision-making are essential. It ensures that the vulnerabilities and needs, capacities and skills of both women and men, and girls and boys, are taken into account in climate risk prevention and management; and that climate risk interventions benefit those who are actually affected. Incorporating a gender perspective into disaster risk prevention and management initiatives offers important entry points for addressing existing gender stereotypes, inequalities, and discrimination, thereby contributing not only to building safer and more resilient communities, but also to more inclusive and socially just societies.

However, gender mainstreaming is a concept that is easy to endorse but difficult to implement consistently. Governments and practitioners who have embarked on gender mainstreaming in disaster risk reduction have been faced with a severe lack of practical guidance on gender mainstreaming. For others, there is very limited capacity to integrate gender into climate risk management and forecasting initiatives. As a result, gender mainstreaming is often not effective in natural disaster risk management, including the specific phases of the End-to-End Early Warning Systems for Flood Forecasting (E2E-EWS-FF) and integrated flood risk management (IFRM).

It's therefore on this background that training workshops on mainstreaming gender into End-to-End Early Warning System for Flood Forecasting (E2E-EWS-FF) and Integrated Flood Risk Management (IFRM) are being organized for stakeholders in the Volta Basin. This is the 8th in a series of targeted trainings to build the capacities of the actors of the national portion in Ghana of the Volta Basin on the integration of gender in the E2E-EWS-FF and IFRM. The workshop was facilitated by representatives from VBA, GWP-WA, WMO and other experts from the national part of Ghana.

This report reflects the progress of the training workshop and the decision-makers' day. It is structured around the twelve (12) sessions below:

- Session 0: Opening ceremony and start-up of the workshop;
- Session 1: Key concepts related to E2E-EWS-FF and IFRM;
- Session 2: Key concepts related to gender;
- Session 3: Concepts and different stages of E2E-EWS-FF and IFRM processes;
- Session 4: Common gender dimensions of floods as well as E2E-EWS-FF and IFRM processes;
- Session 5: Issues, history and commitments at different levels for the development of E2E-EWS-FF and gender-sensitive IFRM;
- Session 6: Gender mainstreaming – Planning, Programming and Budgeting of E2E-EWS-FF and gender-sensitive IFRM processes;
- Session 7: Gender mainstreaming – Monitoring & Evaluation of E2E-EWS-FF and gender-sensitive IFRM processes;
- Session 8: Framework for periodic documentation of participant feedback on the use and enhancement of knowledge acquired on gender mainstreaming in E2E-EWS-FF and IFRM at different levels in the Volta Basin ;
- Session 9: Development of a post-training roadmap;
- Session 10: Preparation of the decision makers' day;
- Session 11: Decision-makers' day on Key messages for action on the integration of gender in the E2E-EWS-FF and IFRM processes in the Volta Basin.

1. Getting started with the training workshop

The start of the training workshop gave rise to the opening ceremony and a series of introductory activities, mainly the collection of the expectations and fears of the participants, the evaluation of the initial knowledge of the participants, the presentation of the objectives and the validation of the agenda of the workshop.

1.1. Opening of the training workshop

The National Training Workshop began with an opening ceremony which saw the delivery of keynote addresses by representatives of WRC, GWP-WA, WMO, VBA, and the Tamale Municipal Assembly. In a successive manner, Mr. Dr. Bob Alfa, Representing the Executive Secretary of WRC, Mr. Armand Houanye, Executive Secretary of the GWP-WA, Mr. Ramesh Tripathi, Representative of the WMO and Coordinator of the VFDM project, Mr. Robert Yaovi Dessouassi, Executive Director of the VBA, and Mrs. Ruhaima Salisu, Representative of the Mayor of Tamale Metropolitan Assembly took the turn to address the gathering.



Figure 1: Official opening ceremony

Dr. Bob Alfa, on behalf of the Executive Secretary of WRC, welcomed (via zoom) participants to the Workshop. He noted that Ghana, as member of the VBA was very interested in the capacity development programme regarding the subject of gender and how it would reflect in the issues of floods including prevention, management and recovery. He hoped that the 4-day training will enhance understanding of participants and eventually help to integrate in our planning effort.

In his intervention, the Executive Secretary of GWP-WA, Mr. Armand Houanye gave thanks to local partners for the support they lent to the project. He noted that the training workshop was the 8th in a series organized for stakeholders in the six countries of the Volta Basin (Benin, Burkina Faso, Côte d'Ivoire,

Ghana, Mali and Togo). He reiterated the overall objective of the workshop - to implement coordinated and joint actions, to improve existing flood and drought Early Warning Systems and management plans, and to strengthen resilience at regional, national, and local levels.

The WMO's Representative, Mr. Ramesh Tripathi was highly pleased with the attendance and reiterated the importance of gender in early warning system for flood forecasting. He was happy to be associated with the organization of the workshop and pledged WMO support for all the processes that would enhance the roles of men and women in flood early warning system and forecasting.

The VBA Executive Director, Mr. Robert Yaovi Dessouassi appreciated the Authorities of Ghana for the warm reception and the hospitality they had enjoyed. He noted the importance of the Volta Basin to Ghana as well as the other riparian states including the benefits the populations derive from the rich resources of the basin. He noted the anthropogenic practices in recent years, including illegal mining and unsustainable farming practices that tend to impact on the water quality. He called on all stakeholders to join hands in preserving the land and aquatic ecosystems of the basin for the present generation and posterity. Therefore, the workshop sought to strengthen existing management plans at regional, national and local level and to build on the lessons learned from the past and current projects related to disaster risk reduction and climate change adaptation.

In a Keynote address delivered on his behalf, the Representative of the Mayor of Tamale Metropolitan Assembly, Mrs. Ruhaima Salisu noted that climate change and related occurrences are increasingly posing major threats to people and ecosystems. Floods and associated disasters, she said, have become more common in recent years, affecting both urban and rural residents. She therefore urged all stakeholders to collaborate in helping to find sustainable solutions to address these impacts. She noted that this current workshop is a step in the right direction and therefore has the full support of the Tamale Metropolitan Assembly.

1.2. The training workshop objectives and agenda

Dr. Rafatou Fofana, Acting Director of the Volta Basin Observatory made an introductory presentation on processes of the training workshop. She noted that the Volta Basin is made up of six countries covering an area of about 398,390 km² and in Ghana the Volta Basin consist of the White Volta, Black Volta and the Oti Basin, with flooding not an exception in the Ghana portion of the basin with recent floods recorded in the Upper West region affecting some 1,605 people and 722 farmlands.

Furthermore, she indicated the entire workshop training period will cover ten (10) sessions for the 4-day period. Lastly, she highlighted an integrated approach which would be used comprising brainstorming, presentations, debates, working groups, ball game for the knowledge review of the past day and development of post-training action plan.

The objective of the training workshop include:

- To build a harmonized understanding among participants of key concepts related to early warning, flood management and gender as well as the different phases of the E2E-EWS-FF and IFRM processes;
- To provide participants with a platform to exchange and deepen their understanding of the common gender dimensions of floods as well as the E2E-EWS-FF and IFRM processes;

- To allow participants to exchange on the problems, the history, and the main milestones of gender mainstreaming in the E2E-EWS-FF and IFRM processes;
- To bring participants to appropriate approaches, tools and methods of gender mainstreaming in the planning, programming, budgeting and monitoring & evaluation processes of E2E-EWS-FF and IFRM.

She also took participants through the methodological approach of the workshop which encompasses an integrated approach involving brainstorming, presentations debates, working groups, ball game for the knowledge review of the past day and development of post-training action plan. These activities are grouped into 9 thematic sessions.

Finally, she pointed out that in order to achieve the desired objectives of the workshop, each of the presentations would be followed by a series of questions and answers. It was also proposed that to begin each day, starting on Tuesday, a quick recap will be conducted by the participants on the key points retained from the previous day, this is to reinforce the knowledge acquired every day.



Figure 2: View of the participants

1.3. Preliminary settings

To begin the workshop, Mr. Armand HOUANYE, Executive Secretary of GWP-WA took participants through the program outline for the workshop. He noted that the objective for the workshop is 'to build the capacities of the actors of the national portion in Ghana of the Volta Basin on the integration of gender in the E2E-EWS-FF and IFRM'.

Subsequently, participants were invited to briefly state their fears and expectations from the workshop. The most significant of these expectations include the following:

- To acquire the relevant skills to enable them advocate for gender inclusion at my work place;
- To build participants capacities on IFM and gender mainstreaming in E2E EWS for FF;
- To broaden participants' knowledge on flood risk management and associated issues;
- To enhance participants knowledge on gender mainstreaming and E2E-EWS-FF;
- To gain the required skills to enable us serve as facilitators in our various communities;
- To understand gender issues related E2E-EWS-FF;
- To relate with other stakeholders and build synergies towards future collaborations on E2E-EWS-FF among others.

With regards to their fears, participants noted that the content of the workshop seemed too broad and hence feared that there will not be enough time to exhaustively discuss all relevant issues.

After taking their fears and expectations from the workshop, an assessment was conducted to ascertain participants' knowledge on key concepts and terminologies related to gender, EWS and IFM.

To ensure a timely execution of the workshop's agenda, participants agreed on few rules to follow for a swift conduct of the workshop. These rules were about timely implementation of the workshop program, responsible use of cell phone, and limited chat and movements while in the training workshop.

1.4. Methodology and approach of the training workshop

The national training workshop was facilitated by GWP-WA, WMO and VBA in collaboration with the Water Resources Commission (WRC) and other local experts and resource persons with experience in flood management, E2E-EWS-FF and IFRM processes and gender. The following resource persons handled the various sessions of the training workshop:

- Mr. Armand K. Houanye, Lead Trainer, GWP-WA Executive Secretary;
- Mr Ramesh Tripathi, Project Coordinator, WMO;
- Prof David Shinto, Expert in Planning and Monitoring & Evaluation based on gender;
- Dr. Constance Akurugu, Lecturer UBIDS;
- Dr. Godwin Achana, Lecturer UBIDS;
- Mr. Maxwell Boateng-Gyimah, Local Expert Trainer, CWP-Ghana Executive Secretary;
- Mr. Joachim Ayiwe Abungba, Principal Officer, Black Volta Basin Secretariat.

The national training workshop used an interactive approach that builds on the experiences of the participants by using different facilitation and group dynamics techniques to ensure their active participation. Participants were given the lead role to ensure their commitment to the achieved results.

The training materials include the presentations on each session, videos, preparatory documents (agenda, terms of reference), and participant kits.

Workshop facilitation techniques include brainstorming, sharing of participants' experiences, presentations/debates, group work, sharing of practical case studies, ball games to assess knowledge gained the previous day and development of a post-training action plan.

Participants undertook practical exercises on how to integrate gender into the planning, programming, budgeting and monitoring and evaluation processes of E2E-EWS-FF and IFRM.

Post-workshop training actions to ensure monitoring and evaluation of the workshop outcomes were defined and consolidated into an action plan to improve the participation of women and vulnerable groups in E2E-EWS-FF and IFRM processes.

Certificates were issued to participants to indicate their participation in the 4-day training workshop.

2. Session 1: Key concepts related to E2E-EWS-FF and IFRM

The session was moderated by Mr. Maxwell Boateng-Gymah, Executive Secretary of CWP-Ghana. This session focused on updating participants' knowledge of concepts related to E2E-EWS-FF and IFRM. The aim of the session is to develop an in-depth understanding of important concepts related to the End-to-End Early Warning System for Flood Prevention (E2E-EWS-FF), and Integrated Flood Risk Management (IFRM). It is expected that at the end of the session, participants will be able to (i) discern the usual concepts relating to gender issues and better define them regarding official concepts; (ii) define the gender mainstreaming approach in a process in general and in the context of the E2E-EWS-FF and the IFRM in particular.

The development of this session was marked by brainstorming which made it possible to identify the concepts linked to the E2E-EWS-FF and the IFRM. The main concepts highlighted during this presentation include flooding and types of flood, determinants of flooding, risk of flooding, End-to-End Early Warning Systems for Flood Forecasting (E2E-EWS-FF), Integrated Flood Risk Management (IFRM) and Integrated Flood Risk Management Plan (IFRMP).

The second stage of the session consisted of working in groups to define the concepts retained, then agreeing in plenary on the official definitions of these different concepts.

Thus, the official definition of flooding is the rising waters of a watercourse or the overflow by water of the normal limits of a stream or another body of water. It distinguishes several types of floods. Slow floods when the flow of the river increases slowly, following rains. Rapid or brutal floods or lightning when they result from heavy rains and violent storms. Small floods when the flood extends into the middle bed and submerges the land bordering the river. Finally, major floods when the river occupies all of its major bed.

Regarding flooding, it has been defined as the propagation of floods or the accumulation of water by drainage on areas that are not normally submerged" (WMO, 2011, p. 1.4). Flooding is the rapid or slow submersion of an area that is usually out of water. Floods are often determined by hydrometeorological factors (heavy rains, thunderstorms, etc.), hydrological factors (soil water content, groundwater level, rate of water infiltration into the soil, etc.) and human factors (method of land use, occupation of soil and floodplains, degradation of banks, narrowing of waterways, obstruction of drainage works, etc.).

As far as risk is concerned, it was defined as being the combination of three factors, namely climatic hazards, exposure and vulnerability. A climatic hazard is an event or phenomenon that can cause loss of life, damage to property, as well as social, economic and environmental damage. Exposure is defined as all populations, environments, physical and material goods, services and activities that may be affected by climate hazards. As for vulnerability, it is defined as the potential consequence of the impact of a climatic hazard on populations, buildings, socio-economic infrastructures, etc.). In terms of climate crisis management,

The E2E-EWS-FF is a flood warning system, consisting of various integrated sequences ranging from data collection, processing and analysis of results, dissemination of forecasts (results) for decision-making by different users at all levels. When it is in place and operational, the E2E-EWS-FF contributes to the anticipation of information on the probability and magnitude of the climate hazard, but also measures to strengthen the resilience of the communities concerned.

As for IFRM, it is a process aimed at stimulating integrated action as opposed to fragmented action to combat floods and flood risks. It integrates the development of land and water resources in a river basin and is part of the implementation of IWRM while maximizing the benefits of floodplains and minimizing losses as much as possible. in related human lives.

In summary, the key takeaway messages from this session are:

- The development and optimal operation of an E2E-EWS-FF presupposes that the national hydrometeorological services are adequately equipped to understand climatic phenomena in order to make forecasts which are an aid to decision-making and action to reduce the effects and impacts of floods when they occur;
- Decision support tools are prepared by technicians and decision makers must take their responsibilities at the appropriate time;
- The IFRM is implemented according to a concerted and planned approach through (i) preparation to anticipate the magnitude of the flood and strengthen the response capacities of society; (ii) an appropriate response through the effective management of its effects and during the recovery phase;
- The IFRMP aims to prevent and manage the risks of flooding by defining the strategic priorities in this area at the scale of the basin concerned;
- The IFRMP is based on a preliminary flood risk assessment;
- The objectives of the IFRMP must be broken down into local flood risk management strategies, for areas at major flood risk.

Questions and Comments from Participants included the following:

- The meaning of End-to-end (E2E-EWS-FF) was not clearly articulated during the presentation;
- Land planning and management is critical in flood management hence, authorities responsible for managing lands especially at urban areas have a key role play in flood risk management;
- There should be a proper platform for dissemination of flood related information;
- One can only appreciate and understand how serious flooding could be when you experience it.

3. Session 2: Key Concepts related to Gender

The second presentation which was on the “Key Gender Related Concepts” was delivered by Dr. Constance Awinpoka Akurugu of SDD UBIDS which saw participants taken through the various concepts related to gender. The goal of this session was to develop an in-depth understanding of common concepts related to gender, and its integration into E2E-EWS-FF and IFRM. Participants were also tasked carry out various exercises to help understand their level of understanding of the concepts being thought.

A participant wanted to know how the concepts introduced and explained could be integrated into activities and programs at the grassroots level. But it was pointed out that such would be the content for the session 4. Another issue was with the way behavior in our society was rooted in tradition which makes it difficult to make changes to the societal perceptions and expectations of gender roles.

So, with the issue of traditions rooted in the society, the question was how will the new wave of gender education translate into real change in the communities concerned? A response to the question was that change begins from the known to the unknown and as such from the training of the elite, and with the mainstreaming of gender into the various departments and institutional activities and programs, there is the possibility it could translate into real change in the various communities, albeit slowly. In addition, participants suggested that gender mainstreaming could have a substantial meaning at the local level if there is a sustained interaction with the stakeholders at the community level. Another suggestion was that the organizers of the workshop could in the near future make efforts to bring a few of the local women from the communities to the workshop to share their practical experiences with participants in relation to gender mainstreaming.

An exercise was given to the participants to brainstorm on any five differences between men and women and indicate whether the identified differences were based on either biology (sex) or culture (gender). The exercise was meant to test the understanding of the participants on those two concepts. The exercise was successfully carried out and the result was a clear understanding of the two categories (sex & gender). Participants were enjoined to make efforts to fully integrate gender into their respective activities, programs and policies in their various institutions.

Thus, the official definition of gender is that it refers to social differences and social relationships between women and men, between girls and boys in a society because of their sex. These relationships are determined by the economic, social, political and cultural context, and therefore vary from one society to another, and over time within the same society.

As for equality, it is defined as being equal possibilities and chances in the existence of the sexes. It does not mean that women and men become identical, but that the rights, responsibilities and opportunities of women and men do not depend on whether they are born male or female.

For equity, it is defined by being fair to women and men. It aims to compensate for historical and social disadvantages that prevent women from enjoying equal opportunities. Equity leads to equality. Regarding discrimination, it has been defined as an action or omission which has the effect, intentional or not, of limiting the possibilities offered to certain people or groups because of their personal characteristics.

Inclusion emphasizes the involvement, engagement and participation of specific groups such as migrants, people with disabilities, marginalized communities in decision-making and sustainable development initiatives (Leave no one behind).

To enable participants to better understand the concepts of equality, equity and inclusion, the figure below was projected on the board and then commented on by the participants. From the analysis of this figure, we found that at the level of the first dial, a barrier was put in place to prevent certain people from following the match and means had to be found to overcome said barrier. Thus, the three spectators received the same tables (odds) having the same heights to be able to follow the match. Conclusion, it is an example of equipment but it only allowed 2/3 of the spectators to follow the match because the tables do not take into account the size of the spectators.

The second dial shows an example of fairness. The three spectators received tables disproportionate to their sizes in order to be able to follow the match. At this level, all three spectators are able to follow the match.

The third quadrant shows an example of inclusion. The barrier was jumped to allow everyone, regardless of category, to be able to follow the match.

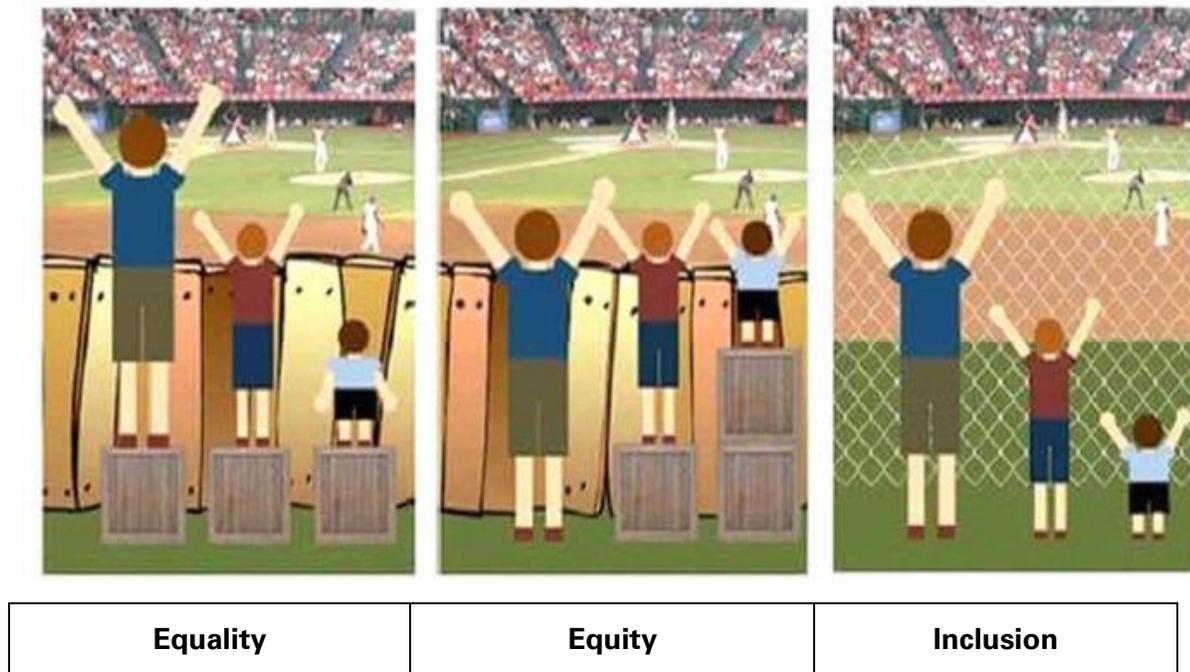


Figure 3: Differences between equity, equality and inclusion

The updating of participants knowledge was continued with the concepts of gender stereotypes and gender mainstreaming. Gender stereotypes are attributions to men and women of certain characteristics or roles that produce the belief that they are gender-related. They reinforce gender inequalities by portraying assumptions that keep inequalities biologically or culturally fixed. Gender mainstreaming is a process of assessing the implications or implications for women and men of any planned action, including legislation, policies, or programs, in all areas and at all levels.

Overall, it should be remembered that Gender is a systematic approach that applies to all phases of the “development cycle”: Diagnosis, planning, decision, implementation, and evaluation. It is therefore not exclusive. It is transverse.

Following the presentation, one participant wanted to know more about whether in projects where the number of male and female beneficiaries is equal, this can be considered gender mainstreaming

4. Session 3: Key Phases of the E2E-EWS-FF and IFRM processes

Mr. Ramesh Tripathi, WMO, took participants through the key phases of the End-to-End Early Warning Systems and Integrated Flood Risk Management. The aim of this session was to help participants to understand and take ownership of the key phases of the E2E-EWS-FF and the IFRM and to enable participants to identify the roles and responsibilities of stakeholders in mainstreaming gender into the E2E-EWS-FF and the IFRM.

Though the presentation had a tinge of technicalities, the participants were up to the task as they actively participated, thus making the presentation quite interactive. There was also an exercise where participants were to identify the activities associated with the stages of the E2E-EWS-FF and also indicate the phase within the IFRM that the activities identified could be classified. It was also successfully carried out and reflected the understanding of the participants of the stages of the E2E-EWS-FF and the phases of the IFRM process.

E2E-EWS-FF is a flood warning system, consisting of various integrated sequences ranging from data collection, processing and analysis of results, dissemination of forecasts (results) with a view to decision-making by the various users at all levels. The different stages of E2E-EWS-FF are 5 in number, namely: data collection, processing and analysis(modelling and forecasting), warning generation and dissemination of alerts, decision-making and response to alerts. Finally, it is important after any event, there is a feedback session between the stakeholders to share the lesson learned, good practices and identify area of improvements in the different phases of E2E-EWS-FF.

Data collection should be in real time for observation and forecasting flood severity, including when, extent and magnitude. The data to be collected are on the one hand hydrological and meteorological data; then, on the other hand, social and structural data linked to the population and infrastructures. And the real problem today in the basin is the unavailability of this real-time data for forecasting. Instruments for measuring hydrological and meteorological data do not work well and require periodic maintenance. Field missions to collect data are rare due to a lack of financial resources and the remotely transmitted data measurement instruments put in place no longer work because the solar panels used for electrical energy are stolen by the populations. There is also a lack of social and structural data related to the population, to the type of individuals that are needed for impact-based forecasting. This data on the local population must be recent and disaggregated by sex.

Data processing and analysis of results are the work of technicians to produce alerts. Data processing is done using forecasting software.

Once the alerts have been produced, they must be communicated to the actors concerned for decision-making. Appropriate channels should be used to disseminate alerts as well as actions to be taken. Decision-making concerns in particular the authorities at various levels in collaboration with the technical executives to determine the possible impacts on the communities and the infrastructures. The response to warnings is nothing more than the actions or arrangements taken by relevant agencies and communities to contain the risk of flooding.

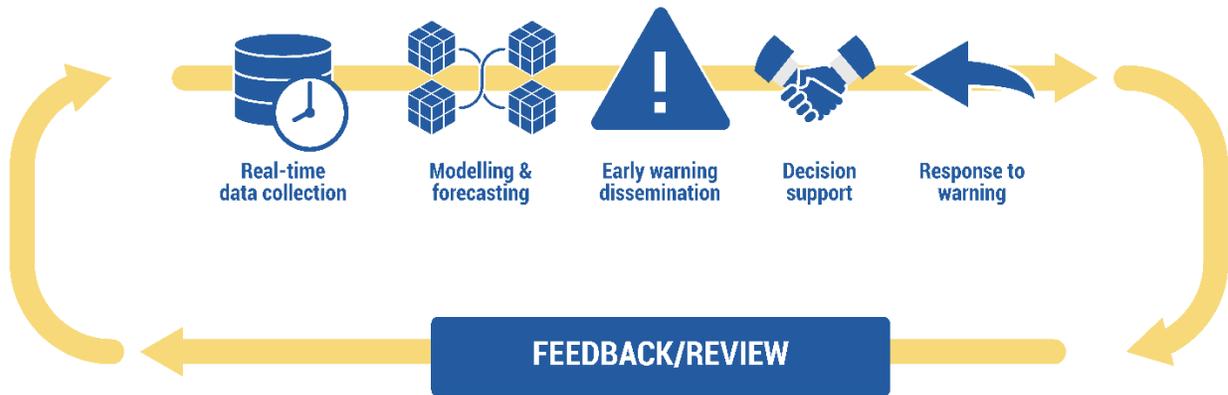


Figure 4: Different stages of the E2E-EWS-FF

Concerning the IFRM, three stages were noted: Preparedness, Emergency and Recovery. Preparedness is nothing more than the set of preventive measures to better manage floods in the long term. It includes the development of the mapping of risks and hazards in the basin, the construction of sanitation and water retention works, the development of land use plans, the development of management plans. land use planning, drawing up plans for the redevelopment and resettlement of populations, etc. Setting up an E2E-EWS-FF is an action that is part of the preparation phase. At the level of Emergency, we note the actions of dissemination of alerts and awareness through the appropriate channels, evacuation and resettlement of populations. In Togo, the authorities and the various structures are each year in the emergency phase. We must first wait for the floods to cause damage before acting. Recovery is the set of post-flood measures aimed at assessing the damage caused by the flood, the reconstruction of degraded infrastructure, the strengthening of the resilience of communities and ecosystems, etc.

Following the presentation, discussions focused on the existence of an early warning system established for the five northern regions for flood forecasting.

5. Session 4: Common gender related dimensions of floods as well as for the E2E-EWS-FF and the IFRM processes

The final presentation for Day 1 on the “Common Gender Related Dimensions of Floods as well as for the E2E-EWS-FF and the IFRM processes” was delivered by Dr. Constance Akurugu. The aim of this session was to build at the level of the participants a common understanding of the importance and the benefits of considering gender dimensions (for individuals, households and communities) in the E2E-EWS-FF and the IFRM.

Though there seemed to have been some tiredness on the part of participants, they still contributed actively in the session which eventually made it interactive. Participants were taken through the gender dimensions of flooding and for the E2E-EWS-FF and IFRM. Participants were asked to identify some impacts of floods in the Volta Basin in Ghana and to indicate the differences of these impacts on men, women, girls and boys. They were also to explain the reasons accounting for the differential impacts identified on the various groups of people. Finally, participants were to suggest restitution for the various groups.

The exercise was very engaging as participants actively contributed to the discussion and cited local relevant examples like women’s inability to inherit or control resources which made them more vulnerable to the impacts of floods in the Volta Basin as against men.



Figure 5: Presentation of group results in session 4

Overall, we have noted that floods affect women and men differently. For the same impact, women are more vulnerable to flood risks than men. This difference is linked, among other things, to unequal power relations between men and women, inequalities in access to resources, the physical morphology of women compared to men, the traditional division of labor at household level between men and women, the low participation of women in decision-making bodies related to flood management, etc.

The differentiated vulnerabilities of the impacts of floods on men and women as well as the related factors including:

- Socio-cultural norms and practices that work against women. In a household, women devote more of their time to reproductive tasks while men do production tasks;
- The norms and practices established by society as well as the adaptation and action capacities of women and men, etc.;
- The low participation of women in public and political life;
- Weak and limited representation of women in decision-making bodies;
- Low involvement of women in watershed management, flood management committees and other preparedness and response activities aimed at reducing the incidence of flood risk in their areas:
- Unequal power relations between men and women:
- Biological factors that play a role in gender dimensions during floods:
- etc.

In the E2E-EWS-FF and IFRM processes, the finding is the same. There is little consideration of the specific needs of women, girls and young people in these processes. Data is often not collected disaggregated by gender and age. What to fix.

We also noted:

- A lack of information available in a style accessible to the various vulnerable groups, highlighting the need to ensure access for women and other vulnerable groups to relevant information adapted to their level of understanding;
- Poor equipment of forecasters and emergency professionals, which means that warning information is vague, without considering the specific needs of vulnerable groups;
- A lack of awareness and limited understanding of warnings among women, girls and young people. The modes of communication including the languages used to disseminate the alerts are not adapted to the different vulnerable groups and they do not receive the alert information in time leading to serious consequences for them;
- Low participation of women and vulnerable groups in management bodies and decision-making forums leading to poor consideration of the needs and interests of these groups as well as their specific vulnerabilities in flood management actions.

This session ended with key messages inviting participants to remember that flood events affect the layers of society in different ways. Before, during and after the events of the floods, gender inequalities persist, with more pronounced impacts on women, making them even more vulnerable due to the factors cited

above. Also, the need to systematically take into account gender-differentiated vulnerabilities at all stages of E2E-EWS-FF and IFRM should be retained.

The key issues identified by participants for day 1 are:

- Those in the sector of climate services (GMet, HSD and NADMO) should focus more on impact-based forecasting taking into account the different needs and peculiar circumstance of the various groups in society.
- There is a need for traditional authorities to be involved and made to take active roles in gender advocacy and training programs. This stems from the fact that, gender disparities in Ghanaian societies are rooted in tradition and believe systems. The involvement of Chiefs, Queen mothers and other traditional authorities in gender advocacy is therefore critical in getting society to mainstreaming gender issues in their developmental processes.
- There should be active participation of women and other vulnerable groups in in early warning and disaster response exercises.
- Traditional modes of information dissemination including use of ‘gon-gong beaters’ and should be employed in disseminating early warning information relating to flood and other natural occurrence to local communities.
- Women should be encouraged to pursue programs in the sciences especially in the sector of climate services so that they can champion gender issues related to those sectors.

6. Session 5: Rationale, background and commitments at different scales for developing gender-responsive E2E-EWS-FF and IFRM

Dr. Godwin Achana gave the first presentation for Day 2 of the training workshop. His presentation centered on the rationale, background and commitments at different scales for developing gender-responsive E2E-EWS-FF and IFRM. The goal of this session was to demonstrate the importance and benefits of gender mainstreaming from human rights perspective into flood risk management and to highlight relevant instruments as well as international, regional and national commitments of States to build a common understanding of the participants on the instruments as well as the specific international, regional and national commitments of States on mainstreaming gender perspectives in development processes as well as in flood risk management.

To this end, Dr. Achana took participants through global commitments related to gender mainstreaming in flood risk management such as:

- The Universal Declaration adopted by the UN General Assembly on 10 December 1948;
- The Convention on the Elimination of All Forms of Discrimination against Women, adopted in 1979 by the UN General Assembly;
- The International Covenant on Economic, Social and Cultural Rights;
- The International Covenant on Civil and Political Rights and its optional protocol on 16 December 1966, and in force from 23 March 1976;
- The Beijing Declaration and Platform for Action 1995;
- The Hyogo Framework for Action 2005-2015;
- The Sendai Framework for Disaster Risk Reduction 2015-2030;
- The Agenda 2030 and the SDG 5 focusing on achieving gender equality and empowering all women and girls.

At the continental and regional levels, Dr. Achana took participants through various commitments including:

- The AU Strategy on Gender Equality and Women's Empowerment 2018-2027;
- The AU Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (Maputo Protocol) adopted in 2003 and in force in 2005;
- The AU Agenda 2063, adopted in 2013 with emphasis on promoting gender equality, esp. objectives 3 & 6;
- The ECOWAS Gender Policy of 2004 (Gender Equality);
- The ECOWAS DRR Gender Strategy and Action Plan (2020-2030);
- The VBA Gender Charter.

In the context of Ghana, participants were taken through various articles of the 1992 constitution which advocates for the promotion of the rights of all gender groups. These include, article 12 cl. 2 - (human rights

regardless of gender among others), Article 17 (2) prohibits discrimination on the ground of gender among other characteristic, Article 22 (property rights of spouses) and Article 27 (women's rights).

Other interventions in Ghana which aims at gender mainstreaming as presented by Mr. Achana include, The National Gender and Children Policy (2004), the creation of the Gender Desk Officers (GDOs) portfolio in the local government structure, the Gender and Agricultural Development Strategy by Ministry of Food and Agriculture (MoFA), the passage of the Domestic Violence Act in 2007 and the Affirmative Action Bill (which is yet to be passed) among others.

At the end of his presentation, participant got in tune with the understanding that states including Ghana are committed to global and regional agreements as well as national level frameworks which binds them to effectively take gender into account at all levels in flood risk management related initiatives, It is therefore, urgent to among other things continue to mobilize political will and buy-in from policy makers at various levels and to build the capacity of actors at different levels to take gender issues into account at all levels.

Following the presentation, the questions and comments from participants included the following:

- How can we change the cultural mindset of individuals like the elderly on gender issues?
- Among the legislation or frameworks related to gender which is the paramount?
- E2E-EWS-FF processes are more scientific but less participatory, therefore it should be made more participatory.

7. Session 6: Gender Mainstreaming in Planning, Programming and Budgeting of Gender Responsive E2E-EWS-FF and IFRM processes

The session 6 was facilitated by Dr. David Sohinto, an expert in gender-based planning and M&E. Dr. Sohinto presented on Gender Mainstreaming - Planning, Programming and Budgeting of Gender Responsive E2E-EWS-FF and IFRM processes. The goal of this session was to enable participants to understand how to insert gender into the process of planning, programming, budgeting and monitoring for the implementation of E2E-EWS-FF and IFRM processes.

To this end, he took participants through, the gender mainstreaming approach in the implementation of E2E-EWS-FF and IFRM processes, gender-sensitive analysis and planning approaches, methods and tools in E2E-EWS-FF and IFRM processes and the gender mainstreaming approach in the implementation of E2E-EWS-FF and IFRM processes. It was subdivided into four (04) sub-sessions: (i) Reminder on the concept of gender mainstreaming in the implementation of E2E-EWS-FF and IFRM; (ii) Gender mainstreaming in the implementation of the E2E-EWS-FF; (iii) Gender mainstreaming in IFRM; and (iv) Approaches and methods of gender mainstreaming in planning, programming, budgeting processes of E2E-EWS-FF and IFRM.

7.1. Reminder on gender mainstreaming in the implementation of E2E-EWS-FF and IFRM

Addressing the first point, the facilitator led participants to recall the definition of gender mainstreaming and its implications. Indeed, gender mainstreaming means taking into account the concerns of all social groups (women, children, young people, the elderly, people with disabilities, marginalized communities, etc.) in the formulation, implementation, monitoring and evaluation of development policies and programs in all spheres of life. The ultimate goal of gender mainstreaming is to achieve equality between the sexes, and between different social groups.

7.2. Gender mainstreaming in the implementation of the E2E-EWS-FF process

Regarding the second point, the participants practiced in groups to recall the different stages of the E2E-EWS-FF and to identify the different activities to be carried out to integrate gender during the different stages.

Overall, to integrate gender into the E2E-EWS-FF data collection phase, it was decided to: (i) collect data disaggregated by sex and age and make it possible to capture all vulnerability factors; (ii) ensure that male and female beneficiaries are consulted and that specific gender questions are asked; (iii) involve women in the collection of relevant information determining responses (preventive and reactive).

For the modeling and forecasting phase, it is necessary to: (i) ensure that the data is presented in such a way as to perceive the differentiated impacts according to gender (sensitivity of the models, etc.); (ii) ensure that data and information are presented in an understandable way for all sections of society

(illiterate, children, disabled, etc.). It would be interesting to encourage young people at the local level to study meteorology, hydrology and disaster management.

Regarding the alert dissemination phase, we must (i) ensure that all members of the community know through which channels the early warning information will be disseminated (at the Market, in hospitals, in schools, etc. ...); (ii) identify and use easily accessible channels for women and men; etc. During the exchanges, particular emphasis was placed on raising awareness at the level of places where women gather, such as markets, wells, places of worship, etc. Particular emphasis has also been placed on the language and the schedules for the dissemination of information to enable women to have access to information.

At the level of the decision support phase, we must (i) ensure that women are included in any consultation to identify solutions and good practices; (ii) collaborate with women's groups and involve NGOs and the ministry/department working on GEWE.

For the alert response phase, it was decided to (i) ensure that the response plans are communicated to the populations that will be affected; (ii) consider gender relations and dynamics on site in the formulation of response plans.

7.3. Gender mainstreaming in the implementation of the IFRM process

Like the E2E-EWS-FF process, the participants once again practiced in groups to recall the different stages of the IFRM and to identify the different activities to be carried out to integrate gender during the different stages.

Overall, we retain from this exercise that to integrate gender into the preparation phase of the IFRM process, it is necessary, among other things, to (i) ensure the consistency of the IFRM Plan with the strategic framework of the sector and the policies of gender equality; (ii) carry out analyzes and profiles of men's and women's vulnerability; (iii) include approximately 30-50% women in all training on flood assessment, risk analysis and response; (iv) involve women from design to implementation of IFRM plans and systems (all stages) disaggregated information; and (v) ensure the participation of women in the process and in the decision-making bodies inherent in the IFRM.

During the emergency phase, gender mainstreaming involves the following actions: (i) consideration of gender analysis data (differentiated vulnerabilities) in emergency plans and measures; (ii) Use of inclusive intervention instruments involving focus groups for women and men; (iii) involvement of women in the various committees and emergency management bodies as well as in training in first aid and humanitarian strategies; and (iv) more inclusive targeting of action beneficiaries, positive discrimination against the disadvantaged.

In the third phase of the IFRM, gender mainstreaming will be done by correcting sequelae and incidences according to their differentiated magnitude according to gender and the recovery cycle required for each socio-professional category; (ii) the development of appropriate post-emergency measures to permanently remedy social fractures, the aggravation of the inequality gap, inherent in the behavior and shortcomings of the instruments developed during the Floods; (iii) the consolidation and capitalization of the achievements

and progress made in the inclusive adaptation strategies implemented, the resources, knowledge, skills and strengths installed in women and men with reference to the risks of flooding.

7.4. Approaches and methods for gender mainstreaming in planning, programming, budgeting processes of E2E-EWS-FF and IFRM

The Facilitator developed this sub-session in three parts: (i) Approach, methods and diagnostic analysis tools sensitive to gender equality in the implementation of IWRM; (ii) Approach, methods and planning tools sensitive to gender equality in the implementation of IWRM; and (iii) Gender sensitive budgeting approach, methods and tools in the implementation of IWRM.

But before getting to the heart of the matter, he led the participants to define the main stages of a project management cycle or the PPBS chain. Overall, there are 5 main stages, including: the diagnostic analysis during which the needs of the stakeholders must be identified, the definition of priorities, the vision, the objectives and the planning of activities, the programming and budgeting of activities, the execution of activities, and the monitoring and evaluation of the implementation of activities. Thus, integrating gender into an E2E-EWS-FF or IFRM process means systematically taking gender into account at each stage of the project cycle. To do this, tools are used to integrate gender into diagnostic analysis, activity planning,

7.4.1. Approach, methods and tools for gender-sensitive diagnostic analysis in the implementation of E2E-EWS-FF and IFRM processes

The trainer started this presentation on the clarification of the notion of diagnostic analysis according to gender. Indeed, the diagnostic analysis is the first step in the development of a program or project and makes it possible to examine in order to identify the priority problems. It examines the relationships between women and men, their access to and control over resources, and the constraints they face in relation to each other. It is a critical examination of how differences in roles, activities, needs, opportunities, and rights/benefits affect men and women in certain situations or contexts. In the fields of E2E-EWS-FF and IFRM, the diagnostic analysis studies the activities of men and women, their living conditions and their specific needs, their access to and control of resources, their participation in decision-making. It identifies and prioritizes the issues inherent in mainstreaming gender and social inclusion into the E2E-EWS-FF and IFRM processes.

Several tools for carrying out a diagnostic analysis according to gender exist. These include: the tools of the Accelerated Participatory Research Method, the Harvard Framework and the Moser Analysis Framework, the Vulnerability and Adaptation Analysis framework sensitive to Gender, etc. The Accelerated Participatory Research Method tools are used to collect the data and include Venn diagram, daily calendar, seasonal calendar, social map and resource map. The Harvard Framework is also a data collection tool that helps examine gender roles and responsibilities by specifically analyzing: (i) activity profile; (ii) the access and control profile; and (iii) influencing factors. The activity profile shows who does what by breaking down information by gender (or age, or ethnic group or other social class). There are three types of activities: productive activities, domestic activities and social work. The resource and benefit access and control profile, on the other hand, shows the resources needed to carry out the identified activities and the resulting

benefits. By distinguishing between access to resources and benefits, and control over these resources, it is possible to estimate the relative power of different social groups in the community. The resource and benefit access and control profile, on the other hand, shows the resources needed to carry out the identified activities and the resulting benefits. By distinguishing between access to resources and benefits, and control over these resources, it is possible to estimate the relative power of different social groups in the community. The resource and benefit access and control profile, on the other hand, shows the resources needed to carry out the identified activities and the resulting benefits. By distinguishing between access to resources and benefits, and control over these resources, it is possible to estimate the relative power of different social groups in the community.

Moser's Analytical Framework, on the other hand, is a tool for planning and assessing gender-related assumptions in development interventions at all levels, including policies, programs, projects or development. outreach work. It introduces the concept of the three roles that women play, ie the role of reproduction, production and community involvement.

Apart from these tools, the trainer reminded that there are other combined analysis grids which are also used. These are the SWOT or SWOT (Strengths, Weaknesses, Opportunities and Threats) analysis, the problem tree, the participatory gender audit and the gender continuum of the gender transformational approach.

7.4.2. Approach, methods and tools for gender-sensitive planning in the implementation of E2E-EWS-FF and IFRM processes

The Facilitator approached this part by clarifying the concept of Gender Sensitive Planning. According to him, it is an approach to ensure that the needs and interests of women and men (including inequalities) are systematically considered in the planning process. Initially was the diagnostic analysis which should make it possible to detect the existence of inequality between women and men in intervention, to analyze the inequalities detected in order to understand the cultural models and the institutional practices that reproduce them as well as the policies and the legal framework. The planning stage concerns the definition of priorities for reducing inequalities, orientations and objectives, actions to be undertaken as well as the analysis of risks and the definition of implementation strategies.

The planning process consists of establishing priorities for reducing inequalities, defining objectives, and formulating actions. It makes it possible to analyze the risks linked to the actions defined above and then to define the strategy for implementing the activities. Planning is integrated with diagnostic analysis. It codifies the priorities for action that should contribute to the reduction of inequalities defined during the analysis phase and is presented at at least three (03) levels (prospective, strategic, and operational). At this stage, the objective tree is built from the problem tree by reversing all the problems so that they take the place of the objectives, and the central objective simply becomes the inverse of the central problem.

The problem tree makes it possible to identify the immediate, underlying, and deep causes of a problem and its effects and whose purpose is the construction of the tree of objectives. The different steps are summarized in the graphic below.

To better understand and master the problem tree construction process, an application exercise has been proposed. This exercise consisted of working in groups on a central issue of gender inequality in the E2E-EWS-FF and IFRM processes, identifying the causes related to this central issue, then building the problem tree around the central problem identified. From the causality analysis, the members are invited to transform the effects into objectives, the causes into actions and to build the tree of solutions.

The trainer then explained the approach to be followed to develop a chain of results focused on resolving the problem of gender inequality from the problem tree, emphasizing the process of defining the issues and challenges from of this analysis. He also illustrated in a practical way the construction of a logical framework and a multi-annual and annual work plan, the synthesis of which is made through the graph below.

7.4.3. Gender sensitive budgeting approach, methods, and tools in E2E-EWS-FF and IFRM processes

As at the start of the first two parts of this session, the trainer wanted to clarify the concept of gender-responsive budgeting. The concept of BSG refers to the application of gender mainstreaming in the budget process. It is the process of showing what percentage of a national budget benefits women and men. This process makes it possible to see whether the budget contributes to equality between women and men. It aims to allocate resources to improve the situation of women and contribute to equality between women and men. This means evaluating budgets based on the gender dimension, incorporating a gender perspective at all levels of the budgetary process, and restructuring revenues and expenditures with the aim of promoting gender equality.

The **characteristics of a gender sensible budget (GSB)** are: (i) the integration of the gender equality perspective in all aspects of their preparation and at all levels of the budget (national and local); (ii) the promotion of active engagement and citizen participation to enable the specific interests and demands of women and men to be defined in a differentiated manner; (iii) monitoring and evaluation of the differentiated impact of public expenditure and revenue on men and women; (iv) promoting more efficient use of resources to achieve equality between men and women in access to and control of resources and services related to the implementation of IWRM; (v) the definition of spending priorities and not the increase in public spending in general.

The trainer drew the attention of the participants to the mistakes often made in the definition of GSB. He insisted that GSB is not about separate budgets for women and men, but about carrying out a “gender-sensitive” analysis of budgets, in order to ensure that government actions will benefit all. social components.

The main entry points for gender in the budgeting process are budget planning, budget formulation and budget approval. During budget planning, gender issues are identified, strategies and programs focusing on gender gaps are defined, and programs that integrate funding for gender gaps are developed. At the time of budget formulation, clear instructions regarding GSB are given through the circular letter to ensure that gender-sensitive budget statements will be used during budget negotiations between the Ministry of Finance and sector ministries. At the budget approval stage, this will involve ensuring that the consolidated

budget statements are gender sensitive when submitting the budget framework document to the Council of Ministers and submitting the draft budget law with the budget statement gender-sensitive consolidation in the National Assembly. Finally, during the budget execution phase, it will be necessary to ensure gender mainstreaming.

There are several benefits associated with GSB. The transversality of taking gender into account through planning and GSB aims, based on the initial gaps, to make the reduction of these gaps (through targets to be achieved over time) a criterion in the arbitration of resource allocation decisions or in the validation of the reforms to be undertaken and to make visible the sums granted and spent for this purpose.

At the end of day 2, the participants were identified the key issues following:

- Even though there are many laws and policy frameworks supporting the integration of gender issues into developmental processes, not much is being done on the ground to ensure the realization of this goal. Efforts should therefore be placed more on the implementation of the existing frameworks and less on establishing new ones.
- Efforts should be made to ensure the passage of the affirmative action bill which among other things advocates for the creation of quota systems to involve women in lead roles in society including politics and the cooperate world.

8. Session 7: Gender Mainstreaming in Monitoring & Evaluation of framework of E2E-EWS-FF and IFRM processes

The session 7 was also facilitated by Dr. David Sohinto. The aim of this session was to build at the level of the participants a common understanding of the characteristics of a gender-responsive M&E system in the E2E-EWS-FF and IFRM process cycle as well as on the formulation of indicators. It specifically targeted at enhancing the understanding of the participants on the characteristics of a gender-responsive M&E system in the E2E-EWS-FF and IFRM implementation processes and to enable participants identify and formulate gender-sensitive indicators in the E2E-EWS-FF and IFRM implementation processes.

To attain the objective of the session, Dr. Sohinto took participants through various definitions and characteristics of a gender-sensitive M&E systems and its tools in the E2E-EWS-FF and IFRM implementation processes. Participants were also taken through the formulation of gender-sensitive indicators in the E2E-EWS-FF and IFRM implementation processes.

From his presentation, Dr. Sohinto got participants to the understanding that, gender-sensitive monitoring and evaluation includes a continuous collection of data to assess the integration of gender into the E2E-EWS-FF and IFRM processes. This is characterized by, data collection, processing, Reporting, evaluation and capitalization.

During the exchanges, we remember that the follow-up makes it possible to know if the expected results are achieved. Monitoring is continuous while evaluation is discontinuous (mid-term or final). The follow-up is done by the person in charge of the implementation of the activities whereas the evaluation is done by a person external to the implementation of the activities. There are two types of evaluation: Mid-term evaluation and final evaluation. The tools mentioned by the participants during the exchanges, and which are used during the monitoring-evaluation are the annual work plan, the budget, the weekly meetings, the activity reports, the meetings of the steering committee, etc.

According to the trainer, monitoring is defined as the systematic collection and analysis of information to track progress against established plans, verify compliance of progress with established standards to identify trends and patterns that emerge, adapt strategies and guide project/program management decision-making. As for evaluation, it is a systematic and objective assessment of a project, program or policy, in progress or completed, of its design, its implementation and its results. The aim is to determine the relevance and achievement of objectives, development efficiency, effectiveness, impact and sustainability.

The trainer then used an example to explain the difference between effectiveness and efficiency. Indeed, three people were asked to kill a fly. All three people killed the fly. Wanting to know the means used to kill the fly, we find that the first person killed the fly with a tractor. The second person killed with a bicycle and the last person killed the fly with a stick. Between the three, the last person is more efficient because he used a small means to be able to kill the fly. He used this example to explain how in our public administrations, people kill flies with tractors.

The monitoring-evaluation of E2E-EWS-FF or gender-sensitive IFRM is a continuous process of collecting and analyzing information to assess the effective consideration of gender in order to assess the progress made in reducing gender-based inequalities, or the inclusion of marginalized groups in the E2E-EWS-FF or IFRM process.

According to the trainer, a Monitoring-Evaluation System (MES) includes: a device for collecting data, processing and analyzing the data collected, reporting, capitalization and evaluation. It is characterized by the five (05) main components mentioned above.

The data collection tools must be of format suitable for collecting both quantitative and qualitative gender-specific information. These data must be disaggregated to show the effects and impacts of the program on men and women and their contribution and allow analysis of inequalities.

This first step is followed by the treatment and data analysis which must be done so that all information collected be processed and analyzed to clearly illustrate the disparities in the direction of aggravation or reduction of gender inequality in IWRM (use of different colors specifying different degrees in a matrix for example).

The reporting must provide information very detailed in terms of perceptions of equality, of the participation of gender groups, of the evolution of socio-cultural pressures, of the state of the capacities of the various gender groups to be in a better and situation related to water resources.

During the assessment, the team must have the expertise to address gender issues in the context of the program (irrigation, water supply, flooded land, etc.).

At the capitalization stage, the information provided by the MES must be appreciated by offering the opportunity to identify the "lessons learned" from the adoption of a gender perspective in the field of water resources management, so that they can be disseminated to facilitate scaling and replication at various levels.

9. Session 8: Periodic Documentation of Framework of Participants' Feedback on the use of Knowledge Gained

This session which was facilitated by Mr. Maxwell Boateng-Gyimah had a goal of working with participants to define and operationalize a mechanism (plan) for continuous monitoring and documentation by participants, considering the knowledge gained on the integration of gender into E2E-EWS-FF and IFRM at different levels in the Volta basin (Local, regional, National and the Volta Basin).

10. Session 9: Preparation of a post-training roadmap

Session 9 of the training workshop was facilitated by Mr. Joachim Abungba. The main goal of the session was to define a framework for implementation by the participants of the knowledge gained from the training workshop on the integration of gender in the E2E-EWS-FF and IFRM in the Volta Basin. Specifically, the session aimed at allowing participants to identify entry points (ongoing or projected initiatives) within their institutions in relation to their daily activities, at the national, regional/departmental and communal levels. Also, participants were to propose realistic actions and framework to be taken to invest the knowledge gained.

Before going into working groups, Mr. Abungba took participants through a quick recap of the different phases of this workshop. He again talked about the participatory approach used to integrate the concerns and comments of the participants in order to better disseminate the achievements of this training. A roadmap template was provided to be completed by each group.

For the group work on this session, participants were put into two groups composed of state agencies and non-state actor (NGO/CSOs, Communities etc.). The results of these working groups is indicated in the Annex 3 with the roadmaps from the workshop.



Figure 6: A section of participants taking part in a group discussion.

Before closing for day 3, participants together with the facilitators worked on key messages, commitments, and recommendations to be presented to decision makers at the local, national and regional levels.

In terms of the day 3, the **key issues identified by participants are:**

- M&E is very critical in gender mainstreaming processes as it helps to monitor the progress of gender related activities and to get to know the impediments in time to propose solution to them.

- In practice, gender issues are usually budgeted for in the plans of most institution. Funds are however usually not released for the execution of the planned activities. This is because gender issues are usually not prioritized. Efforts therefore need to be made to change this narrative.

STATE AGENCIES

Activities to be Implemented	Expected Results	Sub-Activities	By Whom	With Whom	Implementation time frame	Internal	External
Data Collection (Climatological Data)	Forecasting	Hourly observation reports of temp, rainfall, clouds etc	Gmet	HSD	Ongoing	x	x
Weather Warnings	Forecasting	Satellite Imagery	GMet	HSD	Ongoing	x	x
Estimation of District areas flooded	For planning purposes	Analysis of Remote Sensing Imagery	NADMO	HSD, Gmet, MMDAs	Ongoing	x	x
Capacity Building	Create models	Trainings and Fieldwork	HSD	WRC and World Bank	Ongoing	x	x
Forecasting Analysis	Weather Forecasting	Using of satellite imagery, analysis of wind, report from the out stations	Gmet		Ongoing	x	x

Women Groups, MMDAs & CSOs

Level	Entry Points/Activities	Expected Results	by whom	with Whom	Timeframe	Resources	
						Internal	External
Community and District	Organize community mobilization and sensitization in affected communities	Awareness created on flood risks in community	DA	CSO, NADMO	April-May	x	x
Community and District/ National	Undertake Water security planning	Reduction in flood disasters	DA	CSO,NGOs	on-going	x	x
Home based Institution	Baseline data collection on E2E-EWS-FF	Comprehensive E2E-EWS-FF data collected	CSO	DA	on-going		x
community and District	Taking inventory of affected houses and structures in affected communities	Number of affected houses and structures data available	NADMO	DA	on-going	x	x
community and district	Capacity building for women, men in affected communities	Enhanced capacity of men and women on flood risk management	CSO	DA	on-going	x	x
Community/District	Organize radio discussion in communities	Number of men, women, children, marginalised persons, PWDs reached with early warning information	ISD	DA, CSOs	on-going	x	x
Community	Engage schools on E2E-EWS-FF	Number of schools engaged on recovery activities	GES	CSO, DA	on-going	x	
Community	Sensitization on early maturing variety to farmers	Number of male and female farmers receive EMV In communities	Dept of Agric	CSO, DA, MOFA	on-going	x	x
Community	Provision of aquatabs to affected households and communities	Number households use aquatabs	CSO	DA	on-going		x
Community and District	Relief items to affected persons	Registered households benefiting from relief items	DA	NADMO, CSOs	on-going	x	x
District	Formulation of district byelaws on flood risk management	Flood risk management byelaws enforced	DA	CSO	on-going	x	x
Community	Engage communities to enact community level rules and regulations on flood management	Community rules and regulations on flood management enacted	CSOs	DA	on-going		x
Community/District/National	Undertake risk assessment on flood	Flood risk assessment undertaken	CSOs	DA	on-going		x

Level	Entry Points/Activities	Expected Results	by whom	with Whom	Timeframe	Resources	
						Internal	External
Regional/District/community	Joint assessment with emergency response team	Multi-stakeholder team carry out emergency response	DA	CSO	on-going	x	x
Community/ District	Provide relief items (buckets, cutlasses, mattresses, coalpots etc) and cash to victims of flood	Registered households benefiting from relief items	NADMO	CSOs, DA	on-going	x	x
Community	Encourage communities to go into irrigation	number farmers (male and females) engaged in irrigations (irrigated plots)	Dept of Agric	CSOs, DA	on-going	x	x
Community	Provision of livestock to farmers	Number of male and female receiving livestock	Dept. of Agric.	CSOs, DA	on-going	x	x
Community	Link communities to MFIs for loan support	Number of women benefiting from small loans	CDSW	DA, CSOs	on-going	x	x
District/community	Maintenance and rehabilitation of boreholes	Number boreholes rehabilitated	Works Dept	CSO, CWSA	on-going	x	x

11. Session 10: Preparation of the Decision makers' Day

The session 10 focused on the design of the key messages to be presented to the Decisions makers. During this session, participants were identified as well to do the presentation.

12. Session 11: Decision makers' day on the results of the training workshop

The final day of the workshop witnessed the participation of various dignitaries including heads of institutions at the regional and national levels, Municipal and District Coordinating Directors, Traditional Authorities etc. The closing ceremony was held which saw the delivery of closing remarks by representative of WRC, GWP-WA, WMO, VBA, and the Tamale Metropolitan Assembly.

Subsequently, participants and facilitators of the workshop made presentations on what they learnt from the training workshop and their commitments moving forward. Key messages and recommendations from the participants were also presented to the decision maker.



Figure 7: View of the decision makers

The participants came out with 6 main commitments which are to:

1. Share with colleagues the results of the workshop and the knowledge acquired along with the training materials;
2. Ensure that gender is seriously and effectively taken into account in the flood risk prevention, preparedness and management activities of the participants' home structures;
3. Effectively implement the post-training roadmap;
4. Become vectors, ambassadors of gender integration in the E2E-EWS-FF and IFRM;

5. Work towards the smooth functioning of the flood risk prevention and management platform;
6. Ensure effective collaboration among stakeholders to share and learn, and jointly implement interventions related to gender and E2E-FF and IFRM.

To decision makers at the local level, the participants came out with the following recommendations:

- Provide each river basin in Ghana with an IFRM Plan and a E2E-EWS-FF that takes into account gender concerns;
- Combat vandalism of hydro meteorological facilities;
- Provide specific budget lines for disaster risk reduction, including floods, and effectively ensure that the necessary resources are allocated;
- Consider flood risk prevention and management concerns in the development and implementation of urbanization and resettlement plans;
- Effective implementation of E2E-EWS-FF;
- Ensure the regular functioning of gender-sensitive disaster risk reduction platforms;
- Revitalize disaster risk reduction platforms and establish new ones where appropriate;
- Emphasize women's involvement in socio-economic development activities;
- Involve the population in the development and implementation of the IFRM;
- Ensure compliance with the texts on gender mainstreaming;
- Define and secure stream buffer zones.

To decision makers, the participants recommended to:

- Systematically ensure the continuous collection of meteorological, hydrological and environmental data essential for decision-making in flood risk prevention and management;
- Ensure the security of the Ghanaian national portion of the Volta Basin for a smooth implementation of the various development projects;
- Combat vandalism of hydro meteorological facilities;
- Provide the relevant structures with the necessary resources to take gender into account in the E2E-EWS-FF and IFRM;
- Dedicate budget lines, ensuring that the necessary resources are allocated to ensure gender mainstreaming in the implementation of flood risk prevention and management activities.

Finally, to development and implementation partners of the VFDM project, the participants gave the following recommendations:

- Support the implementation of post-workshop roadmaps;
- Ensure follow-up on the implementation of the post-workshop roadmaps;
- Make effective the considering of the gender in the projects and programs;
- Increase resources for funding gender, E2E-EWS-FF and IFRM initiatives;

- Involve workshop participants in the implementation of VFDM project activities and more generally of ongoing VBA and GWP-WA initiatives in the intervention areas.

After hearing the messages and recommendations from participants, the decision makers present noted that the messages and recommendations from the workshop are very laudable and speak to the actual issues on the ground. They therefore took turns to pledge their support and commitment to help implement them.



Figure 8: decision makers with participants

Certificates of participation were then presented to participants of the 4-day training workshop.

13. Final evaluation of the workshop

At the end of the workshop, an individual written and anonymous evaluation of the workshop was carried out by each of the participants (see appendix 4: final evaluation sheet). To this end, an evaluation sheet with a rating scale was completed by each participant.

The results of the final evaluation of the workshop show, through Figures 8 and 9 below, that all participants are satisfied to very satisfied.

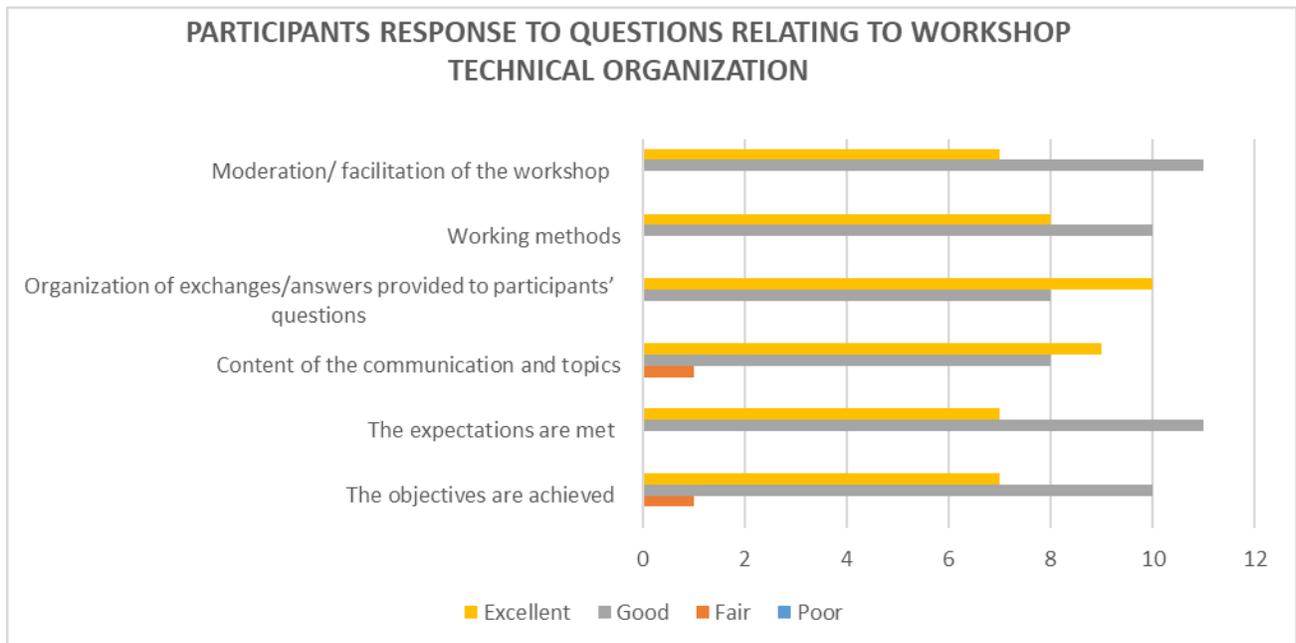


Figure 9: Diagram of the final evaluation results of the workshop by the participants (technical and intellectual organization)

Suggestions/ proposals for improvement

- Try to keep the good work moving so that in the long run gender mainstreaming issues will be adapted;
- More days should be allocated for such training since the daily line up program was too much packed and loaded;
- It will be a be good idea to send by e-mail attachment to participants for each day of the previous day presentations;
- Program was well organized. Keep the good work;
- Designed other materials for disseminating the content of the training to local communities;
- There was a bit of language barrier;

- Use more local trainers next time;
- Handouts of the presentations should be given to participants on pen drives;
- Improve on time management next time;
- More time should be given to each session;
- The presentations were well delivered. The feedback and responses were also well answered in my perspective.

2. LOGISTICS ORGANIZATION

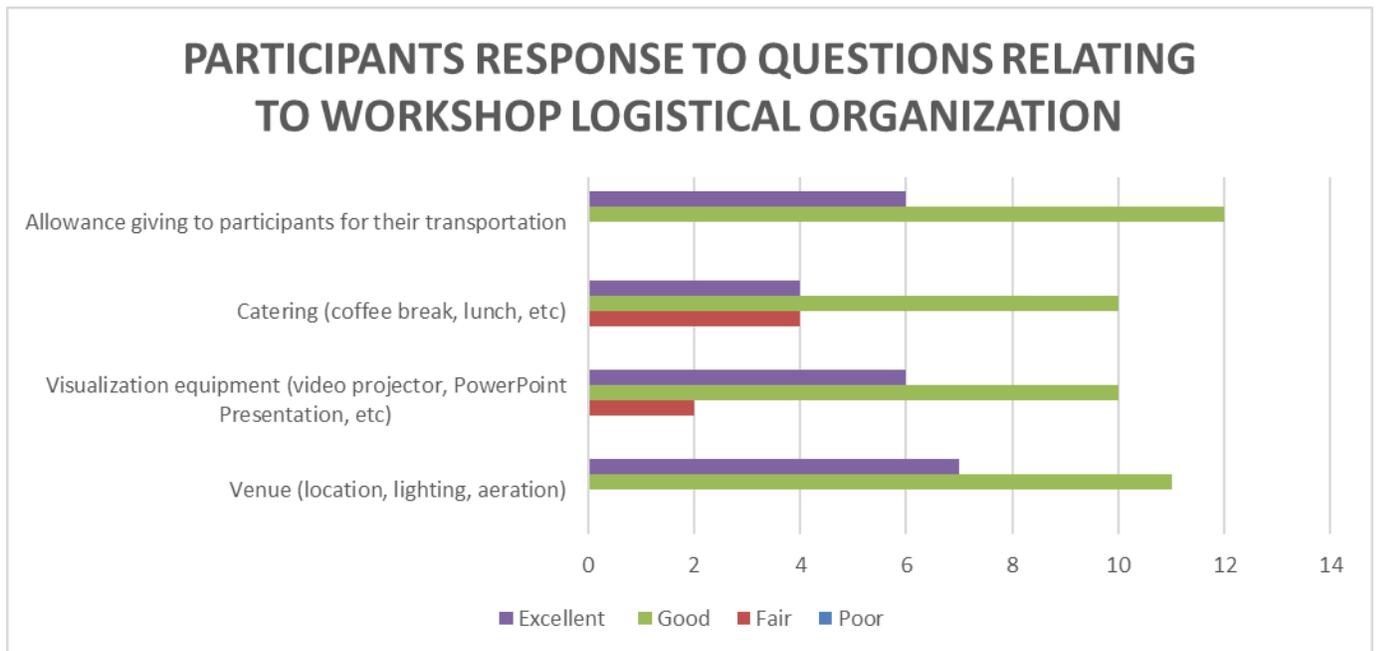


Figure 10: Diagram of the results of the final evaluation of the workshop by the participants (logistical organization)

Other comments, Suggestions/ proposals for improvement

- Training manuals should be provided to participants to aid in learning and active participation;
- Communication (language barrier);
- Enough personnel should be trained in every state and non-state institutions of gender mainstreaming in E2E EWS FF;
- Increase training days, from four to six days to allow for better understanding of training modules;
- Encourage more women for participation in the near future programs such as this workshop;
- The catering services need a bit improvement in terms of se services of the caterers;
- There should be larger halls for future trainings.

14. Closing ceremony

The 4-day workshop afforded participants the opportunity to learn concepts and methods related to mainstreaming gender into E2E-EWS-FF and IFRM.

Participants were grateful to the consortium of partners leading the implementation of the VFDM project for giving them the opportunity to be part of such an important exercise. They pledged to be ambassadors and to pass on the knowledge they've acquired through this training to their colleagues and broader community.

In his intervention, Dr. Bob Alpha noted that the workshop was opportune in order to learn from the experiences of the other stakeholder within the Volta Basin to inform future interventions especially in the sector of flood and drought management. He was optimistic that the prioritized actions indicated in the post workshop roadmap would yield the desired results. He wished participants safe return to their destinations.

In their closing remarks, the heads of the consortium of the VFDM project, VBA, GWP-WA and WMO expressed gratitude to the participants, WRC and Tamale Metropolitan Assembly for the friendly atmosphere which characterized the 4-day workshop. They were hopeful that the experiences shared would guide the implementation of VFDM project.

Mr. Nuuri-teg B. Gilbert, the Metropolitan Coordinating Director closed the workshop by thanking the participants and the consortium for the efforts they are putting in place to help mitigate against floods and related climate hazards in the Basin. He ended by pledging the support of his outfit to the VFDM project and all other related interventions within the region. .

15. Conclusion

The National training workshop on mainstreaming gender into E2E-EWS-FF and IFRM in the Volta Basin held in Ghana from 18th to 21th October, 2021 in Tamale has achieved its objectives considering the results obtained. Among other things, this workshop equipped participants with tools and strategies for the integration of gender in the E2E-EWS-FF and IFRM.

The workshop enjoyed good participation. The participants were very committed and stayed throughout the workshop. This was probably since the topics discussed bordered on their day-to-day activities hence, they related to the issues being discussed.

Due to the cordial atmosphere created during the workshop, participants were able to ask the facilitators lots of questions and made comments when necessary. The time allocated for questions however did not seem enough since there were lots of issues to be addressed.

Also, a roadmap with specified activities has been proposed by actors for action.

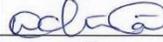
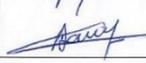
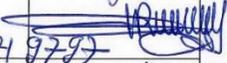
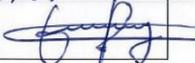
Annex 1: List of participants to the training workshop



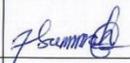
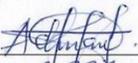
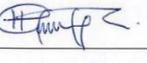
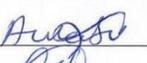



National training workshop on mainstreaming Gender into End-to-End Early Warning System for Flood Forecasting (E2E-EWS-FF) and Integrated Flood Risk Management (IFRM) in the Volta Basin in Ghana (Tamale, Ghana, from October 18 to 21, 2021: Decision Makers Day)

Date : October 21st, 2021 Tamale, Modern City Hotel

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National training workshop on mainstreaming Gender into End-to-End Early Warning System for Flood Forecasting (E2E-EWS-FF) and Integrated Flood Risk Management (IFRM) in the Volta Basin in Ghana (Tamale, Ghana, from October 18 to 21, 2021): Decision Makers Day

Decision Makers

Date : October 21st, 2021

Tamale, Modern City Hotel

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4	Christabel A. Hammond	F	hadei@rocketmail.com 0246334641	H.S.D	
5	Samuel Ousay Ansch	M	ansahsamuelousay2014@gmail.com	GMob	
6	Afongo Joseph	M	ngagabul@gmail.com	KaSeng-Nankana Municipal	
7	Yvonne W. Klatchus	F	wonchua@yahoo.co.uk	WERCC	
8	Hon. Naton-Na Mahamady	M	0244764559	Reg. Hse. of Chief Tamale Naton naa	

9	Akanfani Beata Awinpoka	W	awinpokaross@yahoo.co.uk	CONINAS	
10	Hajis Jyislem Seddu	F	ayishqgh13@gmail.com ayishst3g.com	SPV Elyu Mu n.# Ssebu MCEI	
	Dr. Tab Alfer	M	babalfer@yahoo.com 0243210645	WRC	

Annex 2: Final Workshop Evaluation Sheet

<p>What did you learn and gain as knowledge from this training workshop?</p>	<ol style="list-style-type: none"> 1. The incorporation of gender issues into end to end early warning system for flood forecasting 2. Gender budget response (How it is done) 3. How to do monitoring and evaluation 4. There is the need to mainstream gender in E2E-EWS FF and IFRM systems as it ensures all categories of individuals well factored into programs and their needs well attended to. 5. How to integrate gender issues into many spheres of development especially in E2E-EWS-FF and IFRM 6. Practical understanding of the E2E-EWS and IFRM 7. How gender can be mainstreamed in programs at the local and national level 8. I have learnt that men, women, boys and girls have different needs and aspirations in life. Hence gender mainstreaming in all spheres of life is essential 9. What I learnt was how to control and manage flood when the need arises and consider gender issues when it comes to flooding 10. Issues affecting men, women, boys and girls at different rate and proportion need to be addressed through gender mainstreaming 11. I learnt that, society or community has traditional norms and values that tend to favor men and as such, gender as explained deals with both female and males hence, all groups should be factored in plan budget and decision making and not self-centered. 12. I also learnt that gender equity must be practiced to enhance fair and balanced systems 13. Gender is mainstreaming is a mandatory 14. That some approaches to gender equality can re-enforce inequalities 15. That so much can be achieved if sessions are interactive 16. The need to work with the people you are serving to get the real issues on the ground to better address them. 17. Prioritizing gender mainstreaming in developmental projects is the best thing to do for effectiveness and efficiency in the long term 18. I have learnt the importance in involving women to flood forecast and flood management 19. Project management cycle especially in identifying gender sensitivity
<p>How will you use what you learned from this workshop in your current job</p>	<ol style="list-style-type: none"> 1. Programs and activities will be stimulated to mainstream gender activities e.g. emphasis on gender disaggregated data 2. The knowledge will help me to prepare budget and be able to monitor activities with gender lenses

<p>position?</p>	<ol style="list-style-type: none"> 3. I will practice and share what I learnt with my department 4. I will interact with stake holders on regular basis at different levels on issues relating to gender mainstreaming in programs and plans. 5. Integration of gender responsive E2E EWS IFRM actions into our programming and strategies plan 6. I will apply the knowledge on E2E EWS-FF-IFRM in my community engagement and sensitization programs 7. I will ensure responsive planning, budgeting, monitoring and evaluation at my department 8. By considering gender mainstreaming in the analysis of issues in the district medium development action plan in the assembly 9. Educate people and colleagues on E2E EWS-FF 10. I would encourage females to take up positions in these areas (decision making, forecasting and dissemination of information) 11. I will educate people (my colleagues) on gender based issues concerning the vulnerable and underprivileged in the society, especially women and children 12. incorporate the knowledge gained through this workshop into action plans at my workplace 13. Encourage women to undertake bold step to involve themselves in forecasting and the sciences in general
<p>How do you think the results from this training workshop can be sustained for the benefit of your organization?</p>	<ol style="list-style-type: none"> 1. Monitoring of various organizations can be done to ensure that knowledge from the workshop is incorporated in the day to day activities 2. trainer(s) should be supported to train others at their local level(s) 3. A periodic or refresher training will help sustain knowledge 4. A development of a project based on the concepts introduced in the workshop 5. Regular engagement of key actions on E2E EWS IFRM 6. The knowledge can better be sustained and utilized through dissemination and more awareness raising campaigns 7. Through commitment and collaborating with other stakeholders and financial support, the result will be sustained 8. I believe we must all act as advocates to enforce the adjustments into the system and community concerning EWS for FF and IFRM 9. Continued training for participants to serve as a facilitators and advocating for gender issues at all levels 10. Commitment to implement recommendations of the training workshop by decision makers and development partners

Annex 3: The national training workshop agenda

Time	Activities	Methodology	Speakers
Day 1			
07h30-08h30	Registration of participants	Secretariat	GWP-WA and VBA
08h30- 10h00	Session 0: Opening ceremony and start of the workshop		
	<ul style="list-style-type: none"> Opening ceremony of the workshop 	Plenary	VBA Focal Structure Representative for Ghana VBA Executive Directorate WMO Representative Representative from the VBA Tutorship Ministry in Ghana
	<ul style="list-style-type: none"> Introduction of participants Collection of participants' expectations/fears 	Card games	GWP-WA Resources Person Participants
	<ul style="list-style-type: none"> Presentation and validation of the objectives of the training workshop Presentation of the logistical aspects / management standards of the training workshop 	Presentation Echanges	
10h00-10h30	TEA/COFFEE BREAK		
10h30–11h45	Session 1.: Key concepts related to E2E-EWS-FF and IFRM	Brainstorming Presentation / debates/	Experts/ Resources Person Participants
11h45-13h00	Session 2.: Key gender related concepts	Brainstorming Presentation / debate	Experts/ Resources Person Participants
13h00-14h00	LUNCH		
14h00-17h00	Session 3.: Keys steps of the E2E-EWS-FF and the IFRM processes	Brainstorming Presentation / debate	Experts/ Resources Person Participants
	Session 4.: Common gender related dimensions of floods as well as for the E2E-EWS-FF and IFRM processes Working Groups: Identification and determining factors of gender inequalities related to floods	Presentation / débat/ Exercices	Experts/ Resources Person Participants
Day 2			

Time	Activities	Methodology	Speakers
08h30- 08h45	Reminder of Day 1	Presentation	GWP, UICN Participants
08h45 -09h30	Session 5.: Rational, background and commitments at different scales for developing gender-responsive E2E-EWS-FF and IFRM	Brainstorming Presentation/ débat	Experts/ Resources Person Participants
09h30 -10h30	Session 6.: Gender Mainstreaming - Planning, Programming and Budgeting of Gender Responsive E2E-EWS-FF and IFRM processes ▪ Case studies	Brainstorming Presentation/ debate	Experts/ Resources Person Participants
10h30-10h45	TEA/COFFEE BREAK		
10h45-13h00	Session 6 : Gender Mainstreaming - Gender Responsive Planning, Programming and Budgeting of E2E-EWS-FF and IFRM processes (continuer and end) ▪ Case studies	Presentation/ debate	Experts/ Resources Person Participants
13h00 – 14h00	LUNCH		
14h00- 17h00	▪ Session 7.: Gender Mainstreaming - Monitoring & Evaluation of Gender Responsive E2E-EWS-FF and IFRM processes ▪ Working Groups	Brainstorming Presentation/ debate Exercises	Experts / GWP-WA Participants
Day 3			
08h30- 09h00	Reminder of the 2 nd day	Plenary	GWP-WA/Experts Participants
09h00-10h30	Session 8.: Periodic documentation framework of participants' feedback on the use and valorization of knowledge gained on gender mainstreaming in E2E-EWS-FF and IFRM at different scales in the Volta Basin	Group work followed by a plenary session	Experts/ Resource Persons Participants
10h30-10h45	TEA/COFFEE		
10h45-12h00	Session 9.: Preparation of a post-training roadmap	Group work followed by a plenary session	Experts/ Resource Persons Participants
12h00 – 13h00	Session 9.: Preparation of a post-training roadmap	Group work followed by a plenary session	Experts/ Resource Persons Participants
13h00-14h00	LUNCH		

Time	Activities	Methodology	Speakers
14h00 – 16h00	Session 10.: Preparation of the decision makers' day	Group work followed by a plenary session	Experts/ Resource Persons Participants
16h00-18h00	Session 10.: Preparation of the decision makers' day	Group work followed by a plenary session	Experts/ Resource Persons

Agenda for the Decision-Makers' Day

Time	Activities	Methodology	Speakers
Day 4			
07h30-08h30	Registration of participants	Secretariat	GWP-WA and VBA
08h30- 09h30	Opening ceremony of the workshop	Plenary	VBA Focal Structure Representative for Ghana VBA Executive Directorate WMO Representative Representative from the VBA Tutorship Ministry in Ghana
	Introduction of participants	Self-introduction	GWP-WA/ Resource Persons
	Presentation and validation of the objectives of the training workshop	Plenary	Participants
09h30-10h30	Session 11.: Présentation <ul style="list-style-type: none"> - Context of the Volta basin - VFDM project: progress and outlook - Issues related to the themes addressed during the training - Debates 	Presentations/Discussions	Participants/Experts/ Resource Persons
10h30-11h00	GROUP PHOTO - TEA/COFFEE		
11h00 – 12h00	Session 11.: Key messages per thematic to Decision-makers <ul style="list-style-type: none"> - Gender and flood management in the Volta basin - Gender-Sensitive E2E-EWS-FF process in the Volta Basin - Gender Sensitive IFRM Process in the Volta Basin - Debates 	Presentations/Discussions	Participants/Experts/ Resource Persons

Time	Activities	Methodology	Speakers
12h00 – 13h00	Session 11.: Commitments from participants and Recommendations to Decision-makers Debates	Presentations/Discussions	Participants/Experts/ Resource Persons
13h00-14h00	Final evaluation of the workshop and issuing certificates to participants Closing of the National Training Workshop and the Decision-Makers Day	Plenary	Experts/ Resource Persons Participants
14h00-15h00	LUNCH BREAK AND END OF THE WORKSHOP		