

Mid-Term Project Evaluation

Gender Analysis

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20 October 2009

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Introduction:

This report will focus on the gender dimensions of BENAA Project. It aims to provide background information, analysis and recommendation on gender issues of BENAA project. This report identifies critical areas which gender –responsive actions are likely to enhance capacities and improvement of human rights education and awareness. The view of the report reflects only the evaluator and based on different international gender assessment methodology and used a variety of sources of BENAA.

Report Methodology

What is gender?

The conceptual distinction of gender developed by Anne Oakley is a useful tool to clarify ideas and has now been almost universally taken up. According to this distinction sex is connected with biology, whereas the gender identify of men and women in any given society is socially and psychologically (and that means also historically and culturally) determined.

Gender is learnt through a process of socialization and through the culture of the particular society concerned, no two cultures would completely agree on what distinguishes one gender from another. Therefore there is considerable variation in gender roles between cultures.

The roles that women play are different in any given society, and their situation is determined by the legislations, religious norms, economic status or class, cultural values, ethnicity and types of productive activity of their country, community and household.¹

Gender mainstreaming

Gender mainstreaming is the major strategy identified by the development community to integrate gender issues into programs, projects and civil society general vision, implementation, monitoring and evaluation. The term of gender mainstreaming was formalized in UN documents in the 1995 Fourth World Conference on Women. At the IWDA Gender and Development Dialogue held in Brisbane, July 2003, gender experts unanimously agreed that gender mainstreaming as a term and strategy is the process of assessing the implications for women and men of any planned action, including legislations, policies and programs in all areas and at all levels. It is a strategy for making women as well as men concerns and experience an integral dimension of the design, implementations, monitoring and evaluation of policies and programs in all political, economic and societal sphere so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.²

This report will go through these definitions and strategies to evaluate the gender dimensions, sensitivity and activities ensuring gender equality and rights of women within the scope and the achievements of BENAA.

This report is based on the methodology of analyzing project documents, focus group discussions with target groups, meetings with BENAA project team, the agenda and topics which have been discussed in basic trainings, advanced and study tours as well as women's representations within the project team and the target groups.

The methodology of this report is not only based on the number of women's representation within the project; but also based on the content and gender sensitivity of the issues.

¹ Suzanne Williams with Janet Seed and Adelina Mwan, The Oxfam Gender Training Manual, Oxfam, 1994

² Suzette Mitchell, What lies at the heart of the failure of gender mainstreaming: The strategy or implementation, International Women's Development Agency, 2004

Why gender is important to BENAA?

BENAA is a project that aims to increase the awareness of human rights within the Egyptian community. Considering women's rights as basic human rights is the concept UN agencies and development strategies used for tackling human rights all over the world

BENAA also aims to familiarize Egyptian community of human rights norms and instruments, providing practitioners with international standards. BENAA is dealing with the different target groups who are the most essential key actors in human rights within Egyptian society, in addition to the specialty of working with two unique target groups (law enforcement). The importance of tackling women's rights and gender issues will improve the work of these target groups, their ability to give women more space, and enhance the protection given to women in the fields those target groups are dealing with.

BENAA Project Team:

Based on the meetings and discussions conducted with the team, the following observations were drawn:

- Women are well represented in the project - most program officers are women. This gives the impression that the project observes gender equality selection criteria for managers and team. This effectively demonstrates to the target group women's ability to lead and manage in the public sphere
- There is a need to increase the awareness of BENAA staff on gender issues. Those met showed knowledge of CEDAW but not of the other international conventions (the process of entering women's' issues in the UN system, optional protocol of CEDAW, reservations of Egypt on CEDAW, other conventions apart from CEDAW)
- In general, the team does not realize the importance of integrating gender issues in the project activities. Some of them based their arguments on the needs assessment perspective - that the target group itself does not need or want it.
- The team needs to be aware of the tools and ways of integrating gender issues in the activities of the project.

Report Limitations

- The inability to meet all target groups (law enforcement)
- The alumni selected of BENAA to attend the meetings did not always fit the criteria for those trained on gender, except for the media participants who attended a session on the "image of women in Egyptian press". This put limitations on evaluating the changing attitude of participants towards gender issues.
- BENAA does not have TOR and concrete criteria to choose lecturers and trainers
- BENAA team expressed the obstacles they face to find qualified trainers and how it is not easy work with all target groups

Target Groups

1 - NGO practitioners:

BENAA is working with NGO practitioners to raise their awareness on human rights, build capacity, and provide knowledge on human rights protection .BENAA aims to promote a people-centered approach to development, human rights knowledge and the fundamental freedoms which are stipulated in the international conventions on human rights and in the Egyptian

constitution with a focus on building their capacities In order to achieve that BENAA trains NGOs practitioners and women's groups.

Based on the meetings with some alumni selected by BENAA and after filling evaluation forms for the program, the team noted that some of the alumni attended the basic and advanced trainings.

Based on their evaluation forms they were not offered any training on CEDAW or any other local gender issues. The training sessions did not include any discussion of gender issues except in some of the training on the role of women in the public sphere and women's participation in elections, without including any background on the local or international contexts.

Based on BENAA official reports, BENAA trained, in 2007 trained in cooperation with El-Nakib Center for Training and Democracy Support for Giza and Cairo 131 participants, almost half of them are females. In 2008 BENAA in cooperation with Al-Nakib Center for Training and Democracy Support trained 238 participants (138 males, 101 females) in different governorates.

In 2008 in cooperation with the National Democratic Party Youth Secretariat 30 participants (17 males, 13 females) and in cooperation with Bibliotheca Alexandria 27 participants (16 males, 11 females).And in cooperation with the National Youth Council 30 participants (18 males, 12 females).

In 2009 BENAA in cooperation with the National Youth Council and Mr. Salah Soliman (head of El-Nakib Center for Training and Democracy Support trained 150 participants (91 males, 69 females) in different governorates.

BENAA also trained NGOs& journalists working with elderly groups in cooperation with Dr. Zeinab Shahin. Number of participants was 118 (52 males, 66 females).

BENAA training of NGOs practitioners covered basic human rights norms. They trained them on the Universal Declaration of Human Rights, The International Convention of Political Rights, the international Convention of Economic and Cultural Rights. The training was conducted in three days that covered the basics, with both practical and theoretical dimensions.

Women's issues were not covered in most of these sessions. Based on FGD, all the alumni we met were not trained on anything related to women's rights.

They were also not aware of the importance of their role as NGOs practitioners to have knowledge on human and women's rights

BENAA also trained some practitioners for specific vulnerable groups, such as training for those who work with elder citizens, yet the special circumstances and sensitivities of handling female elders were not covered in the training sessions.

Positive Outcomes of the Trainings:

- BENAA is gender sensitivity shows in the high number of women participants.
- BENAA is sensitive to youth and young women when choosing target groups among NGO practitioners for training on human rights issues.
- BENAA and trainers usually give women space to discuss the issues they face in their daily lives. From FGD, participants declared they were given the time and space to discuss women's participation in decision making positions in the training sessions.
- Some of the activities organized by the trainers within the training workshop were on women's rights and issues of women were highlighted.
- Some of the trainers were women, and even if they had not discussed women's issues, the image of women practitioners in this field had a positive impact on the trainees' views and helped them to be partially aware of positive examples of women working in this field.

Suggestions for Improvement:

- Women's issues to be discussed in separate sessions and give enough space for participants to discuss on women's issues.
- More female trainers are needed in BENAA.
- Women's rights practitioners have to be part of this training.
- Both NGOs' practitioners generally and women's NGOs specifically need to be one of the most important target groups for BENAA to work with, to ensure gender mainstreaming in their work. For women's groups, specific and technical issues are needed.
- Specific topics have to be highlighted: women's rights have to be discussed such as: International frameworks, Egypt's stance on implementing these international instruments, implementation of women's rights locally (legal and social situation), etc.

Suggestions:

For NGOs' practitioners:

For Basic trainings

- What is gender mainstreaming (how to tackle gender in all human rights work? (See annex 2)
- CEDAW as one of the most important international UN instrument (Egypt ratification, reservations, how to work on tackling CEDAW within the local systems (legal aspects, and how too implement CEDAW norms)
- The role of NCW as the most efficient semi-governmental body working on women's rights in Egypt, with focusing on the role of the Ombudsman office and other projects
- The role of NGOs in the protection of basic rights especially women's rights
- International and regional protection mechanisms for women
- Trafficking in women; its forms and dangers.
- Female trainers specializing in the issue. There are lots of women's rights trainers and women who are specialized in women's issues working in women's rights arena should be trainers in BENAA.

For Women's groups:

Since these groups are working in the field of women's rights and aware of the basic system of women's rights internationally and locally, at this stage they need more professional techniques and tools to improve their work, such as working on the advocacy of international bodies for women, writing CEDAW reports and shadow ones..etc

Internationally

- The progress of women's rights system inside the UN; how the international system reached CEDAW and its optional protocol.
- The role of the Commission of Status of Women (CSW) and how women's groups could engage in it.
- The CEDAW report and how to write a shadow report and engage with NCW which is responsible for writing the Egyptian official report.

Locally

- The role of NCW and its committees and the importance of engaging with it to achieve more progress on women's rights in Egypt.

- New amendments for the personal Status Law and other laws addressing women's rights in addition to the new draft laws.
- The implication of laws and regulations within the Egyptian legal system.
- Family courts, their bodies, and how their system works.

How to integrate gender mainstreaming in other NGOs work, how women's groups could do it? (See annex 2)

- Introduction to the latest updates in the women's rights arena.

2 - University Students

One of the target groups BENAA deals with is university students in different Egyptian governorates to raise their awareness on human rights, build capacity, and provide knowledge on human rights protection. It aims to promote a people-centered approach to development, human rights knowledge and the fundamental freedoms which are stipulated in the international conventions on human rights and in the Egyptian constitution with a focus on building their capacities.

The project trained in 2007 in cooperation with Cairo University –Faculty of Economics & Political Science 50 participants (22 males, 28 females)

In 2008 in cooperation with Helwan University, Faculty of Economics & Political Science – Cairo University, Assuit University, Canal University 769 participants (540 males, 229 females) AND OTHER 1090 undefined for females and males. These are for basic trainings and awareness sessions

In 2009 1040 (513 males, 527 females), and other 570 participants not defined for males and females. These trainings have been conducted in different universities of governorates and divided between awareness sessions and basic trainings.

Meetings with Alumni:

The students are aware of the basic international human rights instruments. Yet, the lack of addressing CEDAW is clear

One of the students declared that he is aware of some women's rights NGOs because he took similar training in another NGO where he has now volunteered. This participant is now part of BENAA volunteer network and tries to disseminate the knowledge he gained on gender to the network.

Content:

After reviewing the selected agendas of some training which BENAA provided, it was clear that women's issues were discussed in some of the trainings. One of the sessions in the training workshop held for students' leaders in Cairo University from 23-24th April 07 was on women judges given by Councilor Tahani El-Gebally.

Positive outcomes of these trainings:

- BENAA gender sensitivity shows in the high number of women participants.
- BENAA is sensitive to the need for training and empowering youth in governorates on positive treatment of both men and women.
- BENAA and trainers give women the space to discuss the issues they face in their daily lives. From FGD, participants declared they were given the time to discuss different gender issues in the training sessions.
- Some of the activities organized by the trainers within the training workshop were on women's rights, and women's issues were highlighted.

- Some of the trainers were women, and even if they had not discussed women's issues, the image of women practitioners in this field had a positive impact on the trainees' views and helped them to be partially aware of positive examples of women working in this field.
- Some of the trainings sessions focused on women's issues such as Women Judges and the lecturer was Tahani Al- Jiballi who is the 1st female judge in Egypt. This provides the participants with a positive impression on women's situation in Egypt.

Suggestions for Improvement:

- Women's issues to be discussed in separate sessions and to provide enough space for participants to argue on women's issues.
- More female trainers are needed in BENAA.
- The role of NCW and its committees in addition to the role of NGOs specialized in women's rights are missing in the trainings although there is an awareness of the role of NCHR and other NGOs working in human rights field. This awareness is needed for this target group to be active in the future in different activities.

Suggestions:

For all students' participants:

(See annex 2)

- All youth participants need specific training on gender roles and how it is divided in society.
- Tackling gender issues within every training session is essential to increase the awareness on international and regional instruments on women's rights. The role of women in decision making bodies also needs to be highlighted to youth participants.
- Highlight the role of NCW as the most efficient semi-governmental body working on women's rights and other women's rights NGOs.
- Female trainers specializing in these issues.
- Special trainings for leaderships tackling gender issues, and the obstacles women's face to become leaders are specific topics needed for students.

For Female students' participants:

(See annex 2)

- Since these women have the ability and courage to engage in the public sphere, they need special training to provide them with the technical assistance needed to help them continue their roles within their universities and the skills to be active citizens.
- Women leadership skills trainings
- Women's rights situation locally in Egypt (legal and social)
- International and regional instruments on women's rights and their implementation in Egypt

3 - Media Participants

Media participants are one of the targets with by BENAA to raise their awareness on human rights, build capacity, and provide knowledge on human rights protection .It aims is to promote a people-centered approach to development, human rights knowledge and the fundamental freedoms which are stipulated in the international instruments on human rights and in the

Egyptian constitution with a focus on building their capacities. BENAA is training media participants, television producers, journalists, and reporters of parliamentary coverage.

In 2006 BENAA trained in cooperation with Egyptian TV& Radio Union 127 participants (66 males, 61 females). In 2007 BENAA trained in cooperation with Egyptian TV& Radio Union, Ahram Regional Institute and Supreme Council of Press 216 participants (126 males, 90 females)

In 2008 BENAA trained in cooperation with Mr. Hazem Mounir Supreme Council of press and others 247 participants (170 males, 77 females) and 314 participants in 2009, 194 males and 120 females.

Meeting with Alumni:

In the meeting conducted with participants who joined trainings for media target group, they declared they did not deal with gender issues within their basic trainings although they are aware of general human rights instruments.

Meeting with participants who attended special training on “The image of women in Egyptian press” expressed the importance of such training for them but suggested the need to similarly train high level decision-makers in their newspapers.

According to their official report, BENNA conducted in cooperation with the Egyptian TV& Radio Union trainings on 2006 for 94 participants (39 males, 55 females) as awareness, then as basic trainings for 33 participants in Luxor (27 males, 6 females). In 2007 BENAA trained in cooperation with the Egyptian TV& Radio Union 47 participants (23 males, 24 females). In 2007 in cooperation with Alhram Regional Institute BENAA trained 31 participants (16 males, 15 females) . Also BENAA in cooperation with the Supreme Council of Press trained 32 participants (28 males, 4 females). BENAA also did awareness for media personnel in cooperation with Ahram Regional Institute for 41 participants (23 males, 18 females), then a basic training in cooperation with Alhram Regional Institute for 46 participants (24 males, 22 females). Also BENAA trained in cooperation with Supreme Council of Press 19 participants (12 males, 7 females). Then BENAA celebrated the human rights day with 60 participants. In 2008 in cooperation with Supreme Council of Press for journalists, women& child editors BENAA trained 15 participants (1 male, 15 females), also trained 16 participants (12 males, 4 females). In 2008 Mr. Hazem Mounir trained 20 journalists (12 males, 8 females), 17 participants (8 males, 9 females), 20 participants (12 males, 8 females), 29 participants (20 males, 9 females), 18 participants (10 males, 8 females), 18 participants (10 males, 8 females), 18 participants (11 males, 7 females), 15 participants (10 males, 5 females), 13 participants (10 males, 3 females), 19 participants (13 males, 6 females), 19 participants (12 males, 7 females), 20 participants (12 males, females), 17 participants (8 males, 9 females), 20 participants (12 males, 8 females), 18 participants (10 males, 8 females), 18 participants (11 males, 7 females), 15 participants (10 males, 5 females), 13 participants (10 males, 3 females)

Content:

Vulnerable groups are mainly tackled in the basic training content for media. Sessions on the protection of childhood in Egypt in international instruments, CEDAW and Egypt’s ratification, the situation of women in the Egyptian society and the Egyptian press, women and human rights issues.

Positive Outcomes of these trainings:

- BENAA gender sensitivity shows in the high number of women participants.

- BENAA and trainers give women the space to discuss the issues they face in their daily lives. From FGD, participants declared they were given the time to discuss different gender issues in the training sessions.
- Some of the activities organized by the trainers within the training workshop were on women's rights, and women's issues were highlighted.
- Some of the trainers were women, and even if they had not discussed women's issues, the image of women practitioners in this field had a positive impact on the trainees' views and helped them to be partially aware of positive examples of women working in this field.
- Some of the sessions highlighted major women's rights issues. BENAA is aware of the importance of these issues for media participants, such as women's situation in the Egyptian society and the Egyptian press, women and human rights issues, CEDAW, etc.
- BENAA conducted special training on women's image in Egyptian press.

Suggestions for Improvement:

- Women's issues were one of the topics discussed but it was not a main component in all trainings.
- The role of NCW and its committees in addition to the role of NGOs which specialized in women's rights are missing in the trainings although there is an awareness of the role of NCHR and other NGOs working in human rights field. This awareness is needed for this target group to be active in future in different activities.
- The sensitivity for tackling gender issues in media is an important issue.
- Trainings on women's image in Egyptian media should have more male participants to work on improving their attitudes towards women and how they are portrayed in Egyptian media.

Suggestions:

For all media participants:

(See annex 2)

- All participants need to know more about the situation of women in Egypt and international instruments tackling women's rights
- Tackling gender issues in every training session is essential to increase the awareness of women's legal instruments internationally and locally, in addition to the importance of the role of women in decision-making bodies for media participants, especially in the next couple of years and the upcoming parliamentary and presidential elections (Quota of women in parliament is important)
- The role of NCW as the most efficient semi-governmental body working on women's rights and other women's rights NGOs

For Journalists:

(See annex 2)

- How to tackle gender issues within media non-judgmentally.
- The local situation of women's rights in Egypt (legal and social)
- International instruments of women's rights and how it is implemented in Egypt
- Violence against women and how it is imaged in a positive way to support women's arguments

For television producers:

(See annex 2)

- What is gender mainstreaming in drama?
- How to be sensitive of women's issues within drama
- How to give depict positive images for women within television shows and drama?

For parliamentary producers:

(See annex 2)

- How to highlight women's participation in the Parliament?
- How to portray discussions on gender issues in a sensitive way?
- For the coming parliamentary elections: how to highlight the quota system and its positive effects

4 - Police officers:

One of the most important and unique targets BENAA is working with is police officers. BENAA is training officers, at Department of Correction, police stations, central security, Training department, security officers, State Security, Criminal Investigations department and Public Security Department.

According to BENAA database they trained only 41 female police officers

Content:

Some of the training sessions discussed some women's issues, such as female prisoners' rights, CEDAW, and the Egyptian experience in women's rights field.

Positive Outcomes of these trainings:

- BENAA is using new techniques to ensure gender sensitivity by working on empowering female police officers.
- Some of the sessions highlighted major women's rights issues. BENAA is aware of the importance of these issues for police officers, especially female prisoners' rights.
- Some of the trainers were women, and even if they had not discussed women's issues, the image of women practitioners in this field had a positive impact on the trainees' views and helped them to be partially aware of positive examples of women working in this field.

Suggestions for Improvement:

- Women's issues was one of the topics discussed but it was not a main component in all trainings.
- The sensitivity for tackling gender issues for handling women going to police stations.

Suggestions:

For all police officers:

(See annex 2)

- All participants need to know more on the situation of women in Egypt and international instruments tackling women's rights
- How to be gender sensitive when dealing with victimised women?
- Tackling gender issues with every training session is essential to increase the awareness on women's legal instruments internationally and locally.

- How to deal with battered women with a positive attitude based on the research conducted by NCW and how to refer women.
- How to deal with sexual harassment cases?

For prison officers:

(See annex 2)

- Gender and Child Protection
- How to deal with pregnant women?
- Gender based violence

5 - Diplomats

In five training workshops, BENAA trained 36 females.

The project conducted only one training workshop with a high percentage of males on basic human rights.

What is needed is:

- More female trainees.
- Awareness of women's rights international legal framework, CEDAW ratification, reservations and work to ratify the optional protocol.
- UN bodies which deal with women.
- CEDAW official report and shadow report and how to cooperate with NGOs
- NCW role in international advocacy for women's rights and writing CEDAW report
- Awareness of NGOs working on implementation of CEDAW

6 – Judges and Public and Administrative Prosecutors:

BENAA is training another law enforcement sector as one of the most important target groups.

According to BENAA database they trained 65 female judges, 336 female administrative prosecutors and 613 family courts personnel, 138 females. And 112 female lawyers

Based on FGD with some of the public prosecutors trained in basic and advanced training, then attended a study tour in Italy, participants declared that their training did not provide any information on women's rights issues, CEDAW nor any other implementation of legal system protecting women's rights.

They also emphasized the importance of human rights norms and the protection of all citizens without any positive discrimination in favor of any vulnerable groups, including women.

Although they declared that they are rotating on different procession division and some of them will go to family precession, it is still important to deal equally with all citizens as human beings.

Administrative prosecutors declared that there is no need for them to know about gender issues because of their field of work, since they are not tackling criminal cases and all administrative cases could be ended without badly affecting women. However, one of the female administrative prosecutors said that learning gender sensitivity is important even if it is an administrative case because of the cultural sensitivity of dealing with accused women. She also mentioned some special cases for women, such as dealing with pregnant defendants which could prevent the prosecutor from acting fairly in the investigation process. She said that she is handling these cases based on her own experience but there is a definite need for gender awareness training for them, and gave an example of the training they had on the International Criminal Court, which helped prosecutors to be more aware of international systems when handling cases in their every day working life.

Content:

The evaluation team did not conduct any FGD with any of the family courts' trainees but based on the selected agendas BENAA provided, some of the workshops were on legal protection for childhood and family. Most of the sessions tackled child's rights, minors' rights, the legal protection for families and its implementations, and international protection systems for children. Some of the trainings for Law Suit Authority and Administrative prosecution contained sessions on the effect of women judges on the judiciary environment in Egypt, and women's political participation.

The content of the trainings for female lawyers which have been conducted by Mr. Ahmed Mohsen as the head of The Egyptian Association of the Dissemination and Development of Legal Awareness were extensive in the awareness of general human rights norms and terms with a session on CEDAW.

The trainings for social workers in family courts were extensive in the awareness of general human rights norms, minority rights, and human rights culture with a session on the rights of women in family conflicts or the role of prosecution in personal status cases and practical obstacles in Khul' cases.

Positive Outcomes of these trainings:

- BENAA gender sensitivity shows in the high number of women participants, considering the fact that public prosecution in Egypt does not have females.
- BENAA is aware of the role of social workers in family courts to get general knowledge in human rights
- Some of the sessions highlighted major women's rights issues. BENAA is aware of the importance of these issues for public prosecution, administrative and family courts' social workers.
- Some of the trainers were women, and even if they had not discussed women's issues, the image of women practitioners in this field had a positive impact on the trainees' views and helped them to be partially aware of positive examples of women working in this field.

Suggestions for Improvement:

- Women's issues have been one of the topics discussed but it was not a main component in all trainings courses.
- The role of NCW and its committees in addition to the role of NGOs which are working on women's rights are missing in the trainings although there is an awareness of the role of NCHR and other NGOs working in human rights field. This awareness is needed for this target group to be active in future in different activities.
- The sensitivity for tackling gender issues in dealing with women in courts, prosecution and family courts is missing.

Suggestions:

For all target groups:

(See annex 2)

- All participants need to know more on the situation of women in Egypt and international instruments tackling women's rights
- Tackling gender issues and gender sensitivity in dealing with victimized women is essential for the process of women's protection.

- The role of NCW as the most efficient semi-governmental body working on women's rights and other women's rights NGOs.

For public prosecutors:

(See annex 2)

- What is gender and how to deal with women's victims generally?
- What is gender-based violence and how to deal with victimized women based on the NCW work on violence against women.
- International instruments protecting women's rights and how Egypt is dealing with them within its local legal system.

For Administrative Prosecutors:

(See annex 2)

- What is gender mainstreaming?
- How to deal with women accused in a case?
- International instruments protecting women's rights and how Egypt is dealing with them within its local legal system
- The role of NCW and its committees in addition to the role of NGOs which are working on women's rights.

For Family Courts personals:

- What is gender mainstreaming?
- Gender-based violence trainings?
- The role of NCW and its committees in addition to the role of NGOs which are working on women's rights.
- The role of Shelters counseling for battered women and family-counseling centers.

Lecturers and Trainers

BENAA team is choosing trainers or lecturers based on their understanding of their targets. No Terms of References is available for the criteria of choosing those lecturers or trainers, however, although most of the trainers and lecturers are well qualified (based on reviewing agendas and BENAA database). It is crucial to have well qualified gender-sensitive trainers, to address different perspectives of work, and to put an evaluation system for the performance of trainers and lectures with regards to their gender sensitivity on women's issues.

Materials

Part of BENAA's achievement is their work on raising awareness on human rights issues. BENAA publishes books on International criminal Judiciary and Human Rights (From Nuremburg to Rome), Human Rights and Media, International Standards for Human Rights and Liberties and Human Rights in Family Courts, Police and Human Rights. However, only one book, the family courts, deals with women's rights. Other books only minimally tackle women's issues.

General Recommendations

BENAA is working hard on increasing the number of different target groups to be trained on basic human rights without focusing on in-depth training/capacity building of small numbers.

For BENAA team:

- Providing the team with extensive gender trainings and incorporating this within other activities of the donors (see annex 2)
- Providing the team with extensive gender assessment, monitoring and evaluation tools. These tools have been recognized as key entry points for the integration of a gender perspective into the target groups. It provides a means of analysis gender issues at the level of policy, structure, budgets and personnel, including people's perceptions and understandings of gender in their own institutions but also on the equal participation in decision making processes. Specific gender audits and assessments can therefore serve as both a starting point and an evaluation and self assessment of ongoing gender mainstreaming activities.³
- Regular follow up with gender experts on every stage with every section in the project.
- BENAA needs a general gender strategy to deal with different target groups and ensure that gender issues are tackled within every activity of the project and work with project team. A gender strategy is a set of policies, procedures and action plan adopted to ensure equal participation and decision making by women and men in development process. The strategy should develop based on gender analysis of a sector that a development project intends to focus on. The goal of gender strategy and adoption of gender and development approach is to promote equal opportunity for women and men as participants and beneficiaries for a given development project. Gender equality has proven to be an effective means for achieving a sustainable impact and for the effective use of International instruments and resources⁴
- It is essential for BENAA to recruit a qualified gender expert to ensure mainstreaming gender within BENAA work.

For Target Groups

- Specialized and well qualified trainers for each of the different groups is essential at this stage of BENAA.
- Qualified trainers and sub-contractors are vital to tackle gender issues (see annex 1)
- Special skills for all target groups, such as trainings of trainers(TOT), advocacy tools, networking tools, how to deal with governmental and semi governmental bodies, Networking

Materials and Publications and strategy

- Materials on women's rights issues to be distributed to the trainees are essential
- Updating participants on the new steps Egypt is taking to improve women's situation is important to keep the alumni on track with regards to the situation of women.
- Memorandum of Understanding with National Council for Women and other UN agencies tackling gender issues, such as UNIFEM, is important.

³ Integrating Gender in Security Sector Reform ,Assessment, Monitoring and Evaluation ,Summary of a virtual Discussion June 4th – 29th, August 2000

⁴ China Australia Governance program, gender strategy, compiled by the CAGP and reviewed by AQAG gender specialist, October 2005

Annex (1)
List of Qualified Trainers

- * Dr.Mona Zou Al Foqqar: Lawyer and women's rights activist
- * Dr. Afaf Marei: Executive Director of the Egyptian Association for Community Participation Enhancement and coordinator CEDAW Coalition for NGOs
- * Dr. Amal Abdel Hadi: Member in New Women Foundation, women's rights activist
- * Mrs. Nehad Abou LA Komsan: Lawyer and director of The Egyptian Center for Women's Rights
- * Ms. Amal Mahmoud: Independent women's rights consultant
- * Dr. Amal Abdel Hamid: PHD in law and women's rights activist
- * Dr. Ashgan Farag: PHD in psychology, violence against women specialist and Country Director KARAMA for ending violence against women
- * Dr. Maya Morsy: Egypt coordinator, UNIFEM
- * Mrs, Azza Soliman : Lawyer and manager of the Egyptian Center for Women's Legal Assistance
- *Dr, Nagwa Al Fawal: Head of Ombudsman office, NCW
- * Dr. Azza kamel: Director of Appropriate Communication Techniques for Development (ACT) and Founder of Women Research Centre
- * Dr. Ahmed Zaid: PHD in sociology
- * Dr, Faisal Younis: PHD IN Psychology

Annex (2)
Examples of gender trainings

1. The gender game

- This training aims to introduce the term “gender” to a group unfamiliar with the concept.

2. Gender circles

- This training aims to allow participants to move around, to help participants recall their ideas about gender

3. What are male\ female stereotypes?

- This training aims to increase awareness of male\female stereotypes, and to initiate discussion about some of the consequences of stereotyping

4. Violence against women (VAW)

- This training aims to enable participants to discuss VAW, to identify the root causes of VAW, to create a climate where women can share freely their experience of VAW and to raise these issues in cultural contexts

5. Quiz on roles and activities of men and women

- This training aims to enable participants to be aware of their own impressions of men and women

6. The 24 hour day

- This training aims to identify the daily tasks of men and women, and to raise awareness of men and women’s workloads

7. Analyzing roles and needs:

- This training aims to identify the three different roles of women, to identify the two types of gender needs of women, to illustrate which needs and roles different projects address, and to clarify and to practice identifying the role and needs in different interventions.

8. Practical and strategic gender needs:

- This training aims to find out the gender needs of women, to identify how those gender needs are linked, and to find out what needs NGOs respond to and whether they are practical or strategic gender needs

9. Facts about women and men

- This training aims to facilitate an understanding of gender imbalance worldwide and within Egypt, to show how certain assumptions about men and women are reinforced in areas such as education, employment, and politics,

10. Empowerment and participation

- This training aims to highlight the importance of women’s empowerment and participation, to analyze what is meant by these concepts, and to provide a space for participations to share their experiences of empowerment and disempowerment, and to link their personal experience with their development role.

11. Using case studies:

- This training aims to enable participants to analyze a situation from a gender perspective, and to help participants to think of ways to change the situation where gender issues have not been addressed

12. Gender and culture

- This training aims to enable participants to be aware of some of the complex cultural issues involved in trying to work with women, and to consider how development and relief agencies should deal cultural barriers to working with women.

13. Listening to women

- This training aims to practice listening skills in a real- life situation, and to listen to what women say

14. Working to include women

- This training aims to explore ways of working to include women in public sphere.

15. Preparing for Planning:

- This training aims to summarize the main learning points of the workshop thereby enabling participants to refresh their memories for planning

16. Introducing gender to our organizations

- This training aims to help people to find ways to introduce ways of introducing gender into their organizations, and to give people the chance to act out ways of dealing with a new difficult situation and possible hostility

17. SWOT analysis

- This training aims to identify the strengths, weaknesses, opportunities and threats participants face in promoting gender- sensitive work

18. Evaluation

- This training aims to provide training and learning evaluation, including some useful learning reference models. The introduction also explains that for training evaluation to be truly effective, the training and development itself must be appropriate for the person and the situation

19. Gender training for security sectors

- This training aims to engage discussion that makes participants think critically about gender issues and specific security needs, and to explain to participants why gender training is important

20. Police training on gender issues to break existing stereotypes

- This training aims to deal with the twin concerns of domestic violence and trafficking to keep in mind that women seek legal assistance as a last resort when her choices are few, and to break stereotypes of police towards women

21. Gender training to deal with women's prisoners

- This training aims to work on assumptions and special needs of women who are in prison in order to work on their rehabilitation to act as good citizens afterwards

22. Leadership training for women

- This training aims to enhance capacity of women in decision making and to train potential and interested women on leadership skills

23. Gender media training

- This training aims to assist media to address the often complex and sensitive issues of gender, culture and religion