**Nutrition Cluster partners Training Package**

**A guidance to review nutrition, gender and gender-based violence integration in the training materials**

**Documents updated and finalized by: Naima Imam Chowdhury, Saskia Ivens and Inge Verdonk**

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*Coordinated humanitarian response rests on the notion that no one organization can meet large-scale humanitarian need, so we must work collaboratively to achieve common goals for affected populations. The cluster approach helps ensure humanitarian action is effective, accountable, and transparent and founded on the principles of partnership.*

*In support of this, the Global Nutrition Cluster Strategy 2017-2020 commits the GNC to working nationally/regionally and globally to strengthen the capacity of national coordination platforms to deliver effective and people centered responses.*

*This training package is part of the GNCs suite of learning materials, focusing specifically on preparing participants for working in nutrition coordination through strengthened understanding of coordination concepts, tools and processes and with greater confidence to lead through strengthened inter-personal skills.*

The key purpose of the Nutrition Cluster Partner’s Training (NCPT) Package is to introduce participants to coordination roles, responsibilities,

approaches, tools and outputs through exploration of the Humanitarian Program Cycle and Core Functions of Clusters with the goal of expanding engagement and contribution of partners to nutrition coordination.

**Please find table below with an overview of training materials of the NCPT and changes that were made to adequately incorporate Gender Equality and Gender Based Violence (GBV) into the training package.**

We undertook the following activities to come up with these key recommendations and to subsequently incorporate Gender Equality and GBV into the Nutrition Cluster Partner’s Training (NCPT) Package:

First round:

* Review of the existing training package to assess what content requires Gender Equality/GBV mainstreaming. Please find table below, the first column provides a complete overview of training materials, the second column provides identified gaps.
* Provide a set of recommendations for integration that are required to address gender equality and GBV. This includes recommendations based on review of module 22 of the HTP, IASC guidelines and GNC AAP guidance, all of which serve as a framework or background document to which we make cross linkages where relevant. As indicated in the table we reviewed all documents of the training package. A few of them did not require changes. They either did not need to address gender/GBV because they did not address people / activities or management, or because gender/GBV had already been incorporated. As agreed, we could not make changes in the stories of the case studies as they were based on real life situations of which the exact gender dimensions are not known to us.
* *Update the training curriculum based on identified gaps and recommendations. Initially we made additions and modifications in* ***track changes in the Word files and in purple colour in the PowerPoint documents which are now updated as final documents.***

Second round:

Finalize the training package by incorporating comments and suggestions from the TAG. Please find our explanations in the last column. All documents were ‘finalized’, meaning that we took out comment boxes, made previously coloured suggestions black and accepted the track changes we had earlier inserted. Please find TAG remarks in the former last column. The TAG validated our recommendations and major changes made in the documents.

**Area of concern for this NCPT package:**

We notice that many of the word docs for day 2 seem incomplete:

* In a few cases, purpose and Key messages are missing; see e.g. 2.1 or 2.2
* In general, it is difficult to understand what the PowerPoints exactly refer to. Technical notes are missing with details on every aspect.

TAG responded:

* In a few cases we added slides as key message as we found it incomplete for a few documents and these are acknowledged by the TAG.

**Table: Incorporation of changes followed by the suggestion from TAG:**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |
| **Training Materials- Day 1** | **Current gaps *and how we incorporated gender and GBV*** | **colleen** | **Masumi** | **Paula** | **Josephine** | **Veronique** | **Remarks (Final, if any)** |
| [Partners Training Concept Note](https://www.dropbox.com/s/dvkt2kyds625vf9/Partner%20training%20concept%20note%20January%202018.docx?dl=0) | In the background note and in the training objectives the indication and incorporation of gender equality and GBV as major cross-cutting issue as per Coordinated Response Agenda, IASC Guidelines argue to address gender and GBV by the participants. Incorporated in the background discussion, included gender equality and GBV protection as major outcomes of the 3 days training program | ok |  |  |  | ok | Incorporated the changes and document Finalized |
| Day 1 |  |  |  |  |  |  |  |
| [1.4 SP- Nutrition Cluster Structure](https://www.dropbox.com/s/387k09nfs4o1lvf/NCPT%20SP%201.5%20Nutrition%20Cluster%20Structures.docx?dl=0) | Equal representation of women and men in the response structure help the response gender sensitive in general. Included gender equality in staff recruitments in the response structure | ok |  |  |  | ok | Incorporated changes and finalized the document. |
| [1.1 SP Welcome and Introduction](https://www.dropbox.com/s/knohs7e71xw35xg/NCPT%20SP%201.1%20Welcome%20_%20Introductions.docx?dl=0) | Learning outcomes should include how partners can play important role to include most vulnerable through emergency response. Considering this gap, we included ‘reaching most vulnerable’ in the learning objectives of this training programme. | ok |  |  |  | ok | Incorporated changes and finalized the document. |
| [1.1 Welcome and Introduction PPt](https://www.dropbox.com/s/h7tf8dpr4zbdqy1/NCPT%20PP%201.1%20Welcome%20and%20Introduction.pptx?dl=0) | Missing gender equality, exclusiveness and GBV in the slides that is helpful for the introduction. Added in slide 6, gender discussion and added slight 8 to describe safe environment for the training participants to express their opinion. | ok |  |  |  | slide 8: encourage participation for all the participants and give more attention to people who feel not comfortable to share their opinion;have same sex group work etc | Finalized slide 6, added TAG recommendation as last bullet in slide 8 (which was a new slide). Finalized PPT  |
| [1.2 Introduction to Humanitarian Coordination and the Cluster Approach](https://www.dropbox.com/s/ucvb4j1e93d8r9b/NCPT%20SP%201.2%20Humanitarian%20Coordination%20_%20the%20Cluster%20Approach%20%20-SI-IV.docx?dl=0) | We found this document needs insertions that are helpful for the partners to focus on different needs and perspectives of the affected population, with regards gender, diversity, vulnerabilities and different conditions. Considering that we included gender equality and GBV protection in the learning outcome, describing IASC Transformative agenda, how to engage community and partners for better coordination, ensure accountability etc. Gender and GBV also added to discuss cluster approach and in the key messages. | ok |  |  |  | ok | Incorporated recommendations that we made previously and finalized the document following TAG’s approval. |
| [1.2 Cluster approach- ppt.](https://www.dropbox.com/s/b9za9ywrkzz5s7l/NCPT%20PP%201.2%20TA%20_%20Cluster%20Approach.pptx?dl=0) | Added explanation why gender equality should be included for better nutrition programming, added inclusivity, gender and GBV dimension in slide 4, 6, and 17 | ok |  |  |  | ok | Based on TAG’s approval finalized slides 4.6 and 17, finalized the PPT |
| [1.3 SP AAP in Humanitarian coordination](https://www.dropbox.com/s/r1pgu4ss13g723f/NCPT%20SP%201.3%20AAP%20in%20Humanitarian%20Coordination.docx?dl=0) | Including community and affected people is important for an effective humanitarian response. We included this discussion in to the planning process, recruitment etc. for effectiveness and address gender, GBV and diversity. We added to develop a purposeful and trustful relationship between the partners and the community which is helpful to address risks, vulnerabilities and gender equality. This will also help to avoid sexual abuse and exploitation. We added a few points to the key messages about gender and GBV discussions. | ok |  |  |  | ok | Incorporated all suggestions that we made previously; and based on TAG’s approval finalized the document. |
| [1.3 PPT AAP\_Coordination](https://www.dropbox.com/s/hiqq46vc4oux970/NCPT%20PP%201.3%20AAP%20_%20Coordination.pptx?dl=0) | For an effective coordination between the cluster partners and the affected people, we emphasized to focus on women and vulnerable to address dignity of the people, gender and diversity, particularly women and marginalized. Slide added with more explanation on how to consider gender and GBV, referred to the IASC agenda, and also related suggestion provided in slides (please check 3 (new slide) ,5,8, 11, 15 and 16 (new slide) | ok |  |  |  | ok | Incorporated all suggestions that we made previously in slides 3 (new slide) ,5,8, 11, 15 and 16 (new slide); and based on TAG’s approval finalized the PPT. |
| [1.4 SP Cluster Functions % 2c Roles](https://www.dropbox.com/s/lac51llmbaisgao/NCPT%20SP%201.4%20Cluster%20Functions%252c%20Roles%20_%20Responsibilities.docx?dl=0) | Clusters should include the local structure of service mechanisms, including government and private sectors that can play a crucial role in the response to emergencies and conflicts. This is crucially important to address women and vulnerable, address GBV and protection mechanism. We suggested to develop a mechanism where gender equality can be addressed through structural support and address GBV from different service coordination.  | I’m unclear what is meant by ‘local structure of service mechanisms’  |  |  |  | ok | Reworded as ‘local government’s structure and service mechanism, and added hospitals, clinics, midwives who can provide services coordinated by the cluster in emergencies. |
| [1.4 PPT NC Core Functions % 2C Active](https://www.dropbox.com/s/mdjkjgs4yingjxl/NCPT%20PP%201.4%20NC%20Core%20Functions%252cActivation_Deactivation.pptx?dl=0) | To address the gender gap, we added suggestion for the session objective, suggested for the core functions with examples. Please see slides 2,4, 5-12, 19, 20 (new slide) | Slide 2 - I don’t think the added text there is actually an additional objective of the session, it is a description of the perspective that one needs to take when considering the core cluster functions. I would leave the objectives as stated.  |  |  |  | ok | Considering Colleen’s suggestion, insertion from slide 2 taken out. Incorporated all recommendations that we made for slides 2,4, 5-12, 19, 20 (new slide), and finalized the PPT.  |
| [1.5 SP Nutrition Cluster Structure](https://www.dropbox.com/s/387k09nfs4o1lvf/NCPT%20SP%201.5%20Nutrition%20Cluster%20Structures.docx?dl=0) | Addressed gender and GBV gaps in key messages. | ok |  |  |  | ok | Incorporated all suggestions that we made previously; and based on TAG’s approval finalized the document. |
| [1.5 PPT Nutrition Cluster Structure](https://www.dropbox.com/s/tcziyy2sn022n4g/NCPT%20PP%201.5%20Nutrition%20Cluster%20Structures.pptx?dl=0) | Referred to address gender and GBV as a major responsibility for the partners and added a few tips and for key messages, please see slides 13, 26 and 27. | ok |  |  |  | ok | Incorporated all suggestions that we made previously in slides 13, 26 and 27; and based on TAG’s approval finalized the PPT. |
| [1.6 SP Working in Partnership](https://www.dropbox.com/s/gcrpuh3iv7cyk8h/NCPT%20SP%201.6%20Working%20in%20Partnership.docx?dl=0) | We found this document needs lots of insertion on gender and GBV protection area. Understanding the diversity in the community, the vulnerabilities of women and marginalized with regards to GBV and other risks could be addressed through partnership with the organizations working for women and marginalized. We added a few suggestions here. | ok |  |  |  | key messages: apply also GBV guiding principles when we working with affected people | We incorporated all recommendations that we provided earlier and also added the GBV guiding principles as requested. |
| [1.6 PPT Working in Partnership](https://www.dropbox.com/s/lux8qg1nox4hqg3/NCPT%20PP%201.6%20Working%20in%20Partnerships.pptx?dl=0) | Suggestions related to effective partnership with women’s rights organization, representation and effective participation from women and vulnerable groups are emphasized in different slides. Slides 3, 7 and 8 added, and a message inserted in slide 10. | ok |  |  |  | ok | Incorporated all recommendations that we made previously in new slides (3,7, 8), incorporated suggestion from Veronique in the Word document in slide 10 of the PowerPoint; and finalized PPT. |
| Day 2 |  |  |  |  |  |  |  |
| [2.0 SP Introduction to the HPC](https://www.dropbox.com/s/e84rjk9x31hub42/NCPT%20SP%202.0%20Introduction%20to%20the%20HPC.docx?dl=0) | No discussion on gender and GBV identified to introduce HPC; inserted as an objective. | ok |  |  |  | ok | Incorporated all suggestions that we made previously; and based on TAG’s approval finalized the document. |
| [2.0 PPT Humanitarian Program Cycle](https://www.dropbox.com/s/1airdmde91hk03c/NCPT%20PP%202.0%20Humanitarian%20Program%20Cycle.pptx?dl=0) | Added gender and GBV to explain IASC Transformative agenda, included into accountability discussion where reaching women and vulnerable groups are highly important for an effective response programme. Slide (4,5 and 6) | ok |  |  |  | ok | Incorporated all suggestions that we made previously in slide (4,5 and 6) ; and based on TAG’s approval finalized the PPT. |
| [2.1 SP Preparedness.doc](https://www.dropbox.com/s/cb10kjwjc4pjckr/NCPT%20SP%202.1%20Preparedness.docx?dl=0) | Incorporate gender equality is very important from the preparedness phase which was missing here. We suggested under the learning objectives and also referred for the group discussion regarding how participants can consider different groups at the time of disaster and will respond.  | ok |  |  |  | ok | Incorporated all suggestions that we made previously; and based on TAG’s approval finalized the document. |
| [2.1 PPT Preparedness.PPT](https://www.dropbox.com/s/b0mk5mopw3kvj9p/NCPT%20PP%202.1%20Preparedness.pptx?dl=0) | Gender equality and GBV incorporation at the preparedness phase has been suggested in slides 2,6, 9, 11 and 12 and added a new slide 4. |  |  |  |  | ok | Incorporated all suggestions that we made previously 2,6, 9, 11 and 12 and added a new slide 4.; and based on TAG’s approval finalized the PPT. |
| [2.2 SP Needs Assessment.doc](https://www.dropbox.com/s/59x5c59zl0p6cf6/NCPT%20SP%202.2%20Needs%20Assessment.docx?dl=0) | Inclusion of gender equality in needs assessment is very important to design an effective response programme. Considering the current gaps we suggested to include gender equality aspects and incorporation of GBV protection in every steps of needs assessment, suggested to use Gender Analysis Framework, include community feedback in the assessment validation, particularly from women and vulnerable group and inserted gender and GBV into the key messages. | ok |  |  |  | ok | Incorporated all suggestions that we made previously; and based on TAG’s approval finalized the document. |
| [2.2 PPT Needs Assessments](https://www.dropbox.com/s/b0mk5mopw3kvj9p/NCPT%20PP%202.1%20Preparedness.pptx?dl=0) | Considering the gender gaps in the needs assessment PowerPoint; we suggested inclusion of gender equality reference in slide 2, 8, for HNP structure (10), included new slide to suggest the use of gender analysis framework for need assessment (slide 12), including women’s rights organizations (14, 18). | ok |  |  |  | ok | Incorporated our suggestion on gender equality reference in slide 2, 8, for HNP structure (10), gender analysis framework for need assessment (new slide 12), (14, 18), and based on TAG’s approval finalized the PPT |
| [2.3 SP Strategy development doc](https://www.dropbox.com/s/6v56oyxnbgtgx6o/NCPT%20SP%202.3%20Strategy%20Development.docx?dl=0) | Strategy and plan development session missed the opportunity to incorporate gender equality discussion. Considering this gap we added in the session objective showing how the gaps would be incorporated, included partners to reach out women and most vulnerable, suggested for the Flash Appeal plans described the steps to address gender and GBV in the strategic plans.  | ok |  |  |  | ok | For TAG: session purpose is missing here. We incorporated all suggestions that we made previously; and based on TAG’s approval finalized the document. |
| [2.3 PPT Strategy Development ppt](https://www.dropbox.com/s/1cixaw6s1hbt4if/NCPT%20PP%202.3%20Strategy%20Development.pptx?dl=0) | Suggested above to incorporate gender equality and gender based violence protection and prevention for the PowerPoints, Learning objectives (slide 2), Flash Appeal (New slide 5), how to make HRP gender sensitive (new slide 9), suggestion in 19, 20. | ok |  |  |  | slide 19 constraints: focuses more on visible people (community and religious leaders, men others powerful men etc | Incorporated all recommendations that we made earlier for learning objectives (slide 2), Flash Appeal (New slide 5), how to make HRP gender sensitive (new slide 9), suggestion in 19, 20. Also incorporated TAG suggestion for slide 19, finalized the PPT. |
| [2.4 SP Resource Mobilization](https://www.dropbox.com/s/jkjfpqh0qskd5vw/NCPT%20SP%202.4%20SP%20Resource%20mobilisation.docx?dl=0) | Added gender equality discussion in objectives, discussed GBV protection as a criteria to resource mobilization etc. added 2 new key messages, particularly inclusion of GE in staffing and programmes, and also suggested for string GBV monitoring system. | “Coordination and establishment of a GBV team is important and could consist of a GBV ProgrammeManager, Inter-Agency GBV Coordinator, GBV Information Management Officer and, where relevant, aGBVIMS Coordinator for data collection.” - this is something we want the Nutrition Cluster would be advocating for as they take part in financing discussions for the HRP |  |  |  | key messages: knowing the GBV referral system to link the GBV survivor with GBV services providers | For TAG: Session purpose is missing hereWe incorporated all recommendation that we provided earlier based on TAG’s approval and finalized the document.We addressed the issue of GBV awareness and attention for resource mobilization. The GBV survivor-service linkage is addressed in other chapters. |
| [2.4 PPT resource mobilization](https://www.dropbox.com/s/kxr7nik4lkqfphl/NCPT%20PP%202.4%20Resource%20Mobilization.pptx?dl=0) | Discussed how to incorporate gender equality and protection activities in the resource mobilization plan, added examples in 2,3,8, 10, 11 (new slide), partner’s role (12), 14, 17, 20, 21, capacity building and new slide (22). | Slide 8 - remove breastmilk example, and comment under ‘conditions’  **fyi** - shock of an emergency affects flow of milk - not production, stressed mothers still make milk, but it may not flow as easily resulting in a fussy babySlide 11 - highlight the role of the NCC to liaise with GBV actors (those listed)Slide 17 - I’m unclear as to what the expectation is for the Nutrition Cluster coordinator and partners are with respect to the last recommendation re GBV team etc. this would be an inter-sectoral mechanism, that nutrition cluster would be advocating for, rather that a nutrition cluster specific team, right? or is the recommendations that these positions/roles are part of the nutrition cluster |  |  |  | slide 8: elderly people | Slide 8 example rephrased to condition as suggested by Colleen. GBV actor’s role highlighted in slide 11.We think that the recommendation will increase the effectiveness of GBV responses among the partners and actors. We incorporated all recommendations that we suggested before for 2,3,8, 10, 11 (new slide), partner’s role (12), 14, 17, 20, 21, capacity building and new slide (22). PowerPoint Finalized |
| [2.5 SP Implementation and Monitoring](https://www.dropbox.com/s/5klycw919oi6s8p/NCPT%20SP%202.5%20Implementation%20and%20Monitoring.docx?dl=0) | We found this session is still draft and there is no mention about gender equality and, or violence protection activities in the monitoring system, We suggested a through incorporation and showed how to ensure gender and GBV in the monitoring system. | slide 19 - The HTP includes the gender module, no need to pick out that module specificallySlide 20 - I don’t think the edits re capacity mapping make sense. Could add, capacity mapping with respect to NIE, including gender responsive programming, GBV preventionSlide 21-first point is unclear for me, I think it could be covered on the previous slide |  |  |  | GBV indicators have to meet also the SPHERE indicator for GBV | We incorporated the recommendation that we made earlier and also addressed the GBV indicator. |
| [2.5 PPT Implementation and Monitoring](https://www.dropbox.com/s/2tpch20t9oh48xi/NCPT%20PP%202.5%20Implementation%20and%20Monitoring.pptx?dl=0) | We found no discussion on gender and GBv in the monitoring session’s Powerpoint. We inserted gender equality and GBV protection discussion and showed how to in existing and ne slide, 3 (Learning objectives), 8 (on GBV and how to monitor), 11, 15 (New slide on gender and GBV responsive monitoring), 18 (new), 19 (new inclusion on gender indicators), 27, 29 (challenges), 31, 32 (key messages) | Slide 11 - last two bullet points capacity building gaps and good practices are not limited to GBV & protection..the proposed edits make it sounds like thatSlide 31 - complaint mechanisms are not only for SEA and GBV issues, edit this so that this is no implied |  |  |  | ok | Slide 11 example rephrased.Rephrased the example for slide 31.Incorporated and finalized all recommendations that previously made. |
| [2.6 SP Information Management](https://www.dropbox.com/s/r55wrm9gmh2g9k5/NCPT%20SP%202.6%20Information%20Management.docx?dl=0) | Discussed how to ensure gender equality and GBM in IM through objectives, in Facilitator’s note, IM Toolkit and Key messages | ok |  |  |  | ok | Session purpose missing (For TAG attention)Incorporated all suggestions that we made previously; and based on TAG’s approval finalized the document. |
| [2.6 PPT Information Management](https://www.dropbox.com/s/ask7flmiaiuj07q/NCPT%20PP%202.6%20Information%20Management.pptx?dl=0) | Identifying present gaps included gender and GBV discussion in slide 2, 6, 7 and 14 (Key messages) | ok |  |  |  | ok | We incorporated all recommendation we suggested earlier in new slides 2, 6, 7 and 14 (Key messages), and finalized on TAG’s approval. |
| Day 3 |  |  |  |  |  |  |  |
| [3.1 – 3.2 SP NCP CCPM Group Work.doc](https://www.dropbox.com/s/9jir8iaxd7pscr8/3.1%20-%203.2%20SP%20NCP%20CCPM%20Group%20Work.docx?dl=0) | Country Cluster performance monitoring exercise currently has no inclusion of gender equality perspectives. Identifying this gap we suggested incorporation of gender equality and address GBV complaints mechanisms through different initiatives following IASC gender based violence guideline.  | see comment on doc |  |  |  | ok | All recommendation incorporated, A few are still highlighted that needs TAG’s agreement. |
| [Day 3 CCPM from 5 day course](https://www.dropbox.com/s/bdunu8tppvlj077/Day%203%20CCPM%20from%205%20day%20course.docx?dl=0) | Still draft format, we suggested in few areas for an improved mechanism to address gender equality and GBV protection | ok |  |  |  | ok | Recommendations finalized based on TAG’s approval. However, a remark from us on country name for the exercise is still highlighted that the TAG may wish to decide on. |
| [3.1 PPT CCPM](https://www.dropbox.com/s/ae032snpcn9bt7u/NCPT%20PP%203.1%20CCPM.pptx?dl=0) | In slide 2,6 and 16; we suggested the inclusion of gender equality and GBV in to the information management tools for an effective monitoring system. | Slide 2 - When I read 'gender and GBV responsive strategy development' - I interpret that to mean I'm developing a gender and GBV strategy. I would suggest using this syntax -Strategy development, that is gender and GBV responsiveSlide 2 point 5-. suggested reword: capacity building in preparedness and contingency planning, including initiative to empower women and girls and reduce GBVSlide 6 - these issues should be covered under the CCPM assessment of core cluster function number 4. I’m not sure having these listed like this on a separate slide is helpful and will actually get done Slide 10 - we have evidence from the completed CCPMs that these GBV issues have been handled well and that empowerment programs are being identified? or were these listed as examples of good practices? |  |  |  | slide2: what’s the meaning of Gender justice? | Incorporated suggestions from Colleen and rephrased the insertion in slide 2. The word ‘gender justice’ is removed with ‘gender equality’.For slide 6, rephrased an example on ‘how to address gender and gbv for AAP’ as we think it would be helpful for the cluster.Slide 10- Taken out the insertion as it may create confusion.All other previous recommendations are finalized in the PPT. |
| [3.2 PPT CCPM Exercise if no CCPM](https://www.dropbox.com/s/6d9l6pykr57klqq/NCPT%20PP3.2%20CCPM%20Core%20Functions%20Real%20Example%20if%20no%20CCPM%20%20exercise.pptx?dl=0) | The groups will incorporate to gender equality is missing, we suggested the changes in these exercises and make them more gender responsive and effective (slide 2, 4) | ok |  |  |  | ok | All recommendations are incorporated as we suggested earlier and finalized the PPT. |
| 3.2 PPT CCPM Exercise if CCPM | No PowerPoint!!! |  |  |  |  |  | TAG’s attention required. |
| [3.2 PPT CCPM Core Functions Real Exercise](https://www.dropbox.com/s/6d9l6pykr57klqq/NCPT%20PP3.2%20CCPM%20Core%20Functions%20Real%20Example%20if%20no%20CCPM%20%20exercise.pptx?dl=0) | Suggested for a gender sensitive CCPM, added changes in the session (7,8,14) | ok |  |  |  | ok | All recommendations are incorporated as we suggested earlier and finalized the PPT. |
|  |  |  |  |  |  |  |  |