



Organisational & Capacity Development L4C's learning packages

Learning for Change (L4C): Strengthening Women's Voices in East Africa is a regional program promoting gender equality and women's meaningful participation. L4C is implemented by CARE Austria and CARE country offices in Ethiopia, Uganda and Rwanda.

A core and guiding principle to the L4C program is **'to be the change we want to see'** and thus that social transformation must start with the stakeholders and partner organizations on the ground.

As such, the program focuses on supporting civil society organizations and government institutions in strengthening their processes and capacity to develop and implement innovative programs and advocacy strategies that help promote gender equality in East Africa.

The following learning packages have been developed for this purpose:

Trainings to promote a conducive organisational culture fostering gender equality and psychosocial wellbeing

- "Gender Equality and Diversity" (Training of facilitators)
- "Staff Wellbeing and Stress Management"
- "Women Leadership"

Trainings to improve gender-responsive programming

- "Gender-responsive Planning and Programme Design"
- "Gender-responsive Monitoring and Reporting"
- "Internal Knowledge Management and Learning"
- "Sharing Knowledge and Learning"

Trainings to enhance approaches and tools strengthening the participation of women at community level

- "Strengthening women's participation - Basic concepts and approaches of Psychosocial Support, Women Leadership, Engaging Men and Boys" (Training of Trainers)
- "Strengthening women's participation – Tools for strengthening agency and self esteem" (Training of Trainers)

Trainings to promote evidence based advocacy

- "Advocacy Strategy Development"
- "Evidence generation and use"
- "Advocacy Tactics"

Each learning package consists of at least two **learning and reflection workshops**, lasting 3 days each and facilitated by L4C's regional technical experts from CARE Uganda, Rwanda, Ethiopia and Austria.

As part of the trainings, the participants are provided with **handouts** and **manuals**, and are required to develop **action plans** that detail both how they will put the knowledge gained into practice themselves, and how they will disseminate it within their respective organizations.

In addition, CARE technical experts provide **coaching and backstopping** to partners on an ongoing basis, to support them in implementing their action plans.

For further information on the workshops or manuals, please contact: care@care.at