



Gaba Dey Mata!

(Let's Go Women!)

A holistic approach for helping women reach leadership positions.

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Context

GIRMA Project

- \$70 million USAID's Bureau for Humanitarian Assistance (BHA) Resilience Food Security Activity (RFSA)
- Multisectoral project
- Zinder Region, Southern Niger
- 2018-2023



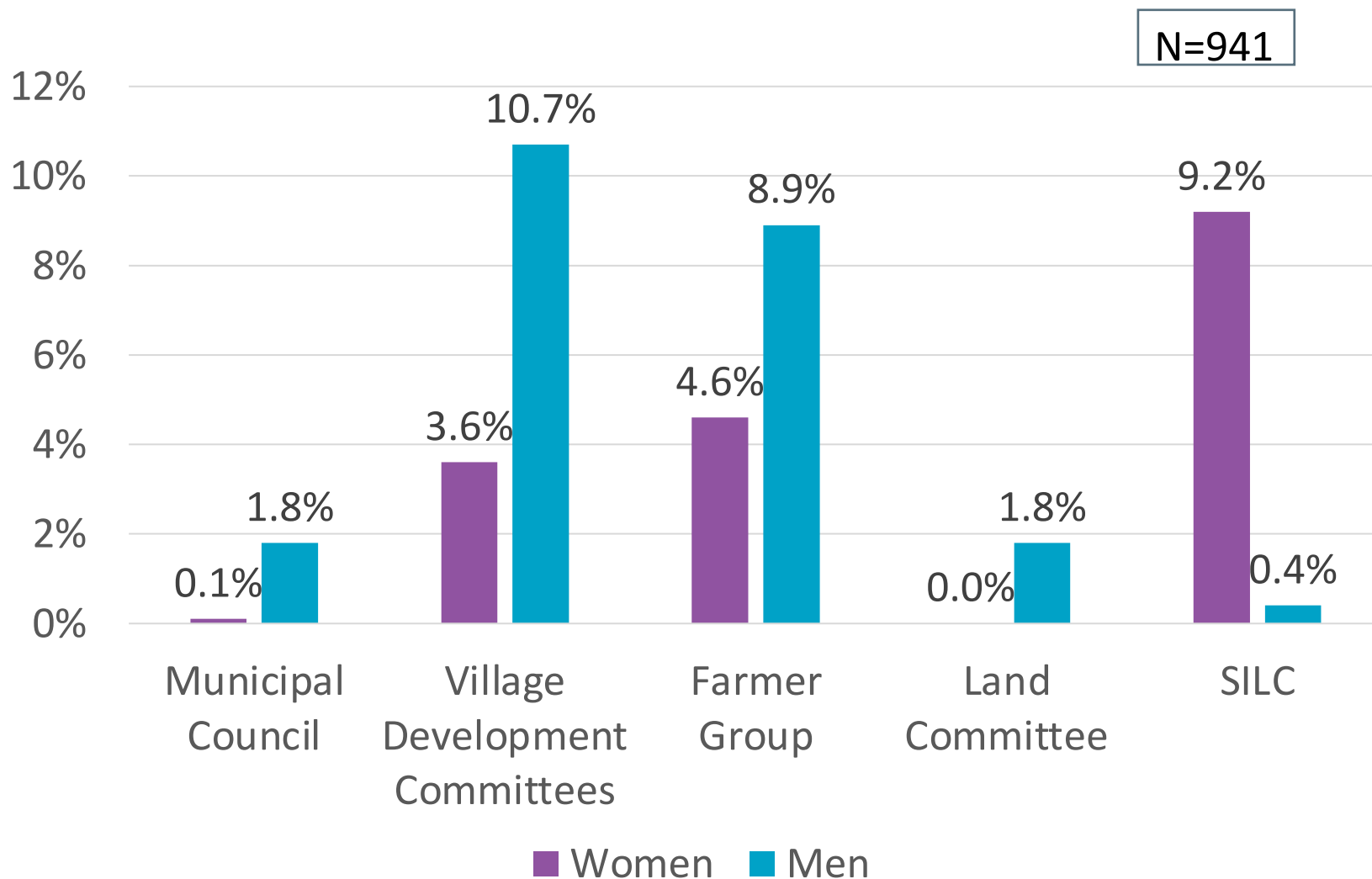
Goal: Improving food and nutrition security and resilience for more than 842,000 extremely vulnerable people.



Baseline Findings

- Few women in community development organizations
- Cultural & restrictive norms limit:
 - Active participation
 - Positioning in leadership positions
 - Self-esteem

Percentage of Women and Men in Community Structures at Baseline



Socio-Ecological Model that Supports Women's Leadership



Individual

- Literacy training
- Leadership training



Household

- Harmonious Family House



Community

- Women's rights training



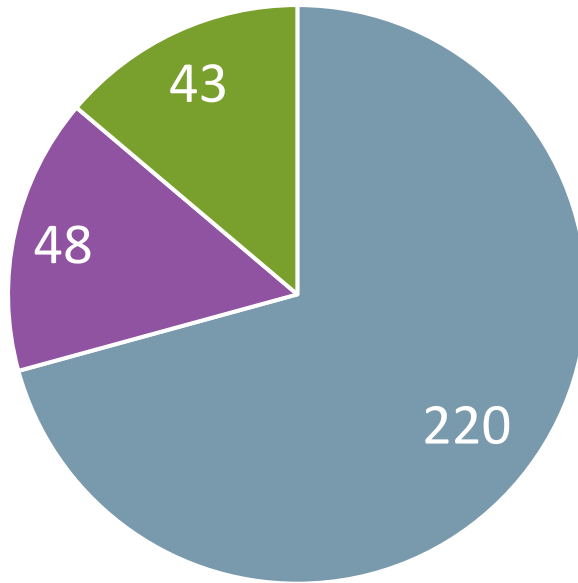
Girma's Literacy Training

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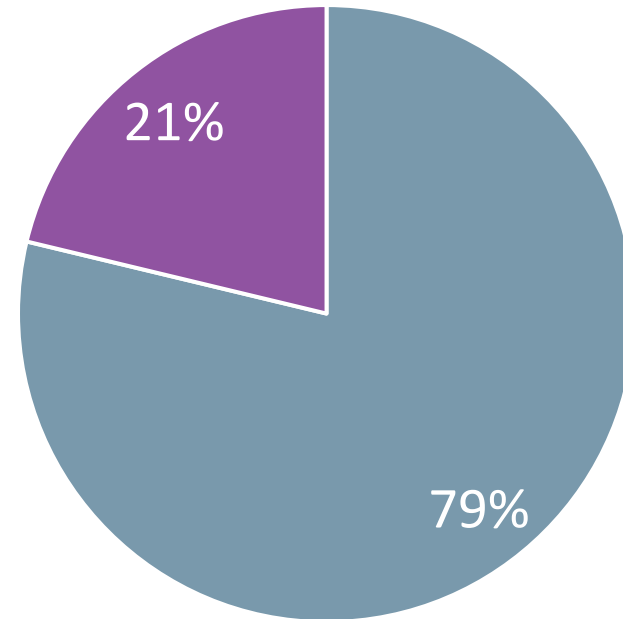
Girma's Literacy Training

Literacy Schools = 311



- Women Schools
- Men Schools
- Mixed Sex Schools

Participants = 15,816



- Women
- Men

Girma's Women's Leadership Curriculum

Part A: Self Confidence

- Introduction
- Gender in Zinder
- Tree of life
- Limiting beliefs
- Intentions
- Core beliefs
- Understanding one's strengths

Part B: Leadership Competencies

- Who Am I: Mason Story
- What is a Leader
- Leadership SWOT
- Building Leadership Skills
 - Communication
 - Group cohesion
 - Decision-making
 - Leading change
 - Knowledge, practice, action



Girma's Harmonious Family Home



- CRS' Couple Strengthening Approach
- Communication & joint decision-making
- Governance session - women's participation in CBOs
- Trained 38,000 couples in 577 villages



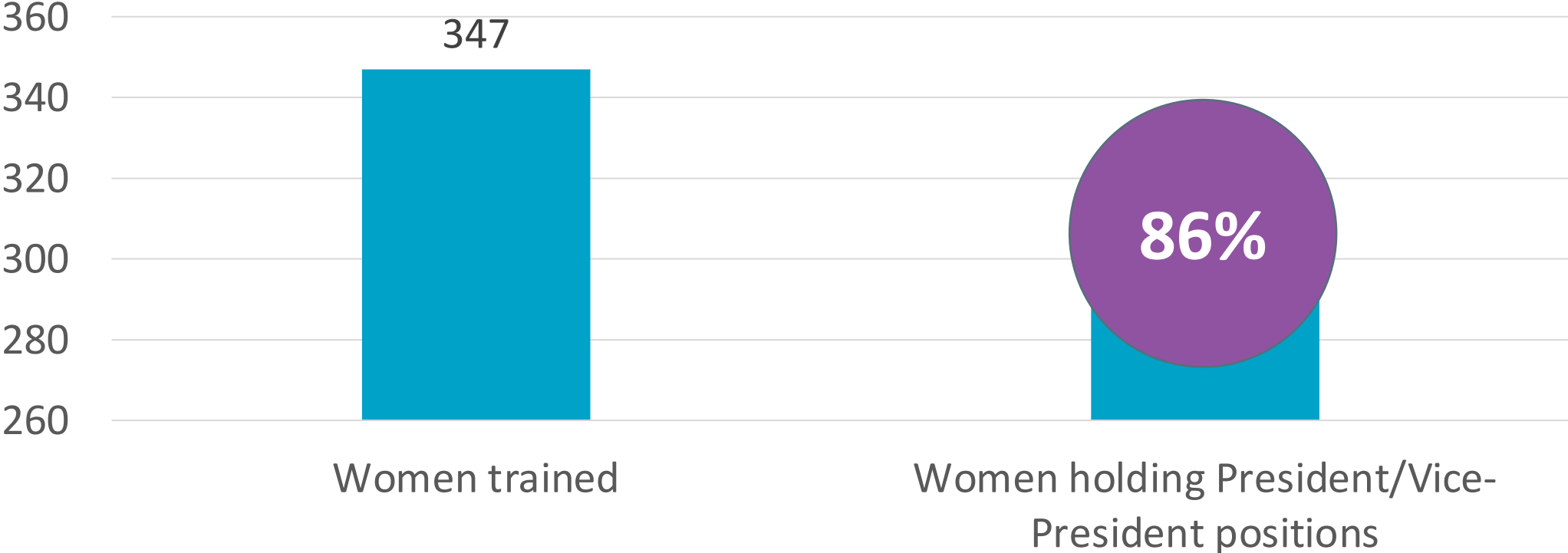
Women, Youth & People Living with Disabilities Rights Training

- 531 CBO members
 - M 328; F 203
- Implemented by Female Promotion Government Services
- 3 modules; 3 days
- Action plan
- Follow-up after six months

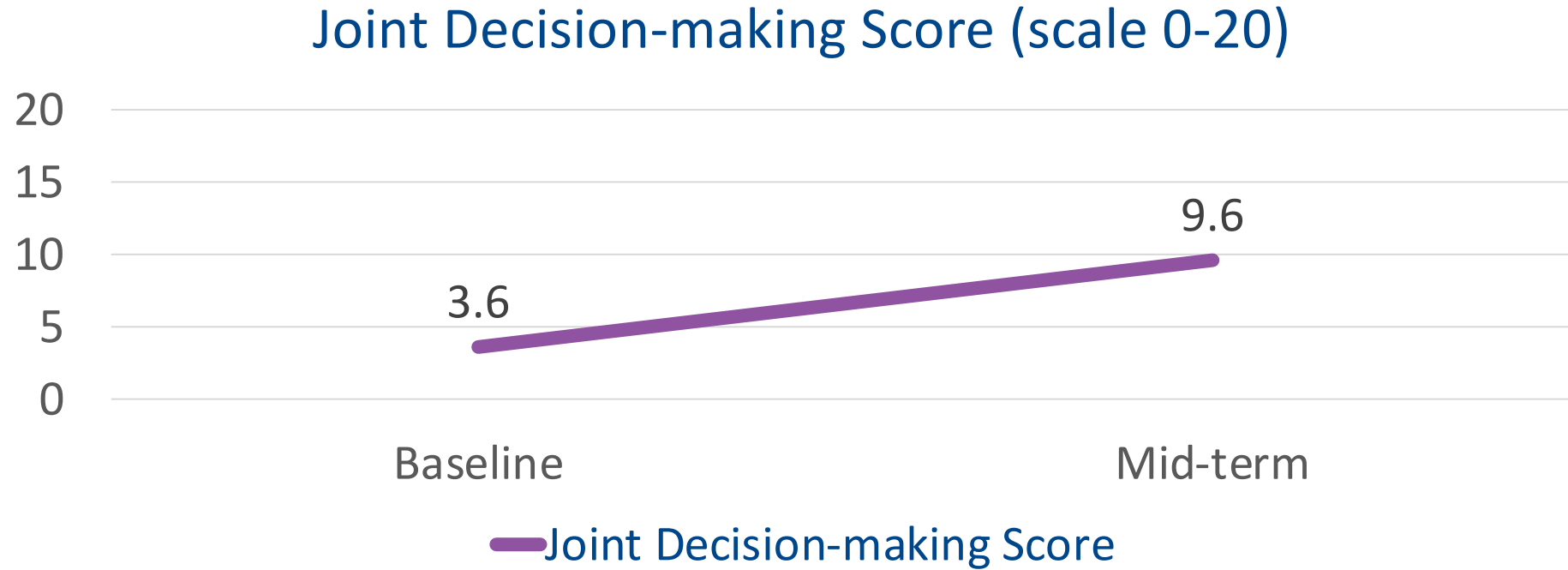


Main Results

Women Leadership Program Results



Main Results



Rabi Mamane Garba

President, Village Development Committee

Waking-up Women's Leadership in Rural Communities



Main challenge

How to apply this holistic approach to allow youth and people with disabilities in leadership positions



Main lessons learned

Husbands', traditional and religious leaders' engagement & support is essential to promote effective leadership of women at community level

The more opportunities given to women, the **better they perform**

Intervening at all levels of the socio-ecological model is essential for shifting social norms that support women's leadership in this conservative setting

Next Steps

- Developing learner's notebook
- Working with religious leaders on gender equity
- Implementing with and engaging youth and people with disabilities



Thank you!

Any questions?

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