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.

Health and nutrition

Livelihoods

Governance

Empowerment of women, youth and people with disabilities
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

- Municipal Council: 0.1% Women, 1.8% Men
- Village Development Committees: 0.1% Women, 3.6% Men
- Farmer Group: 0.0% Women, 8.9% Men
- Land Committee: 0.4% Women, 1.8% Men
- SILC: 0% Women, 0.4% Men

N=941
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
Girma’s Literacy Training

Literacy Schools = 311
- Women Schools: 220
- Men Schools: 48
- Mixed Sex Schools: 43

Participants = 15,816
- Women: 79%
- Men: 21%
# 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

Women trained: 347
Women holding President/Vice-President positions: 86%
Main Results

Joint Decision-making Score (scale 0-20)

Baseline: 3.6
Mid-term: 9.6

Joint Decision-making Score
Waking-up Women’s Leadership in Rural Communities

Rabi Mamane Garba
President, Village Development Committee
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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