



# Multiplying Change

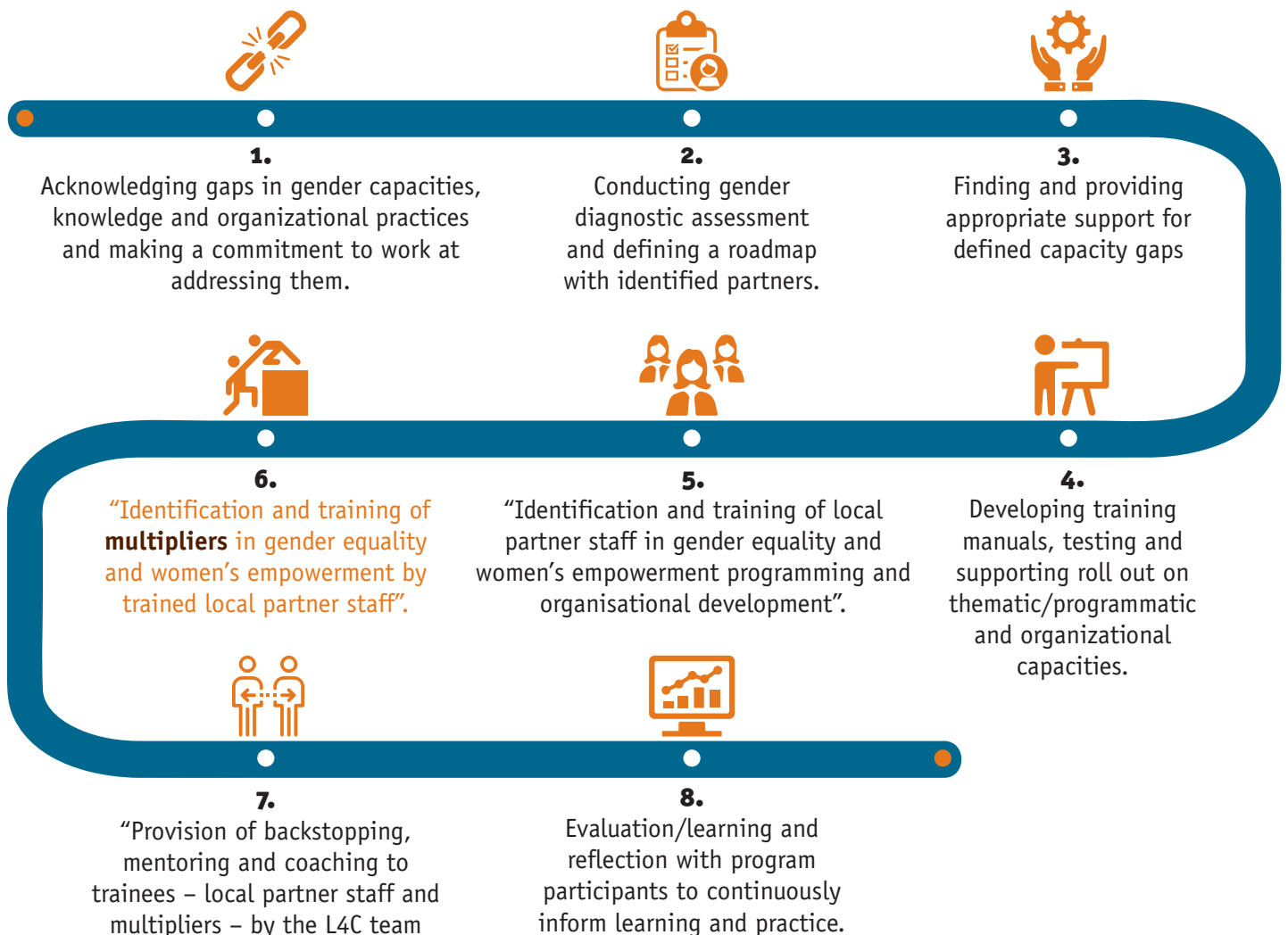
Experiences from CARE cross-country Learning for Change Programme – Uganda, Ethiopia and Rwanda.

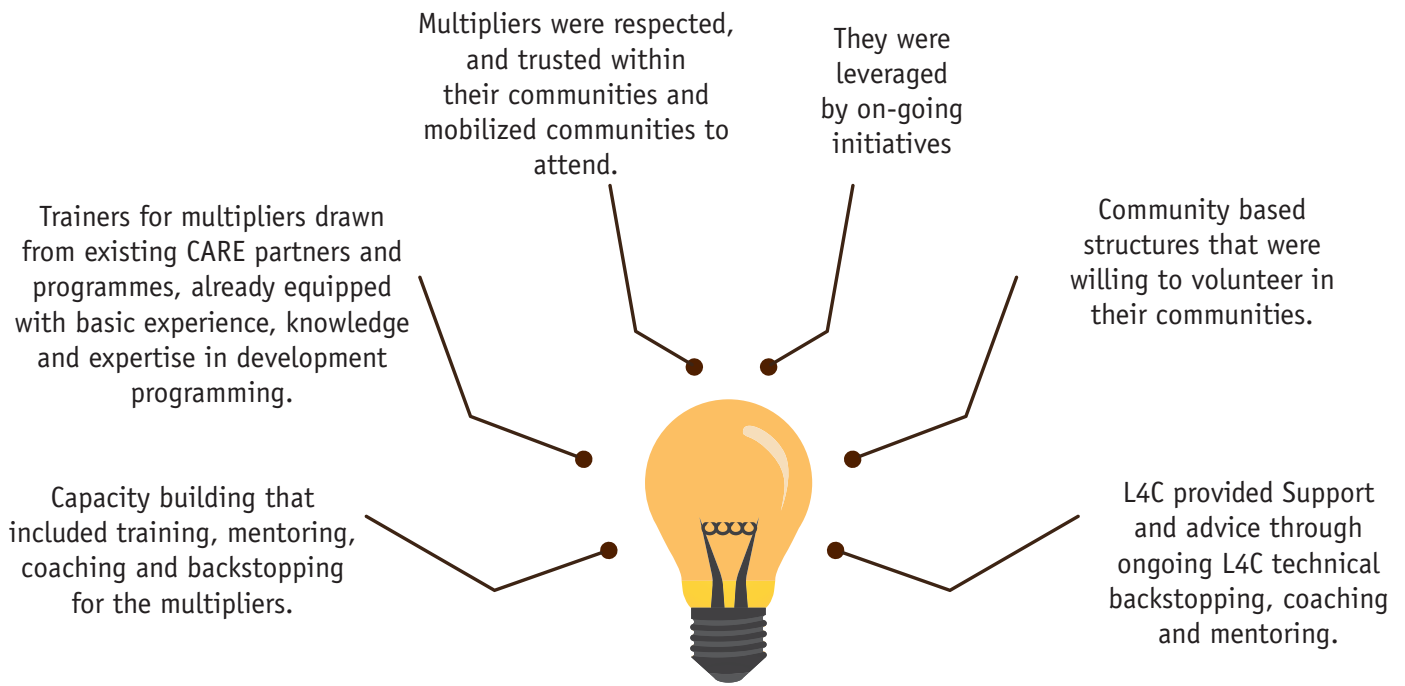


**Learning for Change (L4C)** is a capacity building initiative aimed at strengthening organizational capacities for gender equality programming at the civil society organisation (CSO), local government<sup>1</sup> and CARE Country Office level, with the overall goal of strengthening women and girls' meaningful decision making at household, community, local and national level. A core approach to the programme is to train partners to train multipliers which allows the capacity building to reach the community and household level. The 3-year programme is funded by the Austrian Development Agency (ADA) and implemented by CARE Austria in cooperation with CARE Country Offices in Uganda, Rwanda, and Ethiopia

**A multiplier** is a person who has received training from partner organisations on L4C training modules, in order to train others at community and household level in the skills and knowledge that they have acquired, so that they can transform their own lives to being more gender equitable. These modules include gender, equality and diversity (GED), women's leadership (WL), engaging men and boys (EMB), psychosocial support (PSS) and advocacy. L4C multipliers are also encouraged to integrate their new skills and knowledge in their day-to-day lives and roles, whatever these may be. Multipliers can be VSLA members, village agents, village health team members, local partner organisation staff, role mole men, teachers, community activists etc.

## CARE' Journey to multiplying and scaling up impact involved:





## What made the Multipliers Successful?

### Benefits Realized by CARE and Partners:

L4C trained **79** staff in **2** Trainings of Trainers in Ethiopia, Uganda and Rwanda

They trained appr. **10,100** multipliers

The multipliers reached appr. **344,000** community members in the three countries

- Multipliers acquire skills and knowledge which can be utilized in other community level programmes, and their day-to-day work.
- Multipliers allow L4C programme to have greater and deeper reach at the community level.
- Multipliers ensure greater community ownership of the L4C programme, increasing likelihood of both programme success and programme sustainability.

## Multiplying Impact- Experiences from Rwanda

*“One day I was invited to mobilize and explain the disease called fistula (a preventable childbirth injury) to the community members in my village and identify women who are suffering from the disease,” explained Marie her work as a Community Health Worker living in Umunyinya a small village in Rwanda. As a Community Health Worker she is responsible to facilitate and lead debates at community level around health issues. “Arrived at the place, I couldn’t talk or lead the discussions.” She recapitulated. “All I was wondering was the way people – men, women, and children – think of what I will say. Due to the lack of facilitation skills and self-confidence, I failed the mobilization and no one was identified while there were many.”*

Marie's work suffered due to a lack of facilitation and communication skills until she met Delphine. Delphine is a village agent who organizes discussions during the weekly village saving and loan meeting. In those discussions, Delphine also shared her knowledge and skills that she had gained through L4C's training on women leadership, engaging men and boys and psychosocial support. Marie participated in Delphine's trainings and gained the necessary skills, which ultimately helped her to boost her confidence. Today she is not afraid or ashamed anymore to step in front of a large group and deliver a speech. *“Prior to the discussion, I was shy and timid” she admitted. “Now, after that I just had this training I will not fail anymore.”*

**Collected by N. DIOGENE, Field Officer, CARE Rwanda**

Imam Namanya, the Project officer for the Gates Project in COVID Rubirizi doubted his ability and confidence to support a gender transformative initiative.

*“Attending the gender, equity and diversity training gave me insight into what it means to consciously integrate gender and diversity into programming. I attended three consecutive trainer of trainers’ workshops with other colleagues from partner organizations and got grounded in using participatory facilitation tools, focusing on Women leadership, Engaging men and boys, psychosocial support. I have benefited from results-based monitoring, advocacy and knowledge management. I got to meet, interact and share experiences with various media, advocacy and community based organizations. Through interaction, experience sharing, and learning together, my skills grew exponentially and I can now confidently train and support other staff to apply gender transformative tools and approaches in their work.”*



**Tumushabe Maxcencia 16 years old from Nyakasharu Ward, Rubirizi Town Council is a BONGA Girl and multiplier.**

Tumushabe Maxcencia 16 years old from Nyakasharu Ward, Rubirizi Town Council is a BONGA Girl and multiplier. *“When I was selected to be part of the trainings, I was hesitant to take part. I thought they were related to what we had been trained before—issues of hygiene, entrepreneurship and life skills. My supervisor reassured us that the trainings would help us conceptualize gender. I have always feared sharing my opinions because I wasn’t sure how the rest of the people would react. I would instead keep quiet. But the trainings have helped to build my confidence. I can speak confidently to the public, in trainings and I feel good about it. The fact that I can train people older than me and they receive what am training them makes me feel so proud. Today, I with other girls mentor over 200 Bonga girls that have dropped out of school in our community with life skills, livelihood skills so that they can live lives of dignity.”*



## **Working with Women Development armies (leaders) to multiply change: the case of Ethiopia.**

34 years old Adera having participated in the trainings, testifies to beating the odds against poverty, and breaking even within her production and saving group. This has also helped improve her social status. She is a leader for her group but also supports four other VSLAs found in her Kebele. Recently the government assigned her the role of oversight for local organizations within the kebele administration. She is the head of the women association and the women affairs coordinator but also the leader of the women development army at her village. She leads the mother to mother support groups in her community. Apart from the leadership position, Adera’ economic situation has improved. She is educating her three children and is able to meet her household consumption.



## Working with Women Development armies (leaders) to multiply change: the case of Ethiopia.

Bayush Liulesegedi is district health extension worker at Derega Kebele of Ebinat.

She has been serving the community the past 12 years in the area of health particularly in improving basic health service for mothers and children. *“I participated in the TOT, GED and gender training that CARE organized for impact multipliers. The training helped me to facilitate my work and to perform better in impacting the lives of women and children.*

*I have been cascading the training to women development armies / women groups, the facilitation skills, gender equality and diversity topics and the training engaged a number of women groups to discuss gender issues. These group of women have a monthly conference where they mobilize and teach the community. The L4C trainings have played an important role in capacitating the groups in conducting community mobilization and discussions.*

*Bayush, acknowledges changes in the lives of the community particularly among women and children as a result of the effective community discussions conducted by women development army. Discussions on gender equality have become a discussion topic among the community and concrete results have been registered in the lives of women, observed through their uptake of family planning services and improved health seeking habits from the health centers, improved girls enrolment and retention in schools, and the community alertness in reporting and fighting different forms of gender based violence in the area.”*



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