

Day 2, Q3: How do you coach your colleagues and/or partners in order to apply a systematic gender analysis? What makes you a successful advisor, what are major challenges you face?

Gender in PCM/Step 1 - ANALYSIS, Peer-led sharing

ADVISORY SERVICES AUG 19, 2021 02:59PM

GROUP 1

Mise à disposition des outils thematiques et adequats aupres des collegues et partenaires (merci shareweb!)

Assurer que les findings des analyses soient refletés dans les prodocs (outcome? outputs? indicateur? dans le suivi des hypotheses et risques?)

profiter des moments forts des projets / programmes pour relancer les debats et renforcer la conscientisation des collegues et partenaires (visites de terrains, revues, rapports annuels)

GROUP 2

Don't impose, build on questions that colleagues are already asking themselves

Engage at the ealiest possible (when new programmes are identified)

Question assumptions based on basic questions like: who has power / who are excluded ...

Procéder systématiquement (Micro, meso, macro). Interroger le cadre légal pour identifier les points d'entrées et défis

Risk of being considered as an expert and therefore given all the work. Instead, play the role of an advisor on gender and seek to transfer skills to the thematic teams.

Have a good repository of gender tools/information to share with thematic teams

Offer relevant support (e.g. on drafting ToRs, guiding the whole process)

Donner des pistes vers les bonnes réponses

Défis de satisfaire aux demandes des collègues sous forme d'expertise genre.

GROUP 3

Need to raise awareness among partners.

Systematic gender analysis beyond PCM instruments, having a proper reflection beyond the available tools.

Encourage learning and training. Constant sharing for the information and the relevant tools.

Knowing the field context and the dynamics

Load of work and not prioritizing this task. Lack of time to review and reflect.

Monitoring : translate paper into action! walk the talk .

GROUP 4

Request a gender analysis, if possible as part of a broader analysis. As a donor, provide sufficient time and budget for such an analysis.

Request reporting on gender (so as to send a signal that we really take gender seriously and justify why the analytical part was important)

During the planning phase, plan sufficient time for discussion on gender, with the implementing partner.

Link up different actors (e.g. schools, training institutions, enterprises, government, etc.), that's a strength of a governmental institution like SDC.

GROUP 5

Provide the tools and know how for conducting gender analysis in the early phase of planning

Engage in continuous discussions with colleagues to integrate gender throughout the PCM

Emphasise that gender mainstreaming is everyone's responsibility

Major challenges faced: time limitation for advisor, change of mindset is also a challenge.