

Handout I.6.3

Capacity Project Country Strategy Analysis and Gender Integration

Small Group Instructions

Total Time: 2 hours, 45 minutes (1 hour, 45 minutes on Day 1; 1 hour on Day 2).

As a group, work through the following questions. Record your responses on the worksheet and then post them on the wall using colored cards (use one color per column).

- I. Participants they will now have a chance to apply their understanding of gender analysis to their own country strategies. Review the small group instruction sheet. Participants work in country teams to work through the following questions, record their responses on the Participant Worksheet and then post responses on the wall using the banner and colored cards (use one color per column, but two colors for Column B).
 - **Where does your strategy currently lie on the gender continuum?** Note this somewhere on the top of the worksheet, as a reminder of where you are starting along the continuum.
 - A. Write the Strategic Objective/Intermediate Result (SO/IR) from your strategy in Column A on your worksheet and on the banner on the wall (pink card).
 - B. **What gender issues can you identify that will/do affect the implementation of the strategy and achievement of the SO/IRs?** Refer to the gender domain questions in the “Gender Analysis Guidelines for HCD Projects” to identify the gender issues at the level of each SO/IR. **What gender issues are identified and discussed in the strategy?** (List these under “**WHAT WE KNOW**”—blue card). **What issues are not identified but might be important and should be answered?** (List these under “**WHAT WE DON’T KNOW**”—gray card). *Write your responses for Column B both on your worksheet and on colored cards and post them on the wall. Allow 60 minutes to work on classification of your project on the continuum, posting the project SO/IRs and identifying what is known and not known about gender in your project.*
 - C. **How are the gender issues from Column B being addressed currently by the Country Strategy?** For each gender issue identified in Column B, record in Column C and on the wall one or more actions/interventions that address the issue or what is not known, mapping across columns (**green card**). If the strategy does not respond to a gender issue identified in Column B, leave a blank on that “row.” The blanks indicate gaps in the current response that should be addressed in order to better integrate gender and improve project outcomes. *Write your responses in Column C on your worksheet and on colored cards and post them on the wall. Allow 20 minutes to do this step.*

- D. Given what you now know about gender and human workforce development, **propose interventions that respond to the gaps identified in the current response (Column C) or that seek to address a gap in information about gender issues (“WHAT WE DON’T KNOW”/Column B).** Record these proposed interventions in Column D on your worksheet and on colored cards and post them on the wall (**White card**). Allow 20 minutes for this step.
- E. Time permitting, begin work on Column E for each gender issue/row: **propose an indicator that will tell us to monitor whether the gender issue or gap has been addressed** and/or whether addressing it has improved the project outcomes. Record your responses in Column E on your worksheet and on colored cards and post them on the wall (**yellow card**). This step can be completed the following day.

You will have 2 hours and 45 minutes on Days 1 and 2 for the small group work. Feel free to take short breaks as needed during that time. **Please use the wall space and cards** to report out. We encourage you to use the wall throughout the exercise, as the visual display makes the gap analysis easier.

Tomorrow morning, you will have another hour to complete your work on indicators and the visual display. At the end of the small group work, each group will be given 5-10 minutes to present a brief summary of the analysis and any proposed modifications to their strategy.

A gender advisor will be available to each country team, to serve as a resource for the small group work.

Appoint one person to document the strategy analysis and gender integration work on a **Participant Worksheet**. (To be collected at the end of the workshop)