



## **Gender Training Community of Practice Compendium of Good Practices in Gender Training and Capacity Development**

The Gender Training Community of Practice (GT CoP) aims to bring together practitioners from all over the world with a diversity of knowledge and experiences, in order to take stock of the present situation of gender training, identify real successes and failures and ways in which gender training can be strengthened as a component of gender mainstreaming and sustainable development.

In this sense, the GT CoP promotes knowledge creation and sharing on gender training over a long-term period so that existing experiences and lessons learned can be applied to future initiatives.

The Compendium of Good Practices in Gender Training aims to make gender equality training and capacity development more effective by collecting and assessing good practices in Gender Training, in the view of their promotion, replication and systematization of lessons learned.

The concept of **“good practice”** has been defined in different ways. In general, good practices are comprehensively defined as an approach, frequently innovative, tested and appraised, which points to its success in other contexts. The term “good practice” has been chosen over “best practice”, which is simply defined as something that works, as the compendium does not aim to standardize and establish a hierarchy but to systematize and disseminate practices that are effective in achieving their aims, as identified by practitioners themselves and considered against some core criteria and indicators established for generic good practice in gender equality training.

For each Gender Training Process a configuration of participants, learning objectives and other factors requires a recombination of planning and learning support factors. A compendium of practice is a source and reference for that repeatedly creative act.

UN-INSTRAW Gender Training Community of Practice has developed the following criteria to identify and systematize good practices in gender training and capacity development processes.

Please, read the criteria carefully and send us the complete description with details of your good practice. The UN-INSTRAW GT CoP will assess all experiences received with a view to establishing an on line compendium of good practices in gender training.

## Criteria for selecting good practices

You will have your own criteria for determining what a *good practice on gender equality training* is in your context and situation. The following criteria outline the basis on which contributions to the compendium will be compared, from the point of view of UN-INSTRAW Gender Training Community of Practice.

Please, read the following criteria carefully and use it to assess if any given practice could be included in the UN-INSTRAW Gender Training Community of Practice Compendium of Good of Good Practices. Please, ensure that these elements come up in the description of the good practice submitted.

### UN-INSTRAW Gender Training Community of Practice Criteria for Good Practices

- **Significance.**  
The experience stands out as one in which *significant* impact was achieved and change in capacity to integrate gender equality resulted, in your context, in comparison with other equivalent initiatives. The experience adequately was adapted to context needs.
- **Degree of integration into mainstream work and processes.**  
The gender equality training was not stand-alone but successfully integrated into mainstream work of participants and organizers. It is part of a longer process that includes adequate follow up.
- **Effectiveness & Efficiency.**  
The activity was effective in achieving its proposed results. Human, financial, material resources and power and authority were used effectively and efficiently in the achievement of the results.
- **Measurable impact.**  
A *results* lens was used through the planning, implementation and evaluation cycle, transferring learning back to regular work places and promoting integration of gender issues to everyday planning, work and evaluation. *Learning objectives* and *application objectives* were put in place to guide that transfer of learning and capacity strengthening. The training experience was put into practice. Evaluation assessments were carried out, during and the after the activity. The assessment process was carried out in ways that measure and support tracking of *change* and *results* associated with successful learning. Qualitative and quantitative data indicate positive results and identify gaps for continuing attention.

- **Potential for replication.**  
 The documented experience identifies factors to be considered for scaling up or replication.  
 The experience has been replicated. The experience is recommended for replication, with these specific adaptations.
  
- **Innovation/creativity/originality.**  
 This experience presents a unique, innovative and creative approach to a long-standing problem. It utilizes existing resources in a new way or new resources in an innovative way that yields different progress on selected indicators.  
 Keep in mind that the fact something has been tried elsewhere does not mean it is not innovative or creative to try it in a particular context. (Please, include descriptions of context in explanations of innovation and originality when completing the description).
  
- **Social relevance.**  
 The good practice demonstrates socio-cultural and gender analysis and sensitivity to the context where it is implemented, without accepting cultural diversity as an excuse for non-action.  
 The context of influence was identified, analyzed, and taken into account in the design and implementation of training, spanning personal, organizational and institutional/societal levels.  
 Opportunities as well as points of resistance were addressed through sustained use of effective analysis.  
 Social justice and values of gender equality and human rights inform the training as well as focus on effectiveness and efficiency.
  
- **Sustainability.**  
 Concrete mechanisms were built into the experience.  
 Specific measures to support sustainability were introduced and integrated into plans for continuing application of learning.  
 The good practice can have a positive impact over time, at regular intervals or on a continuous basis, extending benefits past a one-time occurrence.  
 Specific transfer mechanisms to continue extending the impact of learning and capacity strengthening are in place.  
 Ongoing evaluation mechanisms were built into the learning, planning and training experience.
  
- **Partnership.**  
 Participation and partnership were successfully implemented as core principles for successful learning and capacity development, informing the experience from the beginning.

- **Reinforcement of capacity of local partners for empowerment and equality.**

Beyond “partnership”, the initiative reinforced the capacity of local partners and agents for change on gender equality, empowerment and rights. Local partners were lead members of facilitation and training teams, and drawn on as key design partners and resource people. Legitimacy of local and internal partners, e.g. in gender focal point mechanisms, reinforced, strengthened.

## **Good Practice Description**

### **1. Title of activity, within project or programme.**

### **2. Thematic areas addresses by the good practice**

Please, give key words describing topic focus; sector; result.

### **3. Location & geographical coverage.**

- Country.
- Region.

### **4. Organization.**

- Name.
- Type of Organization: International organization/UN agency/NGO/GO/etc.
- Address.
- Telephone.
- E-mail.
- Fax.
- Web page.

### **5. Contact person**

- Name:
- Title/post:
- E-mail address:

### **6. General description**

- Working Language
- Brief description of the general context where the activity was developed.
- Target group/Number of persons involved
- Starting year/Duration
- Budget and Funding Resources
- Links with local partners and wider system collaboration
- Outcomes in capacity development with local and national partners

## **7. Main objectives of the experience**

Brief description of objectives.

Please, state indicators that were used to define and guide results during the activity.

## **8. Theoretical and Methodological Approach**

Brief description of the:

- Theory/ies that guided the design and implementation of this activity.
- Methodological approach.
- Methods used.

## **9. Resources used**

- Technical/pedagogical.
- Human.
- Financial.

## **10. Situational factors**

- Results of situation analysis, key context factors that influenced the experience, strategic focus, positive results.
- Specifics of the context that enabled the practice

## **11. Results and evaluation of the experience**

- Methods used for assessment/monitoring/follow up
- Results
- Strengths
- Weaknesses and/or risks, assumptions,
- Problems and challenges encountered and measures taken
- Conditions for successful replication
- Unresolved issues and continuing work
- Why you consider this a good practice
- Factors that helped the experience succeed

## **12. Main lessons and recommendations**

- What main lessons do you draw from this experience?
- What recommendations can you make to others based on this?
- In what specific ways does this good practice influence your continuing work?

Please, submit your “Good Practice” in Gender Training to [aziffer@un-instraw.org](mailto:aziffer@un-instraw.org)

You are also invited to send us any relevant information you might think useful, including documents, publications and/or articles describing the experience, as well as relevant links to websites.

Thank you for collaborating with UN-INSTRAW GT CoP compendium of good practices!