

## RECOMMENDATIONS & ACTIONS

**GENDER LEARNING EXCHANGE:** Collect and share successful gender stories via webinars, publications and website. This to include sharing institutional tools and guidelines on gender and sharing what learnt from each other. Collaboration between partners (e.g. CARE and Climate Centre) to create a climate game using the gender continuum.

**EVIDENCE- BASED PROGRAMMING FOR ADVOCACY:** Develop guidelines on how to sell 'why gender is important' to governments to support lobby and advocacy work. E.g. how to monitor the implementation of national policies at the grassroots, how to support CSOs collect evidence so they can use this when advocating government at all levels. Also, conduct deeper research to investigate the impact of gender inequality on women so can be used as evidence for advocacy with government.

**CREATE A VALUE PROPOSITION FOR GENDER:** Define a value proposition and create a menu of options guide for integrating gender and quick wins that can be adopted and used quickly by country teams. It will help iron out inconsistencies of how gender is viewed/ interpreted in programming.

**FACTSHEETS FOR LOCAL COMMUNITIES:** Create pictorial fact sheets to help illiterate women understand gender issues, the role they play in society and to inform them of gender policies at local and national level.

**OUTREACH AND ENGAGEMENT WITH WOMEN LEADERS AND ROLE MODELS:** Invite women leaders to attend upcoming gender trainings and even have them lead specific gender trainings so they are agents for change.

**CLEAR & COHERENT GENDER STRATEGY:** Articulate our commitment and aspirations that respond to gender needs. Establish goals, expected results and clear objectives with a fully integrated methodology to match. Including budget line linked to indicators and activities. Shared with consortium so can be adapted to local contexts.

**GENDERED THEORY OF CHANGE:** ToC needs to start by thinking about what gender transformations we want to see as a result of the programme from baseline zero to end of the project and identify what activities will result in measurable positive change. Global ToC needs to align trajectories across the different countries and developed in a participatory manner.

**PRIORITISATION OF GENDER ANALYSIS:** Conduct gender analysis at start of programme to help us set a gender baseline from which we can form indicators. It will also help identify gender issues and inform a plan of action for addressing gender that goes beyond simply having women attend meetings/ present on an attendance list.

**MONITORING FRAMEWORK FOR REPORTING ON GENDER:** Monitoring framework needs to be systemised and improved to measure integration of gender. Capacity strengthening of partners in outcome monitoring is needed to move beyond output monitoring and also guidance on how to use the data is required. Need more gender disaggregated data in quantitative and qualitative forms at all levels.

**GENDER BECOMES MANDATORY:** Gender baselines and activities become mandatory and consortium is contractually obliged to report on gender indicators. Netherlands partners influence the Dutch MoFA to put this requirement in place and request that we report on gender indicators.

**IMMERSIVE GENDER TRAINING FOR LEADERS:** Well organised, comprehensive and standardised gender training (that is country led) delivered to PfR country leads, CSO leads (all those managing/ in decision making positions) who can become champions and cascade learning and enthusiasm for gender to others. Training to be immersive, 5-day deep dive residential course that challenges views on gender, and makes participants question basic assumptions and leads to mindset change (Oxfam have a good one). Link to other gender training like CARE GED or gender marker.

**GENDER EXPERTS:** Introduce a PfR gender network or cohort of gender experts who can support with implementation when needed and facilitate tool and knowledge exchange. This could include a dedicated person who supports, mentors, trains and guides teams to make sure gender is addressed in planning and implementation.

**COLLABORATION AND JOINT PROGRAMMING:** Make joint programming on gender common place e.g. formalise working partnership between partners and build partnerships with women's rights organisations who have a strong gender mandate who can support a move to more gender transformative programming.

**ADOPT GENDER MARKER:** The gender marker is a rigorous method to guide and measure gender integration which many do not know exists although they would welcome it. Systematic training for partners, multi stakeholder alliances (e.g. women's orgs) so that it can be embedded in programmes. It could also be used as a shared accountability tool whereby partners can score where they lie and identify priorities within it and report their scores in the PfR annual reports.

**CREATE SAFE SPACES TO RECRUIT MORE WOMEN:** Efforts should be made to recruit more women into the PfR programme especially as frontline staff as women in the communities engage better with women. An organisational safe space is needed to encourage women to be involved, this involves reformed HR policies which support and protect women in the work place, addressing patriarchal systems and attitude changes of men in leadership positions in CSOs.