

Report on
trainings for UNDP Programme and projects' staff on gender-sensitive planning
October-November 2007

The UNDP EOP elaborated a Conception of internal UNDP training “**Gender-sensitive planning: specific planning framework**” for UNDP programme and project staff. The overall objective of the training is to improve the gender sensitive service delivery of UNDP on its core mandate and contribute to fulfilment of UNDP Ukraine’s Gender Action Plan 2006-2007.

The aim of the gender trainings was to introduce the basic concepts of introduction of a gender dimension into annual planning to UNDP project and programme staff and their national counterparts, to increase awareness and reduce the gender bias that impacts the actions of individuals. The training will equip participants with introductory knowledge and tools to be able to effectively mainstream gender throughout their work and introduce gender-responsive approach into annual planning. On the whole, it is envisaged that the trainings will provide staff with the necessary knowledge and tools to apply the method of gender planning in the annual planning process.

Trainings had place October 2, 5, 16, 19 and November 1 in Kyiv and Odesa. They were conducted by national expert Ms. Olena Suslova. There were about 70 participants including 35% of men and 65% of women. (See typical agenda of the training as Annex 1). The training programme included basic definitions; key aspects of gender analysis and gender planning; discussion on context of future planning in the area of gender mainstreaming; practical work and individual consultations.

Previous training was been done two years ago and most of projects' staff participated already in such training as well in the training done by the international expert Maryna Blagojevic. The training started from introduction and expectations what gave opportunity to know more specific needs of participants and to correct the agenda in accordance with it. Next steps was on basic concepts of gender analysis – gender practical needs and gender strategic interests; gender roles and responsibilities; gender labour division; access and control to resources; gender organizational analysis and filed gender analysis etc.

After participants received short information followed by examples of gender analysis small groups related to projects were formed. Each group prepared the resource list of possible project's areas what could be analyzed. After the group work and common discussion the group also received information on possible practical tools of gender mainstreaming. The planning requires a review of main socio-economic, political and environmental changes of the year and their immediate effects on women and men in the target groups. New policies, laws, political or economical events, programmes and actors that may affect gender in the sector or area of the programme were identifies. Basic UNDP documents and materials in the area of gender mainstreaming (both international and national) were used. So the UNDP Gender Strategy documents were very helpful in terms of specific examples as well as for framing it in accordance with the UNDP requests. It was very helpful particularly when participants again formed small group by projects and tried to form the draft of the working plan for the next years as well as to evaluate the financial dimension of this plan.

After the small groups' work and common discussion the group learned more on tools used by the UNDP Project Cycle Management System for gender mainstreaming planning done by Mr. Mikhail Koryukalov, Documentation Specialist of UNDP Equal Opportunities Programme.

Resume and recommendations

Organizational process

The logical development of the gender mainstreaming process is an important factor of its successful result. Some participants who also visited previous training two years ago mentioned how did they change their attitude, behavior; how did they transform their projects or started to think how to do it in related areas. They also mentioned how it is important the process was flexible what gave opportunity to include the gender component in programmes at different level of project's stage. It is important to continue this work in similar frame and possible term of repeating the clusters' training could be also in two years.

The continuity of the process is very important therefore the full absence of activity during two years could give negative result because knowledge and tools need to be updated and renovated. It could be desirable to organize next year the gender retreat for the UNDP staff and their partners to bring some practical questions for discussion as well as for monitoring.

The individual factor plays big role in the gender mainstreaming process as well as in any other. Personal responsibility for this process could strength both the project and the whole process in the UNDP. Gender Focal Points (GFP) suppose to be established/strengthened in all projects as well as in the mission's headquarter. In terms of strengthening their status should be identifies more clear with clear responsibilities, time spend for this area and financial resources could be used for the process.

Sustainability of the process needs more attention to intuitional development. As an example of good and sustain practices could be the Gender Coordinative Council what could be established at different levels (project, group of projects, mission etc.) depending from specific needs and conditions in each project.

- As one of good examples of multiple efforts is the MGSDP where intentions of the SDC and the UNDP came together. It had synergic effect and made this project one of advanced on gender mainstreaming. It is important to develop the network of co-donors working on same projects to increase the efficiency of gender mainstreaming process.

Activity level

One of big mistakes done at the managerial level is the absence of basic surveys, initial analysis. Some of participants made conclusions from their projects based only at the own assumptions. It is very risky and could increase the risk of successful project's implementation. Field gender analysis done at any stage of the project could be good tool for perspective and for looking tactical decisions.

Despite the UNDP has continual strong declaration of gender sensitive principles in human resources policy many participants mentioned its practice has from time to time absolutely different accent. Organizational gender analysis could help to identify human resources policy areas what need to be transformed and to give concrete tools how to do it.

Gender disaggregated data at the same time are the approach, tool and analysis. To differentiate data on gender is possible and important in EACH project. Gender “portrait” of projects could be important tool for planning, monitoring and evaluation.

The educational process is very important part of staff capacity building. To organize it at more sustainable base is possible when we have good and practical materials. Gender manuals for partners include specific examples and address to specific project’s areas could be helpful for gender mainstreaming process as a whole.

- Monitoring process of the gender mainstreaming process as well as any other monitoring is very important and at the same time it is very complicated process. Gender audit of the UNDP projects (see Annex 2) could be very helpful tool for monitoring implementation gender components in the projects life.