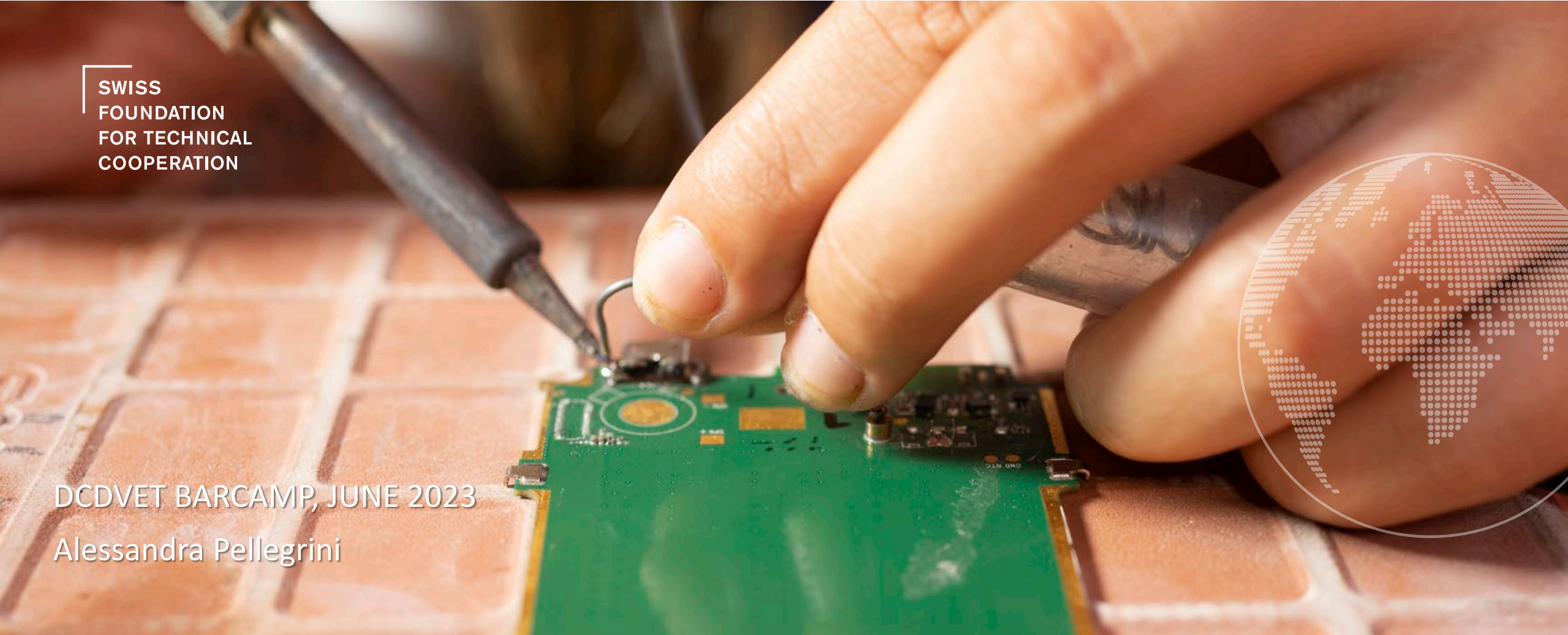


EXISTING PRACTICES AND CHALLENGES IN MEASURING GENDER-TRANSFORMATIVE CHANGES IN DUAL VET

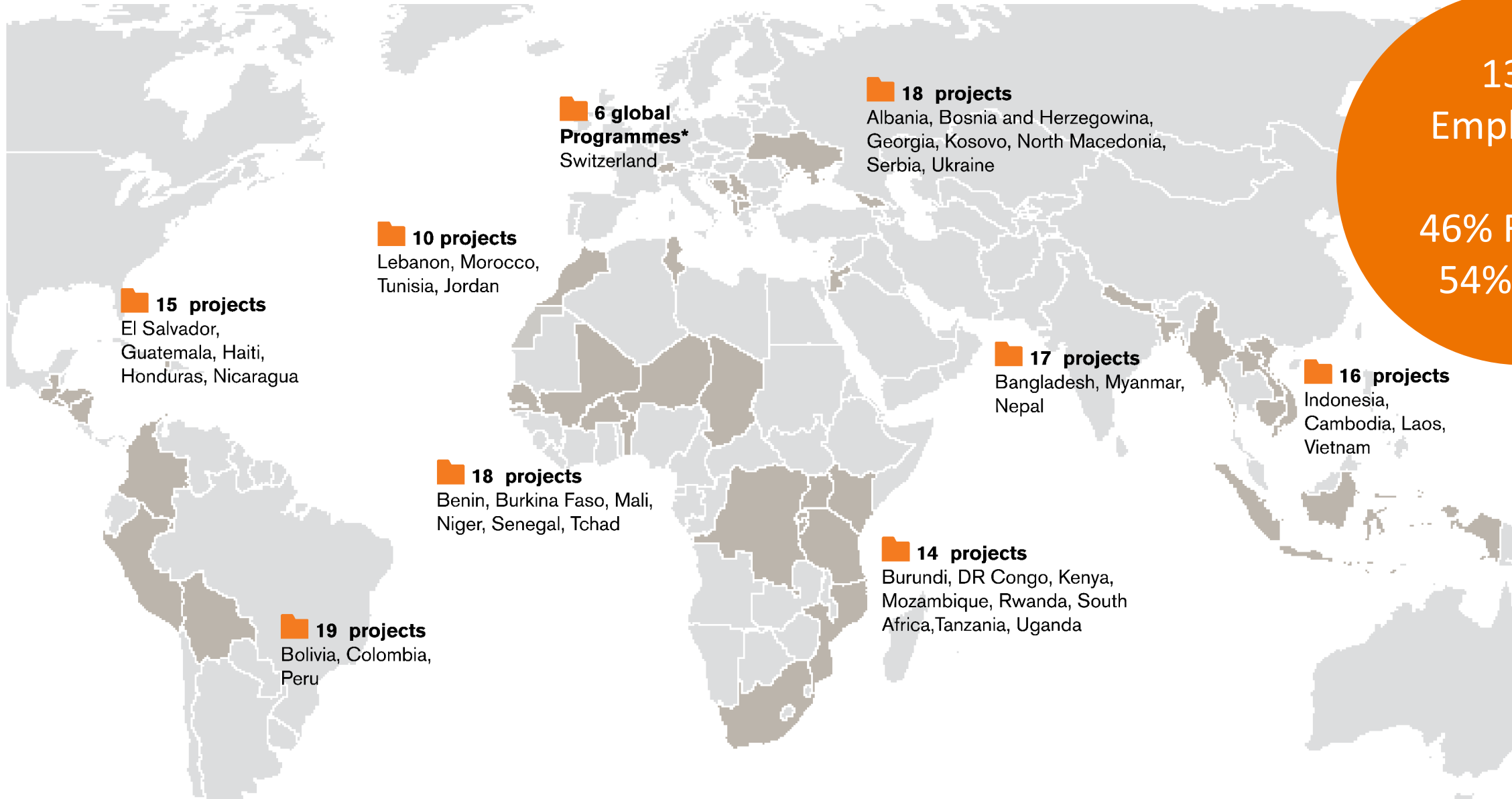


SWISS
FOUNDATION
FOR TECHNICAL
COOPERATION

DCDVET BARCAMP, JUNE 2023
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SWISSCONTACT: 133 PROJECTS IN 41 COUNTRIES



1396
Employees

46% Female
54% Male

DEFINITION OF TRANSFORMATIVE CHANGE

Gender Effectiveness Score

1 – 2 **transformative** = the project contributed to more equal gender **norms and roles**

2 – 3 **positive** = the project contributed to more equal **access** to resources and/or **decision-making power**

3 – 4

4 – 5

5 – 6

SCORE

Both genders

What are structural gender equality results?

Increased participation of women in political processes.

More women assuming leadership roles.

Men changing their attitudes towards gender norms.

More equal access to land.

Men and women more equally represented in community-based institutions.

Increased reporting on gender-based violence.

Better access to justice for women.

More joint decision-making at the household level.

Gender-transformative

Gender-positive

E.g. Work on female leadership, women/men in non-traditional trades, focus on GBV, unpaid care work, reduced wage gap, etc. > **systemic impact, on institutional level**

Less system impact

CHALLENGES TO MEASURE TRANSFORMATIVE CHANGE

Different definitions by donor organisations and implementing organisations – not on paper, but in practice

E.g.

- Is a project that promotes women as trainers gender-transformative?
- Is a project that works on gender-sensitive curricula gender-transformative?

Measurement at output-level vs. measurement at impact level

- At impact-level, mostly perception-based indicators can be used. Challenge: attribution and control groups

Transformative changes need time

- It is an open question, if a change in gender norms and roles can be expected to take place within a project's lifetime. From experience we know, that it often needs a generational change.

The measurement of transformative changes needs a baseline

- The aim for transformative changes need to be integrated into the MRM framework from the start and indicators defined

Examples for possible measures in our projects

Level of impact	How to achieve it at the level of the enterprises and associations	How to achieve it at the level of the VET provider
Gender-transformative	<p>Advocacy with enterprises on equal employability of w/m for non-traditional jobs/trainings</p> <p>Advocacy with enterprises on equal job promotion of w/m (avoid glass ceiling)</p>	<p>Advocacy with providers (private or public) on equal training prospects for w/m for non-traditional jobs/trainings</p> <p>Advocacy with providers (private or public) on diversifying the offer for w/m for non-traditional jobs/trainings</p>
Gender-positive	<p>Support enterprises in creating non-discriminatory workplace conditions and providing flexible working hours</p> <p>Support enterprises in installing a complaint mechanism in case of GBV</p>	<p>Support providers in creating non-discriminatory training conditions</p> <p>Support providers in recruiting female (and male) trainers or counselors (guidance counselors, entrepreneurship counselors, mentors, coaches, etc.)</p>
Gender-sensitive	<p>Support enterprises in providing separate sanitary facilities</p> <p>Support enterprises in providing operational health and safety</p>	<p>Gender-sensitive timing and location of trainings (for trainees, training of trainers)</p> <p>Gender-sensitive curricula design</p> <p>Train trainers and councellors on gender equality</p>

INDICATORS THAT CAN BE USED TO MEASURE TRANSFORMATIVE CHANGE

At the level of the partner organisations:

- Changes in the participation of women in decision-making boards
- Increased reporting of GBV cases OR reduction of overall GBV cases, introduction of GBV reporting channels and case management mechanisms
- Male/female trainers in non-traditional professions
- Existence of policies, action plans, and allocated resources (e.g. focal points)

At the level of the beneficiaries:

- Changes in roles: Women/men in non-traditional professions
- Changes in workloads (care responsibilities)
- Changes in decision-making power
- Changes in self-confidence
- Changes in social recognition (e.g. value of work done by women/men)
- Changes in participation and voice

