

## RESULTS SUMMARY

# Strengthening our programmes' Gender Transformative potential

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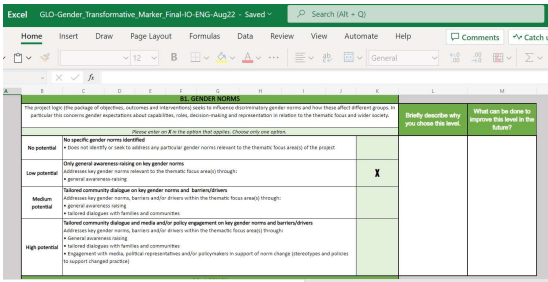
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|---------|-----------------|--------------------------------------------------------------|
| PROJECT | <b>Title:</b>   | Youth Driving Change                                         |
|         | <b>Partner:</b> | 34 local partners in the seven countries below               |
|         | <b>Country:</b> | Benin, Burkina Faso, Ethiopia, Kenya, Togo, Uganda, Zimbabwe |
|         | <b>Period:</b>  | 2022-2025                                                    |

|        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|--------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| CHANGE | <p>The programme has been designed in line with Plan International's Gender Transformative Approach (GTA) and the organization's Gender Transformative Marker (GTM) has been applied to seven country programmes (CP), assessing their gender transformative potential and identifying areas in need of strengthening. An in-depth analysis of the seven GTMs has confirmed the CP's generally strong gender transformative potential, but has also revealed a certain level of inconsistency in how the GTM is applied that impacts the tool's effectiveness, as well as elements of the GTA that are less well applied than others</p> |
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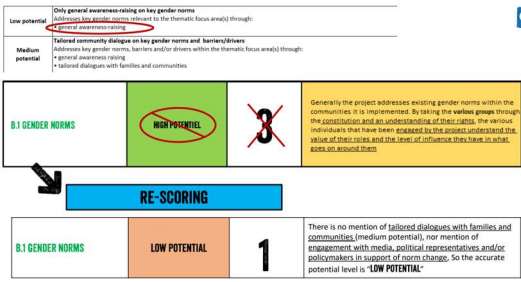
|         |                                                                                                                                                                                                                                                                                                                                                                                                                    |
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| CONTEXT | <p>Advancing gender equality and promoting the rights of girls and young women is at the core of our programming and influencing work. The GTM is a mandatory tool to help ensure programmes and projects are designed to have a high potential of contributing to gender transformative change but its effectiveness depends on its consistent understanding and application across countries and programmes.</p> |
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| CONTRIBUTION | <p>The in-depth analysis of seven GTMs for country programmes under the same framework provided insights to the level of consistency with which the tool is applied across countries and helped identify areas of improvement in relation to the implementation of the GTA. It has shown that some country teams need capacity strengthening in the correct use of the GTM and that generally programme teams in country need support in effectively integrating all of the elements of the GTA in their country programmes. We will use these results to strengthen the gender transformative potential of the country programmes</p> |
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IMAGES



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## ADDITIONAL INFORMATION

### ACTIVITIES

A qualitative review of the Plan International's Gender Marker Tool was conducted. This review consisted of a two-level analysis approach of the marker's results. The first level of analysis comprised of the creation of a number scale that matches the different levels of gender transformativity potential (0=no potential; 1= low potential; 2= medium potential; 3=high potential). Country total scores were then compared in attempt to find weaker areas in need of strengthening. The second level of analysis thoroughly reviewed the consistency of the score justification category across countries. The goal was to verify whether the descriptions in the justification cells lived up to the requirements in the GTM for the score the countries had assigned themselves. The findings and analysis approach were presented to programme managers of the concerned countries and to the head of the research and impact team. An open discussion took place following the presentation, exploring thematic areas to reinforce at country office level and how to take the findings further to improve the tool.

### LESSONS

For the analysis of the score justification categories, a focus was set on specific categories of the GMT related to gender norms, agency, working with boys and men, condition and position, diversity, and enabling environment. These categories make up the largest part of the scoring, and they are also the thematic components part of the programme design stage. Scoring low in these categories would indicate a lack of gender transformative potential in the programme design. A noticeable element was the inconsistency in the filling of the tool: while some countries included detailed descriptions, others mainly described overall themes without explicit reference to the minimum requirements defined for their selected score. This can be due to limited capacity at the country office to complete the tool correctly, but it also reveals a lack of guidance for completing the tool. Plan International has since then produced additional thematic guides specifying what gender transformation entails in each sector.

### EVIDENCE

Overall results from the GMT: Benin= 15.15 corresponding to High Potential ; Burkina Faso=15.1 corresponding to High Potential; Ethiopia= 9.75 corresponding to Medium Potential; Kenya=15.25 corresponding to High Potential; Togo= 13.3 corresponding to High Potential; Uganda=13,55 corresponding to High Potential; Zimbabwe=13.1 corresponding to High Potential. These results show that these country programmes have a strong gender transformative approach and are constantly evaluating their work to improve their potential. Yet, due to the inconsistencies mentioned above these scores are not a 100% accurate and the analysis of the tool has shown the need for additional training and capacity strengthening of staff and improvement of the tool.

### DOMAINS

*Development strategy priorities:*

Insert strategy priority

*Changes in the lives of people facing poverty, marginalisation or vulnerability*

-

*Changes in laws, policies and practices that affect people's rights*

-

*Changes in the capacity of organisations and communities to support rights*

X

*Changes in partnerships and collaborations that support people's rights*

-

*Changes in participation of groups facing poverty, marginalisation or vulnerability*

-

*Changes in local leadership of development and humanitarian work*

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