**CARE India January 2016**

**Gender Equity and Diversity Unit (Program Quality and Learning)**

**Guidance note on Gender Transformative Change (GTC) integration into Detailed Implementation Plan (DIP) of projects across the domains of health, education, livelihoods**

The next step after building staff capacity on gender, is to see that the team is able to understand gender related dynamics and outcomes in the project area and are able to design and deliver projects which are deliberately trying to address unjust social and gender norms. Our experience with gender capacity building has been that though capacity building clarifies a lot around gender and helps teams understand gender in their work, it still does not make gender “operational” in the sense of implementation. Gender still remains more of an activity than the whole spirit behind the programming. One of the challenges identified during the gender capacity building is that teams are unable to understand “how to translate the new found understanding of WE framework into our projects”. Since every project and every area is different with its own specific needs and challenges…how can gender transformative change be brought about in these areas and measured too.

To address the above mentioned challenge, we started linking up the capacity building with the project implementation plan, to bring more clarity. Since most of the projects where we have integrated gender have already been into field level intervention based on the Detailed Implementation Plan (DIP)…GTC integration was carried out at all the projects with capacity building (using SAA manual) followed by GTC integration into DIP of the project.

As of now CARE India has integrated gender into more than 50% of its projects (20 projects) and we have 20 GTC integrated DIPs which are tracked and projects provided regular handholding support.

**GTC integration into the DIP of the project has the following advantages:**

1. Brings in clarity among the implementation team on each activity and its role in influencing women’s Agency, Structure and Relations leading to higher degree of empowerment for them.
2. Brings focus on the GTC milestones to be tracked for each activity on a quarterly basis.
3. Helps the team to convert the difficult to measure GTC related changes into tangible GTC milestones.
4. Helps in ongoing monitoring for the M&E team and other technical support teams to provide relevant inputs based on the performance of each milestone

**Steps to do gender integration into the DIP:**

1. The most important thing is that the implementation team does this entire exercise themselves, this will ensure a better understanding and appreciation of the reasons and ways of bringing about gender transformative changes in the community.
2. The team needs to do a root cause analysis of the issues the project is addressing in the geographical area and socio-cultural context.
3. Do a “safety- security” and mobility mapping of women, girls, children and other vulnerable groups in the community. This will help the team to understand the specific challenges faced by vulnerable groups in the project area.
4. Do an analysis of the project goals, objectives and the activities as mentioned in the original project proposal to see whether all the activities are aligned to achieve the project objectives and goal. If not, then additional activities may be added or existing activities may be modified.
5. **Aligning the Detailed Implementation Plan (DIP) to the Women’s Empowerment (WE) framework-**
6. Discuss the possible outcome of each activity on the women’s empowerment components of Agency, Structure and Relations of the impact population.
7. Detail out the agency, structure and relations level outcomes as “milestones” spread across “quarterly milestones”.
8. Quarterly GTC milestones help the project team to visualize the effect of a particular activity on the women’s empowerment framework components spread across the year or the lifetime of the project. It also helps the team to track each activity for the effect on the progress on gender transformative changes.
9. Against each activity, please mark the person responsible for the delivery of the milestone. But the overall responsibility of the delivery of all GTC milestones, rests with the Project Manager (PM).
10. Since the DIP already has the timelines for each activity on a monthly basis, it is an excellent tool for ongoing monitoring of the gender transformative changes occurring in the lives of people and the social norms and structure level changes in the community.
11. The GTC integrated DIP is a better tool than making separate gender action plans, as this brings gender, advocacy, governance etc. all on one page on the DIP. Thus the project team as well as the support teams know the status and progress of each activity for each quarter.
12. We recommend monthly follow ups on the progress using the GTC integrated DIP. And at the end of every quarter, please mark the deliverable achieved in GREEN font, the milestones in progress in BLUE font and the milestones not yet achieved in RED font. It is important to have discussion with the team to understand the challenges being faced and the enablers for achieving GTC in the project.
13. Please find attached a copy of the GTC integrated DIP of one of the CARE India projects on maternal and child health (RACHNA project, Barmer, Rajasthan). This will give more clarity on how the GTC integrated DIP looks and how it can be made more useful.