

GREAT Women Project



GREAT Women Capacity Development

Key Outcomes At The Individual, Organizational
And Enabling Environment Levels



Philippine
Commission
on Women

January 2012



Canadian International Agence canadienne de
Development Agency développement international

GREAT Women Capacity Development

Key Outcomes At the Individual, Organizational and Enabling Environment Levels

Summary

The GREAT Women Project is a governance and capacity development project to create or enhance an enabling environment for women's economic empowerment. It adheres to the definition of the Canadian International Development Agency (CIDA) on capacity development, i.e., "approaches, strategies and methodologies used by the developing country and/or external stakeholders to improve performance at the individual, organizational, network or broader system level."

This case study summarizes the project's capacity development experiences, lessons, and results at the individual, organizational and enabling environment levels, from selected partner interviews. It shall also surface the facilitating factors and challenges encountered in the course of capacity development.

Individual learning. Under the project, individual capacities were acquired or enhanced through the following:

- interactive learning sessions with practical exercises by experts or resource persons
- learning-by-doing or application of learned concepts and procedures
- observations of procedures and processes of experts
- mentoring by experts, and,
- sharing or interactions among PCW and partner-organizations.

New learners began their appreciation and understanding of gender and women's economic empowerment through gender sensitivity trainings (GST). GSTs provided core messages such as (1) principles of gender equality; (2) breaking of gender stereotypes and sharing of roles and responsibilities between women and men in the productive, domestic and community or public spheres; (3); awareness of practical gender needs (e.g., food, water, housing, livelihood, employment) and strategic gender interests (e.g., equal participation in planning and decision-making, equal pay for work of equal value), and (4) respect for women's human rights.

Those who have been previously exposed to gender and development (GAD) heightened their understanding through gender analysis – delving deeper into gender issues especially in enterprise development. Such likewise provided them skills on developing and integrating measures to address gender issues in enterprise development into their respective agency or local plans and programs as well as developing gender-sensitive curriculum and competency-based learning materials.

Additional learnings were likewise generated with the introduction of results-based management approach in development planning processes and the use of gender-responsive value chain analysis.

Key Outcomes of GWP Capacity Development Interventions

