



RGD – Making a Difference

Gender and Social Impact Analysis Contributes to Improving Community Initiatives

Since its inception, RGD has been working diligently to integrate gender equality issues throughout the program. In September 2011, RGD wrapped up a six-month intensive Training-of-Trainers (ToT) Program through which participants were trained in applying cutting-edge innovative approaches and tools to support regional economic development (RED). As part of the curriculum, each of the three ToT courses fully integrated gender and social analysis in order to emphasize the importance of ensuring the full participation of women, men and youth to achieve successful RED in Ukraine. Through the ToT Program, participants were engaged in practical exercises that demonstrated the process of performing gender and social impact assessments (GSIA). The GSIA process helped improve regional strategies and projects, contributed to the revision of original approaches, and helped solidify the understanding of the importance of integrating gender equality and social issues in RED work. The approach to gender equality presented in the ToT Program supports the CIDA gender policy, which promotes equal participation of women and men in all stages of the RED process.

GENDER EQUALITY AS A CROSS-CUTTING THEME OF THE TOT PROGRAM

Ensuring participants understood the various ways in which their projects affected women, men, children and youth in their communities was an important cross-cutting theme of the ToT Program. Three Ukrainian gender experts, supported by the Canadian gender and civil society experts, coached and mentored ToT participants in the program and provided guidance



Lead RGD gender and civil society experts from Ukraine and Canada

on how best to meet the needs of women and men, and ensure their participation in their project's development process.

Specifically, participants were required to conduct the following exercises:

- 1) stakeholder analysis;
- 2) social and gender impact analysis;
- 3) identification of gender-sensitive indicators for strategy/project analysis.

Importantly, the training contributed to raising awareness that different groups in society have different needs.

The practical work on gender analysis helped participants understand that the key stakeholders in any community initiative are the diverse community members themselves. Initially, this was not the case, as participants identified public authorities, political parties and small and medium size entrepreneurs as the main stakeholders.

The ToT Program successfully demonstrated that changing mindsets is possible when a combination of expert advice and a practical hands-on approach is used.

GENDER ANALYSIS IDENTIFIES SOCIO-ECONOMIC ISSUES IN UKRAINE

Over the past few years, the work of different groups in Ukraine - technical experts, non-governmental and international donor organizations - helped raise awareness of the need to incorporate gender equality considerations into regional development planning, as part of ensuring both long-term project sustainability and responsiveness to the needs of local residents. However, despite some success, misconceptions and misunderstandings persist among decision-makers in Ukraine concerning the relevance of gender equality issues to regional project planning.

As part of the ToT training, gender equality challenges related to participants' local strategies were identified during the gender analysis exercises, including the lack of sex-disaggregated data in general and specific regional information regarding gender inequality issues. Participants were able to address these challenges by locating data from national sources, proxy sources, and collecting information from relevant projects and initiatives. The GSIA exercises assisted participants to locate the data to conduct gender analysis and identify how RED must take into account the needs of women and men including youth,

disabled, seniors and other groups.



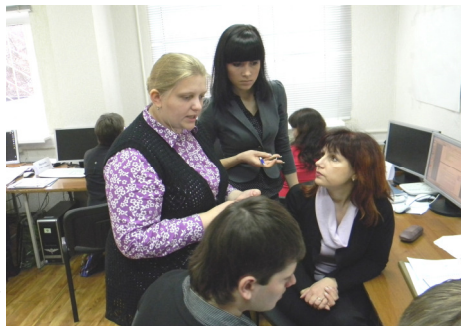
ToT participants perform stakeholder analysis of their practical projects

Overall, the GSIA exercises demonstrated that most regions in Ukraine face similar social and gender inequality challenges that stem from falling average life expectancy, lack of

gainful employment, low salary levels, the absence of transparency and accountability in government, etc. These societal challenges need to be considered when undertaking RED projects and initiatives in Ukraine.

GENDER ANALYSIS SUPPORTS THE DESIGN OF BETTER PROJECTS

Stakeholder analysis of the projects contributed significantly to improving all stages of the project design. Prior to completing the ToT Program, most participants did not see the relevance of conducting a detailed gender and



Project design based on GSIA

social analysis, particularly with infrastructure projects. Participants argued that such projects are “gender neutral” or do not have any social or gender impacts. The GSIA training helped the participants realize that infrastructure projects have potentially significant effects on diverse community members.

For example, a logistics center project in Ivano-Frankivsk initially listed only male workers, who would be loading and unloading cargo, as the main stakeholders. However, following the GSIA training the project team concluded that the logistics center could purchase autoloaders, which will not only increase work efficiency, but could be operated by both male and female operators, and provide employment opportunities to women and

men. Similarly, intensive GSIA training helped designers of another infrastructure project in Zaporizhzhia to consider the interests of both male and female passengers travelling with children. The project to renovate the airport and build a new terminal in Zaporizhzhia including dedicated spaces for travellers with children is ensuring that needs of both men and women are equally considered. These projects exemplify the success and importance of the GSIA exercises within the ToT Program by helping participants consider their projects’ impacts on diverse communities.

The intensive work on gender and social issues within the ToT Program helped participants to collect a vast amount of practical examples, best practice examples, and lessons learnt in the



Infrastructure projects are improved using gender analysis tools

three courses’ thematic areas:

1) regional strategic planning; 2) project management; and 3) alternative financing of local strategies. A short, practice-oriented GSIA handbook with examples, templates, and additional readings is being finalized by the RGD

Project and will be made available as an added professional resource.

A NETWORK OF GENDER EXPERTISE. RGD is actively expanding its network of gender experts in Ukraine. Marianna Kolodiy from Zakarpattia was joined by Olexandra Sorokopud from Lviv, Olena Morgun from Dnipropetrovsk and Iryna Kuratchenko from Zaporizhzhia as RGD gender experts. Their united efforts provided continued support to ToT trainees in shaping their practical projects. In the fall of 2011, all RGD gender experts and two RGD staff joined the CIDA-provided gender training in Kyiv to expand their range of expertise, to share their experience with other projects, as well as to become part of a potential national network of gender experts in Ukraine.

Project Information

The Regional Governance and Development (RGD) Project is a seven-year (2005-2012) initiative that promotes regional economic development (RED) in Ukraine. RGD’s current efforts focus on working with its Ukrainian partners to establish a practical in-service training program on RED for some 600 civil servants from 13 oblasts across Ukraine. This program will improve the capacities of local leaders and civil servants to promote sustainable economic development, to close the country’s infrastructure deficit, and to manage regional finances more effectively.

RGD is a cooperation project of the Canadian Urban Institute funded by the Canadian International Development Agency (CIDA). RGD is implemented in partnership with Ukraine’s National Academy of Public Administration (NAPA) and the National Agency of Ukraine for Civil Service (NAUCS), Ministry of Regional Development, Construction and Housing and Ministry of Economic Development and Trade, and in association with the Foundation for International Training and the National Association of Regional Development Agencies.

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