Gender and CSR Training at GWP-Med

2nd - 4th of March 2015

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25th of March 2015

Content

1. Introduction

A training on CSR and gender was designed for GWP-MED as the key recipient. Other participants came from GWPO, GWP CEE/IDMP, GWP CAM, SIWI, GWP WAF/SITWA, GWP CACENA; GWP EAF/WACDEP and Sida.

The list of participants is attached (annex 1) to this report together with the agenda (annex 2) for the workshop.

2. Estimated results of training

The estimated results were formulated as follows in the short concept note developed beforehand:

Estimated influence at Outcome level:
Increased use of gender and CSR perspectives in consultative processes and policy making.

Estimated outputs:
- Increased awareness of the benefits of a gender and CSR perspective for project results,
- Access to tools to improve own analysis,
- Participants use the tools on own work and thereby get an increased understanding of how to mainstream,
- Identification of possibilities, but also challenges for mainstreaming related to own work.

3. Content of training

3.1 Pedagogical set-up of training

Adult learning principles were used from the approach that learning increases when participants are given the opportunity to link new knowledge with already existing experience. This training was consequently built on the use of participatory methodologies. The training used theoretical input, own reflection and group work, with an aim of using the valuable capacity and knowledge that the participants had and have themselves.

Presentations were also made as part of the training. 5 powerpoints were used and are attached to this report: 'gender basics', 'CSR basics and why', 'gender analysis', 'gender why' and 'mainstreaming'.

3.2 Outline of training

An agenda was shared before the training, however without detailing the content. A more detailed description of what was done follows here:

Some activities were moved either from mornings to afternoons or from one day to another, but all planned activities were carried out. Except for one activity to present a live case that one of the participants had. However, she got sick and it was decided to use the time to deepen one of the exercises.

Day 1

Agenda	Activities
Introduction	Introduction by GWP-MED, brief presentation of participants, presentation of trainers, practical arrangements (like use of mobiles and computer during training), one word of expectation (presented in paragraph 3.2)
CSR basics (concepts, explanation models, what motivates business to engage in CSR) CSR in relation to project results (relevance and usefulness for results)	The module contained 3 presentations followed by group work on the same themes. 1. Presentation on what is CSR, followed by group work on: How would you like to see companies engage in the water sector, from a CSR perspective? AND What role can GWP play in engaging companies in CSR activities related to water? 2. What is CSR - why is it important? Followed by group work on: What business sectors have a CSR risk exposure to water issues? Describe! Mention some other business sectors that would have clear CSR opportunities from addressing water issues?

Agenda	Activities
	3. Company exposure to CSR Issues. How it is structured. Followed by group work on: Partnerships are critical. What role can GWP play? How can companies be stimulated to engage in water activities beyond their own direct operations?
Gender basics (what is gender/sex, how it gender linked to poverty as one of the concepts lifted by GWP-MED)	Participants had first 'molecule' exercise walking around and discussing 3 short questions with different participants. The questions were: What is gender? How is it relevant in my private life? How is it relevant in my work? Thereafter a presentation on: what is gender? Including difference on gender/sex, intersectionality, expectations on women, men, boys, girls.
Gender analysis (what does a gender analysis entail? e.g. in relation to poverty as an example, what does the basic theoretical concepts entail? and what does this mean for contextual understanding?). Group work and case work.	Poverty was defined in plenary and thereafter participants worked in groups with selected topics (they chose access to education, resources and security) and did a lifespan gender analysis, also discussing differences among countries. Plenary discussion of results
End of day	Margots wheel exercise used both to recapture some of the learning from the day and have fun.

Day 2

Agenda	Activities
Gender analysis (using gender analysis in project development – using own proposal as case)	Presentation of what a gender analysis can/should entail (from Sida toolbox). A contextual/background description from a GWP proposal was used for an exercise, where 3 of the gender analytical tools were used.
Gender (arguments for why and link to CSR and project results)	Actually there was a presentation first on WHY CSR in relation to water and thereafter on WHY gender. Both presentation with different kind of arguments that can be used by participants.
Mainstreaming (what does mainstreaming entail, principles, preconditions at organisational level and tools to achieve meaningful mainstreaming). Focus on gender and CSR	Mainstreaming was presented as a theoretical tool, mainly building on Sidas mainstreaming model. One real case on internal mainstreaming from the CSR side was included, and one mainstreaming example of a country wide environmental project was included. Both cases included some elements on challenges.
Analysis of the GWP gender strategy (relevance, challenges, possibilities). Group work.	The GWP gender strategy was presented by Natalia Alexeeva from GWPO. Group work was conducted to link the gender strategy with the overall objectives of GWP work, by linking indicators to each of the three objectives.
9 step analysis	Group work on how potentially gender and CSR can/could be used in each of the nine steps

End of day	'ABC Relay' was used to recapture some of the learning from the day and have fun.

Day 3

Agenda	Activities
Life case from participant	Not done as explained above. Instead more time was given to the 9 step analysis as well as plenary discussion.
Analyse internal preconditions for mainstreaming (what is needed/required in order to reach mainstreaming objectives as discussed during the workshop? Group work.	A world café exercise was done Four groups and one rapporteur staying at and reporting on each of the following questions: 1. How to reach a common understanding in GWP on how to address gender and CSR? 2. How to organise gender/CSR mainstreaming work internally? 3. How can you ensure that human and financial resources respond adequately to CSR/gender mainstreaming needs 4. How to ensure that the knowledge and the capacity suffice? Work on the flipcharts were compiled by GWP-MED and is presented in annex 3 to this report. Short introduction to prioritisation exercise.
Not on agenda	Due to the fall out of morning presentation, a short presentation on psychological reasons why we like stereotypes. Building on some of the experiments presented in the book Thinking – Fast and Slow, by Daniel Kahneman 2011.
Wrap-up, evaluation and next steps.	A short recap of what we did the last days were made, thereafter one word of 'take aways' from the training (presented in 4.3). Thereafter an evaluation sheet by GWP-MED was filled in and handed in to GWP-MED. Next steps was integrated into the last exercise on mainstreaming opportunities, need and challenges.

4. Results

Given the design and objectives of the workshop, it is difficult to assess the outcome levels of the training. The workshop is expected to assist the participants in their related work, primarily by having raised their awareness on gender and CSR and having sensitized them on the need to mainstream these issues. Similarly, there is no provision for specific follow up actions, but the possibility of holding similar workshops in the future will be explored, also in collaboration with GWPO and SIWI.

4.1 Estimated outputs

From a purely subjective perspective the trainers would like to make the following comments to each of the estimated outputs:

Estimated outputs	Comment
Increased awareness of the benefits of a gender and CSR perspective for project results	Use of concepts significantly rose from day 1 to day 2 and 3. Awareness on how the two areas might be applied practically rose, but was also questioned. Some participants made rather advanced analysis of own organisation and all participated in developing a range of potential ways to integrate both CSR and gender at both operational and at institutional level. Questioning of both areas prevailed (and should prevail), Reflection of why something should be mainstreamed, the purpose of such exercise and the expected results of such work should constantly be questioned, reformulated and challenged so the integration will be relevant, adequate, timely and strategic – questioning is key! And questioning is an indicator that understanding is increasing.
Access to tools to improve own analysis	Various tools were provided. These were mainly: - Basic concepts of CSR and of Gender to get common language when engaging with others. - Understanding of how organisations perceive and use CSR through a number of models that can be reused. - Analysis of how water is integrated as a CSR issue, and conclusions for action. - 6 gender analytical tools and concepts - Mainstreaming model, incl. integrated and targeted activities + dialogue as tools
Participants use the tools on own work and thereby get an increased understanding of how to mainstream	Tools were used in exercises, generally linked to the actual work of GWP (the rationale background document, the 9 steps, the GWP gender strategy, internal organisation of work).
Identification of possibilities, but also challenges for mainstreaming related to own work.	On the third day the world café exercise was to identify possibilities and to discuss challenges for mainstreaming and what it could/may likely require.

4.2 List of expectations
From participants the following were expressed as expectations:
- Don't know?
- Incorporation
- Connection gender-CSR
- Streamlining – enhancing
- Understanding/case studies
- Relevance
- Difference sex/gender

- National level connection
- Gender – CSR links
- Mainstreaming
- Practical gender analysis
- Practical tools
- Implementation
- Enhancing programs with CSR/gender
- Arguments!
- Why are we unbalanced in organisations
- H2 cover 'the other'
- Cultural integration

From trainers:
- To have fun
- New knowledge

4.3 List of 'take aways'

From participants the following were expressed as 'take aways':
- Mixed
- Benefit
- Comprehensive
- Gender is not sex
- Added value
- Triple roles
- Eye opener
- Variety of perceptions
- Entry points
- Next steps
- Stepping stone
- Opportunity
- Integrate gender
- Analysis
- Good results
- Inspiration

From trainers:
- Impressive
- Fun

5. Evaluation results

Evaluation was carried out by GWP-MED and results can be found in annex 5 to this report. Annex 4 contains the evaluation sheet itself.

Overall score was 3.3 out of a total 4 possible. The scores were given on 8 questions:

Evaluation question	Average scores
1. Handling of logistical issues and smoothing obstacles was successful	3.8
2. Concepts, objectives, anticipated outcomes were clear and sufficient.	2.9
During the workshop:	
3. The objectives of this workshop through the sessions were properly met	2.9
4. The duration of this workshop was sufficient	3.3
5. The location and facilities (meeting room, equipment, etc.) were appropriate for this workshop.	3.7
6. I enhanced my knowledge on mainstreaming gender and CSR	3.4
7. I could actively participate in the workshop	3.6
8. The trainers performance met my expectations	3.2

In addition people were provided with a possibility to answer open-ended questions:
- Was the workshop useful for you
- Which two or three elements of the workshop were successful (e.g. content, methodology etc)
- Which two or three elements of the workshop were the least successful (e.g. content, methodology etc.)

The answer can be found in Annex 5 as well and we will consequently not go into any depth here. Just note that in relation to the first open questions participants generally agreed that the workshop was useful, except for one of the 19 respondents.

As regard the second question, participants lifted interactive methodology especially, as well as access to new concepts.

The third question could be seen as a list of things participants would have liked to discuss more. One thing that was lifted by various participants was the need for more knowledge on the link between CSR and gender. The consultants/trainers would here like to highlight that in order to have a fruitful discussion on linkages between gender and CSR, the training should have been on this only. Making a case between CSR and Water, and between gender and Water was in this case prioritised, and in order to get to this stage basic concepts had to be discussed and understood first, consequently leaving little time to also link gender and CSR. The trainers would be happy to do a day or two on CSR and Gender only, but would then NOT be focusing on water as well. The terminology and the linkages are too many and their complexity too high to simultaneously go into depth with water.

Annex 1 – List of participants

Annex 2 – Agenda

Annex 3 – Results internal needs assessment

Annex 4 – Evaluation questionnaire

Annex 5 – Evaluation results

Annex 1 – List of participants

Participants List
Workshop on Mainstreaming Gender and CSR in water policy-related work, *2-4 March 2015*
GWP-Med Host Insitute Office, Kyrristou 12, Athens, Greece

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4	Ms.	Meriam	Ben Zakour	GWP-Med	Assistant Programme Officer	meriam@gwpmed.org
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Trainers

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Annex 2 – Agenda

Workshop on
Mainstreaming Gender and CSR in water policy-related work
2-4 March 2015
GWP-Med Host Institute Office, Kyrristou 12, Athens, Greece

1. Background

The 'Governance & Financing for the Mediterranean Water Sector' Project, labelled under the Union for the Mediterranean, is implemented by GWP-Med and the OECD and aims to diagnose key governance bottlenecks to mobilising financing for the Mediterranean water sector and to support the development of consensual action plans based on international good practices. With water governance being a complex issue essentially affecting the daily lives of all citizens, men and women, rich and poor, young and old, and with the organisation and administration of the water chain immensely varying from country to country, it is widely recognised that increased transparency, accountability and participation lead to more sustainable governance structures, able to cater for the citizens' needs and create an enabling business environment contributing to the water sector's financial sustainability.

The Swedish Government supports financially the project through Sida (Swedish International Development Cooperation Agency), whose Development Policy –and specifically its MENA Regional Strategy under which the Project falls– aims to tackle cross-cutting issues such as gender, human rights, equity and poverty through all supported development projects. Given the priority that Sida attributes to this, GWP-Med is trying to improve the mainstreaming of cross-cutting issues in its projects' policy work and activities. With the assistance of two experts, the Athens Workshop focuses on mainstreaming specifically gender and CSR in water policy-related work.

The recent launch of GWP's Gender Strategy and the current efforts for its regional adaptation aligns perfectly with the project's efforts to mainstream gender into the line of work. The Workshop represents a great opportunity for Sida and GWP to join forces and strengthen their mutual efforts in this direction.

In this context, and in addition to GWP-Med Secretariat including the Tunis office, the Workshop will be attended by GWP Regional Gender Focal Points and Project Managers with interest on gender and CSR, GWPO staff including the Gender Focal Person, partners from the Stockholm International Water Institute (SIWI) and its MENA Water Integrity Programme supported by Sida and colleagues from GWP-Med's Host Institute, the Mediterranean Information Office for Environment, Culture and Sustainable Development (MIO-ESCDE).

The workshop will address CSR and Gender concepts and their relevance to the project results with gender analysis concepts to be introduced and linked to CSR. Further focusing on principles, preconditions, objectives and tools for successful mainstreaming, the workshop will use the GWP Gender Strategy as case study, analysing the consultation process that led to its drafting from a gender and CSR perspective. The workshop is structured around theoretical input, own reflection and group work, based on the use of participatory methodologies, to link new knowledge with the participant's already existing hands-on experience and enhance the learning process. The aim of this workshop is to enable participants make use of the tools learned to improve their own gender/CSR analysis, identify related possibilities sed challenges, and thus, get an enhanced understanding of how to increase the use of these issues in consultation processes and policy making.

2. Estimated influence at Outcome level

Increased use of gender and CSR perspectives in consultative processes and policy making.

3. Estimated outputs

- Increased awareness of the benefits of a gender and CSR perspective for project results
- Access to tools to improve own analysis
- Participants use the tools on own work and thereby get an increased understanding of how to mainstream the issues
- Identification of possibilities, but also challenges, for mainstreaming related to own work

4. Pedagogical set-up of the workshop

Adult learning principles includes, inter alia, that learning increases when participants are given the opportunity to link new knowledge with already existing experience. This training is consequently built on the use of participatory methodologies. The training uses theoretical input, own reflection and group work, with an aim of using the valuable capacity and knowledge that the participants have themselves.

Agenda

Day 1 – *2 March 2015*

9:00-9:30	Welcoming and Introduction
9:30-13:00	CSR basics (concepts, explanation models, what motivates business to engage?) Presentation: *What is CSR?* Group work: *How would you like to see companies engage in the water sector, from a CSR perspective? What role can GWP play in engaging companies in CSR activities related to water?* Presentation: *What is CSR - why is it important?* Group work: *What business sectors have a CSR risk exposure to water issues? Describe! Mention some other business sectors that would have clear CSR opportunities from addressing water issues.* Presentation: *Company exposure to CSR Issues. How it is structured.* Group work: *Partnerships are critical. What role can GWP play?* *How can companies be stimulated to engage in water activities beyond their own direct operations?*
13:00-14.30	*Lunch*
14:30-16:00	Gender basics (concepts, explanation) 'Molecule' exercise: Walking around & discussing with different participants *What is gender? How is it relevant in my private life? How is it relevant in my work?* Presentation: *What is gender? (including difference between gender/sex, intersectionality, expectations on women, men, boys)* Gender analysis (what does a gender analysis entail? e.g. in relation to poverty as an example, what does the basic theoretical concepts entail? and what does this mean for contextual understanding?)
16:00-17:00	Poverty defined in plenary Group work : *on selected topics (access to education, resources and security) and a lifespan gender analysis, also discussing differences among countries.* Plenary discussion of results Case work
17:00-17:15	Margots wheel exercise: *recapturing some of the learning from the day and test arguments*
17:00-18:00	*Welcome reception*

Day 2 – *3 March 2015*

9:00-11:00	Gender analysis Presentation: *What a gender analysis can/should entail (from Sida toolbox).* Exercise: A *contextual/background description from a GWP document where 3 gender analytical tools were used.*

Governance & Financing for
the Mediterranean Water Sector
Project labelled under the UfM

Global Water
Partnership
Mediterranean

11:00-12:15	Presentations: *WHY CSR in relation to water? WHY gender in relation to water?*
12:15-13:00	Mainstreaming as a theoretical tool (mainly building on Sida's model) Real case on internal mainstreaming from the CSR perspective & example of mainstreaming in a country wide environmental project
13:00-14:30	*Lunch*
14:30-15:30	Presentation: *GWP gender strategy* Group work: *Link the GWP gender strategy with the overall GWP objectives, by linking indicators to each of the objectives.*
15:30-17:00	Group work: *Analysing consultation process from a gender and CSR perspective (9 steps)*
17:00-17:15	'ABC Relay': recapturing some of the learning from the day
20:00	Dinner

Day 3 – *4 March 2015*

9:00-10:45	Group work: *Analysing consultation process from a gender and CSR perspective (9 steps) (continued)*
10:45-12:10	World café exercise in 4 groups with one rapporteur staying in the group reporting on the following questions: • *How to reach a common understanding in GWP on how to address gender and CSR?* • *How to organise gender/CSR mainstreaming work internally?* • *How can you ensure that human and financial resources respond adequately to CSR/gender mainstreaming needs* • *How to ensure that the knowledge and the capacity suffice?* Introduction to prioritisation exercise.
12:10-12:30	Presentation: *Psychological reasons why we like stereotypes (building on some of the experiments presented in the book 'Thinking – Fast and Slow', Daniel Kahneman 2011)*
12:30-13:00	A short recap of the learning from all days,'take aways' from the training Distribution of evaluation forms by GWP-Med Exercise : *mainstreaming opportunities, needs and challenges* Next steps
13:30-15:00	*Lunch*

End of workshop

Annex 3 – Results internal needs assessment

ANNEX 3 – Group work on mainstreaming assessment

Group 1:
How to reach a common understanding of how to address CSR and Gender mainstreaming internally?

Based on discussion and exchanges with the different groups of participants, the following were deemed necessary for achieving the above-mentioned goal:

- Catalytic for effectively mainstreaming CSR and gender internally, is the clear commitment from the side of the management. This was mentioned as pivotal by the SIWI colleagues and based on their experience and practice.
- Important is to raise awareness among the staff, in a continuous manner through trainings that are regular and not held only on a one-off basis. In this respect, explore opportunities for replicating the Athens Workshop and hold more regional trainings/workshop across GWP regions and with the involvement of key regional partners.
- Conduct assessments of the *status quo* on Gender and CSR mainstreaming and develop monitoring mechanisms. If needed, use external technical assistance for this task.
- Check the practices and experience of relevant organisations (e.g. SIWI) for lessons learnt.
- Develop guidelines for inclusion of the CSR and Gender mainstreaming in the core work of the organisation.
    - Align them with the scope/objectives of the GWP Gender Strategy and the forthcoming action plan for the Strategy's operationalisation and according to the regionalisation's specificities.
    - The guidelines need to have specific goals and priorities (i.e. what activity comes first in the specific context of the organisation and considering the annual and longer-term workplans).
    - External technical assistance to be sought and utilised, as needed and on *ad hoc* basis, for supporting different groups, for example irrigators and water user associations.
- Establish focal points for Gender (and if considered necessary for CSR) within the respective organisations.
- Consider including clear references to Gender (and perhaps also CSR) mainstreaming in all job descriptions.

Group 2:
How to organise Gender/CSR mainstreaming work internally?

Based on discussion and exchanges with the different groups of participants, the teams concluded that:

- There has to be a good understanding of the Gender/CSR issues, included in the Strategy of the organisation. This can be achieved through:
    - Trainings of the staff from external experts
    - participation in seminars and webinars on Gender/CSR work

- It is crucial that Gender and CSR focal points for are established in the organizations.
- Clear definition of the allocated budget for Gender/ CSR mainstreaming work.
- It is essential to facilitate strategic communication on Gender and CSR issues between regions to exchange information, experience and knowledge through:
    - Frequent staff meetings
    - Reporting system (include special sections for Gender/ CSR issues)
- Development of tools which will monitor the introduction of the Gender/CSR issues.

Group 3:
How to ensure that human and financial resources for CSR/gender mainstreaming are sufficient at GWP level?

- The management's active and constant commitment with regards to the importance of bringing CSR and gender to the organisation's work has to be highlighted. Gender/CSR mainstreaming needs to be prioritized with the support of the management, in order for the needed funds to be secured and the needed human capital to be devoted there.
- Internal Communication is a crucial tool to raise awareness within the staff on the importance of incorporating gender and CSR modalities within the organisation's Projects, and to ensure that the whole team will actively embrace the case and make these two issues an actual part of its everyday working life. Frequent internal trainings will be needed to make sure that all staff remains updated on the latest concepts, trends and developments on CSR/gender issues.
- The role of the focal points needs to be strengthened and enhanced, with these persons taking constant initiatives to make sure that gender and CSR are a part of the everyday agenda. Two options have been discussed:
    - a full time expert would benefit the organization with his/her skills and would raise the profile of the role within the organization, but gender and CSR would be still seen as something separate, being the responsibility of somebody else.
    - A task force made up of existing team members collectively entrusted with the role as a parallel horizontal responsibility would also benefit the organization by making the thought about mainstreaming an actual part of their work.
- With regards to financing, a dedicated core budget is necessary for promoting this mainstreaming, as a kick-off for such activities, on which the organization will step-by-step build on, by securing project-based budget as well.
- To achieve the latter, it is important that gender and CSR are incorporated in the projects from the planning phase, by formulating specific indicators to make sure that gender/CSR will be measured. Moreover, it is equally important to leverage funds from further budget sources, specifically dedicated to promoting gender and CSR initiatives, such as associations, NGOs, chambers, unions etc. The contribution of the private sector in this aspect and the value of the PPPs could not be stressed enough for securing funds ensuring the long-term sustainability of mainstreaming.

- Since gender and CSR are new to the organization, benchmarking to other similar organisations is important. By comparing ourselves to others with similar interests and sensitivities, we will always have an idea of how well we are doing and how significant is the margin to improve by dedicating more financial and human capital to this.

Groupe 4 :
How to ensure that knowledge and capacity for gender/CSR mainstreaming suffice?

Based on the discussions with/between the different groups of participants, the suggestions were classified under the 3 defined goals of the GWP strategy implementation:

Goal 1: Catalyze change in policies and practice

- Institutionalize capacity development programs and trainings on Gender and CSR and how they can be related. However, in order to insure the efficiency of these Capacity building programs, the importance of using indicators to monitor results and evaluate their impact on ways of thinking and behavior; for instance assessment through evaluation forms;
- Need for Case studies to assimilate methodologies and Technical assistance.
- Important to have experts/ focal point working on Gender and CSR to assist on how to integrate these issues within the projects and programs.

GOAL 2: Generate and communicate knowledge

It is important to share knowledge acquired and communicate results. In that context the participants' propositions were as listed below:

- Establishing a platform for knowledge and experience sharing within GWP (tool box)
- Using Massive Open Online Courses (MOOC) : courses available on internet for free for those who want to review notions related to CSR and Gender issues
- Reviews about achievements and outcomes
- Producing external communication materials on integrating Gender and CSR (fact sheets, policy notes…)

GOAL 3: Strengthen Partnerships

- Strengthen partnerships with other institutions working on CSR and Gender. For example Gender World Alliance (GWA), CAP-Net and the private sector (by developing capacity building programs for it)

Annex 4 – Evaluation questionnaire

EVALUATION FORM

Workshop on Mainstreaming Gender and CSR in water policy-related work
2-4 March 2015
Athens, Greece

Your honest and spontaneous contribution is greatly appreciated. No personal information is required to complete this form.

Please, rate your level of agreement with the statements below.

1 = Strongly disagree
2 = Disagree
3 = Agree
4 = Fully agree

	😠	🙁	🙂	😁
Before the workshop				
1. Handling of logistical issues and smoothing obstacles was successful.	1☐	2☐	3☐	4☐
2. Concepts, objectives, anticipated outcomes were clear and sufficient.	1☐	2☐	3☐	4☐
During the workshop				
3. The objectives of this workshop through the sessions were properly met.	1☐	2☐	3☐	4☐
4. The duration of this workshop was sufficient.	1☐	2☐	3☐	4☐
5. The location and facilities (meeting room, equipment, etc.) were appropriate for this workshop.	1☐	2☐	3☐	4☐
6. I enhanced my knowledge on mainstreaming the gender and CSR.	1☐	2☐	3☐	4☐
7. I could actively participate in the workshop.	1☐	2☐	3☐	4☐
8. The trainers' performance met my expectations.	1☐	2☐	3☐	4☐

SWEDEN

Global Water Partnership

Open Questions

9. Was the workshop useful for you?
10. Which two or three elements of the workshop were successful? (e.g. content, methodology, etc.)
11. Which two or three elements of the workshop were the least successful? (e.g. content, methodology, etc.)

Annex 5 – Evaluation results

Annex 5 – Evaluation results

	1	2	3	4	5	6	7	8	9 -Was the workshop useful for you	10 - Which 2/3 of the workshop were successful? (e.g. content, methodology etc.)	11 - Which 2/3 of the workshop were the least successful (e.g. content, methodology etc.)	Average score
1	4	3	3	2	3	4	4	4	Yes	Theory: concepts explained and importance/relevance highlighted - Practise: Ideas exchanged throughout including in working groups. Engaging participants (interactive/discussions)	Duration less than needed. Lack of tools offered for practical implementation.	**3,4**
2	4	3	4	3	4	4	4	4	Yes	Interaction, participation		**3,8**
3	4	3	3	4	4	4	4	3	I was introduced for the first time to CSR which was useful to me. Also gender mainsteaming and how to do that within the projects was clearly explained	Really liked the methodology of the workshop - use of lectures and group work	Content on CSR could be clearly explained or given more examples	**3,6**
4	4	3	2	3		3	4	3	Yes, but it only touched on the surface. It would have made more sense to work on the example project in a more structured wa. This requires more preparations both from trainers and participants. Now it felt as if very few persons knew the project sufficiently.	Gender arguments, CSR arguments Gender basics CSR basics	Analysis of consultation processs Analysis of gender strategy	**3,1**
5	4	3	3	4	4	4	4	3	Yes, it gave me ideas on how to work better with these issues. A bit basic, could have focused more on practical tools and the 'how to'	Presenting basic concepts and ideas - thank you for bringing up intersectionality! The last session on internal structures for mainstreaming very good	Information could haven more localized, taking examples from the region. More focus on the practical 'how to' and links between CSR and gender Would have been good to have had presence of high level management to get commitment	**3,6**
6	4	3	2	3	4	2	3	4 and 1	PARTIALLY : having a better understanding of the concepts was achieved. However, practical tools to enhance and improve gender and CSR in our operational work was not discussed in a helpful way	Methodology part of the content the link of CSR to water was not strong	Link of CSR to water Tools that can assist GWP to mainstream gender and CSR on the activities	**3,0**
7	4	3	3	3	4	3	4	3	Yes	Methodology Content	Different level of expertise in the audience	**3,4**

8	4	2	3	4	4	4	3	3	Yes, the workshop was especially useful to be more familiar with the different concepts and to see the importance of the integration of gender in our daily work.	The last exercice : Mainstreaming Gender/CSR internally Discussion we had about the priorities	The exercise on gender : Education/Health/ difference between girls and boys during their life	3,4
9	4	3	2	3	4	3	3	2	Yes	CSR Interactions Global vision of GWP Strategy	Tools and Methodology of Implementation	3,0
10	4	3	3	3	4	4	4	3	It was in the sense that concepts were clearer	Methodology	Next steps How link between gender and CSR?	3,5
11	4	4	3	3	4	3	4	3	Yes, it gave the basics - a basis to learn more	Content Overall undestanding	Methodology for CSR … better to think "engagement strategy" rather than mainstreaming	3,5
12	4	3	4	3	4	4	4	4	Yes, many useful insights, ideas, examples	Conceptualisations Examples of CSR practices Group work	Tools for mainstreaming gender Awareness raising on why gender is important	3,8
13	2	2	4	4	2	3	4	4	Yes, it was	Content & Methodology	Nothing	3,1
14	4	3	3	3	4	3	4	3	Very much. It was a very good initiation into the concepts.	Participation, structure, facilitation.	A little more deepening in specifics would be good.	3,4
15	3	3	3	3	3	3	3	3	Yes, especially the gender part	Methodology	CSR component	3,0
16	3	3	2	3	3	2	2	2	It was an occation to meet the group and share ideas	Dynamic group	Gender and CSR were not highlighted enough interelation in GWP Sector	2,5
17	4	3	3	3	4	3	3	3	Yes, the workshop was useful, since it was the occasion for me to learn about new concepts	The "Wheel game" The group activities	Relation between Gender and CSR (more examples) Mainstreaming Gender in GWP Strategy	3,3
18	4	2	2	4	4	4	4	4	Yes, I fully understood what gender is. That was my expectation.	The content including the exercices where me successfully participated. Team work.		3,5
19	4	3	3	4	3	4	4	4	Yes	Interactive parts, methodology of workshop, balance between CSR and gender	N/A	3,6
Average Score											Total Average Score	**3,3**