LESSONS LEARNED AND RECCOMMENDATIONS

- **Piloting and scaling up**
- **Budget needed**
- **Outreach**
- **Who should be invited in a GALS training?**
- **Monitoring process**

PILOTING AND SCALING UP

- **Piloting in two communities and then scaling up**
- **Use experience and expertise to roll out the methodology**

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Based on experience and collaboration with IFAD projects so far, it is recommended to first pilot the methodology in two communities and then scale it up in other communities. In this way you can adapt the GALS process and tools, develop a pool of local "champions", allow organisational staff to grasp the distinguishing gender, participatory and leadership principles of GALS and build/strengthen their skills as GALS facilitators.

The lessons, adapted process and tools and group of initial champions from the community and facilitators will be a starting point for rolling out the methodology in other districts.

BUDGET

- **Depends on scale, intended outreach, partners involved and timeframe**
- **Approx. USD 100,000 can be indicated for the Catalyst Phase (pilot in two communities)**

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Budget depends on the scale, intended outreach, the partners involved and the timeframe. To provide a guideline based on experience so far a budget of USD 100,000 can be indicated for the Catalyst Phase in two pilot communities. This amount includes (among other activities) a training from GALS facilitators and champions on the GALS basic catalyst tools and the Participatory Gender Review (GALS monitoring system), support missions and a visit to an ELC. This guideline doesn't include replication in other districts as this depends on:
-                 Number of HH the project wants to target
-                 Number of groups/communities the project wants to target
-                 Number of staff or service providers to be trained
-                 Number of local organisations involved

Roll-out in other districts takes less budget because it is possible to build on experience and knowledge developed during the pilot phase.

OUTREACH AND TRAINING

OUTREACH:

1 x 5

GALS implemented in self-help initiatives?

1 x 5 x 3

TRAINING:

Invite (some) staff and community members

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How do you plan outreach?
Those initially trained are expected to train 5 more people. If GALS is implemented in self-help initiatives, we can reasonably expect that each of the 5 people will train 3 more people.

Who should be invited in a GALS training?
Staff involved in the implementation of GALS (in this case, it can be IFAD staff, partners and/or service providers, depending on how the project implementation is organized) and community members. Staff can be considered as facilitators (the word facilitator here is meant in a broad sense and it encompasses not only facilitation of the GALS methodology itself but also of the project needs. See point 2 for more information) and champions as trainers. Inviting only staff members is not recommended for two reasons:
1)   This will not have a positive impact on community members ownership of the process who otherwise will not act on their own but will wait for facilitators to organize and facilitate activities. Linked to this, if there is no ownership, sustainability of the process after the end of the project might decrease;
2)   Facilitators and champions have different roles. Facilitators support the empowerment process of champions and also the project needs. There is a distinction in practice between these two points. Champions will liaise with those that are relevant to them but the project might need to increase outreach beyond what is meaningful for champions. Facilitators will support champions motivation and monitor and document the process. They will support champions in the facilitation process where needed, they will rent venues for larger meetings where needed and organize workshop to increase project outreach.

MONITORING

- **Monitoring: ongoing activity**
- **Community-led monitoring system in GALS**
- **Collection and validation of testimonies**

GALS is a process which doesn't end with the first training. After the training champions will start to take action but it is important to support them and motivate them in this process. Monitoring is an ongoing activity and frequent monitoring meetings are encouraged especially at the beginning of the process. Already existing meetings at community level can used for this purpose. There is a community-led monitoring system which is part of GALS and introduced during the catalyst phase. That system supports community members to monitor themselves (both individually and collectively) and also the project to monitor progresses. Collection of testimonies and validation by neighbors or family members who agree on the authenticity of the changes that are being testified is also part of this process.