

WP 3 Capability assessment and progress monitoring

Leaders: Yellow Window

WP3 equips RPOs with tools and processes to self-assess, monitor, and enhance their GEPs.

It ensures that GEPs are:

Continuously adapted to sectoral and institutional contexts.

Supported by strong change management and soft skills.

Anchored in sustainability and institutionalisation.



TASKS

Task 3.1 – Tailoring of assessment and monitoring instruments

Task 3.2 – GEP enhancement and sustainability

Task 3.3 – On-site monitoring and coaching visits

HIGHLIGHTS AND OUTCOMES

- A practical self-assessment and monitoring tool tailored to RPO contexts.
- Baseline capability assessment (M3 and M15) supporting targeted capacity building.
- 17 capacity building activities and mutual learning/sharing opportunities.
- Sustainability assessment (M34) with concrete guidance for long-lasting change.
- Enhanced capacity of RPOs to institutionalise GEPs and address resistance.

METHODOLOGY

- Participatory workshops, webinars, bilateral meetings, and mutual learning sessions.
- Continuous self-monitoring for GEP implementation and capability self-assessments.
- On-site coaching to engage stakeholders and monitoring GEP progress.
- Enhance core teams' capabilities through tailor-made capacity building activities.
- Completion of the Gender Equality Plans Capacity Assessment Tool

IMPACT

WP3 has strengthened RPOs' ability to:

- Drive organisational change with evidence-based tools.
- Embed gender equality sustainably within sectoral frameworks.
- Ensure continuous improvement through capability reviews and monitoring.