

GENDER-TRANSFORMATIVE ACCELERATOR TOOL



October 2021

The [UNFPA–UNICEF Global Programme to End Child Marriage](#) (the Global Programme)¹ works with many partners to advocate and support practical actions to end child marriage and to promote gender equality and the empowerment of adolescent girls.

The Global Programme has developed and field-tested a Gender-Transformative Accelerator Tool as part of efforts to operationalize gender-transformative programming under Phase II of the Global Programme.

FIGURE 1. Snippet of the Gender-Transformative Accelerator Tool, Day 1: Core Elements of a Gender-Transformative Approach

Adolescent Girls' Skills, Agency and Empowerment		Please provide a brief explanation for why you chose this level
Enter an x in the box on the right for the option that applies; select only one option.		
Gender Blind	Programmes make choices for adolescent girls and focus on expanding their skills based on existing roles and life choices as defined by the social and gender norms in their context.	
Gender Aware	Programmes aim to expand choices, skills and opportunities for adolescent girls and to address barriers to participation in education, the workforce, and community decision-making in the interest of marginalized adolescent girls. However, few investments are made to influence systems and communities in support of skilling and equipping adolescent girls in non-traditional roles, e.g. science, technology, engineering and mathematics (STEM).	
Gender Responsive	Programmes work to expand choices, skills and opportunities for marginalized adolescent girls through promoting skills that are not usually associated with traditional gender roles, such as girls' STEM education or boys' caretaking, and to address barriers to participation in education, the workforce, and community decision-making for marginalized adolescent girls.	
Gender Transformative	Programmes equip marginalized adolescent girls with social, health, cognitive and economic assets and promote autonomy and control over their bodies, sexuality and life choices. Programmes work actively to engage marginalized adolescent girls as change-makers at individual, community and structural levels to challenge norms and restrictions. Programmes make tailored investments to rectify basic inequities between adolescent girls and boys, to remove barriers and expand choices, opportunities and access to skill-building and comprehensive sexuality education for all, including through tailored efforts to challenge norms and restrictions for adolescents.	

The Global Programme has embraced gender-transformative approaches in Phase II (2020-2023), founded on the evidence that child marriage is both a symptom and a result of deep-seated gender inequalities, restrictive gender norms and power dynamics. Addressing child marriage therefore necessitates a gender-transformative approach. Gender-transformative programming actively examines, questions and changes rigid gender norms and imbalances of power that disadvantage girls and women over boys and men. It aspires to tackle the root causes of gender inequality and reshape unequal power relations; it moves beyond individual self-improvement among girls

and women towards redressing the power dynamics and structures that serve to reinforce gendered inequalities.

The inception of Phase II has led to a robust Global Programme Phase II [Programme Document](#) (with a [Theory of Change](#) and [Results Framework](#)) grounded on a gender-transformative lens, followed by the development of succinct, evidence-based technical resources² on how to deliver both gender-responsive and gender-transformative programmes across the socioecological framework, including in the context of COVID-19.

Also, the Global Programme's newly launched online course on Adolescent Girls' Agency, Safety and Well-Being aims to clarify what makes a programme gender-transformative, why it matters for quality and results-based programming, and what strategic adjustments can be made to a programme so that it becomes more gender-transformative. This course covers two foundational modules on [Foundations of Gender-Transformative Approaches](#) and [Adolescent Girls Programming](#), and two sub-modules on approaches to [End Child Marriage](#) and [Eliminating Female Genital Mutilation](#).

Although creating well-designed transformative programming is often challenging, it has been shown that positive results are possible in both medium- and longer- term programme timeframes. Among good-practice programming, it calls for multiple investments in individual capacities, community support, services, institutional systems, laws and policies. However, prior to programme design and implementation there is the need to identify and understand key concepts of gender inequality, power and resource redistribution. For instance, through the 'gender equity continuum',³ programme implementers can map pathways of change from 'gender blind' to 'aware' to 'responsive' with the vision for transformative change.

The Global Programme has developed the Gender-Transformative Accelerator Tool to facilitate interactive programmatic reflection and action planning through a three-day (three to four hours each day) process involving:

- **Day 1: Core Elements of a Gender-Transformative Approach:**

A collective assessment of programme interventions, while clarifying concepts, across the socio-ecological framework, through a consultative ranking process across the gender equity continuum

- **Day 2: Deep Dives:** In-depth reflection and analysis of barriers and bottlenecks, and exploration of opportunities, based on a prioritization of programme priorities

- **Day 3: Roadmap of Actions:** Building on the second day, and based on a shortlist of actions, involves articulation of strategic actions along with details of the timeframe, support needed and measures of success, and with assignment of responsibilities among team members.

The Global Programme has field-tested the tool in four countries, largely through virtual platforms in **India, Ethiopia, Mozambique**, and a hybrid approach in **Niger**, in diverse contexts across a cross-sectional team of civil society organizations, government and United Nations experts, with positive feedback.



The tool also includes a user-friendly sheet with promising case studies of pathways of gender-transformative results, and it references various technical notes produced under the Global Programme.

As part of its technical assistance strategy on gender-transformative approaches, the Global Programme has developed a Facilitation Guide that complements the Gender-Transformative Accelerator Tool, which will soon be disseminated as a tool package.

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ACKNOWLEDGEMENTS

The Gender-Transformative Accelerator Tool of the Global Programme to End Child Marriage was produced by the United Nations Population Fund (UNFPA) and the United Nations Children's Fund (UNICEF) headquarters' offices in collaboration with Collective Impact. We would like to thank members of the internal reference group and colleagues in the countries where the tool was field-tested, for their constructive feedback in enriching the tool.

1 Implemented in Bangladesh, Burkina Faso, Ethiopia, Ghana, India, Mozambique, Nepal, Niger, Sierra Leone, Uganda, Yemen and Zambia.

2 [Gender-Transformative Approaches in the Global Programme to End Child Marriage; Leaving No One Behind; Adolescent Girls' Empowerment; Life Skills Programmes for Empowering Adolescent Girls; Gender Norms; Partnering with Men and Boys to End Child Marriage; Adolescent Girl-Responsive Systems.](#)

3 See UNFPA, UNICEF and UN women, 2019, [Gender-Transformative Approaches in the Global Programme to End Child Marriage.](#)