



Recommendations for Development Cooperation Agencies

To be effective you will need to:

Provide financial support to interventions that are tackling gender stereotypes

Funding is required to support promising interventions outlined in Lesson Three. More specifically, priorities include funding for:

- Women's organisations, including those working at the 'grassroots' level to combat gender stereotypes by, for example, mobilising communities and investing in women's leadership as a crucial catalyst of change;
- Women's ministries that work explicitly on gender stereotypes, including audits of policy, legislation and practice, and mainstreaming such concerns across government;
- Areas where work on gender stereotypes is less established, particularly in relation to: violence against women, migration, the environment, health, and gender stereotypes that intersect with class, ethnicity, disability, religion, age and sexuality.
- Programmes that encourage the active involvement of men and boys in addressing gender stereotypes. This may include work that encourages boys to reflect on traditional models of masculinity; promoting non-traditional careers, and making efforts to engage with men in political institutions, businesses, the judiciary, and other areas of public life;
- Strengthening CSO advocacy work to hold governments accountable for the commitments they have made in signing up to international and regional frameworks, including obligations to address gender stereotyping.

Funding needs to be sufficient, ongoing, and long-term, given that changing stereotypes and stereotypical attitudes takes time. Similarly, it is necessary that project evaluations reflect this time scale as a measure of social change – hence both qualitative and quantitative evaluation techniques are useful.

Donors also need to strengthen funding for interventions that tackle the structural inequalities that underlie and reinforce discrimination and gender inequality. Progress here will inevitably reduce the hold of negative gender stereotypes – and vice versa.

Be willing to fund innovative and emergent approaches

- Funding is needed to enable the scaling-up, rolling-out and adaptation of promising interventions. It is therefore important to fund innovative, emergent approaches, as well as the tried and tested strategies. This has the possibility of being accomplished through pilot initiatives that may push forward practice in the field.
- Funding of a collaborative development of evaluation methodologies that are suited to the gradual and qualitative nature of the types of change sought i.e., changes in gender stereotypes, stereotypical attitudes and behaviour. This includes the development and use of participatory research to evaluate change.
- Increase funding for research on the manifestations of gender stereotypes, their impact and the best ways to challenge them. In particular, address the research gaps on gender stereotypes that converge with other intersectional stereotypes such as disability, ethnicity and so on.

Facilitate networking, knowledge sharing and development of good practice

- Encourage networking and knowledge sharing among partner organisations/institutions in order to seek ways to address gender stereotyping and provide financial support for building a community of practice.

Integrate a concern with gender stereotypes into your work on gender equality

- Strategies to address gender stereotyping should be a priority in development cooperation agencies' gender equality policies and plans. Thus there is a need to audit development cooperation agencies' own institutional structures and policies for the existence of and reasons for gender stereotyping and remedy such. It is necessary to integrate these findings into institutional gender mainstreaming efforts including any relevant indicators of stereotyping in project results.
- The importance of tackling gender stereotyping as part of wider efforts to promote gender equality and women's rights should be raised in policy dialogue with partner governments, particularly with women's and children's ministries, and ministries of employment and education.
- Bring the issue of gender stereotypes to the future work agenda of the Gendernet of the Organisation for Economic Cooperation and Development's (OECD) Development Assistance Committee, the UN Interagency Group on Women's Empowerment and Gender Equality (IANWGE) and other development cooperation fora.