

# PARTICIPATIVE TECHNIQUE TEMPLATE

Name of the technique: **Gender Wave**

Minimum number of participants: 3

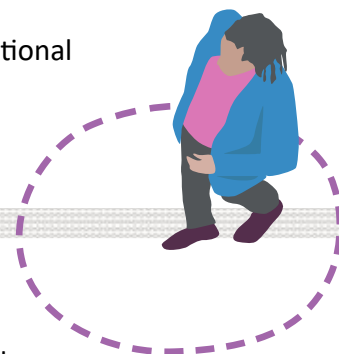
Maximum number of participants: 6

## Objective of the technique:

- Proactive thinking
- Linking actions with challenges
- Linking actions with responsibilities
- Keeping the actions feasible

## Specific context requirements:

- Gather a group for each topic: topic from institutional assessment
- Offer space to move around
- Provide the information about the institutional assessment in advance
- Mixed groups (leaders, researchers, union representatives)

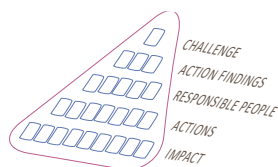


## Instructions step by step:

0. Set the context (assessment, previous Participatory Gender Audits)
1. Make groups according to interest/challenge using circles on the ground (the only rules are that there are no empty circles and distribution of participants has to be proportional)
2. Distribute templates, sticky notes and pens to groups
3. Each group has one person who knows the technique
4. Pick three findings related to the challenge (has to be a group decision/ consensus)
5. Identify at least one action for each finding
6. Identify a responsible individual and/or bodies for each action
7. For each action think of the impact. At this stage, consider whether it is feasible, return to step 5 and repeat
8. Present conclusion in plenary (flower shape auditorium)
9. Explain the relevance of the actions chosen

## Required materials:

- Template (different colours)
- Sticky notes and markers
- Tables



## Advantages:

- Positive thinking-solutions (not problem oriented)
- Stressing feasibility keeps it grounded/practical
- It promotes ownership (turn everyone into actors)
- It promotes communication/negotiation
- Makes resistances visible
- Breaking barriers

## Disadvantages:

- Students are not represented
- Not everyone is prepared
- Time-consuming

## When to use:

- After the assessment
- In the process of developing the GEP
- To make actions more concrete
- When you have different stakeholders

