



Q&A *Girls Not Brides* learning exchanges August 2016

What are *Girls Not Brides* learning exchanges?

The learning exchanges are an opportunity for a small group of *Girls Not Brides* members to learn from one another during a visit to a chosen member's project so as to be able to implement changes in their own projects. The exchange will last approximately 5 days and each exchange will have 2-3 participants visiting one project.

The programme of the visit will be tailored by participants to ensure that it meets the needs of all. During the visit, participants will be able to learn from and share experiences in a hands-on way, for instance by: a field visit to the project; face-to-face discussions with the project beneficiaries, partners, and other stakeholders; in depth discussion with project implementers examining challenges and solutions, sharing practical tools.

Following the exchanges, participants will be able to strengthen their projects and share these learnings with other members.

Why is *Girls Not Brides* piloting learning exchanges?

Following the 2015 Global Members' Meeting, two *Girls Not Brides* members from Morocco and Chad requested support for a more in-depth shared learning to build on the exchanges begun within the Meeting.

The *Girls Not Brides* secretariat saw this as an opportunity to develop a [specific pilot project](#) with the aim of fostering collaboration and learning exchanges among organisations across countries. This exchange successfully strengthened the sense of community and collaboration between members, with participants able to mutually learn from one another. As a result, the visiting participant was able to replicate at a smaller scale the project he had visited.

This year, *Girls Not Brides* wants to continue building our understanding on different ways to effectively support members to build their capacity and strengthen their programmes. Numerous discussions with a wide range of members over the past year, who have asked for more in-depth opportunities to learn and share their experience of what works to end child marriage, have highlighted the demand for *Girls Not Brides* to develop new ways of supporting peer-to-peer learning.

What are *Girls Not Brides*' objectives?

The *Girls Not Brides* secretariat hopes that by the end of this pilot phase, we will have:

- Provided horizontal learning experiences for *Girls Not Brides* members.
- Strengthened members' collaboration and participation in activities of the Global Partnership.
- Gained more in-depth knowledge of members' different programmatic approaches and provided opportunities for reflection on lessons learned from these.
- Tested out different methodologies and approaches to peer-to-peer learning to support future capacity building programmes.

- Shared relevant lessons learned on their experience and approach with the wider membership.

What type of learning exchanges is *Girls Not Brides* piloting?

In this instance, we will be testing out one specific model for learning exchanges which will have a dual application process. This will have two different rounds of applications: one for members who want to host the exchange and one for participants who want to visit the selected project. Following the first round of applications, the *Girls Not Brides* secretariat will select the projects and then will invite potential participants to apply to visit one of the selected projects.

Who can take part in a learning exchange?

Learning exchanges are open to *Girls Not Brides* members **only**. *Girls Not Brides* aims to hold four learning exchanges in 2016. This will include two to be held in English, one to be held in French, and one that will be specifically for **youth-led organisations**.

NB: A **youth-serving** organisation targets youth as the primary recipient of its work. It may not necessarily include young people in strategic decision-making positions or in its internal governance (though it may do so).

A **youth-led** organisation takes things a step further – young people play a leading role in guiding the work of the organisation by playing a leading role in the management, strategic development and all others aspects of the work of an organisation.

What are the selection criteria?

All projects and participants will be evaluated on strict criteria which include:

- All participants are from *Girls Not Brides* member organisations.
- Projects are aligned with key areas for further learning identified by *Girls Not Brides* members.*
- Participants are able and willing to share learnings within their organisations and the wider *Girls Not Brides* membership.
- Participants have a good level of English or French.
- Organisations can demonstrate how the learning exchange will be of benefit to both themselves and other organisations.
- Organisations are able to produce a budget and be accountable for assigned funds within 30 days after the completion of the learning exchange.
- *For host organisations:* projects have demonstrable success from which key lessons and learnings can be shared
- *For visiting organisations:* Participants are able to implement the learnings within their role/work, including an existing or planned project.

**These include those particularly highlighted during the Global Member Meeting in 2015:*

- **Community engagement:** approaches which aim to change the attitudes and behaviours of community members towards the practice. Especially those which are driven and owned by communities themselves.

- **Engaging religious leaders:** approaches which promote respectful and meaningful engagement with religious leaders to end child marriage in their communities while simultaneously maintaining religious and traditional values.
- **Entertainment – education:** initiatives such as radio and television programmes, advertisements, soap operas, participatory theatre and comic books, which are used to raise awareness and promote a change in the social norms that perpetuate the practice of child marriage as well as wider discriminatory gender norms.
- **Effective legal frameworks:** approaches which work to advocate for new laws and policies to protect girls from child marriage as well as those working to implement and enforce existing laws which protect the rights of girls. This area also includes strategic litigation which can be used to protect individual rights but also promote broader legal change by raising awareness of an issue and clarifying the responsibilities of a range of stakeholders at the institutional and community level.

What is the selection process?

Girls Not Brides members will be able to apply for the relevant learning exchange. Based on the strict criteria outlined above, the *Girls Not Brides* secretariat will review and shortlist the applications. As part of the process, we will hold short in-depth interview calls with shortlisted applicants. Final decisions on successful participants remain with the *Girls Not Brides* secretariat.

What are the different stages and timelines?

- **August:** *Girls Not Brides* is now opening the [call for applications](#) from members who want to host a learning exchange for their particular project.
- **September:** *Girls Not Brides* will review and shortlist the applications, including a short in-depth Skype conversation with shortlisted projects. A final four projects will be selected by *Girls Not Brides*. *Girls Not Brides* will open a call for applications from members wishing to visit one of the selected projects.
- **October:** *Girls Not Brides* will review and shortlist the applications, including a short in-depth Skype conversation with shortlisted participants. Development of the Terms of Reference for each learning exchange and logistical arrangements are put in place.
- **November:** Learning exchanges take place
- **December:** Follow up and reporting, as agreed within the Terms of References
- **2017:** Participants implement lessons learned within their own programmes, and support the dissemination of key learnings.

What does *Girls Not Brides* expect from participants?

Girls Not Brides expects that all successful members fully participate and engage with the process. Each learning exchange group will develop and agree a tailored Terms of Reference that will shape the specifics of their learning exchange.

Following the exchange, *Girls Not Brides* expects participants to implement their learnings within their own projects, as well as promote and share the key learnings to other *Girls Not Brides* members. Additionally, it is expected that participants will support *Girls Not Brides* reporting and communications requirements, as requested and agreed within the Terms of Reference.

What costs will be covered by *Girls Not Brides*?

Girls Not Brides will cover the costs of visas, travel (flights, transport to and from airport, transport to and from projects), one-off trip related travel insurance purchased by the participant, meals and accommodation as part of the jointly agreed budget for each learning exchange. *Girls Not Brides* will **not** be providing *per diems* for participants. Reimbursements for the above costs will be processed only if substantiated with relevant receipts provided by the participant.