



Developing SIA Practitioners: Challenges and Opportunities from a Practitioner's Perspective

IAIA19 BRISBANE

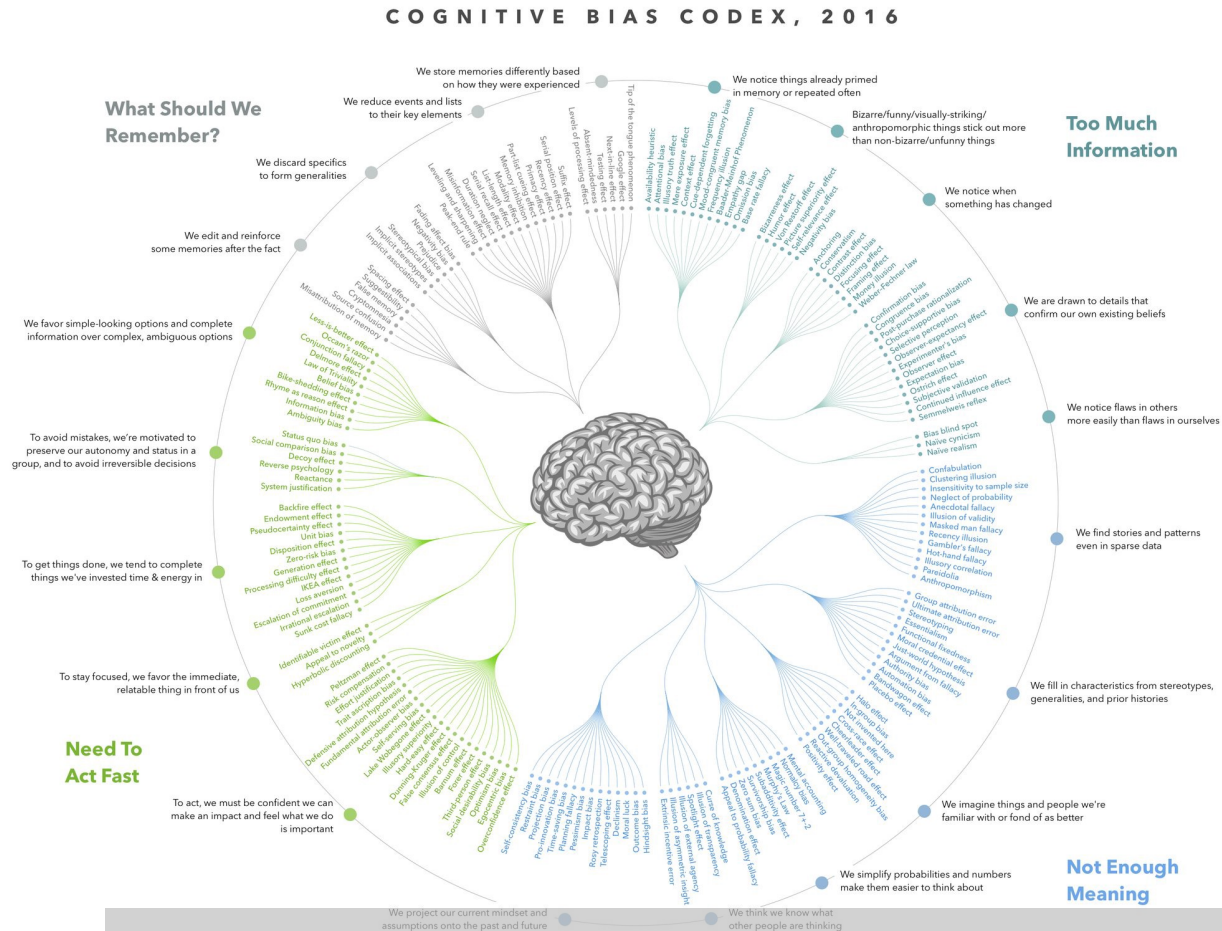
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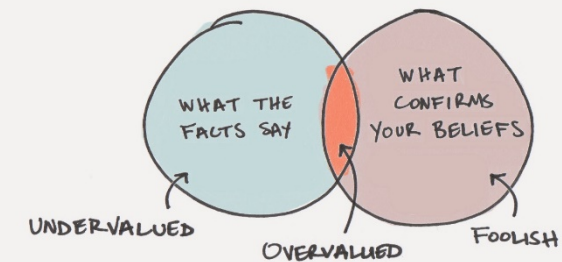
- Challenges
 - Bias
 - Limitations
 - Education vs Experience
- Opportunities – Reinvention or Enhancement
- So How Do We Develop SIA Practitioners?

The purpose is to identify some of the challenges and opportunities faced by practitioners to assist in developing future SIA practitioners

Challenges - Bias



THE CONFIRMATION BIAS



JamesClear.com

Good practitioners understand bias and work to reduce it

Challenges - Limitations



- What you know
- What you observe
- You / your team's strengths and weaknesses
- What methods you use
- What standards you apply
- Your timeframes
- Your budgets
- Available information
- What your stakeholders know
- What your stakeholders want you to know / not know

Good practitioners know their limitations and address them

A background image showing a group of children, mostly of African descent, smiling and looking towards the camera. They are outdoors, with some foliage visible in the background. The image is slightly faded to allow text to be read over it.

Challenges - Education ^{and} ~~vs~~ Experience ^{and Team}

- Like qualitative and quantitative data, they work best together
- Many SIA practitioners do not have formal training and came into SIA from a side-channel
- Many projects are of insufficient scale to enable sociological tools and techniques
- Adding sociological theory can enhance SIA – it can equally bias the process and results
- Sometimes a team is required to breakdown barriers
 - Age
 - Gender
 - Religion
 - Nationality/Ethnicity
- Reviewing SIAs should be done objectively, looking for what worked and why
- There are pros and cons with education and experience...and teams

Good practitioners balance education and experience

Opportunities – Reinvention or Enhancement



The Original



What the
Regulations /
Guidelines require



The Product –
Tailored to the
needs of the
Project



Good practitioners understand what a project needs

So How Do We Develop SIA Practitioners?

- Education – courses to consider for building solid degree foundations
 - Psychology – biases
 - Sociology – statistics, social theory, group dynamics, institutions, law and order
 - Cultural anthropology – understanding society, customs, beliefs and practices
 - Communications – effective communication, effective listening, conflict resolution
 - Regulations and standards – national, state / local, international lenders (IFC, ADB, etc.)
- Training – courses to consider for enhancing skills
 - IAIA training courses – various skills and competencies
 - IAP2 training certificates
 - Local / national standards training
- Experience – initiatives to consider for enhancing the practice
 - Mentorships – internal and external
 - Industry group presentations and good practice inventories
 - Papers to fill the literature voids

Thank You

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