

Gender Mainstreaming

IMPOSED CONCEPT?



Outline

Gender is much more than an equity issue. Gender, is a variable that provides a more complete picture of the factors affecting people's participation in economy and development efforts and the impact of these efforts on their lives. In modern world donor community and many important stakeholders demand these factors be considered and addressed in projects and activities. Thus our course aims at demonstrating the importance of gender not only from the ideological, but also from the practical point of view.

Gender sensitivity is a type of lens for focusing on particular aspects of cultural and social reality, which determine power relationships among different genders and gender roles of men and women, which vary among societies, within societies, and over time.

Our social analysis becomes finer, our interventions more finely tuned, when we are aware of all the complex ways in which society slots people into different categories and roles, and of the ways these roles can serve as the basis of both cooperation and conflict.

Who should attend?

This course is designed for managers of development organizations, public administrators, community leaders and others willing to enhance gender awareness and gender transformative thinking within their organisations, projects and programmes.

Benefits to you and your organisation

- Clear understanding of gender concept
- Better understanding of the relevance and importance of gender aspects in development work
- Guidelines and practical tools to incorporate gender in development projects
- Skills to analyze your target groups, projects and organizations from the gender perspective and to use relevant tools to initiate gender sensitive change

Contents

- Gender definition
- Gender & Science
- Gender & Feminism
- Gender & Development
- Project life cycle and gender
- Application to case study
- Analysing and assessing organisations from a gender sensitive point of view
- Gender in organisational structures, systems and procedures
- Women in Development and Gender & Development approaches
- Integration/Mainstreaming
- General approaches to Gender in the development field
- Change Process
- Coping with resistance during the change