



PB INSTITUTE OF RESEARCH AND TECHNOLOGY

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Gender Mainstreaming, Analysis and Planning Training Course for the UN

Duration: 5 days

On-Site

01 Who Should Attend

- Gender advisers, development practitioners with an interest gender mainstreaming, gender focal points

02 About the Course

Gender mainstreaming is a policy-making process that considers the interests and concerns of both women and men. Gender mainstreaming entails the incorporation of a gender equality perspective at every stage and level of policies, programs, and initiatives. Women and men possess distinct needs and face varying living conditions and circumstances, characterized by unequal access to and control over power, resources, human rights, and institutions, including the judicial system. The circumstances of women and men vary according on country, geography, age, ethnic or social origin, and other aspects. The objective of gender mainstreaming is to consider these differences during the design, implementation, and evaluation of policies, programs, and projects, ensuring they benefit both women and men, do not exacerbate inequality, and promote gender equality. Gender mainstreaming seeks to address often obscured gender disparities. Consequently, it serves as an instrument for attaining gender equality.

03 Workshop Objectives

- The workshop focuses on Gender Mainstreaming, Analysis and planning themes.

04 Module Topics

Module 1: Gender Equality and Equity



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- Gender Equality: Guaranteeing that persons of all genders possess equal rights, responsibilities, and opportunities, encompassing access to resources, decision-making, and authority.
- Gender Equity: Rectifying historical and structural disparities by ensuring equitable treatment for all genders, acknowledging that women, men, and non-binary individuals may necessitate distinct strategies to attain equality.

Module 2: Gender Mainstreaming

- Definition and Objectives: The procedure of evaluating the effects on women and men of any proposed action, encompassing policies, programs, and laws, to guarantee the incorporation of gender perspectives throughout all phases of planning and execution.
- Institutionalization of Gender Mainstreaming: Implementing frameworks, policies, and methods inside organizations to systematically integrate gender perspectives into all operations.
- Sectoral Gender Mainstreaming: Implementing gender analysis across several sectors, including health, education, government, agriculture, and conflict resolution, to guarantee gender-sensitive results.

Module 3: Gender Analysis

- Comprehending Gender Dynamics: Examining the roles, duties, power relations, and societal norms that influence interactions among various genders in particular circumstances.
- Data Disaggregation: The collection and analysis of data segmented by gender, age, and other variables to comprehend discrepancies and ensure the consideration of gender issues.
- Social Norms and Stereotypes: Examining the influence of culture and social norms on gender roles and their contribution to inequities across various societies.

Module 4: Intersectionality



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- Multiple Identities: Acknowledging that gender intersects with additional identification markers, including race, ethnicity, class, disability, and sexual orientation, which influence individuals' experiences and opportunities.
- Comprehensive Analysis: Guaranteeing that gender analysis include the experiences of all genders, with particular focus on the most marginalized populations, including indigenous women, LGBTQ+ individuals, and persons with disabilities.

Module 5: Gender-Sensitive Policy Making

- Gender in Policy Development: Incorporating gender concerns into the design and development of policies to ensure they address the interests of all genders, particularly women and marginalized groups.
- Gender-Responsive Budgeting: Distributing financial resources in a manner that acknowledges the varying effects on women, men, and non-binary individuals, while prioritizing expenditures that advance gender equality.
- Legislation and Gender Equality: Establishing legislative frameworks that are sensitive to gender, tackling issues such as gender-based violence, discrimination, and the rights of women.

Module 6: Gender Roles and Responsibilities

- Productive and Reproductive Roles: Analyzing the gender-based division of labor concerning productive (economic) activities and reproductive (home and caregiving) obligations, and the implications for equality chances.
- Care Economy: Acknowledging and appreciating unpaid care labour, predominantly performed by women, and addressing its effects on economic prospects and overall well-being.
- Challenging Conventional Roles: Advocating for legislation and initiatives that foster equal distribution of domestic responsibilities and endorse varied gender roles.

Module 7: Gender-Based Violence (GBV)



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- Prevention and Response: Formulating measures to avert and address violence against women, girls, and marginalized genders, encompassing sexual assault, domestic abuse, and detrimental practices such as female genital mutilation.
- Legal and Support Services: Ensuring legal frameworks, protection services, and support mechanisms (e.g., shelters, counselling) are in place to assist survivors of GBV.
- Cultural and Community Engagement: Engaging communities in challenging norms that perpetuate GBV and promoting attitudes that support gender equality and non-violence.

Module 8: Gender in Development Planning

- Participatory Approaches: Guaranteeing the involvement of women, men, and marginalized genders in the design, implementation, and assessment of development programs, so ensuring their views and needs are acknowledged.
- Contextualized Planning: Formulating gender-sensitive initiatives grounded in a comprehensive comprehension of the local social, cultural, and economic environments.
- Monitoring and Evaluation (M&E): Integrating gender indicators into the M&E frameworks of development projects to evaluate advancements in gender equality and assess effects on various gender groupings.

Module 9: Gender and Economic Empowerment

- Equitable Resource Access: Guaranteeing uniform access to financial resources, land, education, and work opportunities across both genders.
- Women's Economic Empowerment: Advancing women's entrepreneurship, skills enhancement, and market access as a means to attain gender equality.
- Minimizing Gender Pay Discrepancies: Tackling salary inequalities between males and females and guaranteeing equitable remuneration for equivalent labour.

Module 10: Gender in Education



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- Gender Parity in Education: Guaranteeing equitable access to education for both genders, particularly by addressing obstacles that hinder girls' enrolment, including early marriage, violence, and inadequate sanitation facilities.
- Curriculum and Gender Sensitivity: Advocating for gender-sensitive curriculum and pedagogical approaches that confront stereotypes and enable all students to achieve their maximum potential.
- Education as Empowerment: Utilizing education as a mechanism to empower women and girls and foster long-term gender equality.

Module 11: Gender and Health

- Access to Health Services: Guaranteeing that health services, encompassing sexual and reproductive health care, are accessible and tailored to the distinct needs of all genders.
- Maternal and Child Health: Enhancing maternal health outcomes and guaranteeing that women have necessary care prior to, during, and following pregnancy.
- Men's Health: Tackling concerns associated with men's health, especially in environments where societal norms dissuade men from pursuing medical care.

Module 12: Political Participation and Leadership

- Women's Political Participation: Advocating for women's engagement in political activities, including voting and candidacy, while addressing the obstacles they encounter in attaining leadership positions.
- Quotas and Affirmative Action: Enforcing gender quotas or other affirmative action initiatives to enhance the representation of women and marginalized genders in political and decision-making arenas.
- Leadership Development: Supporting leadership training and capacity-building for women and marginalized genders to strengthen their influence in public and private sectors.

Module 13: Gender and Environment



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- Women in Environmental Management: Acknowledging the crucial contribution of women, especially in rural and indigenous communities, to environmental protection and advocating for their participation in decision-making processes.
- Climate Change and Gender: Examining the disproportionate impact of climate change on women and marginalized genders, and formulating gender-sensitive climate adaptation measures.
- Sustainable Livelihoods: Promoting sustainable economic endeavours that empower women and safeguard natural resources, including environmentally friendly agricultural methods and renewable energy sources.

Module 14: Institutional and Organizational Gender Mainstreaming

- Gender-Sensitive Institutions: Ensuring that organizations and institutions, including governments and NGOs, implement policies and practices that foster gender equality.
- Gender Focal Points: Designating specialized gender experts or focal points within organizations to facilitate the gender mainstreaming process.
- Capacity Building: Providing training and capacity-building for staff at all levels to understand and apply gender mainstreaming in their work.

Module 15: Monitoring and Evaluation (M&E) of Gender Equality

- Gender-Sensitive Indicators: Developing and tracking gender-sensitive indicators that measure progress towards gender equality, such as changes in women's access to education or reductions in GBV.
- Impact Assessment: Assessing how policies and programs affect different genders, including unintended consequences, and making adjustments based on findings.
- Feedback and Accountability: Creating mechanisms for feedback from beneficiaries to ensure that gender-related goals are being met and that interventions are responsive to their needs.

Module 16: Gender and Conflict/Peacebuilding



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- ▶ Women in Peacebuilding: Promoting the active involvement of women in peace processes and post-conflict reconstruction, recognizing that their participation leads to more sustainable peace.
- ▶ Gender in Conflict Analysis: Analyzing how conflicts affect different genders and incorporating these insights into conflict resolution and peacebuilding strategies.
- ▶ Preventing Gender-Based Violence in Conflict: Addressing and preventing gender-based violence, particularly sexual violence, during and after conflict situations.