

Leadership for Gender Mainstreaming: Enhancing Capacities of Partners

Course 1

Gender and Organizational Change Part I: Analyzing the Organization

Duration: 5 days

Trainers: 1 international and 1 regional/national

This training introduces participants to two modules: The first module focuses on the creating awareness of gender as a social construct, followed by theoretical concepts, frameworks and tools for gender analysis in the field.

This is followed by a second module which introduces participants to concept and tools to conduct gender analysis in the organization (s). This will help participants to identify and gaps and opportunities within their own organizations as a first step through which they can plan to build strategies for mainstreaming. Participants will be introduced to the following concepts and tools:

- Gender concepts
- gender analysis frameworks
- gender analysis tools
- organizational gender analysis concept and tools

Gender and Organizational Change Part II: Developing Plans for Action

Duration: 6 days

Trainers: 1 international and 1 regional/national

This training is a follow up to Part I and will introduce participants to the concepts, skills and approaches to gender mainstreaming within the organization. The first module will focus on the mainstreaming elements, and principles and processes for developing action plans for implementation. This will be followed by a second module that will focus on developing the skills and concepts for becoming a change agent.

This workshop will introduce the following concepts and tools:

- Understanding organizational development and gender mainstreaming
- What is a change agent?: skills and concepts
- How to build an action plan for mainstreaming

Post-course Mentoring and Supervised on-site support

Duration and costs: to be decided based on needs

Resource persons: national level trainers and resource persons to be decided based on needs

An important part of the training course will include on-site support to individual participants and projects through visits by training team members. Resource persons will provide on-site technical support and seek strategic support for the implementation of the mainstreaming action plans from senior management and others in the projects/organizations. Often, internal change agents can strategically employ 'outsiders' to gain important gains with the organization.

Course 2

Leadership for Women and Men for Gender Mainstreaming

Duration: 6 days

Trainers: 2 International and 2 local/national

This workshop is done in two parallel courses that are organized simultaneously – one for women leaders and one for men leaders. Women and men participants will be brought together at key strategic moments of the process, but will otherwise be participating in separate courses. The two courses are designed as a package, but either course can be offered on its own, if desired.

Women's leadership

The objective of the women's leadership course is to enhance participants' leadership abilities and competencies, as women leaders to be able to:

- Recognize the impact of gender dynamics in their organization and community
- Examines organizational power dynamics and their impact on careers and work
- Lead strategically
- Build and lead teams
- Build a robust network of influential and powerful women leaders

Involving men for gender equality

The objective for involving men in promoting gender equality is not a call to take away already scarce resources from women and programs aimed at women's empowerment. What it is, however is a call to address the role of men as advocate and active supporters for transformations in gender relations. Participants will be able to:

- Understand masculinities and its role as gatekeepers of current gender orders and as potential resistors of change
- It will also separate the popular notion that equates 'gender' with women, that effectively marginalizes women and women's struggles even in the name of mainstreaming, and produces one of the paradoxes of the mainstreaming approaches that treat only one half of the gender equation
- It will demonstrate that leaving out men addresses only the symptoms of the underlying gender system
- And it will show that although empowering women is one part of redressing the relations of power, there also needs to be systematic and systemic efforts to change the lives of men, if power relations are to be redressed at their root.

Course 3

Participation through Training for Transformation

Duration: 6 days

Trainers: 1 International and 1 regional/national

Participation means many things to many people, and it is perhaps the most (mis) used concept in development practice. This workshop will introduce participants to the concepts, skills and approaches in participatory practice. In particular, the following concepts and skills will be introduced:

- Steps in Training for Transformation
- 'Codes' as a means to analysing and solving problems
- Typology of participation
- Stakeholder analysis
- Integrating participation in the project cycle
- Participatory monitoring and evaluation (PM&E)
- Gender-responsive Outcome Mapping

Course 4

Agro-enterprises Development

Duration: This course can be conducted between 5 to 10 days, depending on the levels of exposure of the trainees to agro-enterprises development and value chain analysis.

Trainers: 1 International and 1 regional/national

The course is conducted in three categories according to format: 1) presentations of theory, framework, and methods, 2) in-class group exercises, and 3) field practice

The presentations include the following components:

- introduction to Rapid Market Assessment (RMA)
- best-bet product selection,
- market survey design,
- Implementation of an RMA,
- value chain analysis
- analysis of data,
- RMA and value chain report writing,
- action design based on analysis,
- interventions planning and design

Group exercises include the following activities: 1) Interview guides preparation, 2) Market visit data analysis, 3) Key findings preparation and presentation, 4) Intervention planning and design preparation and presentation

Field practice includes a one-day market visit to interview various levels of traders, collectors, and potential business development services (BDS) providers.