



# Institute for Capacity Development (ICD)

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## Gender Analysis and Mainstreaming

### Course Objectives

On completion the course should enable participants to:

- Increase their awareness of gender issues within the ministry and communities;
- Identify important elements for promoting gender responsiveness within communities
- Gain knowledge and skills on participatory gender analysis tools for program/project development and management;
- Facilitate a gender audit process
- Develop gender indicators and a framework for monitoring and evaluating gender mainstreaming
- Generate lessons from the exchange of experiences on gender mainstreaming that can be applied in institutions.

### Target Groups

- Project managers and officers
- Gender activists
- Social workers
- Community development officers
- Social scientists and researchers
- Gender and Community development policy makers
- Income generation programme officials

### Course Outline

- General Management Principles And Skills
- Understanding Gender Issues
- Gender Identities and Roles
- Culture, Socialization and Gender
- Cultural Change and Gender Relations
- Gender in Development
- Relevance of Gender to the Development Process
- Evolution of Approaches to Gender Equality
- Evolution of Policies and Approaches
- Gender Analysis of Sectoral Program and Projects
- Approaches for Gender Analysis of Development Programs and Projects.
- Gender and Stakeholder Analysis in Management Development
- Gender Analysis Tool
- Gender Policy Development and Analysis
- Gender, Power Relations, Empowerment
- Gender Analysis in Project Planning and Management
- Mainstreaming Gender

- Rationale for Mainstreaming
- Process of Gender Mainstreaming
- Institutional Mechanisms Required for Mainstreaming
- International Mandates and Learning from GAD Efforts
- Mainstreaming Gender in Development Organisations
- Gender and HIV/AIDS
- Gender Mainstreaming Strategies
- Gender Empowering Strategies
- Database Management
- Action Planning

Dates: 03<sup>rd</sup> – 14<sup>th</sup> April 2017

Duration: 2 weeks

Course Costs: US\$2850

Venue: Windhoek - Namibia