Gender Mainstreaming Training Report

22 – 25 January, 2017
Dubai, UAE

Risalat Consultants International FZE

Maria Mihajloska

31.01.2017
Introduction

This report will summarize the four day workshop on Gender Mainstreaming which took place in the Fortune Hotel in Dubai, UAE on the 22nd, 23rd, 24th and 25th of January, 2017. The event was organized by Risalat Consultants International FZE.

Training Audience

The attendees of the workshop were members of the staff at infrastructure project. A total of 14 trainees were present throughout the four days of the training. The following table shows their names and job functions within the organization.

Training Delivery

The training was a four day event which was conducted on the 22nd, 23rd, 24th and 25th of January, 2017.

A pre-test was conducted at the beginning of the session aiming to provide an information about the trainees’ prior knowledge and experience in gender topics which were about to be covered during the training. All of the pre-tests were returned back with the required information and this exercise was conducted in order to compare what the attendees already know to the results of a post-test with the same questions once the training is over.

The training started with short elaboration of the training objectives made by the consultant and elaboration provided by the participants about their expectations of the content of the training. Most of them replied they never attended such a training, but believe the knowledge gained will be of a great significance to them since their project unit was required to conduct gender analyses by their donors.

Additionally, a daily oral feedback sessions were held and all the comments were taken into account for the remainder of the workshop.

On the final day, there was a post-test which contained the same questions but in reverse order, with a purpose to check the improvements made by trainees after finishing the four-day training.

During the entire training session, all the participants, individually, or divided in groups were asked and motivated to work together on various numerous tasks, games, charts, case studies, analyses and debates in accordance to the Gender mainstreaming program.
Program Introduction

Gender training is the practical tool for analyzing gender differentiation and provides adequate knowledge regarding major factors that influence and are responsible for maintaining or change the structure of gender differentiation. It is also a development intervention which aims to change awareness, knowledge, skill and behavior in relation to gender. It concerns with developing skills, capacity to translate such awareness into very specific tools that can be used into practice. Gender training may be seen as methodology of consciousness raising and empowerment of women, individually or collectively, or as a way of making project design and implementation or service delivery more gender sensitive or as a means to effect institutional changes. With the knowledge, appropriate policy, intervention can be designed to enhance women’s status enabling them to take an equal place with men and to participate equally in the development process.

The Topics Covered in the Workshop

- Gender and gender mainstreaming
- Introduction and gender concepts
- What do we mean by ‘gender’ and ‘gender roles’?
- What are ‘gender gaps’?
- Overview of gender issues affecting society
- Approaches to women’s involvement in development
- Gender analytical tools
- Applying gender analytical tools
- Social/gender dimensions
- Awareness-raising
- Competence development
- Consultative techniques
- Discrete tools for gender mainstreaming
- Discrimination against women
- Case study: a glance at challenges of afghan women
- Case conclusions “it’s a big shame”
- Case conclusions: islam vs. Culture: “culture doesn’t listen what islam has to say”
- Case conclusions: “women in afghanistan are in the corner of the room” 27:25
- How is she mainstreaming?
- Proposed projects by ministry of women affairs of afghanistan
- Approaches to women’s involvement in development
- Women’s empowerment /definition
- Actions to empower women
- Levels of empowerment
- Empowerment
- Equal opportunities for women and men
- Equal treatment of women and men
- Framework tools for gender mainstreaming
- Gender analysis
- The analysis answers the following questions:
  - Why conduct gender analysis?
  - How to conduct gender analyses?
  - Gender analyses general framework
  - Ga tools and frameworks
  - Harvard framework / tool 1: activity profile
  - Harvard framework / tool 1: activity profile
  - Harvard framework / tool 2: the access and control profile
- Gender audit
- Gender blindness
- Gender indicators
- Gender sensitive evaluation
- Institutional mechanisms
- Sex discrimination – direct
- Specialized gender equality bodies
- Accountability mechanisms
- Monitoring and impact assessment
- Awareness-raising 1
- Awareness-raising 2
- Competence development
- Competence development
- Consultative techniques
- Gender audit
- Objectives of gender audit
- Gender audit in your organization
- Gender blindness

- Discrimination against women
- Sex discrimination
- Extreme discrimination
- How am I protected from sex discrimination?- the sex discrimination act
- Un women
- Empowering institutions
- Sharing good practices
- Mansplaining

- Heforshe
- The role of men and boys in achieving gender equality
- Inspiring stories

**Workshop Impact**

Positive impact of the training program was immediately evident, but the most effective outcome will be visible on the long run in frames of project unit’s future activities.

The chart below shows a comparison of the correct answers given to the same questions in reverse order before and after the completion of the gender mainstreaming training:

<table>
<thead>
<tr>
<th>Questions</th>
<th>Pre- Test</th>
<th>Post- test</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Direct verbal discrimination</td>
<td>20%</td>
<td>90%</td>
</tr>
<tr>
<td>2. Gender definition</td>
<td>30%</td>
<td>95%</td>
</tr>
<tr>
<td>3. Gender equality/equity</td>
<td>15%</td>
<td>100%</td>
</tr>
<tr>
<td>4. Levels of empowerment</td>
<td>10%</td>
<td>60%</td>
</tr>
<tr>
<td>5. Gender mainstreaming definition</td>
<td>5%</td>
<td>85%</td>
</tr>
</tbody>
</table>
Workshop Evaluation

It is a norm at Risalat to conduct a comprehensive evaluation of the training programs in order to analyze the problems the trainees may be facing or the issues there may be causing hindrances in the successful execution of the workshop. It also helps improve the quality of future programs and deliver workshops that meet higher quality standards.

We believe in continuous improvement of our programs and an evaluation which benefits not only future program, but also current program. For this purpose a daily evaluation was conducted in order to identify any issues the trainees may be having which need to be resolved for the next days.

A summary of the responses for the end of the program comprehensive evaluation is provided below:

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall quality assessment</td>
<td>95%</td>
</tr>
<tr>
<td>Materials quality</td>
<td>95%</td>
</tr>
<tr>
<td>Future benefits of the program</td>
<td>90%</td>
</tr>
<tr>
<td>Practical tasks quality</td>
<td>85%</td>
</tr>
<tr>
<td>Ideas and tools quality</td>
<td>80%</td>
</tr>
<tr>
<td>Quality of the trainer</td>
<td>95%</td>
</tr>
<tr>
<td>Quality of training facility</td>
<td>75%</td>
</tr>
<tr>
<td>Training was value for the money</td>
<td>90%</td>
</tr>
</tbody>
</table>
Some Photos of the Program