



## COURSE THREE:

# Gender and Organisational Development

**Duration:** Two Weeks

### Course Summary

**O**rganisations are often mirrors of the society in which they emerge. The way power and resources are shared between men and women in a specific social context is often reflected in organisational structures, vision and management styles. Depending on their mandates, organisations determine and influence power and resource allocation within themselves and communities they serve. They decide on who gets what resources, who benefits from which services and who participates in decision making. However, organisations are expected to foster social transformation. Despite this social role and the power they wield, most organisations pay little or no attention to existing structural inequalities between women and men. As a consequence their programmes tend to perpetuate and entrench gender inequalities and further marginalisation of women and other less powerful groups. Struggles for gender equality and women's empowerment call for a departure from this status quo into conscious self reflecting organisations, which are able to transform.

Because meaningful organisational change must touch the heart of the organisation: i.e. its cultural fabric; this course is designed to enable participants to dig deep down into the 'soul' of the organisation, analyse its structure, culture and institutional context and challenge it to restructure so as to meet the challenges of promoting more equitable relations between men and women in the implementation of its mandate and ensuring that women and men participate more equally within its structures of power and decision-making processes.

The course is particularly designed to enhance participants' skills and knowledge on issues of gender and organisational development (and change management) including external and internal forces affecting the culture and identity of an organisation.

### Course Objectives

The specific objectives of the course include:

- To enable participants to understand and appreciate the rationale for gender and organizational development /and change management.
- To develop and strengthen participants' capacities for gender auditing and/or
- assessment of organisations; including external and internal influencing factors.
- To enable participants to acquire necessary skills for developing gender responsive organisational vision /mission /systems and structures.
- To enable participants to articulate the operational steps in programming with

a gender focus; including the art of mainstreaming gender in the organisation's planning cycle management and tracking the gender impact of its products and services.

### Key Components

- Conceptualisation of gender and organisational development; and programming.
- Analysis of gender issues, debates and women movements in the context within which institutions/organisations work.
- Key elements of gender and organisational development and the politics of institutionalizing gender in organisations.
- Key issues and steps in mainstreaming gender in programming; including monitoring and evaluation.

### Expected Output

At the end of each course the participants will have:

- Become familiarized with key gender concepts relating to programming and organisational development.
- Identified the gendered constraints and gaps in existing contextual issues including socio economic and political context within which organisations operate.
- Sharpened their skills in planning/programming for gender progressive interventions and impact monitoring.

- Developed concrete plans of actions for addressing the gender gaps within policies and programmes for effective gender equality interventions in their own organisations.
- Shared information and experiences on gender and organisational development.

### Course Eligibility

The course is designed to attract senior-level policy makers and managers from public institutions, NGOs, and other institutions actively involved in policy, programming and organisational/institutional development/building issues. The course is also relevant to gender and human rights activists active in organizing and advocating for transformation of social organisation.

### Specific Qualifications

To ensure maximum benefit from the course, participants are required to possess the following basic qualifications:

- Basic education of not less than a Bachelors Degree or an Advanced Diploma in the relevant field and working experience in policy and/or management levels.
- Present engagement in programming and/or institutional building/development with an implementation or facilitation function.
- Good command of both written and spoken English and Kiswahili.