

Gender Equality and Gender Analysis

WRC, as the umbrella body, is committed to having a thriving women's sector that is able to deliver services to reduce gender inequalities, which in the current economic climate are growing. The women's sector has a vital role to play in public service delivery, but the size and complexity of the competitive procurement processes and increasingly demanding contracts makes it difficult for smaller organisations to compete on their own.

As a result the Women's Commissioning Support Unit (WCSU), led by Women's Resource Centre (WRC) will work with partners in four specified locations to help local organisations enhance their ability to shape this agenda and develop specialist women consortium.

Gender analysis: examines the differences in women's and men's lives, including those which lead to social and economic inequity for women, and applies this understanding to policy development and service delivery¹.

Who is it for?

Women's organisations, women's projects, practitioners of specialist women services, practitioners and public servants decision makers with interest in women's issues/equality.

Training content and outcomes (draft)

What's it about?

This workshop is designed to support you to use a gender analytical approach in developing project proposals with consortia partners. The course will explore how to develop and implement a gender analysis approach to promoting gender equality and advancing women's economic and social inclusion. It will cover some of the opportunities to promote gender equality e.g. through the Public Sector Equality Duty. The course will explore a range of approaches to gender analysis, drawing out good practice and positive actions that have improved gender equality and delivered good outcomes for girls and women.

By the end of the session participants will be able to:

- Define gender analysis and the benefits of taking a gendered approach in project design and delivery
- Outline the barriers facing women in relation to their full economic and social inclusion
- Identify a range of strategies and solutions to address these barriers in a gender sensitive way
- Use different approaches, frameworks and tools to develop gender goals and objectives
- Begin to identify and map local communities through a gender lens
- Begin to plan a gender analysis to explore and understand women's aspirations, needs and situations
- Take steps to integrate and mainstream gender in all aspects of project design and organisational policies and procedures.
- Outline opportunities to promote gender equality including the Public Sector Equality Duty

What will I take away? The course will provide you with a range of online resources for use after the session. **Outcomes:**

¹ www.gdrc.org/gender/framework/what-is.html