

## Gender Training: Three-Day Workshop (8:30 a.m. - 4:00 p.m.; 1.5 hrs. breaks)

### Day One

#### Session One

Opening – Facilitator Introduction  
Icebreaker – New and Good/Establishing Venue Rules/Information  
Participant Introductions  
Participant Expectations, Fears, Contributions  
Review of Workshop Objectives  
Review of Timetable

#### Timing

90 minutes  
(1 hour, 30 minutes)

#### BREAK

#### Session Two

Early Memories of Learning about Male and Female Differences  
Defining Gender – Operational definition, Sex and Gender  
Statements about Men and Women  
Local Context – Marianismo/Machismo  
Gender Role Expectations – Because I am a Man/Woman ... and Discussion  
Division of Labor – Defining and Handout Reading  
Institutional/System Influences on Gender Stereotypes and Discussion

205 minutes  
(3 hours, 25 minutes)

#### LUNCH

#### Session Three

Perceptions about Men and Women (Ball in Circle)  
Handout Gender Stereotypes and Discussion  
Roles and Activities for Men and Women and Discussion  
Cultural Basis – Myths, Stories, Songs, Activity and Discussion

155 minutes  
(2 hours, 35 minutes)

#### BREAK

Strategies for Challenging and Eliminating Stereotypes – Discussion and Presentation  
Summary

### Day Two – Session Four

Water Buffaloes Reading and Discussion  
GAD Handout Reading and Discussion

#### Timing

450 minutes  
(7.5 hours)

GAD Analysis of Water Buffaloes Case Study

**BREAK**

History of Evolution of WID, WAD, GAD

Energizer – Unfinished Sentences

Practical Needs and Strategic Interests – Defining

MF and PML – Why they are Strategic and Practical Issues

**LUNCH**

Presenting Gender Analysis Models (HAF, GAM, WEF)

Energizer

Case Studies – Using GAM

**BREAK**

Reporting/Presenting Case Studies with GAM

**Day Three – Session Five**

Review of Progression and Preparation for Planning 450 minutes

Envisioning Gender Equitable Society (7.5 hours)

Stock-taking – Organizational Visioning

SWOT Analysis – Individual

Energizer

**BREAK**

Organizational Force Field Analysis

Group Force-Field Ranking and Strategy

Sharing Force-Field Analysis with Whole Group/Discussion

**LUNCH**

Energizer – Obstacle Course

Partnering and Productivity Discussion

Listing Strategies for Gender Policies and Programming (Group Work)

Action Plans – Growing a Tree – Reading Handout

Action Plan – Growing Organizational Tree

**BREAK**

Presenting Tree Diagrams

Wrap Up

## Gender Training: Two-Day Workshop (8:30 a.m.-4:00 p.m.; 1.5 hrs breaks)

<b>Day 1</b>	
30 minutes	Introductions (Opening, Facilitator introduction, Icebreaker, Establishing venue rules/information, Participant introductions)
50 minutes	Participants' Perspectives/Expectations (Participant Expectations, Fears, Contributions, Review of Objectives; Perceptions about men and women)
60 minutes	Situational Analysis: Early memories learning about male and female differences; Why do women carry such a heavy load?
30 minutes	Historical Overview (History of WID, WAD, GAD)
45 minutes	Presentation of GAD Analysis – Origins, main concepts: The GAD Approach; Practical needs and Strategic interests
15 minutes	Energizer
30 minutes	Review of GAD conceptual tools: Harvard Analysis Framework, Gender Analysis Model, Women's Empowerment Framework; Practical needs and Strategic interests
90 minutes	Application of analysis tools to two short case studies and discussion questions
10 minutes	Summary
<b>Day 2</b>	
15 minutes	Summary of key concepts of GAD analysis
60 minutes	Participant Assessment of the Analysis: Presentation of group case studies and discussions; Identification of implications
20 minutes	Development of Vision: Envisioning a gender equitable society and organization
90 minutes	Organizational SWOT and Force-field Analysis
30 minutes	Introduction to Policy Development: Strategies for gender policies and programming
15 minutes	Energizer
60 minutes	Development of Action Plan: Growing an "Organizational Tree"
50 minutes	Presentation of Organizational Trees
20 minutes	Summary and evaluation