# GENDER EQUALITY, WOMEN'S EMPOWERMENT & SOCIAL DEVELOPMENT COURSE

## Introduction

This course introduces participants to the principles, strategies and practical approaches for advancing gender equality and women's empowerment within governance, development and institutional settings. Gender equality is fundamental to human rights, inclusive governance and sustainable development, yet persistent structural, social, economic and institutional barriers continue to limit women's access to opportunities, resources, leadership, services, political participation and decision-making. The programme provides a comprehensive framework for understanding and addressing gender inequalities through gender analysis, gender mainstreaming, gender-responsive planning, institutional reform and inclusive programme design. Participants will examine how gender considerations can be integrated throughout the policy and programme cycle, from needs assessment and planning to implementation, monitoring and evaluation. Particular attention is given to women's leadership and participation, economic empowerment, gender-responsive budgeting, institutional policies, gender-sensitive service delivery, prevention of discrimination and the use of gender-disaggregated data to measure outcomes. Participants will also explore practical approaches for identifying structural barriers and strengthening institutional systems that promote equality and women's empowerment

## Course Objectives

- Understand gender equality and social development.
- Conduct gender analysis.
- Identify structural gender inequalities.
- Integrate gender into policies and programmes.
- Strengthen women's participation and leadership.



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- Develop gender-responsive strategies.
- Address institutional gender barriers.
- Measure gender-related outcomes

## Course Modules

**> Module 1: Gender and Development**
- Gender concepts
- Gender and social development
- Gender equality
- Gender and human rights

**> Module 2: Gender Inequality**
- Structural inequality
- Gender discrimination
- Social and cultural barriers
- Economic inequalities

**> Module 3: Gender Analysis**
- Gender analysis frameworks
- Gender roles
- Access and control
- Gender power relations

**> Module 4: Gender Mainstreaming**
- Principles of mainstreaming
- Institutional mainstreaming
- Programme mainstreaming
- Gender-responsive implementation

**> Module 5: Women's Empowerment**
- Economic empowerment
- Political participation
- Leadership development
- Decision-making

**> Module 6: Gender-Responsive Policies**



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- Gender-responsive planning
- Gender-responsive budgeting
- Policy implementation
- Institutional accountability

### > Module 7: Gender and Governance
- Women's political participation
- Leadership representation
- Institutional decision-making
- Inclusive governance

### > Module 8: Gender-Based Risks and Protection
- Gender-based discrimination
- Violence and exploitation
- Institutional protection
- Referral and support systems

### > Module 9: Measuring Gender Outcomes
- Gender indicators
- Sex-disaggregated data
- Monitoring gender results
- Gender impact assessment

### > Module 10: Gender Equality Action Planning
- Gender assessment
- Strategic priorities
- Implementation framework
- Gender action plan



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