

GENDER- BASED ANALYSIS TRAINING

FINAL TRAINING PACKAGE

Mainstreaming Gender Equality
of Saint Lucia's National
Sustainable Development Plan

**Consulting Services for Gender
Planning, Technical Assistance and
Capacity Building**

Prepared for: The Ministry of Education,
Innovation, Gender Relations and
Sustainable Development

Prepared by: Niagara College Canada

August 22, 2019



Table of Contents

TRAINING PACKAGE – PILOT GENDER TRAINING PROGRAM	2
CONTEXT	2
FACILITATORS	2
PARTICIPANTS.....	2
PRE-TEST AND POST-TEST ASSESSMENTS	2
MODULE 1 – GENDER EQUALITY CONCEPTS	3
MODULE 2 – INTERNATIONAL, REGIONAL AND NATIONAL COMMITMENTS.....	3
MODULE 3 – GENDER BASED ANALYSIS	3
MODULE 4 – IMPLEMENTING GENDER EQUALITY SUCCESSFULLY IN SAINT LUCIA	4
MODULE 5 – NEXT STEPS.....	4
EVALUATION AND FEEDBACK	4

TRAINING PACKAGE – PILOT GENDER TRAINING PROGRAM

GENDER EQUALITY CONCEPTS & INTRODUCTION TO GENDER BASED ANALYSIS GOVERNMENT OF SAINT LUCIA GENDER MAINSTREAMING PROJECT

CONTEXT

The following training package provides a draft high-level outline of the content and topics that we plan to cover for each module of the Pilot Gender Training Program.

We would like to receive input from the Project Advisory Committee on the proposed training package.

Once we have this input, we will go through the training outline together with the local co-facilitators to finalize the training plan and power points for the Pilot Training. These will be tested during the Pilot Training.

After the Pilot, we will make revisions based on feedback received from the co-facilitators and pilot participants and then produce a complete Training Package that reflects the full program for the final program roll out across Government.

The rationale for this approach is to ensure that the program design is a true collaboration with the Government of Saint Lucia thus promoting local ownership and that we have included opportunities for input in the content and methodology that make the program as contextually relevant as possible.

FACILITATORS

The Pilot Training program is also being designed as Train the Trainer for the National Gender Training Team that will be responsible for delivering the Training Program across all ministries. With this in mind, the Niagara College Expert Trainer will co-create and co-deliver the Pilot Training Program with designated Trainers who have been identified by the Project Advisor Committee.

PARTICIPANTS

As the first round is a pilot training program that is meant to test and inform the final program design, the participants will be limited to:

- Department of Gender Relations staff
- Project Advisory Committee Members
- Gender Focal Points for Each Ministry

PRE-TEST AND POST-TEST ASSESSMENTS

All participants will complete a brief pre-test questionnaire to get a baseline on their current understanding of the topics covered in the training program. These results will be compared to post-test assessment which will demonstrate the degree of progress against learning outcomes.

MODULE 1 – GENDER EQUALITY CONCEPTS

Proposed Methodology:

The facilitators will use a range of participatory methodologies to present and help participants understand the following key concepts. These could include: the powerwalk, flipcharts on the wall and participants defining the terms for themselves and then **having a collective discussion on their understanding vs 'classic definitions', a presentation of each concept followed by participant role plays** to demonstrate the terms.

Concepts to Be Covered:

- Sex vs Gender
- Sex vs gender identity
- Gender Socialization
- Gender roles, stereotypes and associated rewards and penalties
- How gendered values lead to conscious and unconscious bias & discrimination
- Gender Equality – **what is it and what it isn't**
- Equity vs Equality
- Equality of Outcome vs Equality of Treatment
- Gender Mainstreaming vs Gender Integration
- Women in Development vs Gender and Development
- Intersectionality
- Dealing with Resistance & Engaging men and boys
- Gender issues in Saint Lucia

MODULE 2 – INTERNATIONAL, REGIONAL AND NATIONAL COMMITMENTS

Proposed Methodology:

Brief presentation on Commitments by a Saint Lucia or Regional Expert.

Divide participants into small break out groups and have each group review one of the following and then present it back to the group to ensure participants have a good understanding of these and how they are interconnected.

Topics to Be Covered:

- The Nairobi Forward-looking Strategies for the Advancement of Women (1985)
- The Beijing Declaration and Platform for Action (1995)
- The Millennium Development Goals (2000)
- The Sustainable Development Goals
- The Commonwealth Plan of Action for Gender Equality 2005–2015
- The Strategic Plan 2011–2016 of the Inter-American Commission of Women (CIM 2011)
- The Montevideo Strategy for the Implementation of the Regional Gender Agenda within the SDG Framework by 2030
- Any national commitments (To be confirmed)
- The business case for gender equality

MODULE 3 – GENDER BASED ANALYSIS

Proposed Methodology:

Opening case study, presentation on gender based analysis, interactive activity on types of labour, time use and its impact on program design, discussion on two key gender analysis frameworks, review of gender analysis frameworks and what is involved in doing a gender based analysis and demonstrating that gender based analysis is a core element of designing meaningful interventions (not just an add on). Reviewing local studies (if Saint Lucia Team is able to provide them in time).

Topics to Be Covered:

- What is gender based analysis?
- Practical and strategic interests
- Types of labour
- Time analysis
- Differential needs vs differential impacts
- Key gender analysis frameworks
- Gender Based Analysis Case studies

- Integrating gender based analysis vs mainstreaming gender based analysis

MODULE 4 – IMPLEMENTING GENDER EQUALITY SUCCESSFULLY IN SAINT LUCIA

Proposed Methodology:

A representative from the Department of Gender Relations will present an overview of the different ongoing initiatives on gender equality that are also underway to provide a comprehensive understanding of what is being done across government and how these are interconnected. Facilitators will then move into a discussion around roles and responsibilities by first identifying different stakeholders (Minister, Permanent Secretary, Director of Gender Relations, Gender Focal Points, etc.) and having participants identify their differing roles in following through on the gender equality commitments.

Topics to Be Covered:

- On-going national initiatives on gender equality
- Roles & responsibilities for promoting gender equality across government
- Mapping of individual and collective actions that will be taken to move this forward

MODULE 5 – NEXT STEPS

Proposed Methodology:

Facilitators will use a participatory brainstorming exercise using sticky notes to help participants identify next steps (for individuals and collectively). They will prioritize what needs to happen when creating a concrete action plan for rolling out the gender training program across government.

Topics to Be Covered:

- Next Steps & Action Planning for rolling out the gender training program across government

EVALUATION AND FEEDBACK

As this is a first Pilot program, we will seek feedback from participants and facilitators about what worked, what needs to be changed and how to best tailor the next iteration of the training to ensure it meets objectives as effectively and efficiently as possible. This feedback will be used to finalize the training program content, methodology and materials.