Organisational Change for Gender Equality
Practical Skills and Approaches
13–17 July 2015
Norwich, UK

www.uea.ac.uk/international-development/
dev-co/professional-training
## Organisational Change for Gender Equality – Practical Skills and Approaches

<table>
<thead>
<tr>
<th>Dates</th>
<th>13–17 July 2015</th>
<th>Places</th>
<th>12</th>
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<tbody>
<tr>
<td>Fee</td>
<td>£1,650</td>
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<td></td>
<td>Includes all tuition, self-catering accommodation and four hours distance learning.</td>
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<td>Eligibility criteria</td>
<td>The course is conducted in English. Full competence in English, written and spoken is an essential requirement.</td>
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<td>Target audience</td>
<td>The course is designed for people concerned with building capacity and taking action inside development organisations for gender equality.</td>
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<td>Teaching team</td>
<td>Dr Penelope J Plowman and Dr Paramita Muljono – specialists in gender and organisational change.</td>
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<td>Location</td>
<td>International Development UEA, University of East Anglia, Norwich, UK</td>
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The British Government’s **International Development Gender Equality Act 2014** obliges DFID to make a renewed commitment to gender equality in all its work. This five day Short Course provides an introduction to the skills and expertise needed for gender focused action in development organisations.

### About the course
The five-day short course introduces participants to practical skills and approaches to build capacity and take action inside a development organisation for the delivery of gender aware policy, programmes and projects. Experience of gender mainstreaming has taught us the importance of building gender knowledge and practical skills among staff and leadership and the significance of an inclusive workplace environment for gender equality. The internal workplace shapes external practice.

The course draws from the experience of working inside a range of development organisations.

### The course covers the following main topics
Approaches to building capacity and taking action inside development organisations for gender equality, explored and examined through six areas of enquiry and practice:
- **Organisational structure** – who makes up the organisation eg numbers and balance of women and men (staff and leadership), responsibilities and accountabilities for gender equality, eg implementation of organisational gender policy.
- **Organisational culture** – “the way we do things around here” – informal sphere, unwritten rules, attitudes and behaviour.
- **Participatory organisational self-assessment** using qualitative and quantitative approaches.
- **Change strategy** – individual, team and organisation.
- **Leadership** – gender focal points, gender teams and change agents.
- **Reflection and dialogue** – learning from experience to improve practice.

### Teaching
- The teaching team uses a mixture of teaching methods: Case studies, individual and group work, role play.
- The course provides handouts and reading materials.
- We encourage participants to share experiences and learn from one another.

“An eye opening course that has set me rethinking and reconsidering so many things I had taken as normal…”
Individual Gender Action Plan
Over the five-day course individual participants develop their own Gender Action Plan, drawing on the insights and lessons from the course. At the end of the course participants share their own Gender Action Plan with the group. The process of developing the gender action plan is supported by the teaching team during the course. Sharing each plan consolidates learning and provides an opportunity for input.

Distance Learning Support
– After attending the five-day course at UEA, participants receive four hours distance learning support on return to their workplace.
– Distance learning is delivered via email and Skype.
– Distance learning supports further development of the Gender Action Plan.

Outcomes
– Understanding why building an inclusive workplace environment is the foundation for gender equality work in practice.
– Knowledge of practical approaches and tools for getting to know an organisation using participatory self-assessment methodology.
– Skills in applying tools for reflective practice and capacity building.

Teaching team
Dr Penelope Plowman is an experienced international organisational development practitioner, specialising in gender and organisational change. Her practice as teacher, mentor and organisational development practitioner builds on twenty years in the development sector. For her doctoral research she carried out an organisational ethnography of a South African NGO to examine gender, change and organisation. Dr Plowman runs workshops and mentors on the Qualitative Diary Research Method for organisational analysis and the Personal Learning Journal Process for reflection and dialogue in organisations. She is an External Research Associate at the School of International Development UEA and divides her time between the UK and South Africa. (http://eastanglia.academia.edu/PennyPlowman)

Dr Paramita Muljono is a research associate at the School of International Development, UEA, the department from which she received her PhD. Her doctoral research examined gender and organisational culture in Indonesian Ministry of Finance. She has 15 years’ experience of working in the Indonesia Ministry of Finance at a senior managerial level, witnessing at first hand the challenges faced by women in male-dominated work environments. Her professional duties have included developing and implementing training programmes on a wide range of topics, including gender training courses. As part of this, she had lead responsibility for the development of a ministerial gender mainstreaming initiative. Dr Muljono has also worked as a consultant for a number of Indonesian and international NGOs.

“In order to be change agents, we need to make sure our ‘own house’ is in order, and in fact believe in the change before we can start acting. The course made me realise that working with gender is so much more than theory, and that it requires a personal involvement and personal reflection.”
International Development UEA has pioneered research, training and consultancy in international development for nearly 50 years. It works with a range of clients including national and international development agencies, governments and NGOs. International Development UEA is the ideal broad-based multi-disciplinary environment in which to deliver training. The faculty has a wide range of academic disciplines with an intensive engagement in development practice through academic and funded research and consultancy in many development arenas and geographical regions.

Norwich
Norwich is approximately 115 miles/185 km from London and there are regular and reliable train and coach services to and from the capital. International flights arrive several times daily at Norwich’s small and convenient airport via the hub at Amsterdam Schipol.

International Development UEA is running the following short courses in 2015:

<table>
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<tr>
<th>Course</th>
<th>Dates</th>
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<tr>
<td>Beyond Surveys and Experiments – Other Approaches to Impact Evaluation</td>
<td>01–05 June</td>
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<tr>
<td>Researching Gender – Concepts and Methods (bespoke course)</td>
<td>08–19 June</td>
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<tr>
<td>Impact Evaluation for Evidence Based Policy in Development</td>
<td>08–19 June</td>
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<tr>
<td>Climate Change and Development</td>
<td>29 June – 04 July</td>
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<tr>
<td>Organisational Change for Gender Equality – Practical Skills and Approaches</td>
<td>13–17 July</td>
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<tr>
<td>Forest Governance – Operationalising Equity and Justice in REDD+, PES and FLEGT</td>
<td>24 August – 04 September</td>
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<tr>
<td>Water Security for Policy Makers and Practitioners</td>
<td>7–11 September</td>
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How to apply / How to contact us
If you would like to make an application or have any questions about this or another of our courses please contact a member of the Training Office team. You can also get in touch directly via our website. Please see all contact details below. We look forward to hearing from you.

T +44 (0)1603 592340 E devco.train@uea.ac.uk
www.uea.ac.uk/international-development/dev-co/professional-training

Skills Development and Training Office, International Development UEA, University of East Anglia, Norwich Research Park, Norwich NR4 7TJ

International Development UEA reserves the right to change any aspect of its training programme without notice.