



## **CAPACITY-BUILDING OF THE GEORGIAN LEADERSHIP COMMUNITY FOR IMPROVED DECISION-MAKING AND NEGOTIATION SKILLS**

CBGL – SYLLABUS MODULES 9 AND 14, COMBINED – GENDER AND DIVERSITY (GD 1 and GD 2)

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December 6 – 9 and February 7 – 11, 2011

8 hours plus 4 hours

### **Course Description and Objectives:**

The aim of the course is to give the fellows a basic understanding of gender and diversity and of its usefulness in public administration. The topic (gender and diversity) should be perceived as important and relevant and guidance should be given to the fellows on how to deepen knowledge in specific areas where they may find an interest. The fellows should also be given the opportunity to apply their new knowledge hands-on in their respective field of work, as well as in the process of developing policy papers. International experiences, highlighting the EU, will be combined with examples from Georgia to enable the fellows to use domestic cases and examples when applying their new knowledge and skills.

The methodology is a combination of presentations/lectures (theory), experience-based exercises (reflection, discussions), and application of knowledge on cases and examples (problems/situations). The fellows will receive assignments related to their own policy work during the course.

### **Learning Outcomes**

By the end of the course fellows should be able to:

- Understand what gender and diversity is, its importance for both men and women, and that it is not a women-only issue.
- Understand how gender and diversity issues affect public administration, including the civil service, policy development and service delivery.
- Understand how gender and diversity strategies can be applied in public administration processes such as recruitment, advancement, office policies and other decision-making.
- Account for gender and diversity policies and strategies in the EU and Georgia.
- Understand, basically, gender and diversity analysis and how it translates into modern public policy planning.

### **Course Requirements**

- Attendance of all classes is mandatory and regular class participation is strongly encouraged.
- Completion of all the required readings *before* the class for which they are assigned.
- Completion of small assignments.

## Required Books and Materials

Required:

- Per Larsson, *An Introduction to Gender and Diversity*, 2009, 4 pages.
- Per Larsson, *An Introduction to Gender in the Civil Service*, 2009, 5 pages.
- European Commission, *Report on Equality between Women and Men*, 2010, 10 pages. <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2009:0694:FIN:EN:PDF>
- European Commission Strategy for Gender Equality 2010-2015, <http://ec.europa.eu/social/main.jsp?catId=422&langId=en>
  - European Commission, *Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions, Strategy for equality between women and men, 2010-2015*, 10 pages
  - European Commission Staff Working Document, *Background document Accompanying the Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions, Strategy for equality between women and men, 2010-2015*, p 6-32
  - Annex: *Actions to implement the Strategy for Equality between Women and Men (2010-2015)* 20 pages
- UNDP, *Gender and Society: Georgia*, 2007, p. 30-78. [http://undp.org.ge/files/24\\_425\\_824113\\_gender&society2008.pdf](http://undp.org.ge/files/24_425_824113_gender&society2008.pdf)
- UNDP, *Gender Dimensions of the Financial Policy of Georgia*, 2009, for reference, pages according to students' area of work [http://undp.org.ge/files/24\\_802\\_145990\\_gender-dimension-eng.pdf](http://undp.org.ge/files/24_802_145990_gender-dimension-eng.pdf)
- Alyson Brody, Bridge, *Gender and Governance Overview Report*, 2009, p. 19-30. [http://www.bridge.ids.ac.uk/docs/InBrief21\\_Governance.pdf](http://www.bridge.ids.ac.uk/docs/InBrief21_Governance.pdf)
- OECD Gender and Sustainable Development *Maximizing The Economic, Social And Environmental Role Of Women*, 2008, 80 pages <http://www.oecd.org/dataoecd/58/1/40881538.pdf>

## Course Evaluation and Procedures

A final test will be held in February, which will be handed out in class at the end of the course in February. The test will assess the understanding of basic gender and diversity concepts and the students' ability to link these to policy work in public administration. It will include closed and open-ended questions.

## Course Schedule

### **Day 1 – Introduction (2 hours)**

- Short historical exposé over gender equality and diversity
- Examples from Sweden, the EU, internationally and Georgia
- Why gender equality and diversity matters (efficiency/economic and rights-based reasons)

### **Day 2 Basic concepts (2 hours)**

- Basic concepts of gender and diversity
- Practical exercises and theory

### **Day 3 Gender in public administration**

- Gender and diversity in public administration (internal and external aspects, i.e. gender and diversity in the civil service and gender and diversity in policy formulation and delivery of public services)
- International experiences and cases and examples from the Georgian context

### **Day 4 Methods and preparation of assignment (2 hours)**

- Gender analysis and gender mainstreaming
- Preparation of assignment before GD 2
- Final discussion and conclusions (inclusive the possibility for the fellows to voice feedback to the trainer)

## Assignments

- **Reading before the training**

The fellows are expected to have read the EU strategy for Gender Equality available at <http://ec.europa.eu/social/main.jsp?catId=422&langId=en> and the European Commission document, *Report on Equality between Women and Men*, 2010, all pages.

<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2009:0694:FIN:EN:PDF>

- **Assignment between GD1 and GD2**

There will be an assignment to be prepared between GD1 and GD2. The assignment will be relevant to the work of the participants and relate to the course work done during GD1. The assignment will be presented by the fellows in February at the GD 2 training.