CAPACITY DEVELOPMENT TRAINING FOR SCADeP IN GBV

Gender in Project Management

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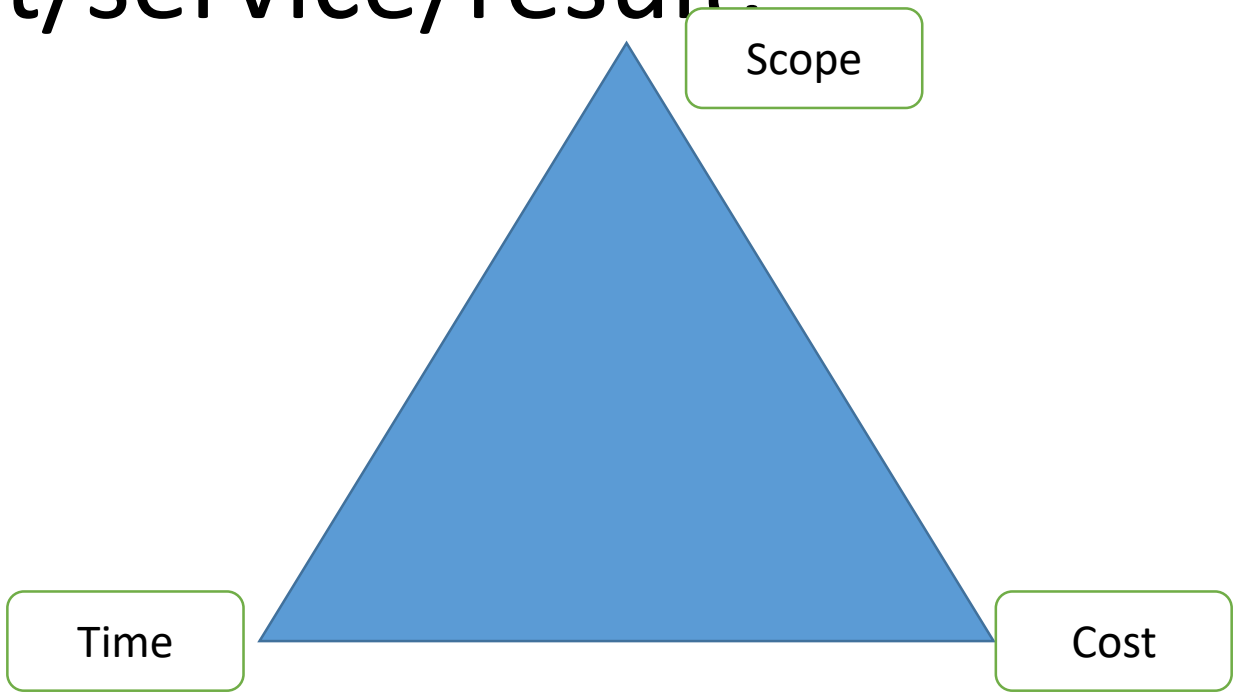
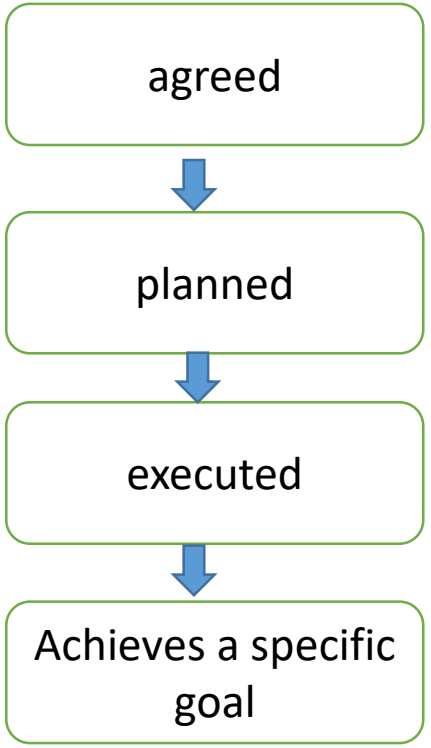
CONTENT

- Brief discussion of Project
- Project management
- Gender issues in project management
- How gender issues arise in project management
- Integrating gender into project management
- Norms that cause gender inequality in Project Mgt positions
- Ethical principles of reporting on GBV

Project

A temporary **initiative** to create a unique product/service/result.





Project Management

- Is the application of **knowledge**, **skills**, **tools** and **techniques** to project activities to meet project requirements.
- It is the management of the triple constraints
- Why important?

Gender in Project Mgt

- Gender is socially defined differences between men and women
- Project management discipline has been a male dominated one
- Women have now come forward in project management as a result of empowerment- *Nafisatu and Mackie for e.g!*
- Gender differences in project team members is closing gradually

Gender Issues

- **Traditional stereotypes** – these exist about women
- **Taboos** about women
- **Gender stereotypes** – lead to discrimination
- **Gender equity** – can backfire/fail
- **Gender roles** (especially in production) – are skewed to the men.
- **Gender specific activities** – hardly budgeted

Gender issues and how they arise in our project management

While undertaking projects in SCAdeP for instance:

- Do we consider gender mainstreaming? – *a means to achieve gender equality. Involves gender specific activities.* *If no, is there an issue?*
- Do we do gender analysis?- *method to examine the differences in roles and norms for women and men, girls and boys.* *If no, is there an issue?*
- Do we conduct a gender analysis of the project documents? *If no, is there an issue?*
- Are we using gender responsive language? e.g instead of all men are equal, use all people are equal. *If no, is there an issue?*
- When planning gender related activities, do we remember to include them in the budget? *If n, is there an issue?*
- Do we hire gender experts to support assessments, workshops for instance? *If no, is there an issue?*
- Do we allocate a specific budget to gender sensitive communications? *If no, is there an issue?*

Integrating Gender in Project management – how?

- **Mainstream gender** – make the concerns and experiences of men & women an integral part of the project – leads to gender equality
- Do **gender analysis** – an assessment of how, why gender differences are relevant to the project
- Consider **gender perspective** in designing activities and outcomes
- Project **team composition** – is project team only males or male roles only?

Integrating Gender in Project management - contd

- Adapt your **activities** to be sure men and women are included
- Make sure your results and approaches are **gender sensitive** – being aware of the ways people think about gender
- Use gender responsive language- avoid using ‘he’ e,g
- Use gender **neutral language** when communicating on your project – avoid distinguishing roles according to peoples sex or gender
- Have **gender needs** in your activities – needs women identify in their socially acceptable roles in society

Norms that cause gender inequality in Project Managerial Positions

- The following are the norms and sometimes prevent women from continuing in managerial positions:
  - **Meetings** – routinely & regularly spill over time (may clash with children's program at school)
  - **Deadlines** – constantly shifted
  - **Crises management** – demands immediate attention
  - **Availability** – PMs are expected to be available at all times to attend delayed or emergency meetings (being wives and mothers you women are expected to be available at all times at ho.me or attend to sick relatives)
- **Discussion**
  - *Do the above affect both men and women?*
  - *Who is affected more?*
  - *Why?*

Ethical principles of reporting on GBV

Ethical principles justify or defend moral values.

In reporting on GBV we observe the following principles as the subject is a very sensitive one:

- Get your facts right (accuracy)
- Always be fair & show duty of care (fairness)
- Do not judge or discriminate (impartiality)
- Respect privacy
- Do no harm
- Survivor centered approach
- It is important to distinguish between what is ‘in public interest’ and what is ‘of interest’ to the public (duty to inform)
- Protect your source

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