

Gender Mainstreaming

"When all South Africans are given equal access to all their rights and responsibilities, a better future is possible for all our people" - SAHRC, November 2002.

Gender mainstreaming can be defined as the process of determining the consequences of any planned action, including processes, policies and/or procedures, for women and men at all levels within the workplace. It is a strategy for ensuring that all gender experiences and concerns form an integral part of the design, implementation, analysis and evaluation of organisational policies and procedures so that women and men benefit equally and inequality is terminated.

Gender mainstreaming is a strategy not limited in the responsibility of a small number of specialists but rather an organisational understanding, coupled with the coordination and collaboration of various disciplines to obtain organisational effectiveness. This program offers delegates the strategies required for achieving gender balance in the workplace.

Course Outline

The gender mainstreaming program focuses on gender sensitivity, workplace equality and the understanding and skills associated with the implementation of gender mainstreaming. The program is designed to stimulate introspection, discussion and debate in order to encourage a deeper level of group contribution through self-understanding and self mastery. Participants will experience a variety of learning interventions, such as reflection, group activities and role plays.

Modules include:

- Understanding diversity
- Living our Values
- Emotional Intelligence and Self-Mastery
- Individual Differences in the Workplace
- Organisational Behaviour
- Trends & Challenges of Workplace Diversity
- Gender mainstreaming
- Gender and Organisational Development
- Empowerment and Organisational Change
- Strategic Planning
- Project planning.
- Organisational Strategic Objectives
- Gender and Leadership in South Africa
- Building High-Performance Teams
- Major challenges experienced in promoting gender equality
- Promoting Gender Equality: A Foundation for Organisational Development
- Achieving gender equality
- Women's empowerment in Africa

Learning Outcomes

In this three day program, participants will receive practical guidance on promoting equality in the workplace. They will work towards the collective understanding of equal opportunities coupled with the promotion of gender equality in the workplace.

After completing this intervention, participants will be able to:

- Establish a common understanding of gender and gender mainstreaming

- Identify personal capabilities
- Assess individual Emotional Intelligence (EQ) level
- Describe the benefits of Emotional Intelligence in the workplace
- Demonstrate Emotional Intelligence techniques for responding to stressful work and life situations
- Share experiences on current practices in gender mainstreaming and equality
- Explore interventions that promote gender mainstreaming and equality for organisational sustainability and enhanced socio-economic development
- Explain why change management is necessary for organisations to achieve sustainable results
- Demonstrate commitment to organisational values
- Identify examples of planned change and reactive change in an organisation
- Describe a model for effective change management
- Identify the risks inherent in any change management programme and suggest ways to manage them
- Understand and apply the Constitution of South Africa
- Evaluate workplace equality
- Harness the power of team diversity
- Understand the developing phases of project implementation
- Use situational leadership to identify developmental opportunities for workplace equality
- Apply knowledge and skills to plan, analyse and implement gender related programmes

Presented by:

Anita Arendsen

Business Strategist, Consultant and Co Founder.

Edacom, South Africa

Edacom is a management consulting company offering superior end-to-end strategic and organisational development solutions. The success of Edacom is due to the skills and capabilities of its professional resources, coupled with extensive experience in the fields of Human Resources, Strategy Alignment, Change Management and Enterprise Development expertise. Our strategy is to serve the unique needs of:

- Organisations – through the facilitation of quality management systems, strategy alignment and change management, which encompasses leadership and skills development training;
- Individuals – through career planning, coaching, mentoring and individualised skills development solutions.

About your facilitator:

Anita Arendsen is co-founder of Edacom CC, which has been operating since 2004. As COO, Anita brings a wealth of management experience gained over 29 years in a number of fields including management, customer service, operations, risk, health and safety, human resources, marketing, financial, supply chain, sales, customer relationship management and contact centre. Anita's dynamic enthusiasm toward assisting both customers and staff, strong interpersonal skills and drive for high achievement is uniquely coupled with an exceptional ability to analyse business needs and build rapport with value chain management on all levels.

Anita's qualifications include a MBA, Lead Auditor: QMS ISO 9001:2008, a National Diploma in Treasury Management & Trade Finance and a National Diploma in Financial Services: Credit, The Expert Negotiator, Financial Management, Project Management, International Banking and Product Management. In addition to these achievements, Anita is an accredited facilitator on a number of NQF levels registered with SAQA. The materials which Anita researched developed and designed for her workshops and strategy interventions have been accredited with The South African Board for People Practice (SABPP) ETQA.

Anita is currently furthering her studies with a PHD in Organisational Behaviour which she is studying through the University of Pretoria. Anita intends to be best positioned to provide, stimulate, and leverage the agility that businesses will need to accommodate the accelerating changes that will typify business sustainability and survival into the future.

Accreditation

This programme is accredited with the South African Board for People Practices (SABPP) ETQA on NQF level 5. On completion of the programme and portfolio of evidence, participants will receive a certificate of competence, bearing 10 credits.