



Stepping Stones for a Gender Learning Program

Are you ready to get to the heart of the what and how of gender justice and gender relations and capacity development of civil society? Together with other organisations, and southern and academic partners?

What is it?

A Gender Learning Program is a process with learning activities undertaken by member organisations and their partners to respond to a learning issue. The learning issue is related to capacity development¹.

Who can participate?

*PSO member organisations and partners
Non-PSO members (limited places)
Other strategic partners along the learning process*

PSO participates as a facilitator of learning, and CIDIN is our academic partner.

Rationale

Gender justice is about changing deeply rooted inequality in gender relations. This not only implies changes in personal and organisational behaviour and capabilities, but particularly requires changes in personal and organisational values and convictions about femininities and masculinities and identities.

We know that changes at these levels take time but we need to show results at short term. So we find it challenging to act for effective support that shows short term results. As development organisations,

we need to gain insights to what works and why and (to appreciate) what has been achieved.

Learning principles

Participation will be at organisational level, meaning there is feedback to your organisation to ensure that the Gender Learning Program will lead to mainstream practice of lessons learnt.

We learn together and we define what kind of process and inputs are needed to that and what we want to achieve.

Learning is strategic, meaning learning aims at changing gender relations and the processes and structures to get there, evaluate and learn and feed it back into our organisational practice.

We write the proposal for the Gender Learning Program as a group.

Knowledge principles

We generate, document and share generic knowledge and lessons learnt.

Possible learning issues

We don't want to carve the marble for you yet, but to give you some examples of learning issues we captured during the Gender events in December 2009 and 2010: "how to use gender methodologies in an effective way to support capacity development from a gender equality perspective", or "how to anchor gender equality in monitoring and evaluations", and "skills to promote organisational learning on gender with partner organisations".



What's on offer?

Collective learning and knowledge generation around a central learning issue (Rationale) and support in the process.

Support in defining learning issues for each participating organisation (a minimum of 2 organisations per learning issue).

Financing of learning activities.

Process & Time Frame

We start a kick-off meeting the 1st of June, 2010.

This group will design stepping stones for the Gender Learning Program. There is flexibility to join after this date, depending on available funds.

In the kick-off meeting, Anouka van Eerdewijk from CIDIN will share with us the lessons learnt from the DPRN On track with Gender Trajectory.

PSO will clarify more about the Gender Learning Program process, and (inevitably) procedures, roles and responsibilities and share the information on this with you.

We will spend most of the time today to define the learning issues.

We will conclude with making agreements about next actions. An important agreement will be about how to write together a proposal. We propose to discuss this proposal in September 2010 and start with the Gender Learning Program in October 2010.

Duration of the Gender Learning Program will be approximately until June 2012 as a start. After that we evaluate and see how we continue.

Commitment

Can you commit your time and dedication and do you have the back-up of your organisation to engage in this process? Will you commit yourself to the collective learning process, and document and share your findings? Are you ready to join us?

Then contact Tessa Roorda (roorda@pso.nl) or Gerard Wieffer(wieffer@pso.nl) from PSO.

¹ PSO (2009). Thematic Learning Programs.