Gender and Organisational Change
Training Manual

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Readers will appreciate the difficulties of translating a thoroughly participatory process like that involved in training people in and making them aware of gender in development organisations and in their work: how to be aware of its implications for the self? how to be aware of its implications for others? and above all, how to integrate it into an organisation and into the field in as non-threatening a manner as possible? Much of this, translated orally and in awareness-raising exercises, merges together into a holistic process that can, and often does, result in fundamental changes in the way people see themselves and their work. Putting it down on paper is another situation entirely.

Through their own insights and by judicious use of material already published, Verona Groverman and Jeannette Gurung have put together this useful manual on gender training. It is to their credit that both original and adapted material merge well into a logical and useful volume.

The volume is based not only on experiences from the Gender and Organisational Development programme of the International Centre for Integrated Mountain Development (ICIMOD) but on experiences from partner organisations and colleagues in the field as well as material already published.
Acknowledgements

The authors have carefully selected materials from many publications to enhance the quality and diversity of training materials. We are grateful to the following publishers for allowing us to freely reproduce their materials within these pages, so that all may benefit from their use.


Harper Collins Publishers for pages 63-66 in _Talking From 9 to 5_ by Deborah Tannen.

Kern Konsult for pages 33 and 91, 'Core Qualities' in _Inspiration and Quality in Organisations_ by D. Ofman.

InterAction for pages 3-21 of _Best Practices for Gender Integration in Organizations and Programs from the InterAction Community_ by K. Hamerschlag and A. Reerink.


Oxfam UK and Ireland for pages 89, 226 of _The Oxfam Gender Training Manual_ by S. Williams, J. Seed, and A. Mwau, and for pages 17-27 of 'Managing Organisational Space and Time' by Anne Marie Goetz in _Gender and Development_.


UNIFEM for pages 30 and 47-49 of _Another Point of View: A Manual on Gender Analysis Training for Grassroots Workers_ by Rani Parker.
Contents

BACKGROUND ........................................................................................................ 1
BACKGROUND ........................................................................................................ 3
WHAT IS THIS TRAINING MANUAL ABOUT? ......................................................... 4
SET-UP OF THE MANUAL ..................................................................................... 5
HOW TO USE THE MANUAL .................................................................................. 5

PART 1: GENDER .................................................................................................. 7
INTRODUCTION ...................................................................................................... 9
Section 1: What is Gender? .................................................................................... 9
Section 2: How to Find Out about Gender? – Gender Analysis ....................... 18
Section 3: Gender and Development .................................................................. 23

PART 2: ORGANISATIONS AND GENDER ............................................................ 39
INTRODUCTION .................................................................................................... 41
Section 1: Understanding Gender and Organisations ........................................ 41
Section 2: How to Find Out about Gender in an Organisation?
- Organisational Gender Analysis ....................................................................... 74
Section 3: Organisational Change and Gender .................................................. 82

PART 3: FACILITATORS OF THE PROCESS OF ORGANISATIONAL
CHANGE (CHANGE AGENTS) ............................................................................. 107
INTRODUCTION .................................................................................................... 109
Section 1: The Facilitator/Change Agent and Her/His Role in Gender-
related Organisational Change ........................................................................... 110
Section 2: Facilitator/Change Agent’s Skills - Communication
Processes .............................................................................................................. 123
Section 3: Facilitator/Change Agent’s Skills - Influencing Processes .............. 134
Section 4: Networking: Building Support Groups and Networks .................... 147