

GENDER EQUALITY AND SOCIAL INCLUSION

Duration: 1 day (7h)

Date: available within 2 months

Price general public: EUR 575 net /pers. (no VAT)

Price in-house: on demand (4-12 pers.)

OVERVIEW

Gender is a concept that distinguishes the feminine and masculine characteristics specific to women and men. It is not doc.pedag.fr_Genre_V03-2024 a biological or physical framework but a social construct. The social differences between men and women are invented, repeated and reinforced from birth by the patterns of behaviour in their social environment. These social norms shape and reinforce expectations and experiences of women and men throughout life, often leading us to view them as natural rather than socially constructed.

It is essential to understand gender relations in the workplace in order to manage them effectively. This forms part of diversity management. Today's corporate environment requires an understanding of and experience of how men and women work together, enriched by fundamental equality and mutual respect.

LEARNING OBJECTIVES

- Understanding 'gender' as a concept of socialisation
- Recognising the role of gender in social relationships at work
- Overcoming gender-related prejudices, judgements and biases.
- Rebuilding positive, open and gender-equal frameworks
- Helping female and male staff to work well together
- For international organisations: Understand gender-appropriate conduct and cultural expectations across countries of operation and throughout the supply chain.
- Understand national laws and international conventions on gender equality.

AUDIENCE & PRE-REQUISITES

- **Audience:** Suitable for all audiences.
- **Pre-requisites:** None



GENDER EQUALITY AND SOCIAL INCLUSION

PROGRAMME

- The role of gender in managing diversity within an organisation
- A historical overview of the discourse on gender
- Generational and cultural interpretations of gender and the search for a professional consensus
- Legislation and conventions relating to gender
- How women and men can work very well together
- Developing a culture of equality
- Attitudes and behaviours that undermine social equality between men and women
- Remedial measures and sanctions in the event of non-compliance
- Designing inclusive recruitment, promotion, and talent development practices
- Measuring and sustaining progress through gender equality indicators, accountability, and action planning
- Case study - Europe
- Case study - Africa
- Case study – Asia
- The diversity of genders beyond the male-female binary.

METHODS & EVALUATION

Rich and flexible training design: theoretical input, discussions, reflection and sharing of experience, role-plays and simulations, practical exercises.

Training assessment:

- Short term impact
- Long term impact

Learning assessment :

- Self-evaluation
- Questionnaire after the training

Recognition : EUROBOGEN certification

OTHER RELATED TRAINING

- Conflict management
- Team management
- Intercultural management

For people with disabilities, the organization is committed to being accessible.

contact@eurobogen.com

<https://www.eurobogen.com/contact/>

(+33) 3 88 40 48 47

(+49) 1727451508