

IIHMR UNIVERSITY, JAIPUR
EVENT OUTCOME REPORT
Master Class Episode 37

“Master Class Episode 37”
Topic: - Understanding Gender in Development - An Experiential Journey
Date: 2 nd September 2021 from 04.00 PM to 05:00 PM
Venue: - IIHMR University, Jaipur
Speaker: - Ms. Deepti Ameta, Head- Business and Organization Development, UDYOGINI, Delhi
Number of participants: - 216
Introduction: - This session featured: Ms. Deepti Ameta, Head- Business and Organization Development, UDYOGINI, Delhi, India. The event was moderated by Prof. Rahul Ghai, Dean - SDS, IIHMR University, Jaipur and the Session was welcomed by Dr. P.R. Sodani, President, IIHMR University, Jaipur.
Objective: The objective of this session is to deepen participants’ awareness and understanding of gender as a critical factor in development by reflecting on real-world experiences, societal structures, and personal perspectives.
Salient Novel Points Covered: Experiential and Participatory Approach to Learning <ul style="list-style-type: none">• Moves beyond theory by using real-life stories, simulations, reflection exercises, and group interactions to uncover gender dynamics in daily life and development contexts. Centering Lived Experiences and Voices from the Margins <ul style="list-style-type: none">• Incorporates narratives from marginalized genders, rural communities, and underrepresented identities to humanize data and bring authenticity to the discussion. Exploration of Gender as a Social Construct <ul style="list-style-type: none">• Clarifies that gender is not just about women, but about power, roles, expectations, and the broader spectrum of identities and inequalities shaped by society. Intersectionality in Practice <ul style="list-style-type: none">• Connects gender issues with caste, class, religion, ethnicity, sexuality, and disability to understand how overlapping identities impact access and opportunity in development. Power Mapping and Gender Roles Analysis <ul style="list-style-type: none">• Uses tools like the Gender Analysis Framework, power mapping, and role-playing to examine who holds power and how that influences resource allocation, voice, and agency. Addressing Gender Bias in Policy and Program Implementation <ul style="list-style-type: none">• Identifies how unconscious bias and gender-blind strategies affect program outcomes and suggests ways to make development initiatives more inclusive.

Role: Role of "Understanding Gender in Development – An Experiential Journey

Promotes Inclusive and Equitable Development Practices

- Helps development professionals recognize and address systemic gender inequalities, ensuring that programs and policies benefit all genders fairly and equitably.

Strengthens Gender Sensitivity Across Sectors

- Encourages mainstreaming of gender considerations into diverse sectors like health, education, agriculture, livelihoods, and governance, leading to more responsive and impactful development outcomes.

Fosters Personal Awareness and Social Accountability

- Encourages participants to reflect on their own gender biases and privileges, creating more conscious, empathetic, and responsible practitioners and leaders.

Builds Capacity for Gender-Responsive Program Design

- Equips individuals and organizations with tools and frameworks to integrate gender analysis into planning, implementation, and evaluation of development projects.

Challenges and Opportunities:

Challenges:

1. **Deeply Ingrained Social Norms and Patriarchy**
 - Gender inequality is often normalized, making it difficult to challenge traditional beliefs and practices that hinder equitable development.
2. **Resistance to Change and Gender Mainstreaming**
 - Many institutions and individuals resist integrating gender perspectives, viewing them as "extra" or "non-essential" to core development goals.
3. **Lack of Gender-Specific Data and Evidence**
 - Data collection and reporting often ignore gender-disaggregated information, limiting effective analysis, design, and monitoring of gender-responsive interventions.
4. **Tokenism and Superficial Engagement**
 - Gender components are sometimes added to satisfy donor requirements without meaningful impact or systemic change.

Opportunities:

1. **Growing Global and National Attention on Gender Equity**
 - International frameworks like the SDGs and national gender action plans offer momentum and legitimacy to advance gender justice in development.
2. **Shift Toward Participatory and Inclusive Development Models**
 - There is increasing recognition of the need to include diverse voices, especially women and gender minorities, in planning and decision-making processes.
3. **Expansion of Gender-Responsive Budgeting and Policy Tools**
 - Governments and organizations are adopting gender-sensitive planning, monitoring, and budgeting tools that can improve accountability and impact.
4. **Emergence of Male Allyship and Youth-Led Change**
 - New generations and male allies are increasingly engaging in gender conversations, supporting broader societal shifts toward equity.

Q &A and Interactive Discussion:

An interactive session on Understanding Gender in Development - An Experiential Journey was engaging, informative, and participatory to keep the audience involved while delivering valuable insights.

Future Scope:

Future Scope of "Understanding Gender in Development – An Experiential Journey"

Stronger Integration of Intersectionality in Policy and Practice
Mainstreaming Gender Across All Development Sectors
Use of Digital and Creative Media for Gender Advocacy
Emergence of Youth and Men as Active Gender Champions

IIHMR UNIVERSITY

Master Class
Episode 37

Understanding Gender in Development - An Experiential Journey

📅 Thursday, Sep 02, 2021
🕒 04:00 PM - 05:00 PM (INDIA) 🇮🇳

SPEAKER
Ms. Deepti Ameta
Head- Business and Organization Development, UDYOGINI, Delhi

WELCOME
Dr. P. R. Sodani
President
IIHMR University, Jaipur

MODERATOR
Prof. Rahul Ghai
Dean SDS,
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