

**Course Name**

Gender Responsive Governance in Entrepreneurship

**Dates**

6 October 2025 to 17 October 2025 (2 weeks)

**Rationale**

In the context of entrepreneurship, acknowledging and addressing gender disparities within governance structures is crucial for cultivating fair and inclusive societies. The Constitution's assurance of gender equality, complemented by legislative actions to protect women's rights and dismantle discriminatory practices, lays a solid foundation. Gender mainstreaming, a fundamental principle in contemporary governance, underscores the proactive integration of gender perspectives throughout policy formulation and implementation processes. This aligns seamlessly with global commitments to gender equality as outlined in the 2030 Agenda for Sustainable Development, recognizing its intrinsic ties to human rights and overarching developmental objectives. Through prioritizing gender-responsive policies and initiatives, governments can unleash transformative potential, fostering social cohesion and sustainable progress in entrepreneurial ecosystems. Reinforcing legal frameworks and accountability mechanisms further underscores the dedication to gender equality. Thus, a comprehensive understanding of Gender-Responsive Governance in Entrepreneurship is crucial for crafting effective policies and nurturing inclusive entrepreneurial environments.

**Aim & Objective**

The Gender Responsive Governance in Entrepreneurship programme aims to empower participants with the knowledge and skills required to promote gender equality and integrate within governance practices. The programme will prioritize the following objectives:

- *Initiate processes to internalize gender concepts, orientation, and sensitization among government personnel:* In the realm of entrepreneurship, it's essential for government personnel to internalize gender concepts to create an environment where all entrepreneurs, regardless of gender, have equal opportunities for success. This involves understanding gender dynamics in business, addressing biases in access to resources and funding, and promoting policies that support diverse entrepreneurial ventures.
- *Provide a dialogue and knowledge-sharing platform:* Foster a platform for dialogue and knowledge exchange, underscoring the pivotal role of Gender Responsive Governance in achieving the Sustainable Development Goals (SDGs). Through interactive sessions and discussions, participants will delve into the intersectionality of gender and development, recognizing how gender equality contributes to sustainable progress across diverse sectors.
- *Facilitate the utilization of parameters and indicators for monitoring and evaluating policies:* In entrepreneurship, it's crucial to assess the impact of policies and programmes through a gender lens. By incorporating gender-specific metrics into monitoring and evaluation frameworks, government personnel can better understand the barriers and opportunities faced by entrepreneurs of different genders. This can inform the development of more inclusive policies and initiatives that support the diverse needs of entrepreneurs.

By addressing these key objectives, the programme endeavors to empower officers with the competencies needed to mainstream gender into governance processes, thereby advancing gender equality and contributing to inclusive and sustainable development outcomes.

### **Course Content**

1. *Understanding Gender Concepts:* Explore foundational concepts of gender to comprehend its role in shaping entrepreneurial ecosystems.
2. *Integrating Gender in Policy Frameworks:* Examine the significance of gender within policy frameworks and its implications for fostering inclusive entrepreneurship.
3. *Comparative Perspectives: WID & GAD:* Analyze international perspectives on Women in Development (WID) and Gender and Development (GAD) to understand diverse approaches to gender integration within entrepreneurship.
4. *Framework for Gender Analysis:* Delve into methodologies for conducting gender analysis within entrepreneurship, enabling participants to assess and address gender disparities.
5. *Access to Resources and Participation:* Explore issues related to access to and control over resources, encompassing areas such as health, education, and governance participation, within the entrepreneurial landscape.
6. *Rationale for Gender Responsive Governance:* Investigate the necessity and benefits of implementing gender-responsive governance strategies in fostering inclusive and sustainable entrepreneurial environments.
7. *Women in Governance: Experiences and Challenges:* Examine the experiences, challenges, and potential roadmaps for women's participation and leadership in governance within entrepreneurial contexts.
8. *Mainstreaming Gender in Development:* Explore strategies and approaches for mainstreaming gender considerations throughout the developmental process, with a focus on entrepreneurship.
9. *Best Practices in Gender Integration within Entrepreneurship:* Showcase exemplary practices and case studies illustrating successful integration of gender perspectives in entrepreneurship and governance.
10. *Study Visit:* Provide participants with opportunities for experiential learning through study visits to relevant organizations or initiatives promoting gender-responsive governance and entrepreneurship.

### **Expected Outcome**

After completing the training programme, participants will have acquired the following capabilities:

1. Articulate the significance of Gender Responsive Governance in the context of entrepreneurship, understanding its pivotal role in fostering inclusive and equitable entrepreneurial ecosystems.
2. Understand and apply the frameworks of Gender Analysis, drawing upon both the Women in Development (WID) and Gender and Development (GAD) approaches, to analyze and address gender disparities within entrepreneurial endeavors.
3. Illustrate the impact of Gender Mainstreaming in governance by showcasing best practices and lessons learned. Participants will be able to demonstrate how integrating

gender perspectives into governance processes leads to more effective and sustainable outcomes, particularly within entrepreneurial spheres.

### **Pedagogy**

The programme will feature lectures delivered by distinguished practitioners, including Gender Experts, and Grassroots Practitioners. Participants will benefit from engaging with real-world case studies, role-playing scenarios, and field visits. Additionally, reading materials will be provided prior to the training to ensure participants are well-prepared.

The programme aims to enhance participants' knowledge and readiness for implementation by utilizing various tools and techniques such as interactive lectures, group discussions, hands-on exercises, and real-world applications. By immersing participants in practical experiences and discussions, the programme offers insights into promoting innovation and entrepreneurship that can be directly applied in their respective country.