

# Introduction and Methodological Background

## Gender Equality

COURSE FOR BEGINNERS

GE4Youth /Global Education for Youth Workers



## Gender Equality

### Area introduction

Gender equality is a fundamental human right and critical issue affecting individuals, families, communities, and nations worldwide as it refers to the state of equal access to opportunities and resources regardless of gender. Even if gender is a multifaceted concept that varies across cultures and time periods, it is enshrined in international law and supported by numerous global organizations, including the United Nations. Gender equality aims to eliminate discrimination and inequality based on gender, including unequal treatment in social, economic, and political spheres. Achieving gender equality requires a transformation of these social structures and attitudes, as well as policies and legislation that promote equal access and opportunities for all genders.

The module on Gender Equality aims to explore the history, concepts, frameworks, and challenges surrounding gender equality from a beginner point of view. The course is divided into five sections, each focusing on a different aspect of gender equality. In the first section, we will provide an introduction to the course, discussing the history and political values of feminism, gender concepts to get started, and international frameworks for gender equality, including the 2030 Agenda. The second section will focus on identities and the importance of intersectionality. We will explore how gender intersects with other aspects of identity, such as race, ethnicity, religion, class, and sexuality. The third section of the course will focus specifically on sexuality, while discussing the importance of diversity and inclusion against stereotypes and biases. We will also explore the crucial issue of sexual and reproductive health and rights, and encourage participants to reflect on their understanding of gender and how it shapes their attitudes towards sexual and reproductive health and rights. The fourth section of the course will focus on violence against women and girls and women's peace and security. We will explore the UN Women frameworks on violence against women and girls and women's peace and security, including the critical role of women in conflict resolution and peace-building. An interactive activity will challenge participants to reflect on their attitudes towards gender-based violence and the role they can play in preventing it. The fifth and final section of the course will focus on economics and gender equality in the world of work. We will explore the UN Women framework on women's economic empowerment and the ILO framework on gender equality in the world of work.

In conclusion, this module aims to provide participants with an in-depth understanding of the issues surrounding gender equality from a beginner point of view. Through a combination of academic readings, interactive activities, and discussions, participants will be encouraged to reflect on their attitudes towards gender and how it impacts individuals, families, communities, and nations. The course will empower participants with the knowledge and skills necessary to advocate for gender equality in their personal and professional lives.





## Methodology background

The module is divided into the following 5 sections and 11 subsections. At the end of each, there is a self-assessment made of 15 multiple-choice quiz. These are the contents:

### 1. Introduction to Feminism (length: 1,5 h)

- Feminism 101: History and political values
- Gender concepts to get started
- 2030 Agenda and International frameworks for gender equality

### 2. Identities (length: 1 h)

- The importance of Intersectionality
- Sexual and gender diversity and human rights

### 3. Sexuality (length: 1 h)

- Gender and Sexuality: Diversity and Inclusion
- Sexual and reproductive health and rights

### 4. Violence (length: 1 h)

- Violence against women and girls
- Women, peace and security

### 5. Economics (length: 1 h)

- Women's economic empowerment
- Gender equality in the world of work

The methodology of the course "Introduction to the Module: Gender Equality" is designed to provide participants with a comprehensive understanding of gender equality from a beginner's perspective. The course utilizes a combination of readings, interactive activities, and discussions to engage participants and foster their reflection on the topic. The course design draws on the following theoretical frameworks and approaches:

- **Intersectionality:** The course recognizes the importance of intersectionality, a theoretical framework that acknowledges how multiple aspects of identity, such as gender, race, class, and sexuality, intersect and influence individuals' experiences. By incorporating intersectionality into the course content, participants gain a deeper understanding of how gender intersects with other social categories and shapes individuals' experiences of discrimination and privilege.





- **Feminist Theory:** Participants are introduced to the history and political values of feminism, which provides a foundation for understanding the social, political, and economic dimensions of gender inequality. Feminist theory also informs discussions on gender concepts and frameworks, empowering participants to critically analyse and challenge existing gender norms and power structures.
- **Human Rights Perspective:** The course emphasizes the importance of gender equality as a fundamental human right. By adopting a human rights perspective, participants learn about the international frameworks and declarations that advocate for gender equality, such as the 2030 Agenda and the work of the United Nations. This approach underscores the significance of legal and policy frameworks in promoting gender equality and guides participants in analysing the gaps and challenges in implementing these frameworks.
- **Critical Analysis and Reflection:** Throughout the course, participants are encouraged to engage in critical analysis and reflection. They are prompted to question and challenge societal norms, stereotypes, and biases related to gender. By engaging in discussions and interactive activities, participants develop the skills to critically examine their own attitudes, beliefs, and behaviours regarding gender equality. This self-reflection encourages personal growth and the development of a more inclusive and equitable mind-set.
- **Application to Personal and Professional Lives:** The course methodology aims to ensure that participants can apply the knowledge and skills gained to their personal and professional lives. By exploring the intersection of gender equality with various spheres such as work, violence prevention, and economic empowerment, participants learn how to actively contribute to promoting gender equality in different contexts. Practical examples, case studies, and real-world applications are incorporated to enhance participants' understanding of how to advocate for gender equality effectively.

The inclusion of self-assessment quizzes at the end of each section serves multiple purposes. It allows participants to gauge their understanding of the course material, identify areas for further learning, and track their progress. These quizzes also reinforce the theoretical concepts covered, ensuring participants have a solid grasp of the course content. Overall, the course methodology combines theoretical frameworks, critical analysis, self-reflection, and practical applications to empower participants with a comprehensive understanding of gender equality. By engaging participants in academic readings, interactive activities, and discussions, the methodology fosters a transformative learning experience that equips participants with the knowledge and skills necessary to advocate for gender equality in various contexts.





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