



Report - Gender gamification workshop

Brussels, 8-9 Oct 2024

OVERVIEW

Gender-transformative digital cooperation was the topic of this two-day capacity building workshop. Enabel supported this activity for the D4D Hub and as part of its global “Digital for Girls and Women” initiative. The training deepened the participants’ **expertise on digital rights and the gender digital divide** with the **goal to mainstream gender equality across digital cooperation activities** by the EU and its member states.

The workshop took place on October 8 and 9 at the GIZ representation in Brussels. It was attended by members of the D4D Hub Secretariat, the European Commission and Enabel, and it was facilitated by Sabine Muscat and Conny Hoffmann. Sabine Muscat is a policy analyst and consultant with a focus on international digital cooperation and strategic communications. Conny Hoffmann is an international consultant and trainer with expertise in facilitating interactive trainings, including on gender-oriented programme planning.

During the workshop, participants were introduced to basic gender policies and concepts and tools for gender analysis. Key EU documents on gender were presented and discussed, including the D4D Hub Gender Strategy. An external speaker provided an African CSO perspective on gender approaches in digital cooperation. Participants practiced to apply the concepts to case studies and to their own work.

SESSION OVERVIEW - DAY 1

Unit 1 - Gender Terminology	
Content	Format
Introduction to key gender terminology: • Sex (biological determinant) versus gender (social construct) • Equality (equal status) versus equity (equal access to resources to achieve equality) • Diversity (different groups are represented) and inclusion (all perspectives are included) • Intersectionality (intersection discriminations, e.g. gender, race, class, age, religion)	Group work Discuss meaning and differences of word pairs (gender – sex, human rights – digital rights, diversity – inclusion, equality – equity)

Unit 2 - History of women's rights and gender policy frameworks

Content	Format
Overview of international gender policy: • Milestones of international women's rights movement (CEDAW, Beijing Declaration, Agenda for Women, Peace and Security) • Feminist Foreign Policy (Feminist Foreign and International Assistance Policies) • Regional Gender Frameworks (EU GAP III, Maputo Protocol) • Gender in digital cooperation (statistics on gender digital divide, key documents on gender and development (UN SDGs, CSW Conclusions 2023, Global Digital Compact)	Pub quiz Several teams answered mix of Q&A and multiple-choice questions

Unit 3 - D4D Hub Gender Strategy

Content	Format
Introduction to D4D Hub Gender Strategy: • How it builds on gender-transformative approach in EU GAP III • How it addresses UN SDGs • How it incorporates OECD gender markers for project implementation	Presentation Alice Kuczkiewicz, Gender Diversity & Inclusion Strategy Expert, Enabel

Unit 4 - Introduction to gender analysis

Content	Format
Overview of Gender Continuum for measuring the gender impact of activities: • Unaware • Exploitative/negative • Aware • Gender-responsive • Gender-transformative	Presentation + group work Presentation with examples Group work with goal to situate hypothetical examples on gender continuum

Unit 5 - Gender analysis with the 4R method

Content	Format
Introduction of 4R principles for a gender-transformative approach: • Representation • Rights • Resources • Realities	Presentation + group work Presentation with examples Group work with goal to design digital cooperation projects based on the 4R principles. (Examples from Earth Observation & Space, Cybersecurity, AI Skills, DPI)

DAY 2

Unit 6 - Regional perspective on gender impacts of digital cooperation

Content	Format
Regional civil society perspective from Africa on how to conduct gender analysis in regional context and on “gender pitfalls” of international cooperation activities: • Tokenism. Don't check the gender box with numbers! Having 50% women in a room does not tell us whether it was a meaningful engagement. • Inadequate localisation. Listen to communities to find out whom you need as allies if you want to push the envelope! • Lack of sustainability and scalability. Providing training and devices is only first step. Putting them to meaningful use is important to generate income and empowerment.	Presentation (online) Kudzai Mubaiwa, Pan-African digital innovation consultant (Nairobi/Harare), Digital Tools and Economic Development Expert for Konnektiv (D4D Hub Advisory Group for Civil Society and Academia)

Unit 7 - Gender Indicators

Content	Format
Introduction to OECD gender markers with examples. • G0 – not targeted / no gender-related objective • G1 – gender as significant objective • G2 – gender as principal objective Discussion of the difference of sex-disaggregated and gender indicators	Group work Design gender-transformative projects (G1 or G2) based on examples of Day 1

Unit 8 - Strategies for prioritising gender

Content	Format
Open brainstorming on how to mainstream gender • within D4D Hub Secretariat • within Team Europe Initiatives on digital cooperation • within D4D Hub Working Groups	World Café Parallel discussions at three tables, participants rotated between tables

Documents attached to this report:

- Presentation used during the training, slightly adapted
- Handout 4R method
- Results of needs assessment survey prior to the training