

Training Module:

Gender Mainstreaming in the Leather Sector



Module Endorsed by ALLPI Curriculum Review Committee



**Africa Leather and Leather Products
Institute (ALLPI)**

Training Coordinator

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Module title	Gender Mainstreaming in the Leather Sector
Module code	
Total hours	5 days
Description of module	The main purpose of this course is to introduce participants to a set of instruments to enhance mainstreaming of gender at policy, organizational and program levels. This will assist participants to understand how gender impacts on policy and practice in the workplace
Target group	
Learning outcomes	<p>After the module is completed, the participants should :</p> <ul style="list-style-type: none"> • Have an understanding of why gender matters for micro, small, and medium-sized enterprises be able to link cultural background. • Have the capacity to design, implement and evaluate effective entrepreneurship development strategies. • Identify and recognize entrepreneurial opportunities. • Be able to integrate gender equality into value-chain development. • Be able to develop policy options and practical measures to promote entrepreneurship development without looking at gender.
Content	<p>1. Gender mainstreaming concepts and approaches</p> <p>i) Introduction</p> <ul style="list-style-type: none"> • What is Gender Mainstreaming? What is gender, what is sex? • Culture and cultural background in relation to gender • Empowerment vs Gender mainstreaming <p>ii) Gender roles and /division of labour</p> <ul style="list-style-type: none"> • Gender equity and equality • Gender discrimination and or distinction • Gender Awareness • Gender concerns, Gaps and Disparities • Gender Responsiveness and budgeting <p>iii) The three levels of Gender Mainstreaming</p> <ul style="list-style-type: none"> • At legislation, policies, strategies level • At organization, department level • At household, family level <p>2. Gender inclusive Enterprise Development</p> <p>i) Introduction</p> <ul style="list-style-type: none"> - Concept and Significance of entrepreneurship in the economy; - Types of entrepreneurship; - Traits and functions of an entrepreneur - Entrepreneurial leadership characteristics, - Constraints/Obstacles to women and men entrepreneurship;

	<p>ii) Growth of women Entrepreneurship</p> <ul style="list-style-type: none"> - Factors affecting entrepreneurial growth; - Assessment and Analysis of the current environment for women entrepreneurship - Remodeling of the current environment for women entrepreneurship through policy changes/adjustments. - Emerging concepts in entrepreneurship growth. <p>3. Gender and capacity building for small and micro entrepreneurs</p> <p>i) Entrepreneurial Venture Creation</p> <ul style="list-style-type: none"> - Identifying and recognizing entrepreneurial opportunities - Preparing business plan - Industry analysis and marketing - Venture creation – venture project formulation, implementation and evaluation - Business organization: sole proprietorship, partnership, corporation, limited liability company, - Ethical considerations for business enterprises <p>ii) Entrepreneurship Competency Development (ECD)</p> <ul style="list-style-type: none"> - Concept of entrepreneurial competency; - Need for Entrepreneurial competency development (ECD); - Entrepreneurial competency development programs (ECDPs); Phases of ECDPs; Evaluation of ECDPs; <p>iii) Institutional Support to Women</p> <ul style="list-style-type: none"> - Institutional support – concept and need; - Financial support agencies for women and men entrepreneurs - Role of Government in promoting entrepreneurship incentives, <p>4. Building a gender inclusive leather value chain</p> <p>i) mapping opportunities in leather</p> <ul style="list-style-type: none"> - Role of women in leather and leather business - Mindset transformation in leather related businesses - Leather as a viable profession - Characteristics of women and youth friendly Leather related opportunities - Value addition in Leather supply chains - Factors for consideration in selecting a value chain for Leather business <p>ii) Financing of Entrepreneurial Venture</p> <ul style="list-style-type: none"> - Need for financial planning; - Sources of finance for entrepreneurial ventures
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	<ul style="list-style-type: none"> - Types of financing – equity and debt; <p>5) Policy and Statutory Framework relating to Women & Men</p> <ul style="list-style-type: none"> - legal structures - Legal requirements for venture creation - Obtaining intellectual property rights, - Contract laws - Labour laws - Environmental laws.
Teaching strategy	<ul style="list-style-type: none"> • Class room teaching • Field trips to industry • Assignments • Group work • Practical sessions
Assessment criteria	<ul style="list-style-type: none"> • Individual Assignment • Group assignment and presentation • Practical work
Assessment strategy	<ul style="list-style-type: none"> • Continuous assessment basis: • Class attendance • Written exams • Reports of assignments • Practical demonstration
Role of Trainer and Trainees	<ul style="list-style-type: none"> • Trainer should organize classes and field sessions, conduct lectures, give guidance to do assignments, motivate trainees to actively participate in class and field sessions. • Trainees should attend classes and field sessions, actively participate in class and field sessions and submit duly completed reports of assignments.
Teaching support and inputs	<ul style="list-style-type: none"> • Lecture materials (handouts, Slides, Reference books) • LCDs and laptops, photocopier and photocopy papers, flip charts
Module requirements	<ul style="list-style-type: none"> • Should attend all class and practical/field sessions
References	<ul style="list-style-type: none"> • Naila Kabeer, (2012) Women's economic empowerment and inclusive growth: labour markets and enterprise development: Centre for Development Policy research discussion paper 29/12 • Frese, M. (Ed.). (2000). Success and failure of micro business owners in Africa: A psychological approach. Westport, CT: Quorum Books. • Commonwealth Secretariat, June 2001, Gender Mainstreaming in Agriculture and Rural Development: A Reference Manual for Governments and Other Stakeholders, London. • Gopal G and M Salim (1998) Gender and Law: Eastern Africa Speaks, The World Bank, Washington DC • Jacobson JL (1983) "Closing the Gender Gap in Development" in World Institute, The State of the world, WW Norton and Company, New York.

	<ul style="list-style-type: none"> • Moser C O N (1993) Gender planning and development: Theory, practice and training, Routledge, London. • Asian Development Bank. (2015). Gender equality results case study—Bangladesh: Small and medium-sized enterprise development project. Manila • Asian Development Bank, (2014) Gender Tool Kit:Micro, Small, and Medium-Sized Enterprise Finance and Development, Mandaluyong City, Philippines
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