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Maternal and Child
Survival Program

Gender Promotion at the Institutional Level



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A Gender-Responsive Institution

- A gender-responsive institution is one in which the academic, social, and physical environment and the institution's surrounding community take into account the specific needs of women and men. It also assumes that institutional systems, policies, and practices recognize and address the gender- or sex-based needs of both women and men.¹

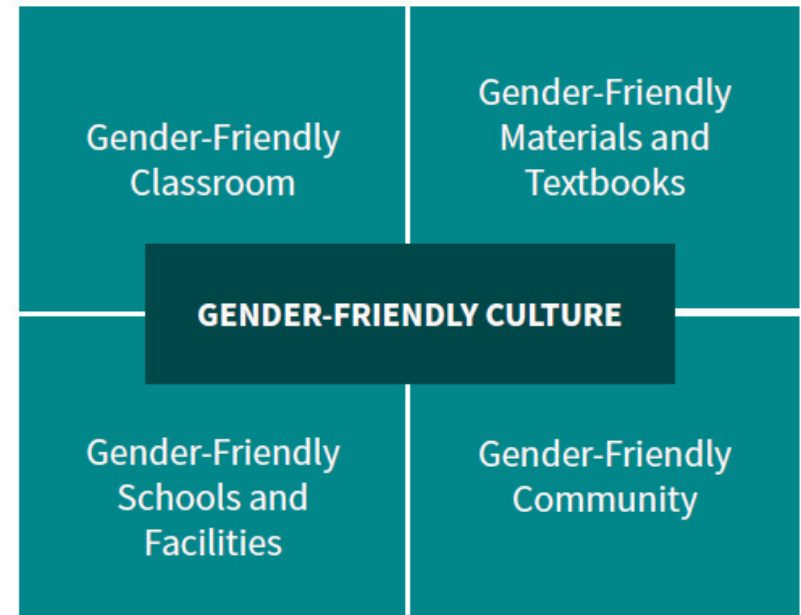


A Gender-Responsive Institution, cont'd

- Management plays a critical role in creating a gender-responsive institutional environment
- Management should provide the necessary:
 - Human resources
 - Governance
 - Budget
- Faculty members also have an active role to play by working closely with the institution's management to promote gender-responsiveness internally

A Gender-Responsive Institution, cont.

- Creating a gender-responsive academic institutional environment requires a holistic approach focused on four key areas:
 - School management and facilities
 - Teaching and learning materials and processes
 - Creating a safe and secure classroom environment
 - Community participation



Source: IREX. (n.d.). Creating Supportive Learning Environments for Girls and Boys, A Guide for Educators. (Accessed June 11, 2018 at: <https://www.irex.org/resource/creating-supportive-learning-environments-girls-and-boys-guide-educators>)




A Gender-Responsive Institution: Faculty, Management, Students, Community

- Increasing the gender awareness and sensitivity of:
 - Faculty members
 - Management
 - Students (women and men)
 - The community surrounding the institution

A Gender-Responsive Institution: Faculty, Management, Students, Community, cont.

- Some questions to consider related to faculty and school management:
 - What is the ratio of male teachers to female teachers?
 - Do community leaders and parents value female and male teachers equally? Does it translate into formal recognition?
 - Does the school head (male or female) treat both male and female teachers equally? Are they given equal responsibilities and opportunities?
 - Do all teachers encourage women and men to speak and contribute equally?
 - Do all teachers value the views of women and men equally?
 - Have both female and male teachers and the school head participated in gender training courses?



A Gender-Responsive Institution: Faculty, Management, Students, Community, cont.

- Some questions to consider related to parent and community involvement:
 - Are community leaders and parents equally supportive of both female and male school attendance?
 - Are community members and parents volunteering at the school? Do men/fathers and women/mothers participate equally as school volunteers? Do the school volunteering activities of men/fathers and women/mothers reinforce or challenge stereotypical gender roles?
 - Are female and male community members with special knowledge or skills brought into the classroom as resource persons?



A Gender-Responsive Institution: School Services and Facilities

- Some questions to consider related to school services and facilities:
 - Are scholarships and/or other support available to female and male students in need to ensure they do not drop out of school?
 - Are student boarding facilities located close to the school?
 - Are there well-maintained and an adequate number of functional restrooms for both women and men?
 - Is there clean water available and accessible for all students?
 - Is there adequate sanitation—especially to enhance menstruation management and the overall health of the school and community?
 - Are there enough seats and seating space for both female and male students?

A Gender-Responsive Institution: School Services and Facilities, cont.

- Can both female and male students make their way safely to the school? Are services provided to ensure their safety, such as transportation?
- Can students safely make their way home after class? Are any services provided to ensure the safety of students leaving campus in the evening/when it is dark?
- Is there any special provision to reduce stigma/discrimination that women and men may face on campus?
- Is there a school policy on sexual harassment and assault?
- Are female students who become pregnant supported by the school, and are they encouraged to continue their schooling?



A Gender-Responsive Institution: Monitoring and Evaluation

- It is important to involve all stakeholders in monitoring the institution's efforts, and taking action to ensure improved student enrolment, attendance, and performance—particularly that of female students
 - Establish a database to track student performance and welfare and the institution's degree of gender responsiveness

Reference

- I. Mlama P, Dioum M, Makoye H, Murage L, Wagah M, Washika R. 2005. Gender Responsive Pedagogy: A Teacher's Handbook. Nairobi, Kenya: Forum for African Women Educationalists.
http://www.ungei.org/files/FAWE_GRP_ENGLISH_VERSION.pdf. Accessed June 25, 2018.

For more information, please visit
www.mcspprogram.org

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