



UNV PROGRAMME Retreat and Training on

- Strengthen and Institutionalize Gender Mainstreaming within the United Nations System in Syria -

November 23rd – 25th 2005, Damascus

1. UNDP AND UNV PROGRAMME IN SYRIA

The United Nations Development Programme (UNDP) is the United Nations' global development network, advocating for change and connecting countries to knowledge, experience and resources to help people build a better life. At the global level, UNDP's focus is on helping countries build and share solutions to the challenges of: Democratic Governance, Poverty Reduction, Crisis Prevention and Recovery, Energy and Environment, and HIV/AIDS. Since 1962, UNDP has been operating in Syria, in cooperation with the government and other development partners, and focusing on human development issues.

United Nations Volunteers (UNV) Programme is the UN organization that supports sustainable human development globally through the promotion of Volunteerism for Development, including the mobilization of Volunteers. Administered by the UNDP, UNV works in close collaboration with governments, civil society and other United Nations Organizations, Funds and Programmes, as well as many Volunteer-involving organizations and networks.

The UNV Programme in Syria has grown over the past many years and it is supporting the UN System in Syria through more than 40 national and international Volunteers. This is largely due to the ever-growing need for UNV assistance in the various community development activities carried out by the UN system, the Government, NGOs, bilateral donors and the private sector. Syria's rich culture and diversity, along with its strategic position in the Middle East, provide remarkable potentials for the support provided by UN Volunteers to be capable ally in development. The scope of available resources for Volunteer actions and project activities in which UN Volunteers can play a pivotal role is unlimited.

UNV Programme assignments are based on free will, commitment, engagement, and solidarity — which are the foundations of Volunteerism itself. The United Nations Volunteers Programme supports human development globally through the promotion of Volunteerism and Volunteer mobilization. It serves the causes of peace and development by enhancing opportunities for all people to participate. It is universal, inclusive, and it embraces Volunteerism in all its diversity.

Volunteerism is embedded in all cultures and traditions. United Nations Volunteers are encouraged and expected to identify with and relate to local Volunteerism. Volunteers are expected to uphold trust among themselves, within the communities, and in the organization they are assigned to. The United Nations greatly values Volunteers' contributions and it recognizes that Volunteering benefits both the society at large and the individual Volunteer. Volunteerism makes important economic and social contributions, working towards a more cohesive society by building trust and reciprocity among citizens.

United Nations Volunteers (UNV) Programme in Syria

P.O. Box 2317 Damascus, Syrian Arab Republic

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2. UNV PROGRAMME RETREAT

Location

Semiramis Hotel, Damascus.

Date

November 23rd – 25th 2005.

Objectives

- To discuss and share ideas on the concept of Volunteer motivation and UNV visibility and how the MDGs can contribute to increase visibility of Volunteers' contributions;
- To strengthen the capacity of UNVs through discussions and sharing information particularly to further knowledge and awareness of Volunteers' contributions to the MDGs;
- To provide an opportunity for UNVs to meet each other and exchange information;
- To familiarize UNVs with the basic concepts of gender and development (gender as social relations, the gender division of labor, access and control, practical and strategic gender needs, transformatory potential);
- To enable UNVs to identify and analyze the differential impact of development on women and men;
- To introduce UNVs to the process of gender analysis as key to understanding gender and development;
- To become familiar with institutional analysis;
- To understand gender analysis in the program cycle;
- To appreciate the importance of gender mainstreaming for closing the gap between policy and practice on gender;
- To be able to identify entry points for mainstreaming gender in current programmes projects.

Principles

- To create an open atmosphere for everybody to feel free to participate and contribute;
- Respect and tolerance for any critical and out-of-the-box comments and suggestions.

Methodology

The methodology of the workshop is participatory, interactive, iterative and reflexive in nature. As such, it builds on the participants' own experiences as well as their active insights and contributions whilst prompting them to challenge assumptions.

The methodology of the workshop uses various participatory tools and methods including group work, work in pairs, case studies, simulations and role plays, brainstorming and lectures.

Participants will be aided by exercises, handouts and additional reading materials to assist in the learning process.



2. AGENDA

Day 1: Wednesday, November 23rd, 2005

TIME	ACTIVITIES
9h00 – 9h10	<i>Opening Remarks</i> , by Ms. Fumiko Fukuoka, UNDP Deputy Resident Representative.
9h10 – 9h20	<i>Statement</i> by Ms. Laurence Frank, FIRDOS General Manager.
9h20 – 9h30	<i>Signature of the Letter of Agreement between UNV Programme and FIRDOS for the implementation of the proposal titled “Volunteering Support to the MDGs through Population Advocacy and Interactive Theatre”.</i>
9h30 – 9h45	<i>Presentation of the Agenda</i> , by Mr. Stefano Cordella, UNV Programme Officer.
9h45 – 10h30	<i>Participants’ presentations.</i>
10h30 – 11h00	<i>Coffee Break.</i>
11h00 – 12h30	<i>Sharing of experiences from UNVs: the UNV Programme in Syria.</i>
12h30 – 13h30	<i>Lunch.</i>
13h30 – 14h30	<i>Expectations and Fears;</i> <i>Ground Rules;</i> <i>Objectives of the workshop.</i>
14h30 – 15h00	<i>Coffee Break.</i>
15h00 – 16h00	<i>What is Gender?</i> <ul style="list-style-type: none"> - <i>The difference between sex and gender;</i> - <i>The Gender division of labor (exercise);</i> - <i>The gender division of labor (presentation and synthesis);</i> - <i>Access and control over resources;</i> - <i>Practical and strategic gender needs.</i>
16h00 – 16h30	<i>Wrap up and Synthesis.</i>



Day 2: Thursday, November 24th, 2005

TIME	ACTIVITIES
9h00 – 9h15	Overview and key learning of Day 1.
9h15 – 10h30	Gender as a Development issue: <ul style="list-style-type: none"> - What is development; - The differential impact of development; - Working on best practice.
10h30 – 11h00	Coffee Break
11h00 – 12h30	What is Gender analysis: <ul style="list-style-type: none"> - Categories of analysis - Key questions: <ul style="list-style-type: none"> - Who does what? - Who has access to what? - Who controls what? - Who has power? - Who benefits? - Who loses? - Which women? Which men?
12h30 – 13h30	Lunch.
13h30 – 14h30	The Social Relations Framework / Institutional Analysis (presentation and discussion).
14h30 – 15h00	Coffee Break.
15h00 – 16h00	Undertaking a Gender analysis as part of the project cycle.
16h00 – 16h30	Wrap up and Synthesis.
20h30	Dinner at Opaline Restaurant.

Día Internacional de los Voluntarios

Международный день добровольцев

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Day 3: Friday, November 25th, 2005

TIME	ACTIVITIES
9h00 – 9h15	Overview and key learning of Day 2.
9h15 – 10h30	Gender Mainstreaming: <ul style="list-style-type: none">- Overview;- Obstacles;- Opportunities.
10h30 – 11h00	Coffee Break
11h00 – 12h30	Mainstreaming Gender in the programme/project cycle: case studies.
12h30 – 13h30	Lunch.
13h30 – 15h00	Gender monitoring and evaluation; Gender sensitive indicators.
15h00 – 15h30	Coffee Break
15h30 – 16h00	Wrap up and Synthesis.
16h00 – 16h15	Closing Remarks, by Mr. Stefano Cordella, UNV Programme Officer.

International Volunteer Day

国际志愿人员日

Journée internationale des Volontaires

اليوم العالمي للتطوع

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3. LIST OF PARTICIPANTS

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For any further information, please contact:

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