

# Australia Awards Short Course

## Gender Mainstreaming in the Public Sector



Brisbane Networking Panelists discussing “Promoting Women” included Dr Kylie Stephen (Assistant Director-General, Office for Women and Violence Prevention), Ms Kerryn Newton (CEO of Directors Australia), Dr Terrance Fitzsimmons (UQ Researcher in Gender Equality and Leadership) and MC Dr Prudence Brown (UQ).

### Course schedule:

- Pre-Course Workshop delivered in Indonesia at the Alana Hotel Sentul, Bogor (13-15 September 2022)
- In-Australia course delivered over two weeks, the first week in Brisbane and the second week in Canberra (17-28 October 2022)
- Online Award Project Mentoring sessions delivered online during the SC (4 October, 14 November, and 19 December 2022)
- Application Theme Award Projects presented during the Post-Course Workshop (14-16 February 2023)
- Post-Course Workshop delivered in Indonesia at the Santika Premiere Bintaro Hotel, Tangerang (14-16 February 2023)

The Australia Awards Gender Mainstreaming in the Public Sector Short Course (SC) was funded by the Australian Government through the Department of Foreign Affairs and Trade (DFAT), managed by the Australia Awards in Indonesia (AAI) and delivered by the University of Queensland’s specialist International Development unit (UQID).

The aim of this SC was to develop the capacity of government officials to effectively implement gender mainstreaming in policy analysis, planning, budgeting, implementation, and monitoring and evaluation of government policies and programs in accordance with their respective duties, functions and authority. An important aspect of the course was to provide relevant practical examples of the application of gender mainstreaming in the public sector from Australia and other countries.



The SC was designed and led by the Course Designer & Leader Dr Prue Brown, an academic in Public Policy from UQ's School of Political Science & International Studies (POLSIS), Course Co-Designer and Leader Dr Terry Fitzsimmons, Associate Professor in Leadership from UQ's Business School (UQBS) and Director of the Centre for Gender Equality in the Workplace under the Australian Institute for Business and Economics at UQ. The Course Facilitator, The Honorable Rachel Nolan, former Queensland Government Minister for Finance, Transport, Natural Resources and the Arts who also provides personal mentoring and institutional pathways for women's advancement, and Fitri Oktaviani, a Researcher and Lecturer in Gender, Work, & Organisation and Organisational Communication at the University of Brawijaya in Jakarta, who provided course design, inputs and delivery for the in-Australia component to ensure the contextualisation of the Indonesian experience.



*Canberra Networking event with a Welcome from his Excellency Dr Siswo Pramono, Indonesian Ambassador Australia and a Keynote from Verity Dunn (Director, Diversity, Equity and Inclusion, Deloitte) and Shamsa Lea (Chief of Staff, Indigenous Leadership, Deloitte)*

### Course Provider

UQ is ranked among the world's top 50 universities and is a founding member of the Group of Eight (Go8) universities. The University has a world-class track record of delivering practical solutions to complex global challenges, collaborating with partner institutions and industry in areas of national and international importance.

UQID builds the capacity of people and organisations around the world to achieve their development goals. Recognised for excellence through technical leadership, training and capacity building, management, and research, the unit is one of the IndoPacific's leading university development groups. Since it was established in 1994, UQID has completed more than 500 projects across 80 countries. The unit has designed and delivered more than 190 tailored short courses for 5000+ participants from across South-West Asia, South-East Asia, Africa and the Middle East.

Working with a broad range of stakeholders, UQID draws upon the knowledge, expertise and skills of university academics, leading practitioners across Australia, and global experts to rapidly develop and

effectively deliver training and capacity building programs for a range of Australian and international agencies. Our clients include the Department of Foreign Affairs and Trade (DFAT), New Zealand Ministry of Foreign Affairs and Trade (MFAT), Asian Development Bank (ADB), World Bank, and United Nations (UN).

### Course Participants

The 24 course participants who were selected to undertake the short course composed of 15 females and 9 males. The participants represented mid to senior level public servants from a variety of agencies including the Ministry of Finance, Ministry of National Development Planning (Bappenas), Ministry of Women Empowerment and Child Protection, Ministry of Social Affairs, Ministry of Home Affairs, Ministry of Villages, Development of Disadvantaged Regions and Transmigration, Ministry of Law and Human Rights, Coordinating Ministry of Human Development and Culture, Financial and Development Supervisory Agency (BPKP), Papua Provincial Health Office, and Baubau Women Empowerment and Child Protection.



*AAI Gender Mainstreaming in the Public Sector short course participants on their first day at The university of Queensland*

### Course Highlights

Highlights of the Gender Mainstreaming in the Public Sector SC included:

- The site visits and networking events in Australia where participants met with a number of leading experts in the sector from Australian government agencies, NGOs and private sector organisations such as the Queensland Office for Women, Queensland Treasury Department, the Office of the Special Commissioner, Equity and Diversity, The Department of Foreign Affairs and Trade (DFAT), and The Australian Public Service Commission.
- The opportunity to connect at the various Networking events with different speakers, panelists and invited guests, from organisations such as DFAT, The Global Institute for Women's Leadership, YWCA, Deloitte, The Indonesian Embassy in Australia, Directors Australia and The University of Queensland, which helped leverage the participation of aligned counterparts as well as providing participants with different perspectives and fostering ongoing linkages.



- The motivation, enthusiasm and engagement of participants to learn and achieve change and who came together well as a group and are planning further collaboration work.
- The Mentoring sessions were well timed at the commencement of their projects which helped overcome any hurdles in a timely manner and the Course Leaders worked with participants to ensure the projects were aligned with the course content and course learnings were being applied.
- All Award Projects were well developed, and the delivery team were impressed by the caliber and focus of the final presentations as well as the outcomes achieved over such a short period of implementation with the projects to be extended with further outcomes to be achieved.



### Award Project Highlights

As part of the short course, course participants developed and implemented Award Projects which applied learnings from the course to implement or review gender mainstreaming in their work. Some of the most successful projects included:

- Fanti Frida worked alone on her project to design a School Roadshow Awareness Campaign to stop gender based violence by creating a greater understanding of bullying upon students and fostering a reduction in adverse behaviors. In the end, Fanti has undertaken three roadshows and two training sessions and will continue to expand the Roadshow program in future years.
- Award Project Group 5 worked to understand the current state of mentoring and the number of women in Echelon 1&2 Roles. The group delivered a Mentoring program to 50+ Echelon women and mentors, created an online Mentorship Guidance program resource and delivered a social media campaign and workshop.
- Award Project Group 7 worked on empowering village women SME's (beginner, medium and advanced) in digital banking safety, marketing, training in business and accessing capital through capacity building in digital economic literacy. The group undertook a targeted pilot, delivered business training and marketing via a webinar and delivered an e-book about safety in the e-commerce which is currently undergoing a review.



### Testimonies

*Attending this course really open my mind ... widening my insights ... broaden my ideas on gender mainstreaming. Before the course, I have limited ideas on it. What's the best strategy to impose a change/project. Here, by attending this course, I have learned 3 important strategies: acceptance, ability and authority. These 3 factors are truly exist and influence the result of one project proposal. (Anonymous Course Participant)*

*I was very excited to know that I am admitted as one of the participants in this course. I imagined to meet wonderful people from public sector. It would be nice to share thoughts about gender issues. I am not disappointed at all. I gained so much knowledge, experience and, more important, friendship. Learning from Terry and Prue has given me theoretical background of the gender issues. Sharing with respective experts from institutions in Australia has given me insights of the capacity I have and how to design my project. And the friendships we build has made it easier to discuss about our project and how to adjust our expectation. I may not be able to make changes alone, but with all knowledge and networks gained, I'm sure moving forward with be a lot easier. (Anonymous Course Participant)*

*During the past five months I have learned so much about gender, not only conceptually, but also practically. Gender is a complex and intersectional issue. The primary causes of gender inequality lie deep in culture and family. However, much we can do at institutional and organisational level. This course, although recognizing the cultural barriers, focuses much on the institutional and organizational level. This course also offers practical skills, particularly in developing proposal to improve gender equality. This course successfully managed to guide participants (at least in my group) to make a proposal the technically feasible but also politically acceptable. I think this is one of the strong parts of this course. (Anonymous Course Participant)*

**For further information about the program, please contact:**

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