



2014 AT A GLANCE

 **UN**
WOMEN  **TRAINING CENTRE**

United Nations Entity for Gender Equality
and the Empowerment of Women



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“*Training for gender equality is a transformative process that aims to provide knowledge, techniques and tools to develop skills and changes in attitudes and behaviours. It is a continuous and long-term process that requires political will and commitment of all parties in order to create an inclusive, aware and competent society to promote gender equality.*”

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FOREWORD

More and more women around the world have the opportunity to realise their full potential. At the same time, for many women and girls a life free of violence, access to quality education, participation in political processes and equal opportunities on the labor market remain nothing more than a mere dream. In today's world, not one single country has achieved gender equality. However, all human development and human rights issues have gender dimensions. If we are committed to building a society that is inclusive and just to all its members, we need to strengthen our efforts for making gender equality a reality. In short, working towards gender equality remains the challenge of our time.

We, the UN Women Training Centre, seek to contribute towards creating an inclusive, aware and competent society by offering high-quality training for gender equality. Our training courses have the potential to initiate a transformative process that aims to provide knowledge, techniques and tools to develop skills and changes in attitudes and behaviours. We are convinced that training and learning is a powerful tool to effect the desired individual, collective and institutional transformation through consciousness raising, empowering learning, knowledge building, and skill development. Training for gender equality is part and parcel of creating gender-aware and competent individuals, institutions and societies.

The year 2014 marked a break-through for the UN Women Training Centre. We launched the eLearning Platform, a global online platform which is open to everyone, all around the globe, and offers diverse training opportunities to advance gender equality, women's empowerment and women's rights. More than 2,100 people registered on the platform from October to December 2014. The year 2014 is also the year in which we launched the "I Know Gender" course, the most far-reaching training course so far.

Open to all UN System staff members and the public, this course has already reached a remarkable number of over 1,300 participants within few months after the launch.

The Training Centre is committed to deliver high quality training for gender equality, employing various learning modalities, methodologies, and techniques. The Training Centre also provides training resources, tools and services to advance gender equality on a personal and institutional level.



This report details our activities of 2014. It introduces the principles that guide our work, outlines our learning modalities and presents the training courses that we offered. The report gives insights into the resource hub that we provide and introduces our partners, with whom we jointly work towards a world in which women and men are equal.

In 2014, we have come one step closer to our vision: To be the leading UN Centre that contributes, through training for gender equality, towards building a society that respects and promotes human rights for all women and men.

The UN Women Training Centre would like to acknowledge generous financial contributions from the Governments of Estonia, Denmark, Spain and Switzerland.

I would like to use this opportunity to encourage each and every one to take advantage of the diverse and varied learning opportunities and platforms we offer. We offer training courses for learners of all levels - from our basic to advanced. Transformation begins at the personal level. Join us now and explore our diverse learning opportunities. Learn to make a difference!

Clemencia Muñoz Tamayo
Chief of the UN Women Training Centre



“Transformation
through training
for gender equality.”

EXECUTIVE SUMMARY

The Annual Report 2014 showcases results achieved by the UN Women Training Centre (UNW TC). The Training Centre is dedicated to supporting the UN and other stakeholders to realise commitments to gender equality.

Our activities encompass a large variety of diverse training courses, programmes, tools and services.

An important platform that allows wide access to our training programmes is the UN Women eLearning Campus launched in October, 2014. The Campus offers a flexible learning experience that meets the demand of a diverse and global audience and allows for continuous acquirement of skills and knowledge on gender equality and women's empowerment. From 8 October (launch date) through to 31 December 2014, 6636 people representing 175 different countries visited the eLearning Campus repeatedly, tallying 15,746 visitor sessions and totaling more than 100,630 page views. Approximately 33% (2178) of these people registered on the eLearning Campus in order to enroll into a course.

Via the eLearning Campus, a variety of online training courses can be accessed, including the I Know Gender course. This course aims to provide basic gender knowledge. From October through to end December 2014, a total of 687 participants have completed the course. This is a significant achievement for the UN Women Training Centre but by far not the only success. The face-to-face course Understanding Masculinity and Violence against Women and Girls aims to initiate a process of self-reflection, self-examination and conscious-building on masculinity for personal as well as organizational transformation. In 2014, the training was delivered six times and has directly reached over 100 participants, including future trainers on this topic.

For gender equality to become a reality, it is essential that gender concepts are not only understood but also applied in

all political and legal procedures and mechanisms, as well as in day-to-day practices. The Training Centre, therefore, offers courses on strengthening knowledge and capacity on accountability mechanisms to monitor and evaluate the progress of gender equality within a given organisation. In sum, the courses of the Training Centre offer the 'what' and the 'how': what is understood by gender equality and how it can be applied. Thus, the course catalogue is as diverse as

gender issues and encompasses courses on topics such as Care Economy, Gender Focal Points, Gender and Migration, Gender Audit.

For trainers and experts on gender equality, the UN Women Training Centre offers the Community of Practice on Training for Gender Equality. This knowledge-sharing platform features good practices and innovative tools, promotes information-sharing and inspires discussion on key issues related to training for gender equality.

The UN Women Training Centre Community of Practice had 1,303 members and 67,706 page views in 2014.

The UN Women Training Centre also seeks to identify and mobilise a diverse range of experts and trainers on gender equality and has set up the Roster of Gender Training Experts. In 2014, the Roster of Gender Training Experts had 143 registered members.

Many of these activities are carried out in collaboration with other stakeholders to leverage the scope and impact of its resources. In 2014, the UN Women Training Centre strengthened its partnerships and synergies both within and outside the UN System. The last section of this report gives an overview of the partners of 2014.



ABOUT US

OUR MISSION AND VISION

The UN Women Training Centre (TC) is dedicated to supporting the UN, governments and civil society organisations (CSOs) to realise commitments to gender equality, women's empowerment and women's rights through transformative training and learning. Its vision is to become the leading UN Centre that contributes, through training for gender equality, to building a society that respects and promotes human rights for all women and men.

OUR DEFINITION FOR TRAINING FOR GENDER EQUALITY

The Training Centre defines training for gender equality as a transformative process that aims to provide knowledge, techniques and tools to develop skills and changes in attitudes and behaviours. It is a continuous and long-term process that requires political will and commitment of all parties in order to create an inclusive, aware and competent society to promote gender equality.

Training for gender equality is a strategy to effect individual and collective transformation through consciousness raising, empowering learning, knowledge building, and skill development. Training helps men and women to build gender competence and acquire the knowledge and skills necessary for advancing gender equality in their daily lives and work.

Training for gender equality is part and parcel of delivering our commitments to equal human rights for all. It is an essential component for UN Women's commitment to advance gender equality and women's empowerment. The Training Centre's approach to training for gender equality is guided by key international normative instruments, in particular the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), and the Beijing Declaration and Platform for Action.



OUR GUIDING PRINCIPLES

Human rights for all

Our work is grounded in the principles of equal human rights for all, that all men and women are born equal, all human beings must be placed as the central value of concern, and all forms of discrimination, prejudice, and violence are violations against humanity, as specified in the Universal Declaration on Human Rights. This rights-based approach is vital to safeguarding the rights of all individuals to safety, dignity, and free-dom. Our training – from conceptualising to evaluating – seeks to contribute to human rights promotion.

Personal transformation as a part of social transformation

We believe that gender equality and women's empowerment can only be achieved through social as well as personal transformation. We are dedicated to developing training programmes and products needed for social norms change as well as transformations in attitudes and behaviours at the individual level.



Participatory, non-hierarchical, and power-sharing learning

As the ultimate goal of our organisation is to transform the patriarchal system, it is important that our learning processes do not mirror patriarchal approaches. That means learning occurs under the spirit of equal and egalitarian participation where all learners are teachers and all teachers are learners. We recognize that hierarchal and power imbalance learning environments are harmful and do not align with gender equality and human rights principles.

Inclusiveness and respect for diversity

We are committed to ensuring that our training programmes and products are inclusive and respectful for diversity. We are serving the global community, thus we are accountable to promote and celebrate diversity of knowledge, positive practices, and identities.

Innovation and creativity

Experiential and effective learning can be enhanced through employing various innovative, creative, and state-of-the-art tools, techniques, approaches and methodologies. With innovative and creative approaches to training, learning objectives can be achieved more effectively and efficiently.

OUR AUDIENCE

The audience of the Training Centre includes the UN system, governments, civil society organisations and other stakeholders from all regions. Gender is a cross-cutting issue, thus the audience of the Training Centre is wide and diverse. The Training Centre's services are open to all organisations and individuals willing to strengthen their gender capacities, particularly related to programmatic work.



From INSTRAW to UN Women Training Centre

In January 2011, the UN Women Training Centre became operational, inheriting the geographical location in Santo Domingo, Dominican Republic, and its partial mandate from the United Nations International Research and Training Institute for the Advancement of Women (UN-INSTRAW).

UN-INSTRAW was created by the Economic and Social Council (ECOSOC) in 1976 to carry out research, training and knowledge management activities aimed at achieving gender equality and women's empowerment. Working in partnership with governments, the UN System, civil society, academia and the private sector, UN-INSTRAW sought to strengthen stakeholder capacity to address and effectively integrate gender issues in all policies, programmes and projects.

The mandates for research, training and information sharing were given to UN-INSTRAW by the General Assembly.

In 2011, UN-INSTRAW became part of UN Women. Its training function then became the UN Women Training Centre. Structurally, the Training Centre is located within the Policy Division of UN Women and, geographically, it is the only part of UN Women Headquarters situated in the Global South.



OUR WORK

OUR SERVICES

The Training Centre offers:

- Training courses available on a continuous and/or scheduled basis, including training of trainers;
- Custom-made training upon request;
- Technical assistance in training content development, design, implementation, documentation, evaluation, and participatory methodologies;
- Training quality standards review in partnership with leading institutions;
- Databases of training institutions, opportunities and resources; and
- Pool of facilitators and training experts.

OUR LEARNING MODALITY

The Training Centre employs the following learning modalities:

- **Self-paced** courses are delivered online and can be accessed through our eLearning Campus. Self-paced courses allow participants to access content on their own pace, and from anywhere at any time.
- **Moderated** courses emulate the traditional classroom environment and take this experience to an online setting with various facilities such as discussion forums, interactive webinars, webcasts (or both), and real-time chatting.
- **Blended** courses combine online and face-to-face learning. Part of the course is given online and part of the course is face-to-face.
- **Face-to-face** courses are delivered where facilitators and participants are physically present in a room at the same time.

OUR PLATFORMS

UN Women eLearning Campus: » trainingcentre.unwomen.org

The UN Women eLearning Campus is an online platform that allows wide access to training programmes and tools in English, French and Spanish. Via this platform, the Training Centre seeks to create a productive and accessible learning environment on gender equality and women's empowerment for all users.

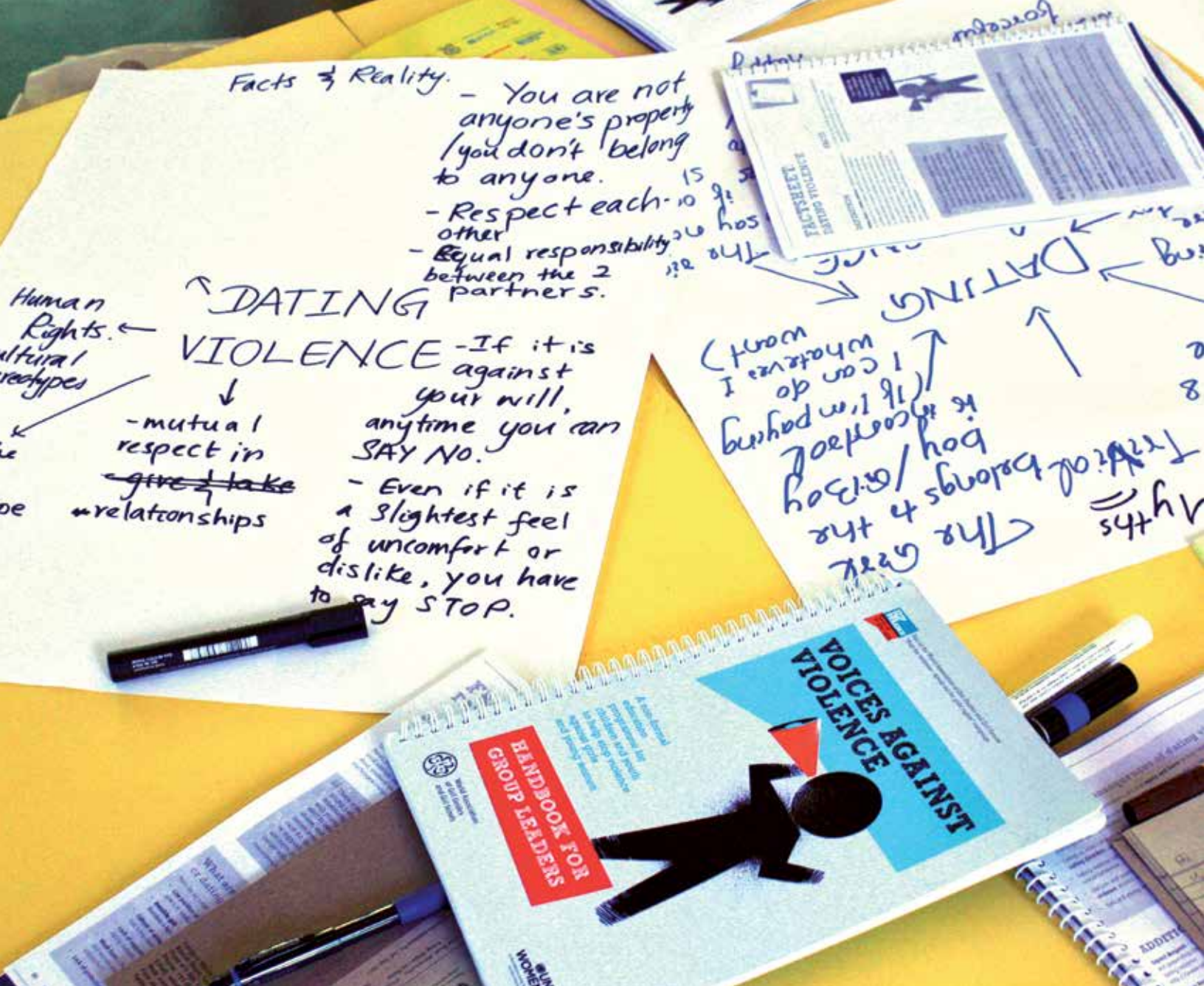
The overall learning, teaching and knowledge sharing will be enriched among learners, facilitators, and wider institutional stakeholders through the use of technology, diverse e-learning modalities, and innovative pedagogical techniques.

The Campus offers a flexible learning experience that meets the demand of a diverse and global audience and allows for continuous acquirement of skills and knowledge. The platform received financial support from the Governments of Estonia, Denmark, and Switzerland.

From October 8 (launch date) through to December 31, 2014, 6636 people visited the eLearning Campus repeatedly, tallying 15,746 visitor sessions and totaling more than 100,630 page views. Approximately 33% (2178) of these people registered on the eLearning Campus (created a user profile) in order to enroll into a course.

The eLearning Campus users represent 175 different countries from all continents. The top 10 countries represented are responsible for more than 50% of visitor sessions and comprise both developed and developing nations: United States, Spain, Lebanon, Afghanistan, Mexico, Switzerland, United Kingdom, Dominican Republic, Italy and Brazil.





Community of Practice: » gtcop.unwomen.org

The Community of Practice on Training for Gender Equality is a knowledge-sharing platform (available in English, French and Spanish) for trainers and experts on gender equality. It features good practices and innovative tools, promotes information-sharing and inspires discussion on key issues related to training for gender equality.

Up to 2014, the Training Centre's Community of Practice had 1,303 members, 17,289 sessions and 67,706 page views in 2014.

Roster of Gender Training Experts: » unwomen.unssc.org

The Roster of Gender Training Experts allows UN Women to identify and mobilize a diverse range of experts and trainers on gender equality timely and effectively. Registration is open in the areas of training for gender equality.

The Roster of Gender Training Experts had more than 140 experts in gender-training in 2014.



OUR ACTIVITIES IN 2014

The Training Centre facilitates state-of-the-art transformative training opportunities for all UN Women stakeholders to acquire knowledge and capacity on gender equality and women's empowerment.

Society can socially, politically and economically progress if gender equality and women's empowerment is advanced. When women are empowered, the whole of humanity benefits. Gender equality is an internationally recognised principle, enshrined in many international treaties including the Universal Declaration of Human Rights and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). It is an integral part of the mandate of all UN institutions. Working towards women's empowerment, means delivering international commitments.

Training is a powerful strategy to effect the desired individual, collective and institutional transformation through consciousness raising, empowering learning, knowledge building, and skill development. Training for gender equality is part and parcel of creating gender-aware and competent individuals and institutions. By supporting men and women to build gender competence and to acquire the necessary knowledge and skills, gender equality can be advanced in our daily lives and work. It is an important step towards creating a gender equal society. Attitudes, behaviours, and practices need to be transformed to make gender equality a lived reality.

OUR TRAINING COURSES

Gender equality is a cross-cutting issue, relevant to all areas of development concern. For that reason, training courses offered by the Training Centre are diverse and cover a large variety of gender-related issues. Broadly, the courses can be categorised into three sections.

- (1) For an improved recognition of the importance of gender equality as well as basic awareness raising, the courses on basic gender knowledge provide a first introduction to the theme.
- (2) For a deeper understanding of thematic areas, the Training Centre offers courses on knowledge and skills building for specific topics that are critical to women's empowerment and gender equality.

- (3) For gender equality to become a reality, it is essential that gender concepts are not only understood but also applied in all political and legal procedures and mechanisms, as well as in day-to-day practices. Gender equality cannot be achieved when inequalities remain embedded in political, economic and social institutions and in development processes. The Training Centre therefore offers courses on strengthening knowledge and capacity on accountability mechanisms to monitor and evaluate the progress of gender equality within a given organisation. In sum, the courses of the Training Centre offer the 'what' and the 'how': what is understood by gender equality and how it can be applied.

The training courses are delivered face-to-face and/or through the [eLearning Campus](#).

1- Enhancing basic gender knowledge and international frameworks for gender equality

I Know Gender: An Introduction to Gender Equality for UN staff

Understanding basic gender concepts and gender-related international commitments is a vital first step towards building understanding on gender issues in everyday work and life. This is true in any institution and any region but especially within the United Nations System.

For this reason, the UN Women Training Centre was tasked by the IANWGE (Inter-Agency Network on Women and Gender Equality) to develop a course entitled *I Know Gender: An Introduction to Gender Equality for UN Staff* under the UN system-wide Action Plan (UN-SWAP) framework (see box).

The *I Know Gender* course was developed by the Training Centre, in close consultation with several UN agencies, and provides an introduction to the concepts, international framework, UN policies, and methods to advance gender equality and women's empowerment in the UN.





It is offered to all United Nations System staff as well as the general public in English, and soon in French and Spanish. Since its launch in October 2014 and up to 31 December, 1,324 people have registered in the *I Know Gender* course, including 783 UN Staff (59.1%), representing close to 50 UN Agencies.

The course has been formally requested by 15 UN agencies including the Secretariat potentially reaching out to 40,000 staff members. It is a big step to making the United Nations System more gender aware. The course is also made available worldwide to the general public, free of charge, via the eLearning Campus, where course takers can access the course to learn more about gender concepts and understand better about gender issues.

Course topics include: gender concepts, international frameworks for gender equality and women's empowerment, gender equality in the UN system, women's economic empowerment, women's leadership and decision-making, violence against women and girls, gender equality in the world of work, gender equality and education, and sexual and reproductive health and rights. The Training Centre is working with partner agency to continue expanding the course topics.

I KNOW GENDER *a course for the UN System*

The UN Women Training Centre was tasked by the IANWGE (Inter-Agency Network on Women and Gender Equality) to deliver the *I Know Gender* course under the UN-SWAP framework. The UN-SWAP (UN system-wide Action Plan) constitutes the first accountability framework for gender mainstreaming in the UN system. It is designed to define, monitor and drive progress towards a common set of standards to which to aspire and adhere for the achievement of gender equality and the empowerment of women. It applies to all entities, departments and offices of the UN system. The UN-SWAP aims to enhance and accelerate gender mainstreaming within the United Nations system, including its agencies, funds and programmes. The *I Know Gender* course is an introductory, interactive and self-paced e-course on gender equality and the empowerment of women to be offered to all staff across the UN system. It aims to establish a common understanding of gender equality and the empowerment of women to non-gender specialists.





WOMEN'S RIGHTS
♀ ARE
HUMAN RIGHTS

FITE
IF YOU
ABOUT RIGHT
EMPOWER WOMEN
INSPIRE HOPE
WOMEN GIRLS
UNFINISHED
BUSINESS

WE WANT
EQUALITY
NOW
♀

MARCH
IN
MARCH

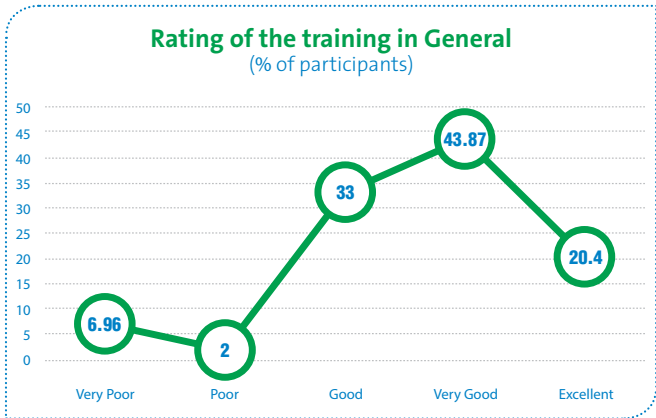


UN
EN ♀

IN
MARCH

686 participants have completed the I Know Gender course and sent the satisfaction questionnaire to the Training Centre. There have been slightly more female than male participants and a striking majority of over 95% of participants find the course is useful to their work.

The majority of participants rated the course between excellent and very good (see graph below). This course is particularly beneficial for participants without previous gender knowledge or awareness.



“The course is highly relevant for all UN staff to be more productive and devoted to the work of the Organization.” (A course taker stated)

Looking within: Understanding Masculinity and Violence against Women and Girls

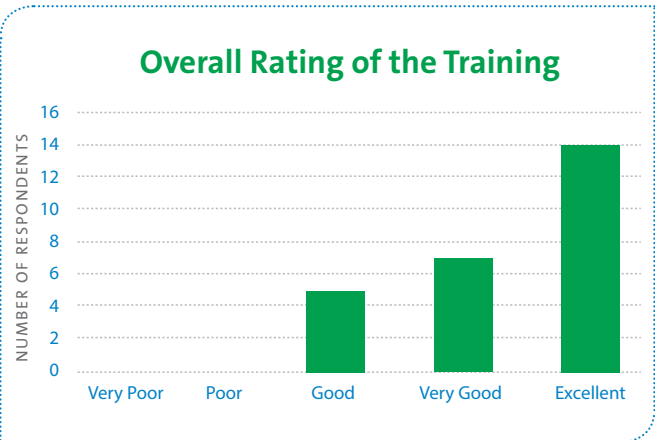
Critical reflection and self-examination is needed for personal as well as organizational transformation. The process of self-reflection, self-examination and conscious-building on masculinity is critical for a transformation towards gender justice. To challenge harmful masculine norms and practices, it is important to look deeper into the ways masculinity and femininity is produced, enforced, and supported. Understanding masculinities helps shed light on the complexity of how gender norms shape individual attitudes and practices and how individuals and institutions can shape gender norms across culture and society. Additionally, understanding masculinities helps understanding violence against women and girls more comprehensively. All men and women produce and reproduce masculinities

and femininities. Men’s and women’s gender practices contribute to creating the gender-inequitable world. Therefore, it is significantly vital that individuals questions status-quo, attitudes, beliefs, and practices.

This face-to-face training course aims to support participants to reflect on power imbalance, gender inequality, privilege, and violence against women and girls through analysing masculinity. Participants are asked to challenge harmful masculine norms and practices, to critically examine gendered self, and to identify steps one can take to transform to be a more gender equitable man and woman. In 2014, the face-to-face training was delivered six times: one initial training open to the public in Santo Domingo, one Training of Trainers for UN Women staff members, two for World Food Programme (WFP) staff members in Rome, and two for security officers working within the UN premises in the Dominican Republic. The course has directly reached over 100 participants, including future trainers on this topic.

The course applies methods and techniques that ask participants to politicize gender norms. Knowing and understanding gender concepts is not sufficient. Transformation requires self-awareness and challenging status-quo and privileges.

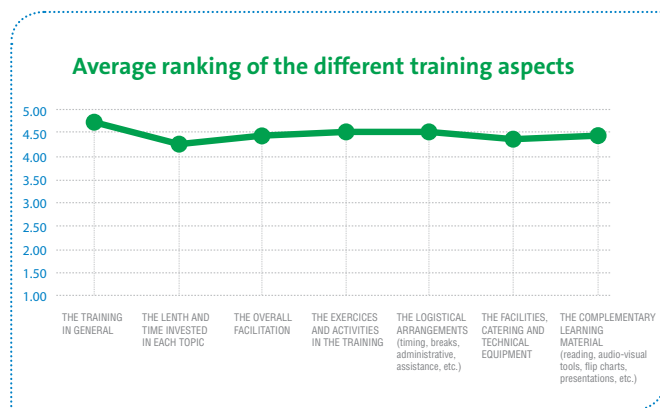
At the initial training in Santo Domingo had 34 participants and their average rating of the training in general was 4.34, which is between “very good” and “excellent”.



“This course should expand to all the communities.” (A course taker stated)



At the training of trainers (ToT) session, all respondent answered that the course was relevant to their work and met their expectations. The ranking of the different course aspect are all above 4 (very good).



*"Thank you for this terrific experience."
stated a participant.*

2 - Strengthening knowledge and skills on UN Women thematic areas

Why We Care about Care: An online moderated course on Care Economy

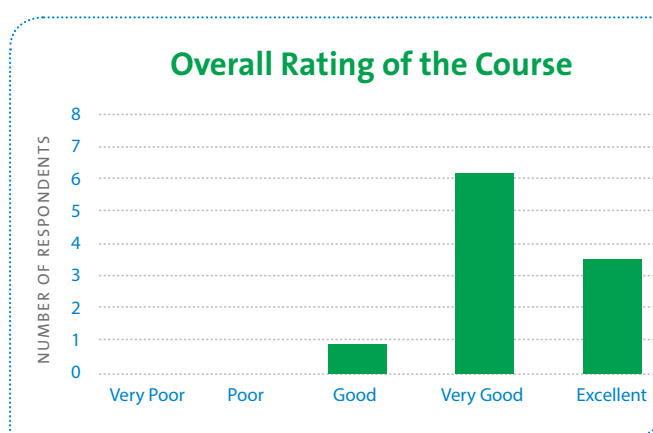
Investing in women's economic empowerment sets a direct path towards gender equality, poverty eradication and inclusive economic growth. Women make enormous contributions to economies, whether in businesses, on farms, as entrepreneurs or employees, or by doing unpaid care work at home. Care occupies a critical place in development. Everyone is in need of care throughout their lives regardless of sex, gender, age, ethnicity, physical and mental ability, economic status, etc. However, domestic work, unpaid work and reproduction which are related to care usually go unrecognized and undervalued by policymakers as does the fact that its costs and burdens are unequally born across gender and class. It is still women and girls who primarily provide care with tremendous implications for their own life choices.

As care systems are undergoing a profound transformation, there is a momentous window of opportunity to promote development programmes where universal access to the right to care is guaranteed, labour rights in the care

sector are protected, and co-responsibility between men and women, and between all social actors is promoted.

This online moderated course, funded by the Government of Spain, provided a global perspective on care, care work, and care economy. It sought to enhance awareness, knowledge and understanding on the critical place care work occupies in development. Simultaneously, the course provided skills and tools for analysing and identifying types of interventions and policies for a fair and equal social organisation of care to advance human development, gender equality and women's empowerment. The course was open to all who wanted to gain knowledge and understanding about Care/ Carework. The course was beneficial particularly for development practitioners, researchers, policy makers and advocates who were working on economic empowerment, public policy, and gender equality. In 2014, the course was moderated in two languages – English and Spanish – by an expert on care economy, with online lectures from 7 international experts in this field. The Training Centre received more than 400 applications for 36 placements, this demonstrated high demand for training on this topic. The profiles of course participants were diverse including PhD candidates, government officials, UN staff members, and civil society members.

The majority of course participants considered that the course has significantly contributed to increase their knowledge on care economy. The average overall rating of the course was 4.25 (very good).



More than half of the participants rated the course to be definitely useful for their work or studies.





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STEP IT UP

GENDER EQUALITY



UN WOMEN

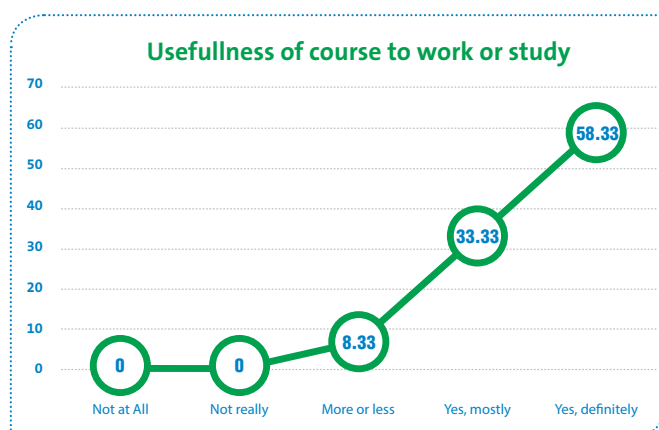
#BEIJING20



Nasdaq

BREWERY

100 megawatt-hours (MWh)
of renewables cleared by NY



"I had already followed two online courses before this one but there is no comparison possible between those ones and this one: in depth in the contents, interactive and human. I learned a lot from this course." stated a participant

Security Sector Reform (SSR): Rights & Needs of Women in Prison and Rights & Needs of Women in Border Management

Security Sector Reform (SSR) has been increasingly prioritized by development actors, and on the agenda of international development, peace and security communities. SSR opens a window of possibility to transform security policies, institutions and programmes, creating opportunities to integrate gender issues. The United Nations supports security sector reform to ensure the development of effective, efficient and accountable security institutions, once a conflict has come to an end. For SSR to be sustainable and inclusive, it needs to be undertaken without discrimination, with full respect for human rights and with the inclusion of a gender perspective. Despite this recognition of the importance of integrating gender issues in SSR, there has been a lack of resources and training on this topic.

Rights and Needs of Women in Prison

One area of SSR that deserves special attention is the prison system, in which women constitute a particularly vulnerable group. For a reform of prison management to respond more adequately to the different needs of female detainees, a gender-sensitive approach needs to be implemented at all levels of prison management. An essential component is the integration of a gender perspective in the training of prison security personnel. For this purpose, the Training Centre

developed the course *Rights and Needs of Women in Prison* which is directed at stakeholders involved in training and capacity building of security personnel. The course outlines the United Nations rules on the treatment of women prisoners (Bangkok Rules), and raises awareness for gender-specific issues of women prisoners, including maternity and family life in prisons, sexual and reproductive health and HIV prevention in prisons, as well as violence against women prisoners. The self-paced course is available in English and soon in Arabic, Spanish and French. It is free of charge.

Rights and Needs of Women in Border Management

SSR also includes the secure management of borders, which aims to reduce the cross-border movement of illegal trafficking of humans and goods, while at the same time facilitating legal movement of people and trade. Effective border management is critical for the safety and security of all citizens. Men and women are affected differently by border management and it is important to sensitise border management staff for the gender-specific needs of women. The UNW TC developed the course *Rights and Needs of Women in Border Management* which is directed at stakeholders in border management training. A gender-responsive approach to border management recognises the need to prevent and detect trafficking of women for the purpose of sexual exploitation, promotes and protects the rights of migrant women, and acknowledges the Sexual and Reproductive Health and HIV prevention in moving populations. Among others, these topics are covered in this self-paced course which is available in English and soon in Spanish, Arabic and French. It is free of charge.

Gender, Migration and Development

Around the world, a record number of women is migrating to seek work and better lives. For many, migration yields these benefits; for others, it carries dangerous risks, such as exploitation in domestic work, and vulnerability to violence. Migration and remittances have a positive effect on development, but also present new challenges. In order to provoke thinking and action around migration and development from a rights-based approach, the Training Centre has published the training manual *Gender on the Move: Working on the Migration-Development Nexus from a Gender Perspective*. The Training Centre delivered a number of sessions on gender and migration at the ITC-ILO's Academy on Labour Migration. The aim of both the manual and the training course is to bring to the fore the gender dimension of migration, feminization of migration for care work and



the importance of putting migrant women's rights on the development agenda. The manual is freely available online in English and Spanish, and soon in Romanian and Russian.

3 - Strengthening knowledge and capacity on accountability mechanisms for gender equality

Empowering UN System Gender Focal Points

Gender focal points are the chief advocates for enhancing and mainstreaming gender equality into organisations' programmes, policies, management and operations. Gender focal points are critical to making gender equality a reality in professional life. They are hubs for information and facilitators for communication and communication related to gender equality. For gender focal points to be as effective as possible, it is vital to provide knowledge, skills, and tools to these change makers.

The Training Centre delivered jointly with the International Training Centre (ITC) of ILO a training course directed at UN System gender focal points. The course explores key areas related to the empowerment of women and introduces tools to identify and address gender equality challenges within an organisation. It promotes the building of a community to encourage discussion and sharing of good practices. It examines the UN Gender architecture and reviews strategies and tools to identify and address gender equality challenges within the UN. It reviews gender mainstreaming tools, including gender markers and the UN System Wide Action Plan on Gender Equality, and their concrete application. The course is blended, consisting of a one month online phase and a one week face-to-face module. It can be customised to different audiences. In 2014, it was conducted three times in Turin, Santo Domingo, and Guatemala City, in English and Spanish.

Introduction to the Participatory Gender Audit for facilitators

Gender equality in the world of work cannot be achieved if discrimination remains embedded in an organisation's processes and practices. The Participatory Gender Audit (PGA) is a tool based on a participatory methodology for organizational self-assessment to analyse the gender capacity and

challenges in a particular organizations. It has been developed by ILO. The Training Centre partnered with ITC-ILO to deliver this course in Spanish for the Latin American region.

The course includes an overall introduction to gender, work and development issues, and an exposure to international experience in mainstreaming gender concerns in public administration and gender audit methodology as well as its instruments. The methodology is an exercise using a self-assessment diagnostic involving the participating organization members to reflect and analyse on their own gender capacity and challenges. The five-day face-to-face course is open to interested stakeholders and only available in Spanish. In October 2014, it was conducted jointly with the ITC ILO International Labour Standards and Gender Programme at the Training Centre in Santo Domingo, Dominican Republic.

75% of participants found that this course has contributed significantly to increase their knowledge on gender.

This course was rated 4.125 (very good) in average.

Aid Effectiveness from a gender perspective

To achieve enduring impacts on the lives of women, men, girls, and boys, a gender dimension needs to be integrated into aid policies. Gender equality and women's empowerment, in fact, are powerful multipliers of development efforts. For this purpose, it is vital to take a critical look at the allocation of resources for gender equality and women's empowerment and to match policies and

objectives on gender equality with an adequate budget.

The Training Centre offers a course which includes practical exercises on how to apply the principles of aid effectiveness to promote gender equality in organizations, how to make a meaningful gender analysis of aid flows, how to engender budgets and how to develop an advocacy strategy for your own organization. The course also aims to provide knowledge for better understanding the changing aid-end-policy and developing capacities in how to monitor aid flows and evaluate their impacts. In 2014, this self-paced course was available free-of-charge to all members of civil society and academia.

"[...] There should be more free courses, since the purpose is spreading knowledge and thus raising awareness/changing attitudes. I am the prime example, as I fit very well into the category of disadvantaged youth eager to learn more about gender equality, but not having the financial means to do so. So thank you so much for providing this free course and please keep up the good work! [...]"



OUR TRAINING COURSES 2014 IN NUMBERS



Course Name	Course delivered in	Number of participants	
I Know Gender: An introduction to gender equality and women's empowerment for UN system staff	English	<div> 863 461 </div>	TOTAL 1324
Addressing the rights and needs of women in border management <i>Security Sector Reform</i>	English	<div> 863 461 </div> TOTAL PARTICIPANTS FOR 2014: 1655!	
Addressing the rights and needs of women in prison <i>Security Sector Reform</i>	English		
Aid effectiveness for a gender perspective	English French Spanish	<div> 117 19 </div>	TOTAL 136



Why we care about care: An online moderated course on Care Economy	English Spanish	<div> 34 2 </div>	TOTAL 36
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Empowering UN System Gender Focal Points	English Spanish	<div> 42 3 </div>	TOTAL 45
Introduction to the Participatory Gender Audit for facilitators	English Spanish	<div> 7 0 </div>	TOTAL 7



Looking within: Understanding Masculinity and Violence against Women and Girls	English Spanish	<div> 60 47 </div>	TOTAL 107*
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*Out of 107 participants who completed the face-to-face course on understanding masculinity and violence against women and girls, 21 were trained as trainers



In 2014, the eLearning Campus has had:

- **6,636 users**
(of which over 2,100 are registered members to the courses),
- **15,746 sessions**
- **100,630 page views**

48

Number of UN agencies using training courses developed by the UN Women TC in 2014

Up to 2014, the Training Centre's Community of Practice had:

- **1,303 members**
- **17,289 sessions**
- **67,706 page views**

IAEA UNDOG ILO UNESCO OIOS Habitat
WFP UNV
WIPO OAJ
WMO
UNITAR
ESCWA UNWomen DPI UNOV
UNRAW ITU UNON ECEIOM UNDP
OMBUSMAN ITC UNAIDS UNFPA
UNCTAD OHRLS OCHA DPKO ICAO UNIDO



OUR RESOURCE HUB FOR TRAINING ON GENDER EQUALITY

The Training Centre serves as a resource hub through the consolidation and dissemination of evidence, knowledge, and tools on training for gender equality.

TRAINING FOR GENDER EQUALITY COMMUNITY OF PRACTICE (COP)

There is not 'one size fits all' solution to develop effective training for gender equality. Rather, training and capacity development for gender equality need to be constantly revised, improved and adapted to specific contexts. Just as our understanding of 'gender' is changing across time and space, so do the means to effect transformative change in gendered power relations. A key part of this is being engaged with the latest knowledge, practices and research on training. This involves making space and time for practitioners to reflect critically on their work.

The Community of Practice on Training for Gender Equality (CoP) is an online platform for gender equality practitioners, gender equality specialists, and other key stakeholders to share knowledge and practices and have dialogues on new and emerging issues related to training and capacity development processes for. As the Community of Practice brings together practitioners from all over the world with a diversity of knowledge and experiences, it has great potential to identify real successes and ways in which gender training can be strengthened as a component of gender mainstreaming and sustainable development. To enable the participation of a large number of interested gender experts and practitioners, all activities are conducted in English, Spanish and French. There are different aspects in which the Community of Practice shares knowledge, practices, tools and resources.

Guided and unstructured activities for collective reflection

The CoP provides an open forum for experts and practitioners to exchange knowledge around training for gender equality. An effective and inclusive way of collective knowledge production are Virtual Dialogues, of which three were conducted in 2014. Virtual Dialogues are unique spaces of exchange driven by the COP but involving a range of actors which provide discussion on innovative and cutting-edge issues in training for gender equality. They also produce detailed reports which set out the key issues and lead to points for further discussion and research. In 2014, the virtual dialogues were conducted over a three week period and aimed at exchanging knowledge and experiences between relevant practitioners and experts in training for gender equality. The end goal is improving the quality practitioners, the difficulties of accessing academic research for practitioners, and the lack of funding for practitioners to reflect on their experiences and publish their knowledge.

1. The Virtual Dialogue on *Transformation through Training for Gender Equality*, conducted in July 2014, aimed to work collectively towards the development of a theory of transformation through training for gender equality in order to make the practice of training for gender equality more effective and, ultimately, transformative. The discussions in the Virtual Dialogue explored three main questions: What do we want to transform? How can we transform it? How will we know if this has happened?



2. The Virtual Dialogue on *Knowledge on Training for Gender Equality* in February 2014 helped to develop a clearer understanding of training for gender equality as part of a continual process of enhancing quality in training for gender equality. The discussions in the Virtual Dialogue explored the key opportunities and challenges involved in the production and dissemination of knowledge on training for gender equality. Issues raised included the lack of materials produced by trainers and The discussions were synthesised into reports which were disseminated throughout the Community of Practice and UN Women's communication channels.
3. Building on the ideas and recommendations outlined in these reports, the third Virtual Dialogue of 2014 on *Beijing+20* reflected broadly and critically on training for gender equality in the context of Beijing +20. The objective of this Virtual Dialogue was to identify the main lessons learned in training for gender equality since Beijing in 1995, and to develop an agenda for moving forward. The direct outcome of this Virtual Dialogue was a report on training for gender equality and Beijing+20. In the open community forum, COP members can create and comment on existing groups. This is an important part of the COP and contributes to broader debates on training for gender equality.

Collating and reviewing good practices

In 2014, the CoP laid the foundations to provide users with access to a Compendium in 2015. The Compendium aims to support the collection and dissemination of good practices. During 2014 the Training Centre developed criteria for good practices, published a call for submission, then collated and reviewed a range of good practices. In 2015, effective activities will be shared with the online community which can be adapted and replicated in other contexts.

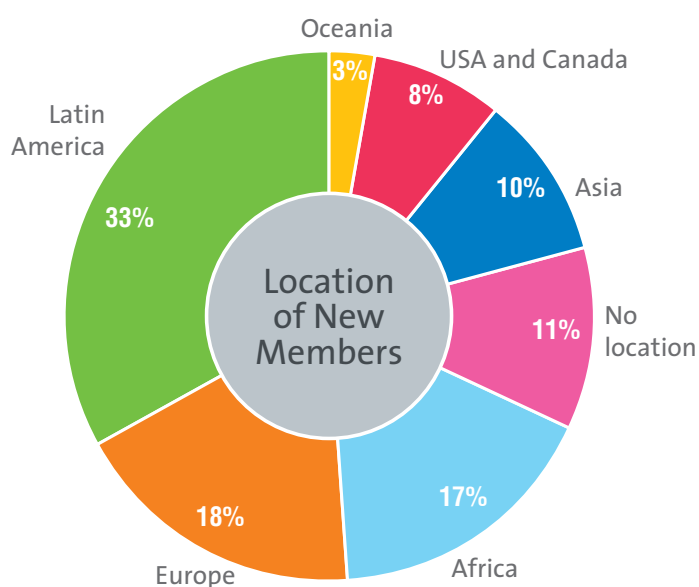
Producing a collective database of tools and resources

The CoP offers a calendar that provides information on training courses on gender equality that take place throughout the year, all around the world. To be kept up-to-date on the latest news, interested users can subscribe to the CoP newsletter which is sent out every two months. It includes information on up-coming Virtual Dialogues, reports and resources. The CoP publishes news items related to training

for gender equality and reflects on the courses run by the Training Centre from a practitioner's perspective.

Currently, an online library is developed which will offer materials related specifically to Training for Gender Equality to gender experts and practitioners. During 2014 the criteria for inclusion were revised and the database was substantively reduced in order to focus on specific materials on training for gender equality. The library will be created collectively based on the contributions of members of the community, making it a practical platform with useful materials and information. Similarly, a database on institutions conducting activities specifically related to training for gender equality will be established. The basis for such a platform were created in 2014.

The Community of Practice in numbers



At the end of 2014, the Training for Gender Equality Community of Practice had a total of 1,303 members, compared with 650 members in January 2014. This represented a large increase in the number of members, which more than doubled over the course of the year. Of new members, 75% were female, with only 22% being male and 3% not specifying their gender. Overall, the vast majority of new members in 2014 originate from Latin America, followed by Europe and then Africa (see Figure 1). In total, the CoP had 12,024 users, 17,289 sessions and 67,706 page views over the course of the year 2014.



ROSTER OF GENDER TRAINING EXPERTS

The Roster of Gender Training Experts allows UN Women to identify and mobilize a diverse range of experts and trainers on gender equality. The experts are required to have a wide experience and a solid background and knowledge of training processes with different stakeholders that allow them

to adapt and implement good practices in the design and facilitation of participatory and innovative training for gender equality processes and materials both for face to face, eLearning and blended learning processes. The Roster of Gender Training Experts had 143 members in as of 2014.



OUR PARTNERS

The Training Centre works in collaboration with other partners to leverage the scope and impact of its activities and resources. In 2014, we strengthened partnerships and synergies both within and outside the UN System.

INTERNAL PARTNERS – WITHIN UN WOMEN AND WITH OTHER UN AGENCIES

The Training Centre works closely with UN Women sections to develop and deliver training for gender equality courses, tools and activities.

The UN Women Training Centre has worked together with the Coordination Division to develop, at the request of IANG-WE, the *I Know Gender* Course which was peer reviewed and endorsed by ESCWA, FAO, IAEA, IOM, ITC ILO, OHCHR, UNAIDS, UNDP, UNICEF, UNESCO, UNFPA. This basic course for all UN System staff is already being adopted by many agencies as their mandatory course for all staff. Some of this partners are ITC, ITU, UNFCCC, WFP and WIPO.

The natural partners of the Training Centre are the International Training Centre of the International Labour Organisation (ITC-ILO) and the United Nations System Staff College (UNSSC) with whom collaboration agreements have been developed to work on several initiatives. With the UNSSC the Training Centre has developed the roster for trainers and experts. A more advanced partnership has been developed with ITC-ILO which has enabled both agencies to expand the scope and outreach of its activities, including use of training facilities, eLearning Campus, and training resources. The ITC-ILO brings in its existing infrastructure and wealth of experience while UN Women holds a strategic position and mandate in the UN System and development context. Synergies with the ITC-ILO have been effectively used for designing and delivering of training courses and activities to promote gender equality across the UN System. Some of these initiatives include the *I Know Gender* course, a blended course for gender focal points, as well as peer reviews.

During 2014, this successful partnership has expanded to include the development and hosting of the eLearning Campus.

Other current partners include: UN agencies, Inter-Agency Network for Gender and Women's Empowerment (IAN-WG), European Institute for Gender Equality, University of Wisconsin-Madison, Columbia University, London School of Economics and Universidad Complutense de Madrid. The Training Centre is also working towards expanding partnerships to work more closely with training institutes and organizations from the Global South.

EXTERNAL PARTNERS – OUTSIDE THE UN SYSTEM

Outside the UN System the Training Centre cooperates with the European Institute for Gender Equality (EIGE) to maximise its outreach and impact. It also joins forces with academic institutions, including the School of International and Public Affairs (SIPA) of Columbia University, Programa Regional de Formación en Género y Políticas Públicas (PRIGEPP) of FLACSO, Universidad Complutense de Madrid and the University of Wisconsin, Madison.

With SIPA the Training Centre implemented a fellowship programme to carry out a desk review and research process on training for gender equality and produce a state of the art in this sector. Partnering with the academia allows to build a bridge between theory and practice where theory is developed on the basis of practice and practice is informed by theory.

DONORS

The UN Women Training Centre has received financial support from the Governments of Estonia, Denmark, Spain and Switzerland.



OUR TEAM



Clemencia Munoz-Tamayo	Chief of the UN Women Training Centre
Alicia Ziffer	Training Programme Coordinator
Khamsavath Chanthavysouk	Training & Capacity Development Specialist
Nicola Popovic	Training Specialist
Elisabeth Robert	Training Associate
Eugenia Ash de Pou	Operations Manager
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Alexandra Jimenez Minino	Finance Associate
Dejan Batic	IT Assistant
Arlene Baez	Administrative and Human Resources Assistant
Carmen Cruz	Receptionist and Communications Clerk
Allyn Alda	Fellow
Emgaili Jatri	Fellow (Completed)
Elise Zerrath	Intern (Completed)
Javier Rodriguez	Driver
Anastalia Acosta	Housekeeper
Eulogia Teresa Almonte	Housekeeper



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Santo Domingo, Dominican Republic 10108

“Transformation
through training
for gender equality.”

Participatory, non-hierarchical, and power-sharing learning

As the ultimate goal of our organisation is to transform the patriarchal system, it is important that our learning processes do not mirror patriarchal approaches. That means learning occurs under the spirit of equal and egalitarian participation where all learners are teachers and all teachers are learners. We recognize that hierarchal and power imbalance learning environments are harmful and do not align with gender equality and human rights principles.

Inclusiveness and respect for diversity

We are committed to ensuring that our training programmes and products are inclusive and respectful for diversity. We are serving the global community, thus we are accountable to promote and celebrate diversity of knowledge, positive practices, and identities.

Innovation and creativity

Experiential and effective learning can be enhanced through employing various innovative, creative, and state-of-the-art tools, techniques, approaches and methodologies. With innovative and creative approaches to training, learning objectives can be achieved more effectively and efficiently.

OUR AUDIENCE

The audience of the Training Centre includes the UN system, governments, civil society organisations and other stakeholders from all regions. Gender is a cross-cutting issue, thus the audience of the Training Centre is wide and diverse. The Training Centre's services are open to all organisations and individuals willing to strengthen their gender capacities, particularly related to programmatic work.



From INSTRAW to UN Women Training Centre

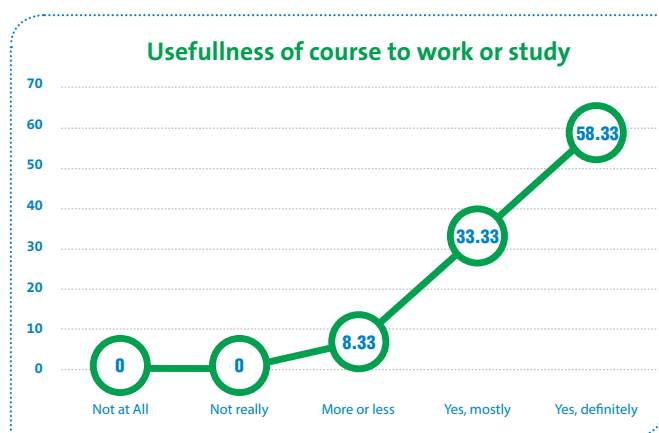
In January 2011, the UN Women Training Centre became operational, inheriting the geographical location in Santo Domingo, Dominican Republic, and its partial mandate from the United Nations International Research and Training Institute for the Advancement of Women (UN-INSTRAW).

UN-INSTRAW was created by the Economic and Social Council (ECOSOC) in 1976 to carry out research, training and knowledge management activities aimed at achieving gender equality and women's empowerment. Working in partnership with governments, the UN System, civil society, academia and the private sector, UN-INSTRAW sought to strengthen stakeholder capacity to address and effectively integrate gender issues in all policies, programmes and projects.

The mandates for research, training and information sharing were given to UN-INSTRAW by the General Assembly.

In 2011, UN-INSTRAW became part of UN Women. Its training function then became the UN Women Training Centre. Structurally, the Training Centre is located within the Policy Division of UN Women and, geographically, it is the only part of UN Women Headquarters situated in the Global South.





"I had already followed two online courses before this one but there is no comparison possible between those ones and this one: in depth in the contents, interactive and human. I learned a lot from this course." stated a participant

Security Sector Reform (SSR): Rights & Needs of Women in Prison and Rights & Needs of Women in Border Management

Security Sector Reform (SSR) has been increasingly prioritized by development actors, and on the agenda of international development, peace and security communities. SSR opens a window of possibility to transform security policies, institutions and programmes, creating opportunities to integrate gender issues. The United Nations supports security sector reform to ensure the development of effective, efficient and accountable security institutions, once a conflict has come to an end. For SSR to be sustainable and inclusive, it needs to be undertaken without discrimination, with full respect for human rights and with the inclusion of a gender perspective. Despite this recognition of the importance of integrating gender issues in SSR, there has been a lack of resources and training on this topic.

Rights and Needs of Women in Prison

One area of SSR that deserves special attention is the prison system, in which women constitute a particularly vulnerable group. For a reform of prison management to respond more adequately to the different needs of female detainees, a gender-sensitive approach needs to be implemented at all levels of prison management. An essential component is the integration of a gender perspective in the training of prison security personnel. For this purpose, the Training Centre

developed the course *Rights and Needs of Women in Prison* which is directed at stakeholders involved in training and capacity building of security personnel. The course outlines the United Nations rules on the treatment of women prisoners (Bangkok Rules), and raises awareness for gender-specific issues of women prisoners, including maternity and family life in prisons, sexual and reproductive health and HIV prevention in prisons, as well as violence against women prisoners. The self-paced course is available in English and soon in Arabic, Spanish and French. It is free of charge.

Rights and Needs of Women in Border Management

SSR also includes the secure management of borders, which aims to reduce the cross-border movement of illegal trafficking of humans and goods, while at the same time facilitating legal movement of people and trade. Effective border management is critical for the safety and security of all citizens. Men and women are affected differently by border management and it is important to sensitise border management staff for the gender-specific needs of women. The UNW TC developed the course *Rights and Needs of Women in Border Management* which is directed at stakeholders in border management training. A gender-responsive approach to border management recognises the need to prevent and detect trafficking of women for the purpose of sexual exploitation, promotes and protects the rights of migrant women, and acknowledges the Sexual and Reproductive Health and HIV prevention in moving populations. Among others, these topics are covered in this self-paced course which is available in English and soon in Spanish, Arabic and French. It is free of charge.

Gender, Migration and Development

Around the world, a record number of women is migrating to seek work and better lives. For many, migration yields these benefits; for others, it carries dangerous risks, such as exploitation in domestic work, and vulnerability to violence. Migration and remittances have a positive effect on development, but also present new challenges. In order to provoke thinking and action around migration and development from a rights-based approach, the Training Centre has published the training manual *Gender on the Move: Working on the Migration-Development Nexus from a Gender Perspective*. The Training Centre delivered a number of sessions on gender and migration at the ITC-ILO's Academy on Labour Migration. The aim of both the manual and the training course is to bring to the fore the gender dimension of migration, feminization of migration for care work and





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