



 **UN WOMEN**  
TRAINING CENTRE

# 2018 ANNUAL REPORT

# What is Training for Gender Equality?

Training for gender equality is a long-term process to effect individual and collective transformation towards gender equality – through consciousness raising, empowering learning, knowledge building and skills development. It is a strategy that helps women, men and people of diverse gender identities 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 a key strategy for delivering UN Women's commitments on equal human rights for all and achieving the Sustainable Development Goals (SDGs), particularly SDG 5 ('gender equality and women's empowerment').

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## Contents



2	Foreword
3	What We Do, Why & How
6	2018 In Numbers
9	<b>Strengthening Capacities on Gender Equality</b>
9	Gender and the SDGs
10	Transformative Leadership
11	Safe Cities, Free from Violence
12	Gender-Responsive Budgeting
14	Supporting the UN System
15	Supporting UN Women Programmes
16	Case Study: Training Plan in Liberia
17	More Key Courses in 2018
19	<b>Strengthening Training for Gender Equality</b>
19	Certification of Gender Trainers
20	Training UN Women Trainers
21	Knowledge Products
22	Participatory Dialogue
22	Focusing on Translation & Accessibility
23	Looking Ahead
26	Trainings Delivered in 2018
29	Our Team

# Foreword

This Annual Report highlights the UN Women Training Centre's achievements in 2018. It reminds us how important training for gender equality is as a strategy for individual and collective transformation. Training is part and parcel of creating competent, gender-aware individuals, institutions and societies. It is essential, within the UN and beyond, to achieve the SDGs.

This year, we delivered 87 courses on issues across UN Women's strategic areas to over 53,500 participants from all regions and a range of sectors. Our eLearning Campus grew to include 72,316 users. Virtual Dialogues by our Community of Practice (CoP) engaged record numbers of participants. As a strategic ally for advancing capacities on gender equality, we partnered with UN Women Country and Regional Offices, UN agencies, training institutions, governments, civil society, academics and practitioners.

As training for gender equality becomes an increasingly pivotal part of UN Women's programmes around the globe, we focused on strengthening programmatic capacity development components. Our trainings this year welcomed UN Women programme participants from over 20 Country and Regional Offices, and we directly supported the capacity development activities of UN Women programmes in Liberia, Colombia, Mexico, Georgia, Morocco, Mali and the Dominican Republic.

As the quantity of our training offer increased, so did its quality. Our trainings strengthened skills and knowledge needed to support gender equality, women's empowerment and women's rights worldwide. We also produced a steady flow of evidence, practical tools and thought-leadership on training for gender equality. Our knowledge products, coupled with our certification programme for gender trainers developed with KIT, strengthened the quality of our field – informing training for gender equality that is more effective and transformative.

If readers take away one message from this report, it should be that training for gender equality benefits us all. Training is a catalyst for transformation – on a personal level, in our communities, organizations and societies. Simply put, training for gender equality is the approach that we need, now more than ever, to create a more equal world.



Clemencia-Muñoz Tamayo  
Chief, UN Women Training Centre



## WE ARE

the only section of UN Women devoted exclusively to training for gender equality



## WE OFFER

transformative training and learning opportunities for all



## OUR TRAININGS

support gender equality, women's empowerment and women's rights

## What We Do

The UN Women Training Centre strengthens skills and knowledge on gender equality through transformative training that enables UN agencies, governments, civil society and other partners to realize commitments to gender equality, women's empowerment and women's rights.



**TRAINING COURSES** related to UN Women's strategic areas, using different modalities on a scheduled basis and on demand

## WE OFFER



**TECHNICAL ASSISTANCE** throughout the training cycle: needs assessment, design, content development, implementation & evaluation



**eLEARNING FACILITIES** through our eLearning Campus – the only open online global platform dedicated exclusively to training for gender equality



**ONLINE HUB** of knowledge sharing and databases of training opportunities, resources and institutions via our Community of Practice (CoP)



**CERTIFICATION & PROGRAMMES** for professional gender trainers to continue strengthening our field



**KNOWLEDGE PRODUCTS** informed by evidence and practice, that advance debates on training for gender equality

## Why We Do It

Training for gender equality is the approach we need, now more than ever, to create a more equal world. It is one of the most powerful tools we have to achieve the individual and collective transformation at the heart of the SDGs.



Training for gender equality raises awareness of gender equality worldwide



It promotes dialogue, social mobilization and collaboration towards joint action on gender equality



It fosters changes in attitudes, behaviours and practices that are vital to achieving gender equality



It builds skills in thematic areas central to advancing gender equality

# HOW WE WORK

We carry out transformative training for gender equality using a range of modalities; we develop knowledge products; consolidate and disseminate evidence, good practices and training tools; and foster participatory dialogue through our eLearning Campus and Community of Practice



**SELF-PACED COURSES** are delivered online via our eLearning Campus, accessible from anywhere at any time



**FACE-TO-FACE COURSES** involve facilitators and participants being in the same place, at the same time, during the training



**CUSTOMIZED COURSES** are available on demand year-round in various learning modalities, customized to fit specific audiences' needs



**MODERATED COURSES** translate the classroom environment to an online setting, with moderators, forums, webinars & live chats



**BLENDED COURSES** combine online and face-to-face learning – one part is delivered virtually and the other takes place face-to-face



**SCHEDULED COURSES** can be online, face-to-face or a blend of both. These are scheduled on issues in demand by our global audience



# Pedagogical Approach

One of the UN Women Training Centre's greatest comparative strengths is our experience of employing feminist pedagogies. We are a thought-leader in analysing what feminist pedagogies mean in the field of training for gender equality, while pioneering ways of putting feminist pedagogies into practice. As the ultimate goal of our organization is to transform patriarchal systems, it is important that our learning processes do not mirror hierarchical, patriarchal approaches. This means that learning occurs in a spirit of equal and egalitarian participation, where all learners are teachers and all teachers are learners.

## Core principles of feminist pedagogies guide our work:



Participatory, non-hierarchical and power sharing learning



Validation of personal experience



Encouragement of social justice, activism and accountability



Development of critical thinking and open-mindedness

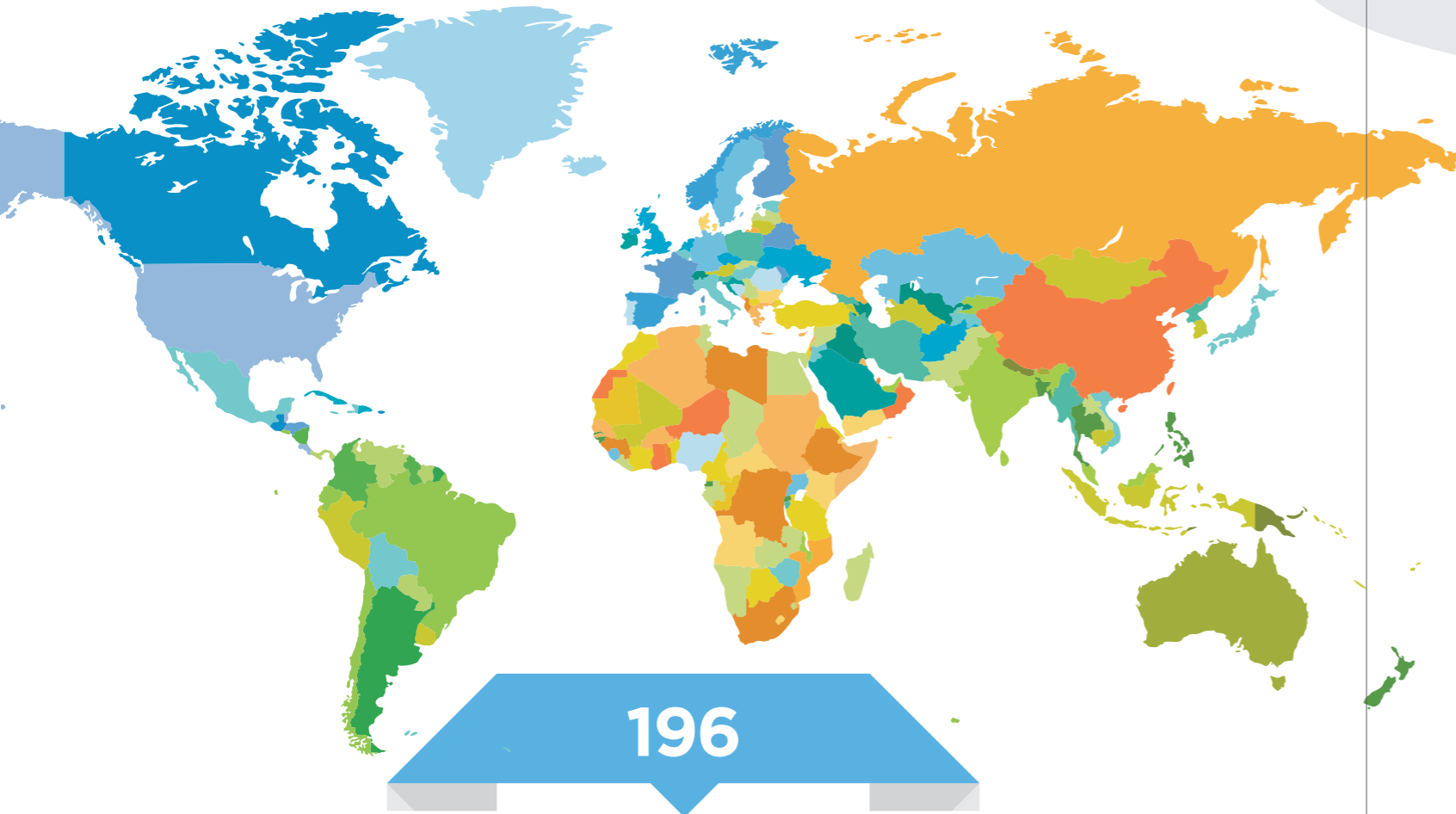
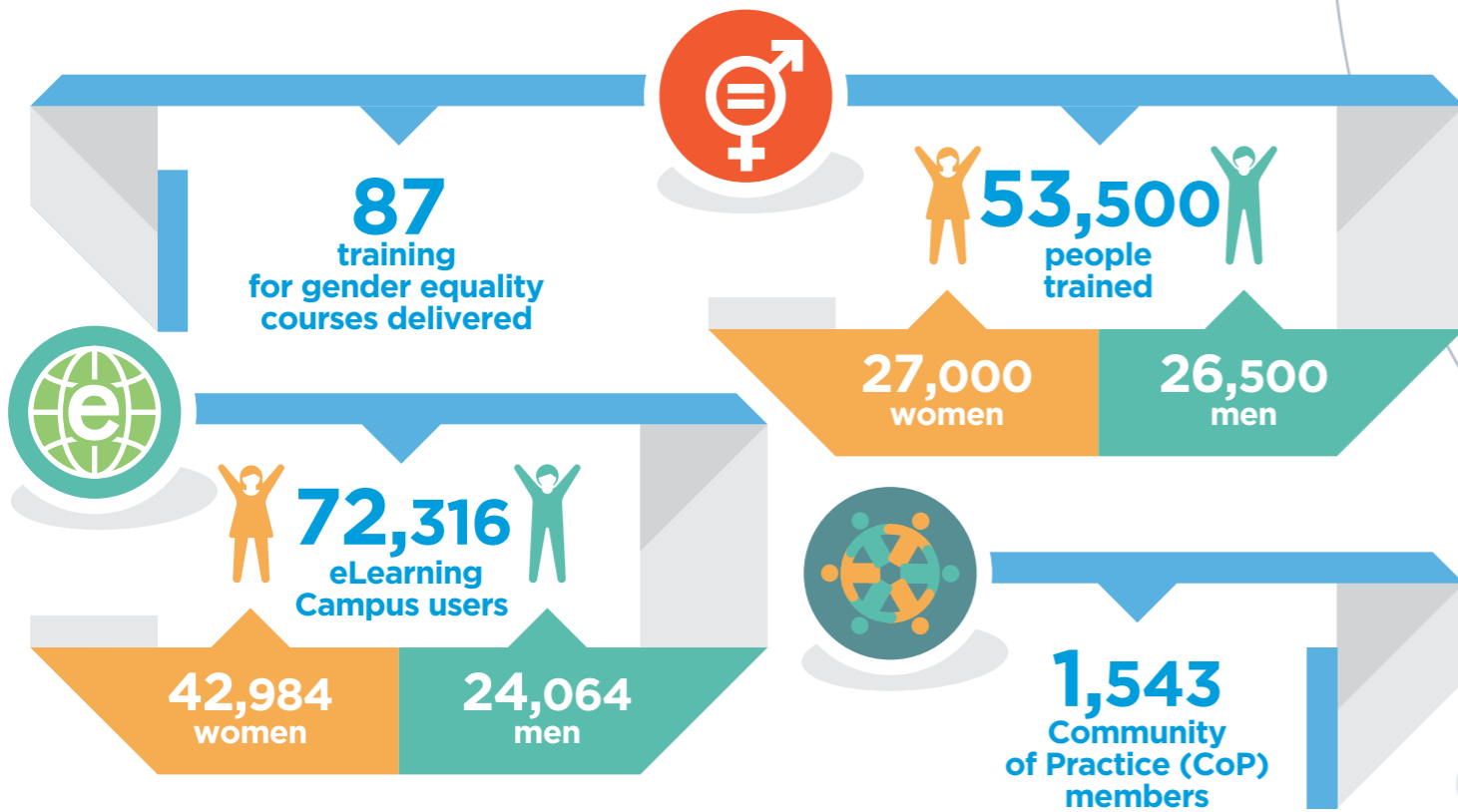
## Key international normative instruments underscore our approach:

Convention for the Elimination of All Forms of Violence against Women (CEDAW)

Beijing Platform for Action

SDG 5 'Achieve gender equality and women's empowerment'

# 2018 In Numbers



**196** countries represented among our participants  
(193 UN Member States, 2 observer states & 1 non-member)

# Growth in Quantity & Quality 2014 - 2018



**Growing course offer**

**514% increase**  
2014 14 courses | 2018 86 courses



**Expanding global presence**

**277% increase**  
2014 52 countries | 2018 196 countries represented among our eLearning users



**Rising participation**

**3132% increase**  
2014 1,655 participants | 2018 53,500 participants



**Increasing eLearning users**

**990% increase**  
2014 6,636 users | 2018 72,319 users

## Feedback on Our Courses

In the words of our course participants:

*"I really appreciate the work of [the facilitators], their excellent knowledge and experience in applying their knowledge, how they lead the discussions, their guidance. I felt very comfortable, it is very rare when gender experts are very constructive and not aggressive."*

*"The content of the training was really interesting and useful! There was a lot of good information that will help me in my job."*

*The diversity of individuals and experiences really enhanced my learning. The instructors were fabulous."*

*"I have learnt during this week more than I learnt in the past two years! Very informative, useful, eye-opening."*



# Strengthening Capacities on Gender Equality

This section presents highlights of the UN Women Training Centre’s transformative training courses in 2018. Our trainings strengthened capacities on gender equality worldwide, delivering context-based solutions that fit specific audiences’ needs, while responding to global trending issues.

## Gender and the SDGs

The launch of our first Massive Open Online Course (MOOC) on *Gender Equality in the 2030 Agenda for Sustainable Development* was a resounding success, with participant numbers growing rapidly. Users hailed the self-paced course a highly useful introduction to the links between gender equality and the Sustainable Development Goals (SDGs).

The course caters to beginners and experts alike. It supported gender equality advocates to position their work within the framework of the SDGs. In tandem, it helped people working on different SDGs to understand how gender relates to their work, to identify entry points for promoting gender equality and to recognize how gender is integrated in the measurement criteria of each SDG target. The course translates the findings of UN Women’s flagship report, *Turning Promises into Action: Gender Equality in the 2030 Agenda for Sustainable Development*, into an effective capacity development tool. Drawing together a range of UN agencies in its development, the course represents a good practice in internal UN Women collaboration.



Collaboration with UN system’s Coordination Division made this course for the entire UN system possible

“This eLearning Campus is an excellent platform. This course is very useful to me.”  
 – Course participant

“The level of details covered by the course is good (basic and not too detailed, which is great for beginners and which can be useful for subject matter experts also).”  
 – Course participant

Supported gender advocates to position their work vis-à-vis the SDGs & professionals in other SDG areas to integrate gender

## Transformative Leadership

Back by popular demand, the 2018 edition of our [Transformative Leadership for Gender Equality and Women's Rights](#) course strengthened the knowledge and capacities of organizational leaders to advance gender equality. High demand for this course reflects a desire for gender change among institutions worldwide – change which training for gender equality is helping to make a reality.

Delivered in a range of settings – from Istanbul to Vienna and Monrovia – the course boasted the most diverse cross-section of participants in any of our 2018 face-to-face courses. Their national backgrounds and organizational contexts were varied, running the gamut from civil society to development organizations and UN agencies. This diversity enriched learning by enabling knowledge sharing and the cross-fertilization of ideas, highlighting the training's scope for supporting South-South cooperation. As addressing sexual harassment became a part of all our trainings, this course responded to the need to combat harassment across institutional contexts.

Through a participatory, experiential approach grounded in feminist pedagogies, the face-to-face course introduced participants to actionable strategies for transforming power structures, overcoming inequitable gender norms, adopting intersectional approaches and building inclusive organizational cultures in the context of the SDGs. These were also the aims of our new self-paced [Learning Pathway on Transformative Leadership for Gender Equality](#) for mid-level managers.

"This is one of the best eye-opening trainings I have been to."

– Course participant

"I believe that the course was appropriate and I benefited from it tremendously."

– Course participant



Highly diverse participants enable knowledge sharing & cross-fertilization

Integrated a focus on sexual harassment

Advanced capacities to build gender-inclusive organizational cultures



Delivered a key component of a flagship UN programme

Domino effect of training service delivery actors as trainers

Equipped participants to transform public spaces into sites free from VAWG

## Safe Cities, Free from Violence

Among the most dynamic courses we delivered in 2018 to combat violence against women and girls were our trainings on *Safe Cities and Public Spaces*. Training is a key component of the [flagship UN Safe Cities programme](#), an initiative to end the scourge of violence and sexual harassment in cities across the globe. Our self-paced and training of trainers (ToT) courses equipped participants to transform public spaces into sites that are inclusive, free from violence and safer for everyone.

Service delivery actors in Puebla and Mexico City were trained to adopt a gender sensitive approach in their work, and to train their colleagues – civil servants from the law enforcement, justice and transport sectors. Honing their capacities has a knock-on domino effect, laying the groundwork for collaboration to address the root causes and consequences of VAWG in public settings. The pilot trainings developed with UN Women's Mexico Country Office and the Ending Violence against Women Section can be adapted to different contexts and replicated worldwide.

"I learned that I must work hard to change the prejudices that young people [consider] normal in our culture."

– Course participant

"I learned the importance of incorporating civil society and public authorities in the recovery of [our] public spaces."

– Course participant



## Gender-Responsive Budgeting

For the fourth year running, our courses on [gender-responsive budgeting](#) supported participants to manage public resources from a gender perspective – a vital requirement for achieving the SDGs. GRB training particularly contributes to SDG target 5.c.1, the only indicator in the SDGs’ monitoring framework that links national budgets with the implementation of gender equality policies.

Through our courses, development practitioners, government representatives and UN staff learned how to apply GRB in practice, as a tool for gender equality in decision-making on resource allocations and governmental or institutional budgets. These included our self-paced online course; moderated courses in English, Spanish and French; and face-to-face trainings in Rabat, Morocco and Istanbul, Turkey.

Hands-on exercises and knowledge sharing in these face-to-face sessions were welcomed by participants, enabling them to refine their technical skills for creating and implementing action plans to strengthen GRB in their specific contexts.

A combined training course on GRB and gender mainstreaming in Liberia is already bearing fruit. By complementing long-running efforts by the UN Women Country Office in the country, training has equipped officials to take part in the Government’s newly formed gender-responsive planning and budgeting network, and in a new Gender-Responsive Planning and Budgets Unit at the Ministry of Finance.

“My initial aim was to better understand the concepts related to gender and apply them in budgets. Tomorrow I will go to the office with a new spirit of change.”

– Course participant

“This course has greatly contributed to broaden my knowledge of GRB. It allowed me to discover the motives behind the integration of gender equality in the budget and the importance of it for the development of the country.”

– Course participant



Strengthened capacities to apply GRB tools in a context-specific way to advance gender equality

Contributed to SDG target 5.c.1 (countries with systems to track and make public allocations for gender equality)

Delivered trainings in three languages and all modalities





## Supporting the UN System

Supporting the UN system to uphold gender equality commitments is one of the foremost features of all of our training courses. By strengthening the capacities of UN staff to mainstream gender, our courses help to deliver UN Women's coordination mandate, to make the UN more effective and inclusive, and to enhance our collective capacities to achieve the SDGs.

This year, our blended *Gender Mainstreaming* course equipped development practitioners from the UN, governments and international organizations to mainstream gender across all policies and programmes – a stepping stone towards making gender equality a lived reality. The courses included sessions on combating sexual harassment in the workplace, alongside a focus on gender analysis, gender responsive monitoring and evaluation (M&E), advocacy and communications, and the new *UN System Gender Parity Strategy*. These elements will enhance the quality of UN Women planning, implementation, monitoring and reporting at the country, regional and corporate levels.

Gender mainstreaming was also the focus of our blended course, *Empowering Gender Focal Points (GFPs): Agents of Organizational Change*. Developed with the International Training Centre of the International Labour Organization (ITC-ILO), the updated course introduced GFPs and gender facilitators from other organizations to the UN's gender architecture as a good practice. They learned about useful gender mainstreaming tools and strategies for addressing obstacles to equality within their organizations. This year, we updated the course to include the challenges and opportunities that GFPs face in the context of the UN Development System Repositioning process. By responding to the needs of gender focal points, this training course supports the implementation of the UN System-Wide Action Plan on Gender Equality (UN-SWAP) and broader accountability processes.

"I learnt a lot about applying gender mainstreaming in various issues and fields."

- Course participant

"I liked the engagement with the facilitators and being in a space shared by very passionate and experienced individuals working to achieve gender equality. I learned a lot from fellow participants."

- Course participant



Strengthened capacities to implement gender mainstreaming in programmes, the project cycle, policies & institutions

Supported gender focal points to mainstream gender & overcome bottlenecks

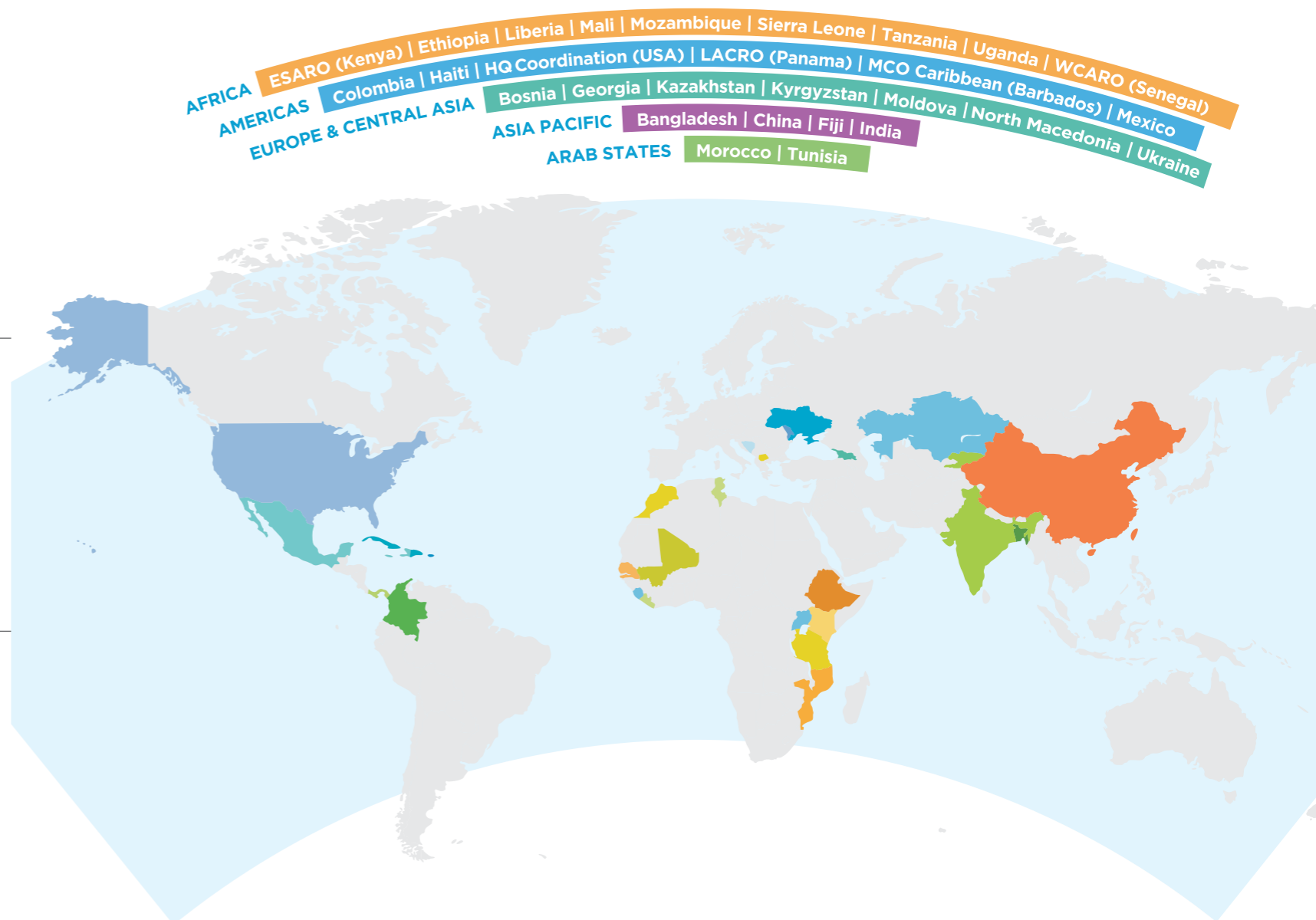
Included a session to tackle sexual harassment in the workplace

## Supporting UN Women Programmes

Throughout 2018, the UN Women Training Centre supported UN Women Offices around the world to strengthen the training components of their programmes – yielding programmes that are more sustainable and effective at every level. UN Women programme participants from over 20 Country and Regional Offices participated actively in our training courses. Specific support for the capacity development activities of UN Women programmes – in Liberia, Colombia, Mexico, Georgia, Morocco, Mali and the Dominican Republic – is a testament to the added value that the UN Women Training Centre's expertise on training for gender equality brings to UN Women's work.



Supported UN Women programme staff & counterparts from 20+ Country and Regional Offices



# Case Study: Training Plan in Liberia

“The fact that we can just reach out to the Training Centre and they have the expertise, ability to deploy modalities and work on resource materials – that is very valuable for Country Offices.”

– Mahmoud Koroma, UN Women Liberia

In 2018, the UN Women Training Centre supported UN Women’s Country Office in Liberia to develop a pioneering training plan, while strengthening the capacities of local officials – a model of the kind of support we offer to Country Offices (COs) worldwide. Integrating training activities into Country Office programmes means that they are better able to deliver results, while making training more efficient and cost-effective. Building on Liberia’s successful model, we are working with UN Women programmes to systematize capacity development efforts – in terms of quality, standards and approaches – to enable economies of scale, and to ensure the sustainability of trainings. The design of a one- or two-year training plan, as Liberia’s experience illustrates, is a good practice that we aim to replicate with other Country Offices. Work has already begun with COs in the Dominican Republic, Turkey, Mexico and Colombia.

Our audience and approach in Liberia were highly strategic. Progressive training for decision-makers sowed the seeds of transformative change in Liberian institutions. Starting with basic training on gender equality for new leaders immediately after a general election, capacity development became more advanced and attuned to the country’s context. We spoke to Mahmoud Koroma at UN Women Liberia to learn more:

**The importance of training for Country Offices:** *“The objective of UN Women’s work in Liberia is to support the Government’s commitments to achieve gender equality. Liberia is traditionally a patriarchal society, which means part of our work is around changing norms, laws and policies. You cannot do that without pushing for overall attitudinal and behavioural change, and leveraging resources to enhance the capacity of those who are in the best place to drive change. That is what makes training an important aspect of our work. What we do in our trainings is raise awareness of the issues, highlight the relevance of our approach and interventions, and create buy-in from different stakeholders.”*

**Impacts of recent trainings:** *“One participant in the Transformative Leadership Training explained that, in his county, each time they had to recommend someone to work with mining concessions, they recommended men because ‘these were not jobs for women’. Immediately after the training, he said ‘I will commit myself to ensuring that when I have to nominate candidates for these positions, I will think about promoting gender balance.’”* Training on gender-responsive budgeting has also contributed to *“the Government’s launch of a gender-responsive planning and budgeting network [...] In fact, one of the participants from the GRB training has been designated, at the Ministry of Finance and Development Planning, as the Head of the Gender-Responsive Planning and Budgets Unit. So already we can see that capacity building has been able to support participants in their work and entities.”*

**Value of the UN Women Training Centre:** *“One of the key things about the partnership with the Training Centre is the fact that we do not have to go look for gender expertise ourselves. The fact that we can just reach out to the Training Centre and they have the expertise [...] – that is something that is very valuable for Country Offices.”*



 **KEY RESULTS IN 2018**

Training plan to make CO activities and trainings more efficient & cost-effective

Progressive training of new decision-makers sows the seeds of transformative change



## More Key Courses in 2018



A new *I Know Gender* module on [Mainstreaming Gender Equality in Infrastructure](#), developed with the United Nations Office for Project Services (UNOPS), examines why and how to mainstream gender in planning, building, operating and maintaining infrastructure.



Pioneering self-paced courses on [Understanding Masculinities and Violence against Women and Girls](#) (in English, Spanish and French) challenge harmful gender norms while engaging men, as did a face-to-face training organized with the International Fund for Agricultural Development (IFAD) under the umbrella of *16 Days of Activism to Eliminate Violence against Women and Girls*.



A new blended course on [Gender and Economics](#), developed in collaboration with UN Women’s Economic Empowerment Section, aims to strengthen the knowledge of UN Women staff to critically analyse economic trends and key issues like care work, decent work, social protection, public finance and trade through the lens of feminist approaches to economics.



A three-track [Learning Pathway on Gender Equality and Women’s Empowerment](#) offers resources and learning tools that enhance participants’ knowledge and skills on gender, human rights-based approaches and gender mainstreaming.



A new course on [Gender Equality in Humanitarian Action](#), launched by the Inter-Agency Standing Committee (IASC) via the UN Women Training Centre’s eLearning Platform, provides guidance on applying a gender equality approach across the humanitarian programming cycle.



# Strengthening Training for Gender Equality

This section highlights how the UN Women Training Centre contributed to strengthening the field of transformative training for gender equality in 2018 through the certification and training of gender trainers, dialogue, participatory knowledge sharing and by developing pioneering training tools.

## Certification of Gender Trainers



In 2018, the *Certified Professional Development Programme for Gender Trainers* yielded the first cohort of UN-certified gender trainers in the world – a milestone for strengthening quality in the field of training for gender equality. Jointly developed by the UN Women Training Centre and our partners at the Royal Tropical Institute (KIT), the Netherlands, the second edition of the course is now underway (October 2018 – April 2019).

The comprehensive professional development package is a game-changer. As the training extends over a six-month period, it offers ample time for meaningful reflection and lasting rapport. The course refined gender trainers' expertise by enabling them to deepen their capacities for critical thinking, applying feminist pedagogies and adopting intersectional approaches. This year, the course explored understandings of conceptual fluency, training as a political stance and as an act of subversion. Creating a landmark network for exchange between gender trainers from over 20 countries marks another major step forward for the field. This transformative course will have immediate repercussions for the ways in which trainers deliver high quality training for gender equality – now and in the future.

Strengthened capacities for improving the quality of training for gender equality

Created a network for gender trainers to share knowledge & strengthen the field

“Group exercises allowed participants to draw lessons from each other, and this type of work was very valuable.”

– Course participant

“I am confident that this excellent learning environment will continue to deliver benefits to me well into the future and beyond the timeframe of the 6-month course.”

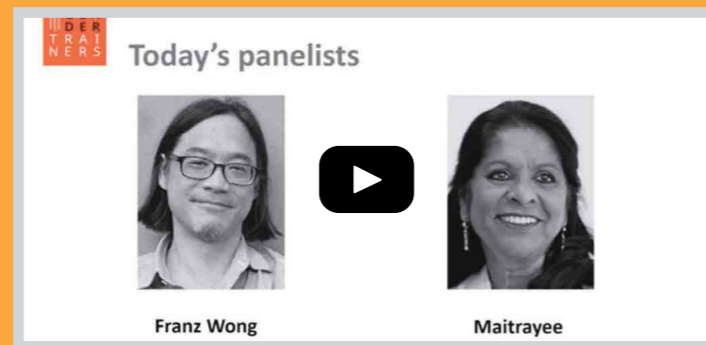
– Course participant

## Learn more about the thinking behind our certification programme by listening to:

Feminist pedagogies and training for gender equality: A paradox?



Gender training as subversion



## Training UN Women Trainers

Our *Training of Trainers (ToT) on Gender Equality* aimed to increase the impact and cost-effectiveness of UN Women's capacity development efforts by strengthening staff's training skills. As Regional, Country, Multi-Country and Country Offices implement a growing number of training initiatives, they require increasing support to ensure that these initiatives are effective. This pilot course demonstrates how the UN Women Training Centre can meet Country Offices' needs by equipping facilitators with cutting-edge training methods, tools and practical exercises.

For instance, participants learned how to use 'fish-bowl' activities in which women participants sit in a circle and discuss their experiences of gender. Men sit in a larger circle around them, listening and reflecting, before the two groups swap places. Such revealing exercises contribute to transformative change by facilitating experience sharing and empathetic connections. The course also enhanced facilitators' abilities to uphold corporate quality assurance criteria and standards on transformative training for gender equality. Given this pilot's success in 2018, plans are underway to scale up the course as part of our regular annual training calendar.

"There were a lot of things I benefitted from, especially the use of ICT for trainings. We learned about the use of different presentation methodologies, tools and software – that was really new to me. That is something that I have deployed already. Using those tools, trainings have been really well received."

– Course participant



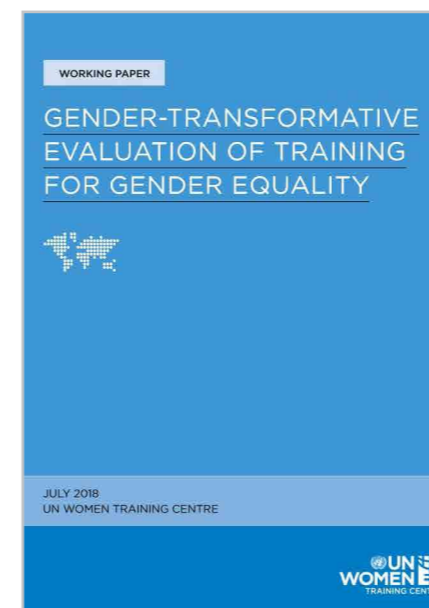
Increased the impact & cost-effectiveness of UN Women's training & capacity development activities

Successful pilot for scaling up worldwide



Ground-breaking approach to evaluating training for gender equality

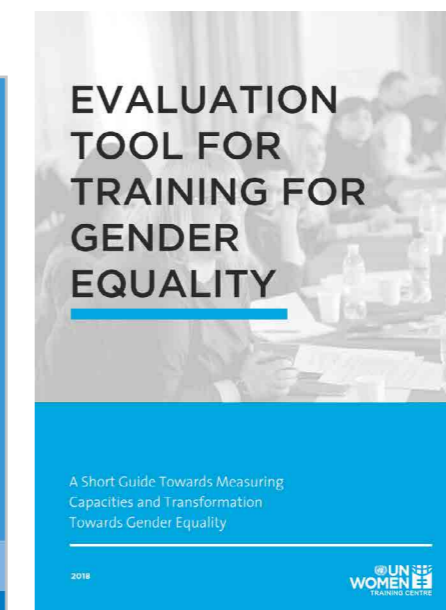
Tools to assist training practitioners in evaluation and quality assurance



## Knowledge Products

The UN Women Training Centre's latest knowledge products contributed to the field of training for gender equality by strengthening approaches to evaluation and quality assurance. Our working paper on the *Gender-Transformative Evaluation of Training for Gender Equality* offers a substantive, systemic conceptual and methodological approach to evaluation. Drawing on the principles of gender-responsive evaluation and best practices from the field of feminist evaluation, the paper demonstrates how necessary it is to focus on both the evaluation of a training initiative itself *and* on the evaluation of the training's long-term impacts.

In this vein, our new *Evaluation Tool for Training for Gender Equality* offers practical guidance to assist practitioners in applying approaches, concepts and methodologies to assess the outcomes of training initiatives. The publication presents conceptual frameworks, methods and ready-to-use tools for evaluation, data analysis and management. The third of our major 2018 publications, the *Quality Assurance Tool for Training for Gender Equality*, facilitates the application of quality assurance practices tailored to training for gender equality. This tool compiles a range of questions for each stage of the training cycle. Addressing these questions will support trainers and coordinators to ensure quality throughout the training process.



## Participatory Dialogue

Collaboration is at the heart of our work at the UN Women Training Centre. In 2018, our partnerships with UN Women Offices, UN agencies, training practitioners, experts, academics and learners advanced gender-responsive programme implementation; amplified the reach of our training courses, knowledge products and tools; and strengthened the field of training for gender equality through debate, exchange and collective knowledge production.

Virtual Dialogues hosted by our [Community of Practice \(CoP\)](#) represented a major contribution to the field of training for gender equality. Open to all registered participants, these spearheaded participatory engagement in 2018, promoting discussion and connecting expert panellists, training practitioners and learners in every corner of the globe. As a hub of resources, the CoP offered a growing resource library, alongside databases of training opportunities and institutions.

The CoP *Virtual Dialogue on Men, Masculinities and Training for Gender Equality* shed light how training for gender equality can address masculinities to foster lasting transformative change. Two expert panellists and scores of participants offered insights on why it is important to involve men in training for gender equality and how training initiatives can engage men and approach masculinities. The event coincided with the fourth anniversary of UN Women's [HeForShe](#) campaign and the launch of the Training Centre's new course on [Understanding Masculinities](#).

Similarly marking the recent launch of our course on the [2030 Agenda](#) and UN Women's [Turning Promises into Action](#) report, the CoP held its most successful participatory discussion to date – a *Virtual Dialogue on the SDGs and Training for Gender Equality*. Nearly 200 participants and four expert speakers stressed gender's relevance for the 2030 Agenda, explored why training for gender equality is well-placed to further the SDGs, and offered practical examples of how we can employ such training to support our efforts to achieve all 17 global goals.

"We don't only reflect and question the status quo [...] we also need in training spaces to start strategizing and thinking concretely about how can we move forward."

– Oswaldo Montoya, *Virtual Dialogue Panellist*

"Training strategies that address gender, race, ethnicity, age, disability, class and sexualities may be more effective at transforming people's lives, behaviours and attitudes towards gender equality."

– Dr Sue Cavill, *Virtual Dialogue panellist*

## Focusing on Translation & Accessibility

To reach out to more learners across the globe, the UN Women Training Centre sought to translate a number of courses into different languages throughout 2018. For instance, our pioneering course on the *Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW)* is now available in French, enabling French-speaking users to better understand CEDAW's relevance for, and application to, their everyday work. A Spanish translation of the course is underway, as are a number of translations into Arabic – such as of the *I Know Gender* modules – by UN Women's Regional Office for the Arab States. Applying an eCommerce function to our [eLearning Campus](#) helped to create a more productive and accessible learning environment for all users. The number of active eLearning users grew to 72,319 – an eleven-fold increase since our Campus' launch in 2014.



Advanced debates and collective knowledge production on masculinities and the SDGs

Offered a growing hub of training resources, opportunities & institutions

## Learn more about our CoP Virtual Dialogues by watching:

Men, Masculinities and Training for Gender Equality (Webinar)



SDGs and Training for Gender Equality (Webinar)



## Looking Ahead:

### A Vision of Training for Gender Equality

Looking back at our achievements in 2018, and our progress through the years, we are proud of our role in advancing the immense potential of training for gender equality (TfGE) as a leading approach to creating a more equal world. Our data reflects exponentially growing demand for training for gender equality worldwide. Crucially, our experience reveals the need to continue strengthening quality standards and diversifying training offers, in order to leave no one behind.

There is still much room to grow – developing innovative approaches to training; building alliances; promoting participants' engagement and ownership of the learning process; facilitating south-south and north-south cooperation through training; and leveraging evidence to advocate for transformative training for gender equality.

Particularly within UN Women, it is vital to continue supporting the training activities of Country and Regional Offices. While this will require significant coordination efforts, such support has never been more vital. Thinking about training collectively, and implementing systems and standards across regions, means more efficient and sustainable results for championing gender equality.

In light of the commitments of the 2030 Agenda for Sustainable Development, the UN reform process and the upcoming 25th anniversary of the Beijing Platform for Action, the need to pursue a more equal world through transformative training for gender equality is more important than ever before.



# Trainings Delivered in 2018

## Training of Trainers

Course title	Modality/location	Languages	# Total participants	#Women/men/other	Partner(s)
Certified Professional Development Programme for Gender Trainers (1 course)	Blended (Amsterdam, The Netherlands)	English	62 total participants	56 women 6 men	Royal Tropical Institute (KIT), The Netherlands
Training of Trainers on Gender Equality for UN Women (1 course)	Blended (Santo Domingo, Dominican Republic)	Spanish	39 total participants	19 women 20 men	

## Gender Mainstreaming

Course title	Modality/location	Languages	# Total participants	#Women/men/other	Partner(s)
I Know Gender: An Introduction to Gender Equality for UN Staff (33 modules in 3 languages)	Online self-paced	English Spanish French	38,470 total participants	20,774 women 17,696 men	ILO, OHCHR, UNAIDS, UNCTAD, UNESCO, UNFCC, UNFPA, UNICEF, UNIDO, UNOPS, UNV, WFP
Gender Equality in the 2030 Agenda for Sustainable Development (1 course)	Online self-paced	English	359 participants	256 women 68 men 35 other	UN System Coordination Division, Bill & Melinda Gates Foundation
Gender Mainstreaming (4 courses)	Blended (Istanbul, Turkey; Monrovia, Liberia; Santo Domingo, Dominican Republic)	English	67 total participants	34 women 13 men	UN Women Europe & Central Asia Regional Office (ECARO), UN Women Liberia, UN Women Dominican Republic
Gender Focal Points: Agents of Organisational Change (2 courses)	Blended (Nairobi, Kenya; Turin, Italy)	English	47 total participants	39 women 8 men	International Labour Organization Training Centre (ITC-ILO)
Results-based Management (2 courses)	Online self-paced	English	382 participants	N/A	UN Women Planning, Programme and Guidance Unit, UN Women Regional Office for East & Southern Africa (ESARO)
How to Manage Gender-Responsive Evaluation (1 course)	Online self-paced	English	929 total participants	421 women 117 men 391 other	

## Leadership & Governance

Course title	Modality/location	Languages	# Total participants	#Women/men/other	Partner(s)
Transformative Leadership: Leading for Gender Equality and Women's Rights (4 courses)	Face-to-face (Istanbul, Turkey; Monrovia, Liberia; Washington DC, USA; Vienna Austria)	English Spanish	79 total participants	61 women 10 men	Organization of American States (OAS), UN Women Liberia, UN Women Regional Office for Europe & Central Asia (ECARO)
Gender Equality at the Local Level in Latin America and the Caribbean (1 course)	Online moderated	Spanish	41 total participants	36 women 5 men	
Gender-Responsive Budgeting (4 courses)	Face-to-face (Istanbul, Turkey; Rabat, Morocco; Santo Domingo, Dominican Republic; Monrovia, Liberia)	English Spanish French	95 total participants	76 women 19 men	UN Women Liberia, UN Women Morocco, UN Women Regional Office for Europe & Central Asia (ECARO)
Gender-Responsive Budgeting (2 courses)	Online self-paced	English Spanish French	65 total participants	49 women 16 men	
Gender-Responsive Budgeting: Analysis and Strategies (2 courses)	Online moderated	English French	56 total participants	39 women 17 men	
Introduction to CEDAW (2 courses)	Online self-paced	English French	338 total participants	259 women 79 men	UN Women Leadership & Governance Section
Gender equality pathway for Managers and Programme and Administrative staff (1 course)	Online self-paced	English	174 participants	132 women 38 men 4 other	
Learning Pathway on Gender Equality (1 course)	Blended (Monrovia, Liberia)	English	30 participants	18 women 12 men	UN Women Liberia

## Economic Empowerment

Course title	Modality/location	Languages	# Total participants	#Women/men/other	Partner(s)
Gender and Economics (1 course)	Face-to-face (Turin, Italy)	English	40 total participants	30 women 10 men	UN Women Economic Empowerment Section, APRO, WCARO, ITC-ILO
Introduction to the Care Economy (1 course)	Online self-paced	English	9 total participants	6 women 3 men	

## Violence Against Women & Girls

Course title	Modality/location	Languages	# Total participants	#Women/men/other	Partner(s)
Safe Cities: Training of Trainers (2 courses)	Blended (Puebla & Mexico City, Mexico)	Spanish	51 total participants	43 women 8 men	UN Women Mexico Country Office
Safe Cities: Introduction and Urban Planning (1 course)	Online self-paced	Spanish	22 total participants	17 women 5 men	
Essential Services Package: for Women and Girls Subject to Violence (1 course)	Online self-paced	English	423 total participants	268 women 66 men 89 other	
Understanding Masculinities and Violence against Women and Girls (1 course)	Blended (Rome, Italy)	English	15 total participants	11 women 4 men	International Fund for Agricultural Development (IFAD)
Understanding Masculinities and Violence against Women and Girls (3 courses)	Online self-paced	English Spanish French	44 total participants	39 women 5 men	

## Peace & Security

Course title	Modality/location	Languages	# Total participants	#Women/men/other	Partner(s)
IASC e-learning on Gender Equality in Humanitarian Action (1 course)	Online self-paced	English	210 total participants	157 women 53 men	Inter-Agency Standing Committee (IASC)
Security Sector Reform (SSR): Rights & Needs of Women in Border Management (4 courses)	Online self-paced	English Spanish French Arabic	49 total participants	33 women 16 men	
Security Sector Reform (SSR): Rights & Needs of Women in Prisons (4 courses)	Online self-paced	English Spanish French Arabic	73 total participants	40 women 28 men 5 other	
Gender in Humanitarian Action: Different Needs – Equal Opportunities (2 courses)	Online self-paced	English French	524 total participants	360 women 164 men	
Implementation of the UN Security Council Resolutions on the Women, Peace and Security Agenda (3 courses)	Online self-paced	English Spanish French	9,822 total participants	2,968 women 6,845 men 9 other	Peace Operations Training Institute (POTI)
Implementation of the UN Security Council Resolutions on the Women, Peace and Security Agenda in Africa/Asia/LAC (5 courses)	Online self-paced	English Spanish French	9,822 total participants	No disaggregated data available	Peace Operations Training Institute (POTI)

## Our Team

The UN Women Training Centre is UN Women's training arm. We are the leading UN entity which contributes, through training for gender equality, to building a world that upholds equal rights for all women and men.

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**UN WOMEN IS THE UN ORGANIZATION  
DEDICATED TO GENDER EQUALITY  
AND THE EMPOWERMENT OF WOMEN.  
A GLOBAL CHAMPION FOR WOMEN AND  
GIRLS, UN WOMEN WAS ESTABLISHED  
TO ACCELERATE PROGRESS ON  
MEETING THEIR NEEDS WORLDWIDE.**

UN Women supports UN Member States as they set global standards for achieving gender equality, and works with governments and civil society to design laws, policies, programmes and services needed to ensure that the standards are effectively implemented and truly benefit women and girls worldwide. It works globally to make the vision of the Sustainable Development Goals a reality for women and girls and stands behind women's equal participation in all aspects of life, focusing on four strategic priorities: Women lead, participate in and benefit equally from governance systems; Women have income security, decent work and economic autonomy; All women and girls live a life free from all forms of violence; Women and girls contribute to and have greater influence in building sustainable peace and resilience, and benefit equally from the prevention of natural disasters and conflicts and humanitarian action. UN Women also coordinates and promotes the UN system's work in advancing gender equality.