

TRAINING FOR GENDER EQUALITY

25 years on

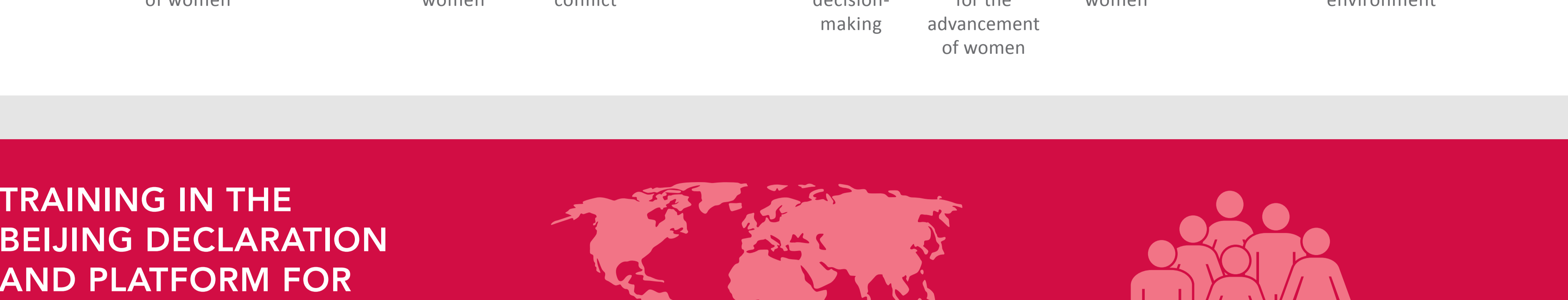
WHAT IS TRAINING FOR GENDER EQUALITY?

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.

Despite the Beijing Platform for Action's (PFA) recognition of the importance of training for gender equality in 1995, a decline in gender-transformative approaches to training can be identified since 2005, in favour of more transactional and instrumental approaches. This needs to be addressed as a matter of urgency in order to reclaim the transformative potential of training to contribute to gender equality across all 12 critical areas of concern, as well as a broader gender mainstreaming project in its own right.



TRAINING IS IMPLEMENTED ACROSS 12 CRITICAL AREAS OF CONCERN



TRAINING IN THE BEIJING DECLARATION AND PLATFORM FOR ACTION



1995 Different types of training are envisaged across the PFA's critical areas of concern, focusing on skills training for women, 'gender-sensitive' training and non-discriminatory training. However, there is little discussion of the rationale and expected impact of training activities, and no clear definition of the how the impact of training on gender equality will be monitored and evaluated.

2000 A number of countries introduced awareness raising and gender awareness training in an effort to change institutional culture in agencies and departments. There is an impetus for UN staff to receive training to mainstream a gender perspective in their work. There is a strong focus on transformational gender training, gender-sensitive training and gender mainstreaming, in line with the PFA's holistic and transformative approach.

2005 There is progress in institutional mechanisms and resource allocations for training, as well as a variety of training activities for government institutions, civil society, women's organizations and individual women. Training is used widely as a tool for gender-transformative change through gender mainstreaming, so much so that 2005 represents the peak of this transformative approach to training.

2010 Many national machineries expanded their capacity development and training functions for all members of government, and the availability of gender mainstreaming tools increased. Training also featured strongly in the reports and analysis of the Beijing +15 review. Training is still a key component of gender equality actions worldwide within the gender mainstreaming framework, with the overarching goal of transforming individuals, institutions and societies.

2015 Some countries developed training to strengthen staff skills in gender analysis. There is a recognized need for greater capacity, especially on gender-responsive budgeting, and concerns are raised about the institutional mechanisms in place to provide gender-transformative training. The context shifts from transformative approaches in the context of gender mainstreaming to instrumental approaches to training within the critical areas of concern.

2020 Training features in the discussion of poverty eradication, social protection and social services, most notably technical and vocational training for women in non-traditional fields. There is little discussion of training's transformative role; instead the approach is more transactional and instrumental – i.e. training as a tool for achieving other goals. Nevertheless, there is acknowledgement of the importance of gender-responsive training across most critical areas of concern. Training is a less strong feature of the 25-year review process than ever before.

SELECTED COUNTRY EXAMPLES OF TRAINING FOR GENDER EQUALITY FROM THE REGIONAL REVIEW REPORTS ON THE BEIJING+25 PROCESS

AFRICA

Western Africa

- Education and Training**

Girls studying in the scientific and technical branches have been provided with incentives such as the ECOWAS Excellence Award to enhance their skills and training. The focus is on technical and vocational training. The context shifts from transformative approaches in the context of gender mainstreaming to instrumental approaches to training within the critical areas of concern.

Ghana, Liberia, Sierra Leone

- Women and armed conflict**
- Education and Training**

The Kofi Annan International Peacekeeping Training Centre has in Ghana, Liberia and Sierra Leone, actively engaged women in training on conflict prevention and building peaceful co-existence, and in addressing the root causes of conflict at the community level. The centre against women, one of its objectives.

Uganda

- Women and the Economy**

The Government has put in place affirmative action measures to enhance political representation of persons with disabilities at all levels, from local councils to the national parliament. Some councillors with disabilities in rural areas have been provided with measures to the labour market. District councillors in Kampala, for instance, have been provided with an accessible reserved space in one of the busiest districts of the city for women with disabilities and their women. The Uganda Women Empowerment Programme and Youth Livelihood Fund provide training in entrepreneurship skills and financial services to targeted groups and promote the inclusion of women with disabilities in their groups.

Kenya

- Violence against women**

The involvement of elders in the fight against FGM has subsequently brought on board more men in the fight against FGM, who have become champions of protection of the rights of girls and their education. Moreover, the provision of Alternative Dispute Resolution for traditional councilors has enabled certain communities to abandon the FGM practice. In 2010, the Government established the Anti-FGM Board in 2013 to coordinate the implementation of the prohibition of female genital Act, 2011. To this effect, the board has designed programmes such as the inclusion of anti-FGM key messages in school curriculum and services to create, interventions, training and engagement of community leaders.

Mozambique

- Women and the Economy**

The Science and Technology Ministry introduced training packages to equip women for sustainable self-employment. The packages include training in science and biotechnology training focused on health and nutrition.

ASIA AND THE PACIFIC

Republic of Korea

- Women and the Economy**

Women's re-employment centres provide counselling and vocational training for women whose careers have been interrupted.

Philippines

- Violence against women**

Laws have been passed in two cities on sexual harassment in workplaces. The government's Technical College of the Philippines (TCPI) has been encouraging men to participate in areas traditionally dominated by women, such as cooking, baking and pastisserie, and vice-versa for women.

Vanuatu

- Violence against women**

The Vanuatu Women's Centre trains frontline health service providers, police officers and pastors to be advocates for gender equality and the elimination of violence in the development and humanitarian sectors.

Fiji

- Women and the Economy**

Increase in women in skill development programmes, particularly in areas dominated primarily by men such as the industrial arts. The government's Technical College of Fiji has been encouraging men to participate in areas traditionally dominated by women, such as cooking, baking and pastisserie, and vice-versa for women.

Australia

- Violence against women**

Public and private sector organizations have responded to domestic violence as a workplace issue by providing training for staff at the Public Health Research Institute in Queensland. This training includes identifying, support and provide referrals to victims of domestic violence, and providing financial and housing support to victims who are employees.

EUROPE AND CENTRAL ASIA

Russian Federation

- Women and the Economy**

Women who have taken maternity leave for up to three years are provided professional training and retraining to improve their employment chances upon their return.

Uzbekistan

- Women in power and decision-making**

The Women's Committee of Uzbekistan has a database of more than 10,000 women leaders who could potentially be candidates for election to Parliament, and is developing a programme to augment the leadership skills of women leaders.

Armenia

- Human rights of women**

In 2017, health personnel and firefighters in various locations in Armenia received training on providing reproductive health services to be administered in emergency situations.

Georgia

- Women in power and decision-making**

A series of trainings on high-level negotiations and mediation skills were provided to women civil servants. National and regional networks of mediators brought expertise to women mediators in conflict-affected areas within the region and beyond.

LATIN AMERICA AND THE CARIBBEAN

Peru

- Women in power and decision-making**

In Peru's 2018 regional and municipal elections, the National Election Board established that the gender quota for candidates for regional and local councils was an absolute legal requirement. Consequently, any application for registration that failed to comply with it was to be ruled inadmissible. Alongside this, the National Plan for Citizens' Civic Education and Training (PNCE) 2016-2019 provides for concrete actions to reduce the gaps in political representation of indigenous communities. In the area of political violence, political harassment is addressed through the National Plan against Gender Violence 2016-2020. In addition, the National Survey of Candidates is applied, one of its objectives being to detect cases of discrimination and political harassment against women candidates during the 2018 electoral campaign.

Argentina

- Violence against women**

The Piccola Law on Compulsory Training in Gender Violence for Members of the Three Branches of the State (Law No. 27499) is in force.

Uruguay

- Violence against women**
- Women and the Economy**

Protocol of Action in Situations of Workplace Harassment or Discrimination has been approved, while training in workplace sexual harassment has been provided in private sector companies.

Honduras

- Violence against women**

Measures have been taken to change the way violence against women is dealt with by strengthening the technical assistance of the civil society, including particular justice workers and gender unit coordinators, while efforts are being made to incorporate and professionalize women in the ranks of the National Police.

El Salvador

- Violence against women**
- Human rights of women**

The project on access to justice for women facing criminal justice system interventions of emergencies or disaster emergencies in El Salvador set out to create a specialized training process for staff at the Public Defenders' Office in order to have the tools to effectively defend women accused of aggravated homicide as cases of terminations of pregnancies or disaster emergencies.

Saint Kitts and Nevis

- Violence against women**

The Department of Gender Affairs, in partnership with the National Women's Council and the National Women's Council, works inside and outside prisons, providing training assists aimed at changing the mindset and behaviour of men and women in order to eradicate gender-based violence in society.

Antigua and Barbuda

- Women and the Economy**

Training rural women farmers in the use of information technology, resilience-building and food security. Similarly, providing women members of small businesses with training in Saint Lucia via support for the Network of Rural Women Producers and the Small Business Development Centre. Saint Kitts and Nevis has also implemented business and vocational training programmes, with tourism being one of the first green energy school as an example of commitment to sustainable infrastructure.

Barbados

- Violence against women**

Police officers have been trained to intervene in cases of domestic violence, and this has been added to the training curriculum for police personnel.

Dominican Republic

- Human rights of women**

Training and awareness-raising campaigns on sexual and reproductive rights, breastfeeding, HIV/AIDS and gender-based violence, and has trained medical personnel in progressive responses to victims of sexual abuse. It has also approved a sexual and reproductive health policy and strategic plan and a draft adolescent health policy.

Grenada

- Violence against women**

The Ministry of Health has made progress in establishing operating procedures for the care of victims of gender-based violence, and has trained medical personnel in progressive responses to victims of sexual abuse. It has also approved a sexual and reproductive health policy and strategic plan and a draft adolescent health policy.

RECOMMENDATIONS

- Remove discriminatory laws, prioritize gender-responsive institutional frameworks and ensure that national gender equality mechanisms have the support they need to provide gender training as a necessary component of gender-transformative change
- Match commitments to gender equality with adequate financing for training for gender equality, working with a range of partners to financing, including the private sector
- Accelerate women's participation in decision-making and create enabling environments for women's rights organizations, including by providing resources for training for these organizations
- Harness the potential of technology to advance gender equality, especially by developing innovative methodologies for online training, as we move towards a more virtualized world
- Close data and evidence gaps on training for gender equality to monitor progress and demonstrate the effectiveness of training and its role in gender-transformative change
- Acknowledge training for gender equality as a key component of gender-transformative change in its own right, embedded within broader change programmes