



 **UN
WOMEN**
TRAINING CENTRE

2019 ANNUAL
REPORT

WHAT IS TRAINING FOR GENDER EQUALITY?

Training for gender equality is a transformative, 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 part of delivering our commitments on equal human rights for all and achieving the Sustainable Development Goals, particularly SDG 5 ('gender equality and women's empowerment').

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CONTENTS

2

FOREWORD

by the Chief of the
UN Women Training Centre

3

WHO WE ARE

Our work, pedagogical
approach and modalities

6

2019 IN NUMBERS

Highlights of the results
we achieved in 2019

8

STRENGTHENING CAPACITIES ON GENDER EQUALITY

9

GENDER FOCAL POINTS:
SUPPORTING THE UN SYSTEM

9

GENDER-RESPONSIVE
BUDGETING

11

GENDER AND ECONOMICS

11

OTHER KEY COURSES IN 2019

14

STRENGTHENING TRAINING FOR GENDER EQUALITY

15

PROFESSIONAL DEVELOPMENT
OF GENDER TRAINERS

16

ASIAN GENDER TRAINERS
NETWORK PROGRAMME

17

KNOWLEDGE PRODUCTS

18

PARTICIPATORY DIALOGUE

19

LOOKING AHEAD

Courses and activities
tentatively planned for 2020

20

TRAININGS DELIVERED IN 2019

A full list of all of our trainings

23

OUR TEAM

at the UN Women
Training Centre

FOREWORD

This report outlines why the UN Women Training Centre's mission to spearhead training for gender equality has never been more important. Gender equality cuts across all areas of development, all segments of society, and all regions of the world. As hunger for equality surged in 2019, it is clear that the world urgently needs effective strategies for individual and collective transformation towards gender equality – in essence, we need training for gender equality.

Training for gender equality is a strategy for developing competent, gender-aware individuals, institutions and societies. It is a catalyst for transformation – on a personal level, in communities, organizations and societies. At the UN Women Training Centre, our experiences in 2019 affirmed our conviction that training for gender equality is essential to support UN Women's mandate and achieve the SDGs.

This year, we delivered 89 training courses on issues at the heart of UN Women's strategic areas to 67,300 participants. From courses on the professional development of gender trainers, to the capacities of Gender Focal Points, gender-responsive budgeting, and gender and macroeconomics, our courses reflect a wide diversity of topics and, most importantly, the wide spectrum of our audiences. In 2019, our eLearning Campus grew to include 103,643 users, an increase of 43% compared to last year. Virtual Dialogues by our Community of Practice engaged record numbers of participants.

We matched our exponential growth in 2019 with an unwavering commitment to provide the highest quality training and learning to support the UN and other partners to realize commitments to gender equality and women's empowerment. As a strategic ally for advancing capacities on gender equality, we partnered with UN Women Country and Regional Offices to strengthen the training components of their programmes. We worked with UN Women's sections, other UN agencies, training institutions, governments, civil society, academics and practitioners to foster the knowledge, skills and approaches needed to make equality a reality.

We continued to produce a steady flow of evidence, practical tools and thought leadership on training

for gender equality, including updated versions of our Working Papers on theories of change, feminist pedagogies, and quality assurance. Alongside knowledge products, our joint certification programme with KIT strengthened the quality of our field – so that gender trainers can deliver training for gender equality that is ever more effective, feminist and transformative. This is all part and parcel of a major objective of our work at the UN Women Training Centre – to reclaim training for gender equality as a process of feminist knowledge transfer and creation.

In this and other ways, large and small, training for gender equality is an increasingly more important part of advancing progress on the SDGs. As we move forward in 2020, we will continue to build capacities around the world to accelerate transformative change for gender equality. We trust that sustained training for gender equality will help us to achieve the 2030 Agenda's promise of a more equal world.



Clemencia Muñoz-Tamayo,
Chief, UN Women Training Centre

WHO WE ARE

The UN Women Training Centre is UN Women's training arm. We strengthen 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.



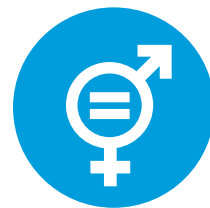
WE ARE

THE ONLY UN ENTITY
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

OUR OFFER



TRAINING COURSES

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



KNOWLEDGE PRODUCTS

informed by evidence
and practice to advance
debates on training for
gender equality



ONLINE HUB OF KNOWLEDGE

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



TECHNICAL ASSISTANCE

throughout the training cycle
– from needs assessment to
design, content development,
implementation, and evaluation



ELEARNING FACILITIES

on our eLearning Campus –
the only open online global
platform dedicated to training
for gender equality



PROFESSIONAL DEVELOPMENT

and certification of gender
trainers to strengthen the
field of training for
gender equality

OUR MOTIVATION

Training for gender equality 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 builds skills in thematic areas key to advancing gender equality



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



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

PEDAGOGICAL APPROACH

One of the UN Women Training Centre’s greatest 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, and we are a world leader in 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 FRAMEWORKS and international normative instruments frame our approach:

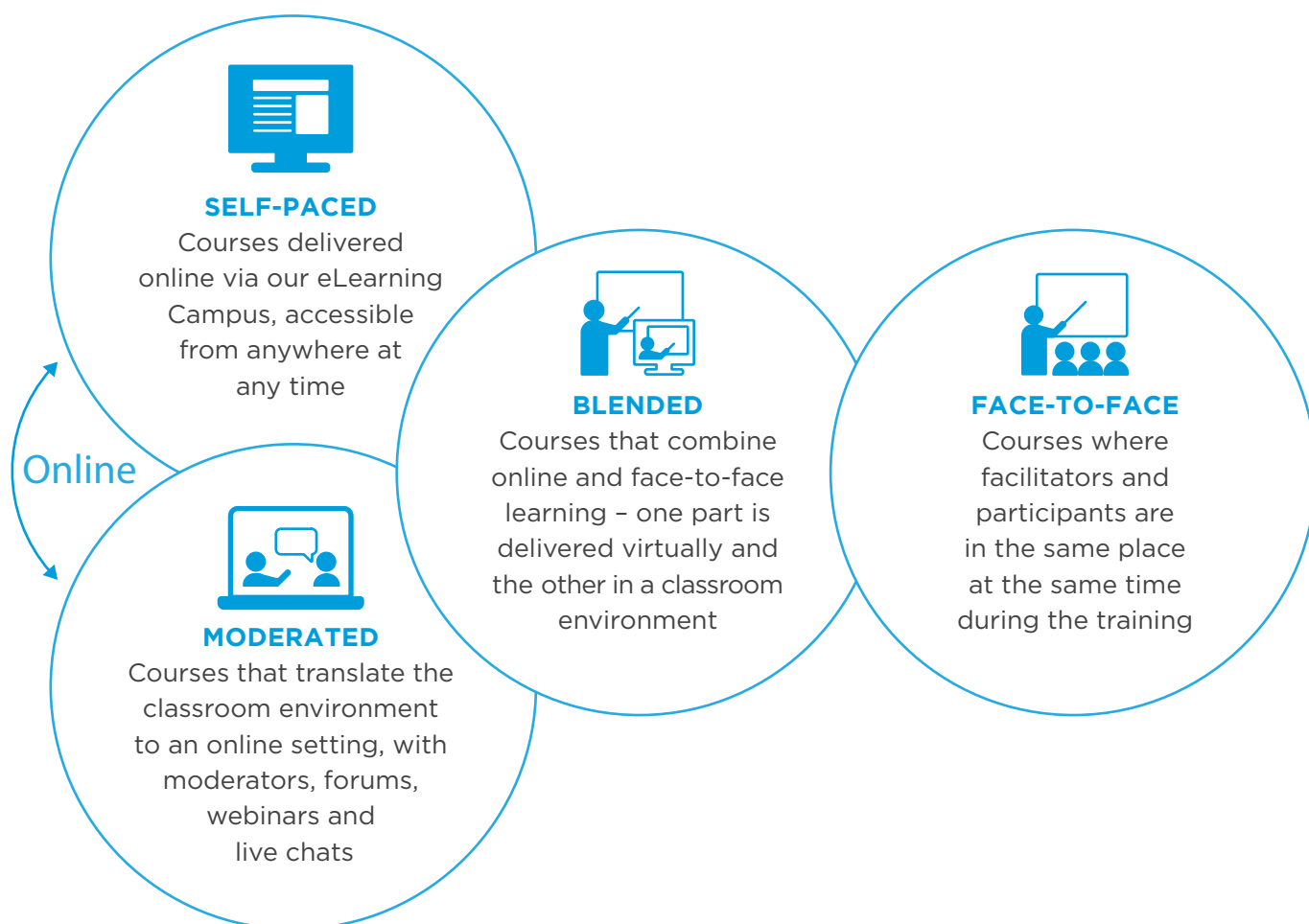
Convention for the Elimination of All Forms of Violence against Women (CEDAW)

Beijing Platform for Action (PFA)

Sustainable Development Goal 5 (SDG 5: ‘Achieve gender equality and women’s empowerment’)

OUR TRAINING MODALITIES

Our training courses related to UN Women's strategic areas are delivered through a range of different modalities, as well as on a scheduled basis and on demand.



SCHEDULED

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



CUSTOMIZED

Courses customized to fit specific audiences' needs, available on demand year-round in various learning modalities

2019 IN NUMBERS



67,300

PEOPLE
TRAINED



89

TRAINING COURSES
DELIVERED



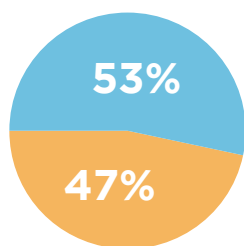
103,643

ELEARNING
CAMPUS USERS



35,986

WOMEN



31,314

MEN



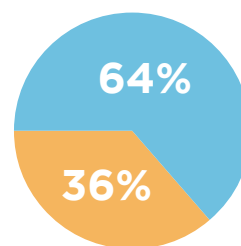
2,573

COMMUNITY OF
PRACTICE MEMBERS



66,187

WOMEN

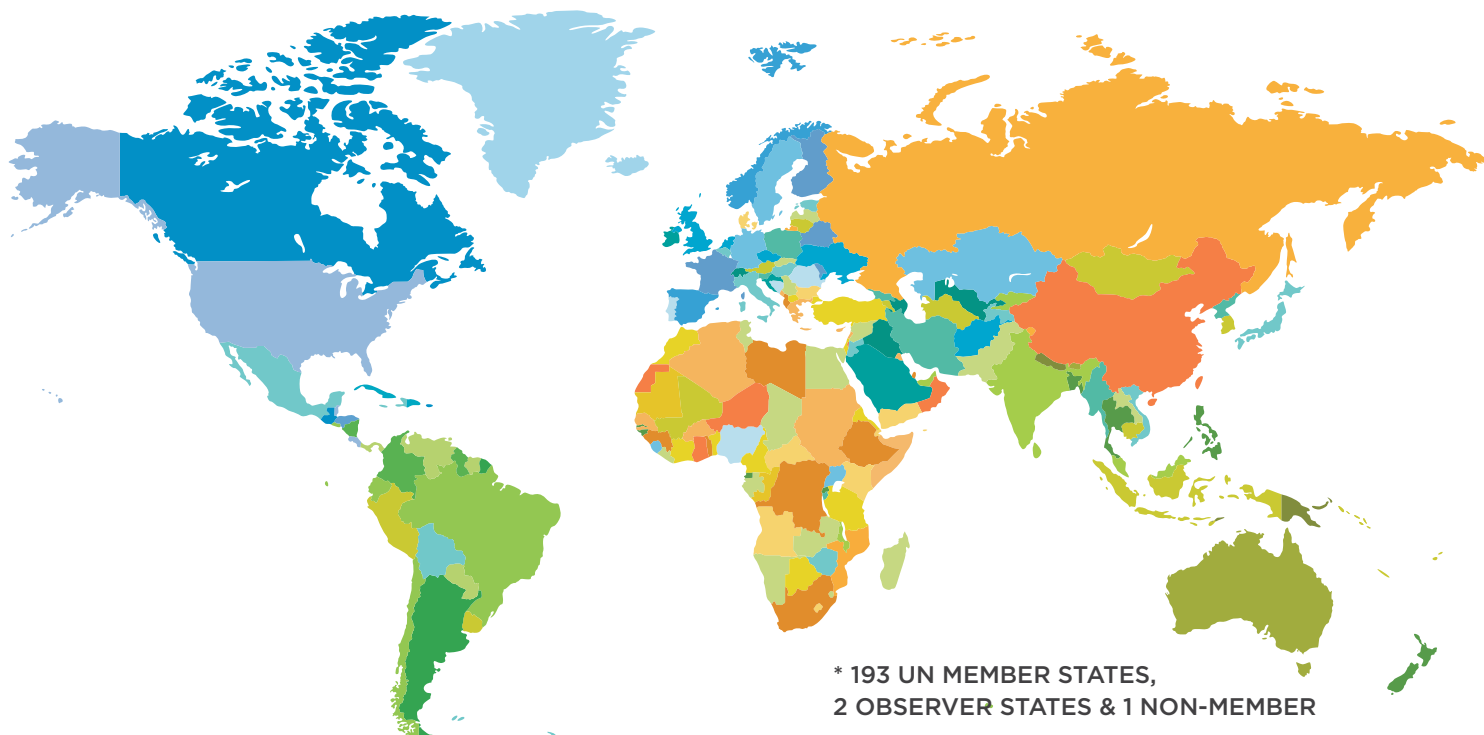


37,456

MEN

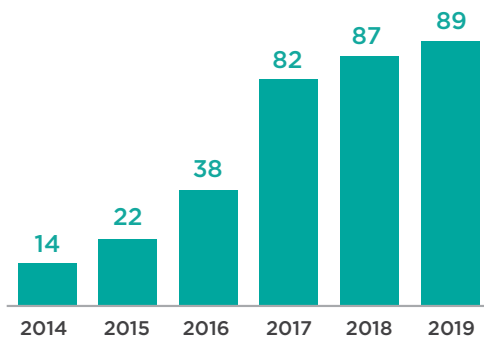
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COUNTRIES AND TERRITORIES*
REPRESENTED AMONG OUR PARTICIPANTS

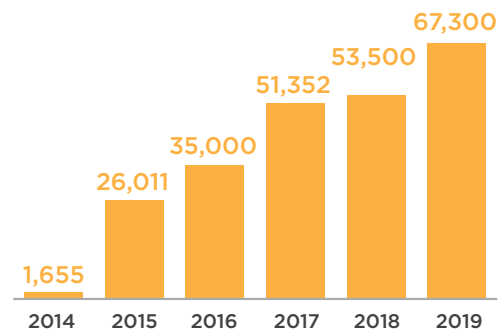


CONSISTENT GROWTH 2014-2019

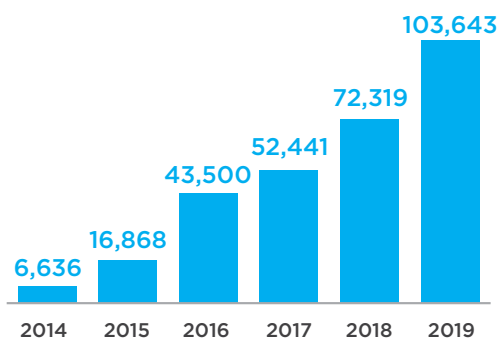
536% GROWTH IN OUR TRAINING OFFER



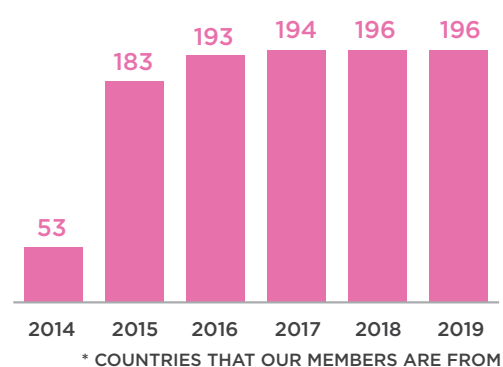
3,966% INCREASE IN PARTICIPANTS



1,462% INCREASE IN ELEARNING USERS



277% RISE IN GLOBAL PRESENCE*



FEEDBACK FROM OUR PARTICIPANTS

"After the first face-to-face session, I returned home so empowered. The session held the attention of all the participants throughout. The knowledge, venue, materials and facilitation was excellent."

- Course participant, Professional Development of Gender Trainers

"The course is very good, it helps people to be able to perform better in their work and personal life."

- Course participant, 2030 Agenda for Sustainable Development

"The platform is very good, it is not complicated to use, [and] the course can be resumed at any time. The course is excellent."

- Course participant, I Know Gender



STRENGTHENING CAPACITIES ON GENDER EQUALITY

In 2019, the UN Women Training Centre's transformative courses strengthened capacities on gender equality worldwide, fostered attitude and behaviour change, and stimulated participants' capacities to collaboratively put their knowledge, motivation and skills into practice – in order to transform their work, communities and daily lives into more gender equitable spaces. This section presents highlights of our most innovative training courses this year.

GENDER FOCAL POINTS: SUPPORTING THE UN SYSTEM



KEY
RESULTS
IN 2019

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 strengthen our collective capacities to achieve the SDGs. In 2019, gender mainstreaming was the focus of our blended course, *Empowering Gender Focal Points (GFPs): Agents of Organizational Change*. The 7th edition of the Gender Focal Point training is a product of the joint efforts of the UN Women Training Centre and the International Training Centre of the International Labour Organization (ITC-ILO) – a partnership with the greatest experience in training within the UN system. Since 2014, the course has trained more than 130 Gender Focal Points.

The course helped Gender Focal Points and gender facilitators from other organizations to improve their practice and widen their networks. It deepened their knowledge of gender mainstreaming and the UN's gender architecture as a good practice, as well as their capacities to apply gender mainstreaming tools, such as gender markers and the UN System-

wide Policy (UN-SWAP) on Gender Equality and the Empowerment of Women (GEEW). It fine-tuned GFPs' advocacy and communication skills, while equipping them to employ effective strategies and tools for identifying and addressing obstacles to gender equality in their contexts. In tandem, it helped to build a community of Gender Focal Points who can support one another and share good practices.

The Gender Focal Points course included a two-week online phase, five days of face-to-face training in Turin, Italy, and a final two-week online action planning phase. The UN Women Training Centre contributed resources to update the online modules and revamp the platform. Training materials developed in Articulate/RISE made them more user-friendly and engaging. The course played a vital role in supporting GFPs to perform their role as agents of change for the advancement of gender equality – a role that is increasingly important as the 2030 Agenda for Sustainable Development and the United Nations Reform agenda place gender equality centre stage.

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

Supported Gender Focal Points to use gender-centred tools to promote equality and decent work for all

“The role of the Gender Focal Points within the system is not only evolving but is also becoming more prominent. We frequently refer to you as ‘agents of change’, and this also means that you are leaders for advancement on gender equality within each of your organizations.”

– Clemencia Muñoz-Tamayo, Chief, UN Women Training Centre

GENDER-RESPONSIVE BUDGETING

Gender-responsive budgeting (GRB) means budgeting in a way that works for everyone – women and men, girls and boys, and people of diverse gender identities. It ensures that the collection and allocation of public resources is carried out in ways that are effective, equitable

and contribute to advancing gender equality and women's empowerment. GRB is vital for both gender justice and fiscal justice.

For the fifth year running, the UN Women Training Centre's courses on gender-responsive budgeting

“The participants left the course with great motivation to continue working on GRB.”

– Margarita Ozonias Marcos, Facilitator

supported participants to manage resources in ways that fully integrates a gender perspective. Training on GRB particularly contributes to SDG target 5.c.1 ('proportion of countries with systems to track and make public allocations for gender equality and women's empowerment'), the only indicator in the SDGs' monitoring framework that links national budgets with the implementation of gender equality policies.

Our 2019 course in Colombia strengthened participants' analytical skills around gender-responsive budgeting, thereby enhancing capacities to contribute to progress on the SDGs. Participants – including

representatives of the Government of Colombia, development practitioners, and women's organizations at the national and sub-national levels – learned how to apply GRB as a tool for gender equality in decision-making on resource allocations and governmental or institutional budgets. With strengthened capacities, they are now well-placed to identify entry points in the budget cycle for introducing GRB, as well as to develop sustainable GRB strategies. Participants' response to the course was overwhelmingly positive, as 94.3% considered that they will now be able to integrate a gender perspective in their daily work, either completely (33.3%) or "for the most part" (61%).



KEY RESULTS IN 2019

Fine-tuned capacities to apply GRB tools

Equipped participants to develop a sustainable GRB strategy

Contributed to SDG target 5.c.1

"The course gave me clarity on the topics I am managing, it was an opportunity to learn and put my knowledge into practice. This enriching experience will be a great help in my work on preparing budgets in my municipality."

– Course participant

"With the course I expanded and deepened my knowledge. All the content provided, the activities and workshops were very valuable. I learned to give clear advice at all levels and to accompany women's organizations in these processes."

– Course participant

"I had the opportunity to observe several participants play a leadership role in their entities."

– Patricia Osorio, Facilitator

Learn more about our GRB course by watching:

Mainstreaming gender in investment projects: Experiences in Latin America
(Transversalización del enfoque de género en proyectos de inversión: Experiencias en América Latina)

Transversalización del enfoque de género en proyectos de inversión: Experiencias en América Latina

Ponente
Raquel Coello Cremades
2 de diciembre 2019

Budget planner for women's equity
(El trazador presupuestal para la equidad de la mujer)

Trazador presupuestal para la Equidad de la Mujer en Colombia

Ponente
Carlos Fernando Gómez Vásquez
18 de octubre 2019



KEY RESULTS IN 2019

GENDER AND ECONOMICS

Strengthened capacities on formulating gender-responsive economic policy

Macroeconomic policies – such as fiscal, monetary or trade policies – have different impacts on women and men. They matter for gender equality because they shape the overall economic environment for realizing gender equality by affecting opportunities for paid employment, resources for policies aimed at reducing inequalities, and the demand for unpaid labour. As current macroeconomic policies have failed to create an enabling environment for the realization of women's rights, it has never been more important to 'engender' economics.

society representatives, graduate students and researchers, and staff members from other international organizations and UN agencies.

Participants learned to critically analyse economic trends, including those related to economic crises, and key issues, such as care work, decent work, social protection, public finance and trade – all through the lens of feminist approaches to economics. After self-study modules helped the participants start from a common knowledge base, they took part in 5-day face-to-face sessions, replete with presentations by facilitators and participants, discussion sessions and lab sessions. In addition to honing their skills in formulating gender-responsive economic policy for programme implementation, policy-making and advocacy, participants became well-versed in how to network with policy-makers, academics and other development partners operating in the area of economic policy at the country level.

Fostered skills on engaging with policy-makers and practitioners in the area of economic policy

For this reason, the UN Women Training Centre's new blended course on Gender and Economics, developed in collaboration with UN Women's Economic Empowerment Section, strengthens participants' technical capacities of on gender-responsive economic policy. Our 2019 course in Egypt drew together UN Women country staff, government officials, development practitioners, civil

"The course was incredibly beneficial and well rated by the course participants. We had around 25 participants from the Ministries of Finance, Social Affairs, Labour, the National Statistics Office and women's organizations."

- Gielan El Messiri, Course facilitator

"The course has widened my perspective on the subject matter to include other important outcomes, such as empowering women to contribute to the formal labour force, and increasing employment in general, hence contributing positively to GDP."

- Course participant

OTHER KEY COURSES IN 2019



A new self-paced course on [Gender and Disarmament](#) strengthened understandings of the contribution that disarmament can make to achieving the 2030 Agenda, as well as how components of the agenda can be used as entry points for gender-sensitive disarmament. Developed with the United Nations Office for Disarmament Affairs (UNODA), the course's two modules outline how to identify key concepts and gender issues in disarmament, explore women's empowerment and participation in disarmament processes, analyse frameworks for mainstreaming gender, and look at initiatives for mainstreaming gender in disarmament. The course is now available in English, Spanish and French.

“The case studies were great! I found the course interesting and useful.”

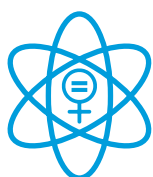
- Course participant, Gender and Disarmament

“I fully support the wonderful idea of developing a beginner course on SDGs and gender equality. [...] This eLearning Campus is an excellent platform.”

- Course participant, 2030 Agenda for Sustainable Development



The diverse self-paced modules of the [I Know Gender](#) grew in popularity, spanning basic introductory modules on gender concepts and international frameworks, to more specific modules on women’s economic empowerment; leadership and decision-making; violence against women and girls; gender equality in the world of work; education; sexual and reproductive health and rights; emergencies; women, peace and security; sexual and gender diversity; trade; voluntarism; and sustainable industrial development. The I Know Gender ‘How To’ series also strengthened capacities on implementing gender equality markers, as well as mainstreaming gender in procurement, infrastructure, and sustainable project management. In 2019, we added the [I Know Gender 1-2-3](#) module in Arabic and finalized a fourth ‘How To’ module on Mainstreaming Gender Equality in Procurement, which will be launched in 2020. A special course for Latin America, [Yo sé de Género: Una introducción a la igualdad de género en el Sistema Iberoamericano](#), introduced participants to concepts, frameworks and methods to advance gender equality in the Iberian-American context.



Key gender mainstreaming courses in 2019 included [Gender Equality and the 2030 Agenda for Sustainable Development](#), [Results-Based Management](#), and [Gender-Responsive Evaluation](#). Our course on the 2030 Agenda became available in two more languages (Spanish and French, alongside the original English language version) and experienced an exponential increase in enrolments. In the Dominican Republic, we delivered a tailor-made course on Mainstreaming a Gender Perspective in the National Development Strategy 2030, supporting participants to spearhead strategies adapted to their national context to promote gender equality in local development. In Asia and the Pacific, our blended course on Using SDMX for Exchanging Gender-Related SDG Data and Metadata introduced national statisticians to the Statistical Data and Metadata eXchange (SDMX) initiative. The course contributes to the dissemination of gender-related data to inform decision-making, advocacy and accountability, all with a view to advancing progress on the SDGs.

Learn more about our course on the 2030 Agenda by watching:

Module 1 (in English)
on Addressing the 2030 Agenda from a Gender Perspective

Module 1 (in Spanish)

Module 1 (in French)





To advance women's economic empowerment, we continued to deliver our pioneering course on the [care economy](#). In the field of leadership and governance, we offered our introductory course on [CEDAW](#), the [Gender Equality Pathway for Managers and Programme and Administrative Staff](#), and the [Learning Pathway on Gender Equality](#). A special edition of our Transformative Leadership for Gender Equality course in Liberia fine-tuned capacities to lead actionable strategies for transforming power structures, overcoming inequitable gender norms, adopting intersectional approaches and building inclusive organizational cultures.



A range of built capacities to prevent and address gender-based violence in 2019 – including courses on the [Essential Services Package](#), [Understanding Masculinities](#), and Safe Cities and Public Spaces in Mexico. Alongside our new course on [Understanding Violence against Women and Girls](#), we tailored special editions of the course for two groups of participants in Haiti – one group of between 19 and 25 years old, and another of adolescents aged 15 to 18. The course raised young people's awareness of VAWG to motivate them to advance a culture of peace.



We also delivered long-standing courses on peace and security in 2019, from the [IASC course on Gender and Humanitarian Action](#), to courses on Security Sector Reform – specifically women's needs and rights in [border management](#) and [prisons](#) – and the [Implementation of the UN Security Council Resolutions on the Women, Peace and Security Agenda](#).

"The Course was good as an introduction. Will it cause men embedded in [...] patriarchal masculinities to change their behaviour? Probably not. So, more continues to be needed."

- Course participant,
Understanding Masculinities

"I liked this course because it was very real – based on real situations and slides with different interventions of real people. Thank you to the facilitators – their feedback and practical exercises were of great value to everyone."

- Course participant,
Understanding Masculinities



STRENGTHENING TRAINING FOR GENDER EQUALITY

2019 was a year of strengthening the field of transformative training for gender equality. At the UN Women Training Centre, we worked to make our field more responsive, effective and transformative by advancing the professional development and training of gender trainers, participatory knowledge sharing, disseminating tools, and developing knowledge products.

PROFESSIONAL DEVELOPMENT OF GENDER TRAINERS

In 2019, the Certified Professional Development Programme for Gender Trainers gave the world the second ever cohort of UN-certified gender trainers – expanding the pool of experts able to carry out transformative gender equality, a milestone for strengthening quality of our field. Jointly developed by the UN Women Training Centre and the Royal Tropical Institute of the Netherlands (KIT), the programme is contributing to re-capturing and re-imagining gender training as a feminist project, while establishing a new approach to training for gender equality. This is especially timely given the changing landscape of development assistance, the shifting role of the nation state, the rise of private sector and philanthropist actors, and the impetus of the Sustainable Development Goals to re-think how to address gender inequality to ‘leave no one behind’.

In 2019, the six-month certification programme sharpened participants’

training skills and knowledge of gender and development concepts, and enabled them to better employ learning and knowledge strategies, including by deepening capacities for critical thinking, applying feminist pedagogies and adopting intersectional approaches.

Using a combination of lectures, presentations, face-to-face workshops, virtual seminars, practical activities and assignments, mentoring, and networking, the programme strengthens trainers’ capacities in three inter-related domains: conceptual depth and clarity on gender and development theory and practice, feminist practices, and training skills and methods. Fostering a network for sustained exchange among gender trainers from around the world is another milestone for the field. This transformative course will have lasting repercussions for the ways in which trainers deliver high quality training for gender equality – now and in the future.



KEY RESULTS IN 2019

Strengthened training skills and knowledge among gender trainers

Supported trainers to re-claim training for gender equality as a political feminist process

Refined capacities to improve the quality of training for gender equality

Created a network of gender trainers to share knowledge and strengthen the field

“The modules were effective in destabilizing my traditional, institutionalized notions of gender. I feel the course raised my awareness of the need to be more critical of the systemic structures of power and inequality that I am immersed in as a UN employee.”

– Course participant

“The structure of the course was very thoughtful, the layering of conceptual theories was well-constructed and I found it interesting and challenging.”

– Course participant

“The training is a great opportunity to reflect on the work I do as a gender trainer. It triggered self-reflection and looking at gender and development from a new perspective.”

– Course participant

Learn more about our professional development programme by watching:

Training as Subversion Session 2



Gender Transformative Evaluation of Training for Gender Equality



Training for Gender Equality Design



KEY RESULTS IN 2019

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

Successful pilot
for scaling up
worldwide

ASIAN GENDER TRAINERS NETWORK PROGRAMME

Partnering with the Korean Institute for Gender Equality Promotion and Education (KIGEPE), the UN Training Centre delivered a ground-breaking programme to develop the professional capabilities of gender trainers in governments and civil society across Asia.

With a focus on gender equality and gender-sensitivity education, the Asian Gender Trainers Network Programme equipped participants with a renewed commitment to training for gender equality, updated and contextualized knowledge and skills on training, and in-depth understanding of best practices and solutions to challenges. Built on adult learning principles and participatory

methodologies, the programme comprised lectures and seminars, discussions, material sharing, study tours and action planning.

This programme reflects how the UN Women Training Centre can meet diverse stakeholders' needs by equipping facilitators with cutting-edge training methods, tools and practical exercises. Crucially, the course provides Asian gender trainers with a regional platform for in-depth learning and exchange of experiences to respond to gender inequality and gender-based violence in Asia's fast-changing social landscape. The course heralds an expanded network of Asian gender experts, a leap forward for the quality and reach of training for gender equality in the region.

"Thank you again for the wonderful first AGenT programme and for all your excellent management of what has turned out to be a successful and highly stimulating training!"

- Course participant

"The Power and Privilege workshop was very interesting to understand how it exacerbates gender inequality. I will include [this in] my gender training curriculum."

- Course participant

KNOWLEDGE PRODUCTS



KEY RESULTS IN 2019

In 2019, the UN Women Training Centre's knowledge products advanced debates in the field of training for gender equality by updating our seminal [Training Manual](#) and Working Paper Series. The manual provides practical tools, templates, checklists, resources and lessons learned to guide the development of training for gender equality, structured by the six phases of the training cycle.

Our Working Paper on a [Theory of Change for Training for Gender Equality](#) proposes a theory of change that maps out how different aspects and processes of training for gender equality support the impact of training in achieving long-term goals of transformation. It makes a strong case for systematically incorporating a theory of change approach into the course development process.

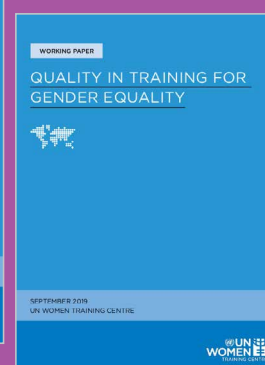
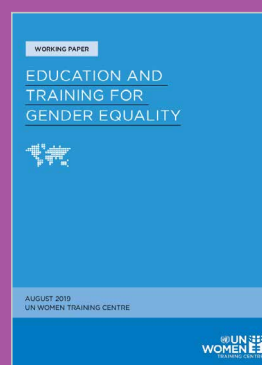
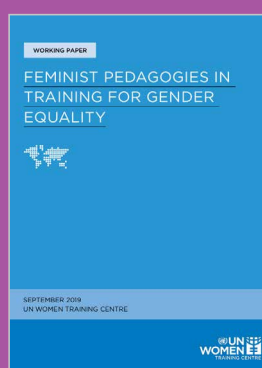
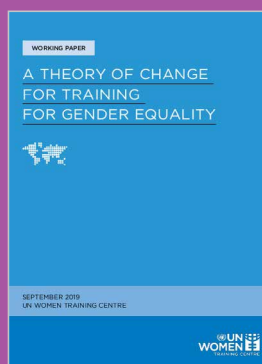
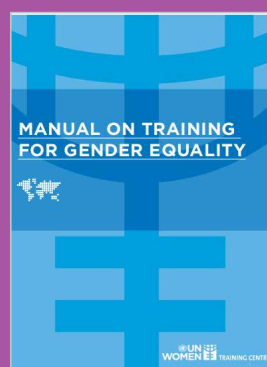
The [Feminist Pedagogies paper](#) explores how feminist pedagogical principles can guide the theory and practice of training for gender equality. It argues that, if these principles are integrated throughout all stages of the training cycle, the power dynamics of each stage may be addressed, in order to maximize training's contribution to gender-transformative change. Our [Education and Training paper](#) clarifies how training for gender equality differs from, and overlaps with, feminist adult education. The last Working Paper updated in 2019, on [Quality](#), reflects on what elements may be included in quality criteria and quality assurance mechanisms in the field of training for gender equality, exploring three interrelated aspects of quality: content and knowledge, methodologies, and trainers.

Updated Training Manual to reflect the evolving nature of training for gender equality

Updated Working Papers advanced debates and critical reflection to strengthen the field

"The Working Paper Series was fully updated to respond to changes in the field, including new publications, conversations and methodological advances. This allows the Training Centre to be at the cutting edge of analysis-informed practice in transformative approaches to training for gender equality."

– Dr Lucy Ferguson, Author, Working Paper Series on Training for Gender Equality



Read our knowledge products online:



KEY RESULTS IN 2019

Advanced debates on addressing privilege and power through, and within, training

Discussed how training for gender equality can help us achieve the promise of Beijing

Provided a hub of training resources, opportunities and institutions

PARTICIPATORY DIALOGUE

In 2019, collaboration and participatory dialogue remained at the heart of our work at the UN Women Training Centre. Alongside our partnerships with UN Women offices, UN agencies, training practitioners, experts, academics and learners, Virtual Dialogues by our Community of Practice (CoP) and the CoP expert interview series contributed to the field of training for gender equality through participatory engagement, debate and collective knowledge production. As a hub of resources, the CoP also offered a growing resource library featuring over 300 training resources, as well as up-to-date databases of training opportunities and institutions.

The [CoP Virtual Dialogue on Privilege, Power and Training for Gender Equality](#) explored why privilege and power matter for training, as well as how they can be addressed through, and within, training. Four expert panellists and 250 participants – the highest participation rate for any CoP Virtual Dialogue – discussed the ways in which training prompts questions, reflection and dialogue, thereby offering

a critical entry point into the examination of the structures and systems of privilege and power that underlie gender inequality. By thinking about privilege and power in more complex ways, and considering different dimensions of empowerment, training for gender equality can disrupt privileges and help us to consider how we can each use our power and privilege to advance equality.

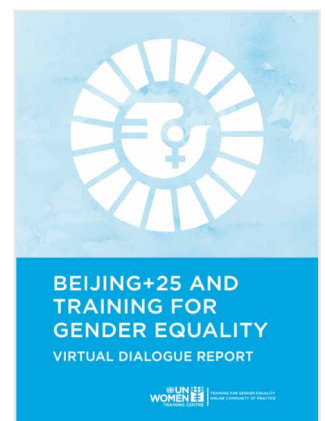
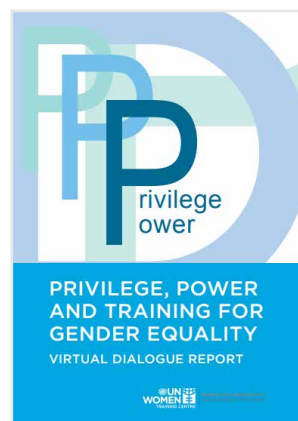
Ahead of the 25th anniversary of the Beijing Platform for Action (PFA) in 2020, and coinciding with the launch of UN Women's Generation Equality campaign, the CoP hosted a [Virtual Dialogue on Beijing+25 and Training for Gender Equality](#). Four expert panellists and over 200 participants discussed why training for gender equality matters more than ever as we mark 25 years since the PFA, and how we can use training to elicit the change needed to address the unfinished business of Beijing. The dialogue specifically reflected on training for gender equality in the cross-cutting area of gender statistics, as well as in two of the PFA's 12 critical areas of concern – violence against women, and women and the environment.

"Gender training helps us think together about how do we can build 'power to', 'power with' and 'power within' to change some of those conditions of inequality."

- Dr Andrea Cornwall, Virtual Dialogue panellist

"Training can start to provoke questions, it can start hopefully to provoke dialogue, but eradicating the fear that patriarchy has instilled in all of us is an ongoing and collective initiative that we have to work on in every space."

- Dr Joanne Sandler, Virtual Dialogue panellist



Listen to our CoP Virtual Dialogues and expert interviews:

Webinar on Privilege,
Power and Training for Gender
Equality



Webinar on Beijing+25
and Training for Gender Equality



CoP Expert Interviews
with gender trainers from around
the world



LOOKING AHEAD

2019 was a momentous year for the UN Women Training Centre. We relocated our base of operations from the Dominican Republic to UN Women's headquarters in New York. We made a wider range of courses available for an increasingly diverse audience, across world regions and in different languages. We built capacities in strategic areas that are at the very core of UN Women's work to advance gender equality and spur progress on the SDGs. We worked closely with new and long-standing partners, building alliances and cementing collaboration for transformative change. We contributed to debates, knowledge generation, professional development, trainers' networks and engagement that strengthened the field of training for gender equality.

2020 will be a year of transition as we integrate the Training Centre into UN Women's new structure, in the wake of the organization's innovative approach to change management. It will be a watershed year, as we mark the 25th anniversary of the Beijing Platform for Action (Beijing +25), twenty years since United Nations Security Council Resolution 1325 on women, peace and security (UNSCR 1325 +20), and five years since the Sustainable Development Goals were launched (SDGs +5).

We will continue to strengthen capacities for gender equality worldwide through transformative training and learning, including by developing new courses and updating others. We will expand and diversify our training offer, developing new courses, updating others, and delivering more courses in more languages, including English, Spanish, French, and Arabic. New training courses under development include courses on gender and transportation, gender and migration, and results-based management (RBM). We will enhance partnerships with UN Women's Regional, Multi-Country and Country Offices, while further streamlining the function of training within UN Women to ensure that all staff can access the knowledge and tools they need.

We will strengthen our field by supporting quality assurance, certification, evidence generation and participatory dialogue. We will continue to ensure a place of belonging for all of our participants, new and old, as partners on the road towards a gender equal world. Through it all, we will raise awareness of the importance of training for gender equality as the strategy we need, now more than ever, to effect individual and collective transformation needed to achieve gender equality.

PLANNED FOR 2020

New courses on:



Gender and
Transportation



Gender and
Migration



Gender and Results-
Based Management

TRAININGS DELIVERED IN 2019

TRAINING OF TRAINERS

Course title	Modality/location	Languages	Total participants	Women	Men	Partner(s)
Certified Professional Development Programme for Gender Trainers (1 course)	Face-to-face (The Netherlands)	English	26	23	3	Royal Tropical Institute (KIT), The Netherlands
Asian Gender Trainers Network Programme (2 courses/cohorts)	Face-to-face (Republic of Korea)	English	43	34	9	Korean Institute for Gender Equality Promotion and Education (KIGEPE)

GENDER MAINSTREAMING

Course title	Modality/location	Languages	Total participants	Women	Men	Partner(s)
I Know Gender: An Introduction to Gender Equality for UN Staff (42 modules in 4 languages)	Online self-paced	English Spanish French Arabic	48,843	27,532	21,311	ILO, OHCHR, UNAIDS, UNCTAD, UNESCO, UNFCC, UNFPA, UNICEF, UNIDO, UNOPS, UNV, WFP, UNIDO, SEGIB
UN System Gender Focal Points (1 course)	Face-to-face (Italy)	English	26	22	4	International Labour Organization Training Centre (ITC-ILO)
Gender Equality in the 2030 Agenda for Sustainable Development (1 course)	Online self-paced	English Spanish French	1,293	977	316	UN System Coordination Division, Bill & Melinda Gates Foundation
Results-based Management (1 course)	Online self-paced	English	1,435	1,025	410	UN Women Policy, Procedures and Guidance (PPG) Unit, UN Women Regional Office for East and Southern Africa (ESARO)
How to Manage Gender- Responsive Evaluation (1 course)	Online self-paced	English	375	285	90	UN Women Independent Evaluation Office
Using SDMX for Exchanging Gender-Related SDG Data and Metadata	Online self-paced	English	38	25	13	

LEADERSHIP AND GOVERNANCE

Course title	Modality/location	Languages	Total participants	Women	Men	Partner(s)
Gender-Responsive Budgeting (1 course)	Face-to-face (Colombia)	Spanish	30	37	3	Royal Tropical Institute (KIT), The Netherlands
Gender-Responsive Budgeting (3 courses)	Online self-paced	English Spanish French	164	123	41	UN Women Leadership and Governance Section
An Introduction to CEDAW (2 courses)	Online self-paced	English French	325	243	82	UN Women Leadership and Governance Section
Gender Equality Pathway for Managers and Programme and Administrative Staff (1 course)	Online self-paced	English	197	146	51	
Learning Pathway on Gender Equality (1 course)	Online self-paced	English	8	8	0	
Transformative Leadership for Gender Equality (1 course)	Blended (Liberia)	English	24	18	6	UN Women Liberia

ECONOMIC EMPOWERMENT

Course title	Modality/location	Languages	Total participants	Women	Men	Partner(s)
Gender and Economics (1 course)	Face-to-face (Egypt)	English	30	30	0	
Introduction to the Care Economy (3 courses)	Online self-paced	English Spanish French	4	4	0	

VIOLENCE AGAINST WOMEN AND GIRLS

Course title	Modality/location	Languages	Total participants	Women	Men	Partner(s)
Essential Services Package: for Women and Girls Subject to Violence (1 course)	Online self-paced	English	221	180	N/A	UN Women Ending Violence against Women Section, United Nations Population Fund (UNFPA)
Understanding Masculinities and Violence against Women and Girls: An Introduction (3 courses)	Online self-paced	English Spanish French	85	73	12	
Understanding Violence against Women and Girls (1 course)	Online self-paced	English	331	248	83	
Flagship Programme Safe Cities and Public Spaces for Women and Girls in Mexico (Programa insignia Ciudades y Espacios Públicos Seguros para Mujeres y Niñas en México) (1 course)	Online self-paced	Spanish	627	480	53	

PEACE AND SECURITY

Course title	Modality/location	Languages	Total participants	Women	Men	Partner(s)
Gender and Disarmament (3 courses)	Online self-paced	English French Spanish	311	224	87	United Nations Office for Disarmament Affairs (UNODA)
IASC e-learning on Gender Equality in Humanitarian Action (1 course)	Online self-paced	English	666	432	234	Inter-Agency Standing Committee (IASC)
Security Sector Reform (SSR): Rights and Needs of Women in Border Management (4 courses)	Online self-paced	English Spanish French Arabic	13	12	1	
Security Sector Reform (SSR): Rights and Needs of Women in Prisons (4 courses)	Online self-paced	English Spanish French Arabic	21	15	6	
Gender in Humanitarian Action: Different Needs, Equal Opportunities (2 courses)	Online self-paced	English French	554	351	203	
Implementation of the UN Security Council Resolutions on the Women, Peace and Security Agenda in Africa/Asia/Latin America and the Caribbean (5 courses)	Online self-paced	English Spanish French	11,941	3,697	203	

TOTALS

Total number of courses	Modalities	Languages	Total participants	Women	Men
89 courses	Online self-paced Online moderated Blended Face-to-face	English French Spanish Arabic	67,300	35,986	31,314

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.

