



 **UN**
WOMEN 
TRAINING CENTRE

2020 ANNUAL
REPORT

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220 East 42nd Street
New York, NY 10017
Tel: +1 646 781-4400
Fax: +1 646 781-4444
<https://trainingcentre.unwomen.org>
info.trainingcentre@unwomen.org

Produced by the UN Women Training Centre
Author: Ruya Leghari
Design: Ruya Leghari and Kamron Ismatullaev

Cover photo: UN Women/Ploy Phutpheng

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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').

CONTENTS

1	FOREWORD by the Chief of the UN Women Training Centre	16	TRAININGS DELIVERED IN 2020 A full list of all of our courses
2	LESSONS LEARNED FROM COVID-19 What we learned from the pandemic in 2020	19	KNOWLEDGE PRODUCTS AND EVENTS Key publications and dialogues
4	WHO WE ARE Our work, pedagogical approach and training modalities	20	BEIJING+25 REVIEW PAPER
7	2020 IN NUMBERS Highlights of our results in 2020	21	VIRTUAL DIALOGUES
9	HIGHLIGHTS OF OUR TRAINING COURSES Highlights of our training courses in 2020	23	LOOKING AHEAD Courses and activities tentatively planned for 2021
10	PROFESSIONAL DEVELOPMENT OF GENDER TRAINERS		
12	GENDER FOCAL POINTS: SUPPORTING THE UN SYSTEM		
14	GENDER-RESPONSIVE BUDGETING		
15	DEVELOPING NEW COURSES		



FOREWORD

The COVID-19 pandemic affected every facet of our lives in 2020, including learning. It has deepened pre-existing inequalities, exposing vulnerabilities in social, political and economic systems that are, in turn, amplifying the pandemic's impacts. Hard won gains are at risk of being rolled back. Effective strategies for individual and collective transformation towards gender equality have never been more important. Simply put, we need training for gender equality – now more than ever.

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 2020 reaffirmed our conviction that training for gender equality is essential to support UN Women's mandate, address the fallout of the COVID-19 pandemic and achieve the SDGs.

Demand for online training surged this year. In 2020, we delivered 86 training courses on issues at the heart of UN Women's strategic areas to 130,000 participants – twice the number of people we trained in 2019. Our existing online courses have never been more popular or more necessary. From courses on the professional development of gender trainers, gender-responsive

budgeting, Gender Focal Points and many others, our training reflects a wide diversity of topics and a broad spectrum of audiences. In 2020, our eLearning Campus grew to include 147,487 users, an increase of 42% compared to last year. Virtual Dialogues by our Community of Practice engaged record numbers of participants.

We paired this phenomenal growth with an unwavering commitment to support the UN and other partners to realize commitments to gender equality and women's empowerment worldwide. 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 develop knowledge products and provide thought leadership on training for gender equality to strengthen our field.

As the world confronts the pandemic in 2021, we must use this moment to rebuild more equal, inclusive and resilient societies. Training for gender equality can – and must – help us do so.

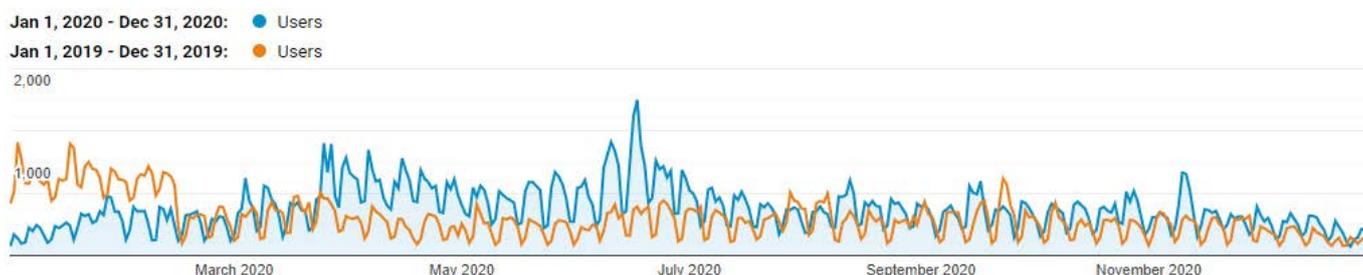
Clemencia Muñoz-Tamayo
Chief, UN Women Training Centre

LESSONS LEARNED FROM COVID-19 IN 2020

We used 2020 as a learning opportunity – a chance to test and strengthen our methodologies and pedagogies, and to affirm our feminist principles in new online settings. We learned more than ever about the impact, challenges and opportunities for training for gender equality from an online perspective.

What did we learn?

Demand for online training is soaring. Already on the rise before the COVID-19 pandemic, online training is set to grow exponentially as demand for remote learning skyrockets. The UN Women Training Centre is a testament to this growth. As the figure below shows, the number of users of our eLearning Campus shot up in 2020, doubling compared to last year.



Online training has immense potential. We know that online training has several advantages: it is relatively accessible and cost-effective, enabling us to reach out to a large number of participants worldwide. It addresses restrictions regarding travel and related expenses that are involved in face-to-face training. It can also offer significant time for self-reflection, enabling participants to learn at their own pace and potentially avoid the trap of ‘fast gender’ which face-to-face workshops – especially those with short timeframes – often face.

Online learning also poses a number of challenges. Online training for gender equality is yet not a full-grown sector and must address hurdles to unleash its potential. For many, the transition to online work and education has been painful. Around the world, as Susan Blum puts it, “Zoom fatigue” is setting in – simply put, working or learning online can be exhausting.

“Attitudinal and behavioural change is very difficult [...] That is a challenge that online learning has not really managed to tackle.” - Frank Elbers, *Virtual Dialogue panellist*

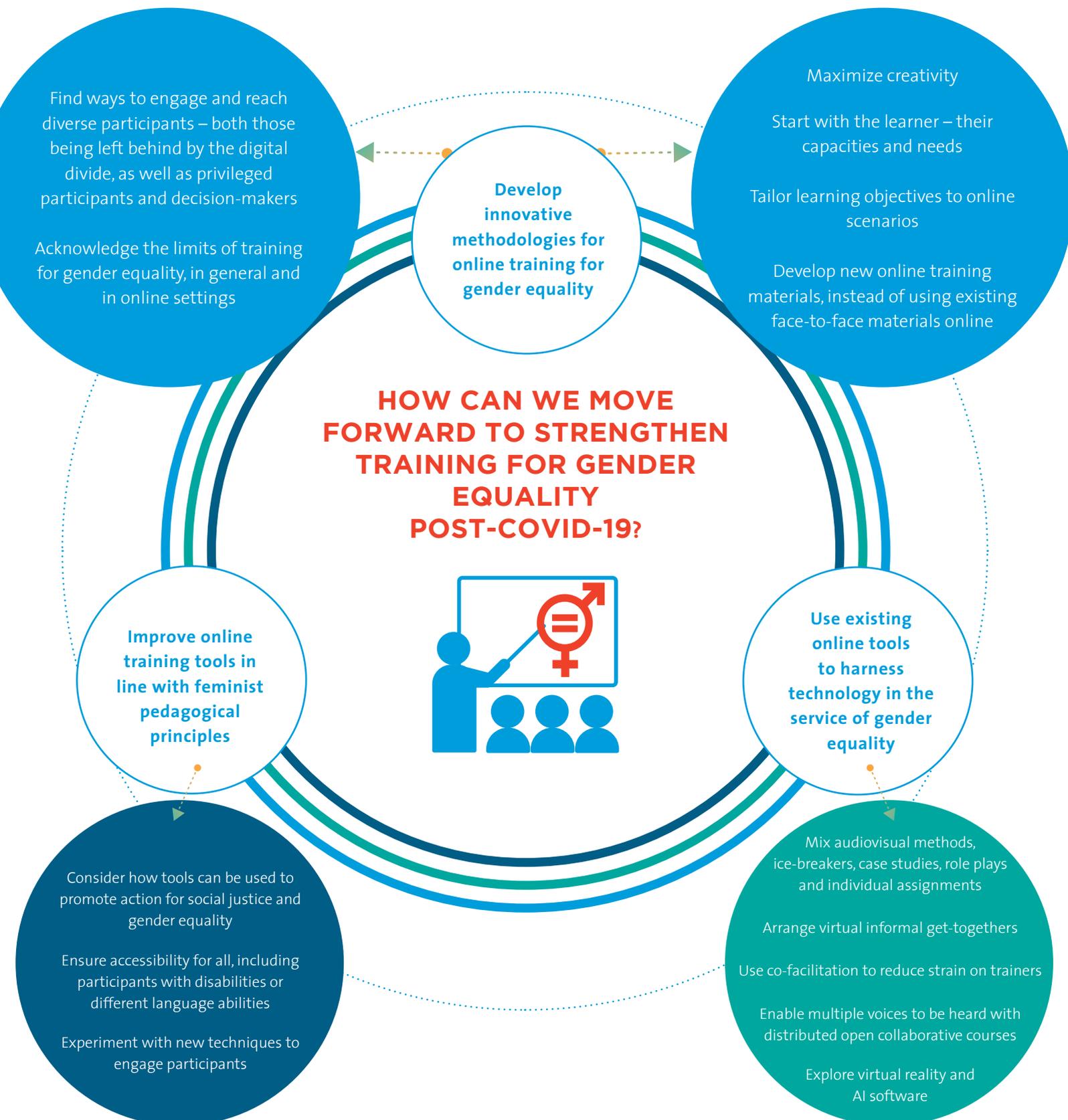
Replicating a face-to-face training environment virtually is particularly complicated as “all the communicative signs that embodied humans rely on are thinned, flattened, made more effortful or entirely impossible.” The relative anonymity of remote learning makes it more difficult to build bonds of trust between learners, which are vital for them to engage meaningfully with one another.

Gender trainers have had to rapidly adapt materials and methods from face-to-face to online modalities. Due to time and budgetary constraints, this has generally been done without reflecting on the pedagogical implications of this change. Addressing resistances is also especially complex in online settings. This is problematic, as engaging with resistances is part and parcel of training for gender equality’s transformative potential.

Online training for gender equality has never been more necessary. As we mark multiple milestones in 2020 – the 25th anniversary of the Beijing Platform for Action (Beijing+25), the 20th anniversary of United Nations Security Council Resolution 1325 on women, peace and security (UNSCR 1325+20) and the fifth anniversary of the Sustainable Development Goals (SDG+5) – we are acutely aware of the urgent need to achieve gender equality.

Training for gender equality is one of the most powerful tools we have to advance equality, but transformative approaches to training have declined. As our Beijing+25 paper reveals (see p. 20), approaches to training tend to be more transactional and instrumental – i.e.

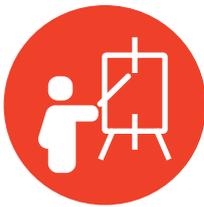
training as a tool for achieving other goals. Our paper offers recommendations for moving forward, such as harnessing technology to advance gender equality by developing innovative methodologies for online training. With COVID-19, this is especially prescient..



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.



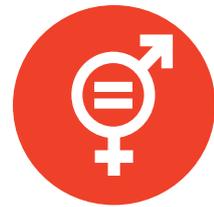
WE ARE

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



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,
development,
implementation, and
evaluation



ELEARNING FACILITIES

on our eLearning
Campus, the
only open online
global platform
on training for
gender equality



PROFESSIONAL DEVELOPMENT

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

OUR MOTIVATION

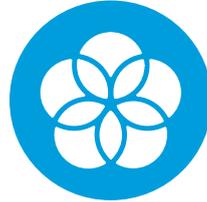
Training for gender equality is one of the most powerful tools we have to achieve the individual and collective transformation at the heart of the SDGs.



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

The UN Women Training Centre is a world leader in putting feminist pedagogies into practice and a thought-leader in analysing what feminist pedagogies mean in the field of training for gender equality. As our ultimate goal is to transform patriarchal systems, our learning processes do not mirror hierarchical, patriarchal approaches. Instead, 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 (Beijing 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.



SELF-PACED

Courses delivered online via our eLearning Campus, accessible from anywhere at any time

ONLINE



MODERATED

Courses that translate the classroom environment to an online setting, with moderators, forums, webinars and live chats



BLENDED

Courses that combine online and face-to-face learning - one part is delivered virtually and the other in a classroom environment



FACE-TO-FACE

Courses where facilitators and participants are in the same place at the same time during the training



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

2020 IN NUMBERS



130,000

PEOPLE
TRAINED



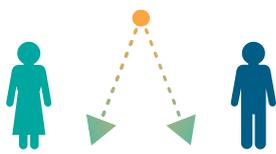
86

TRAINING COURSES
DELIVERED



147,486

ELEARNING
CAMPUS USERS



63%

(82,567)

WOMEN

37%

(48,083)

MEN

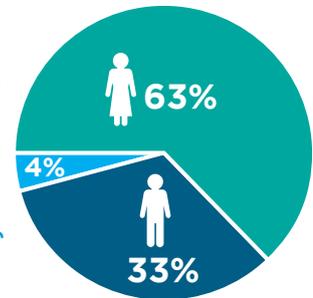


4,056

COMMUNITY OF
PRACTICE MEMBERS

92,843
WOMEN

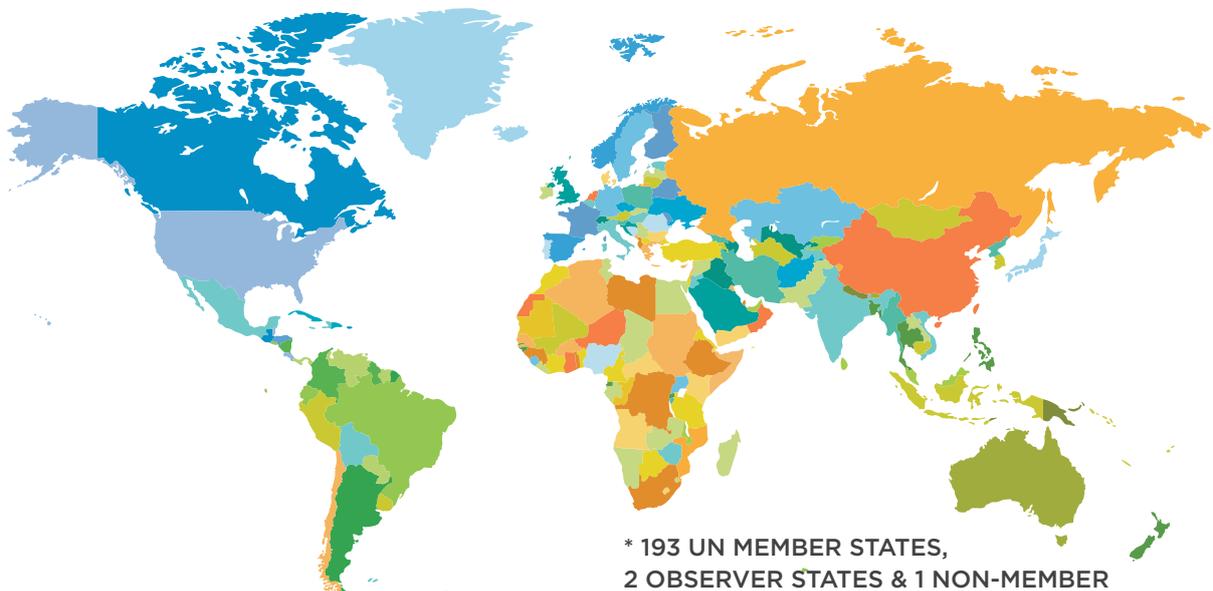
6,697 OTHER



47,946
MEN

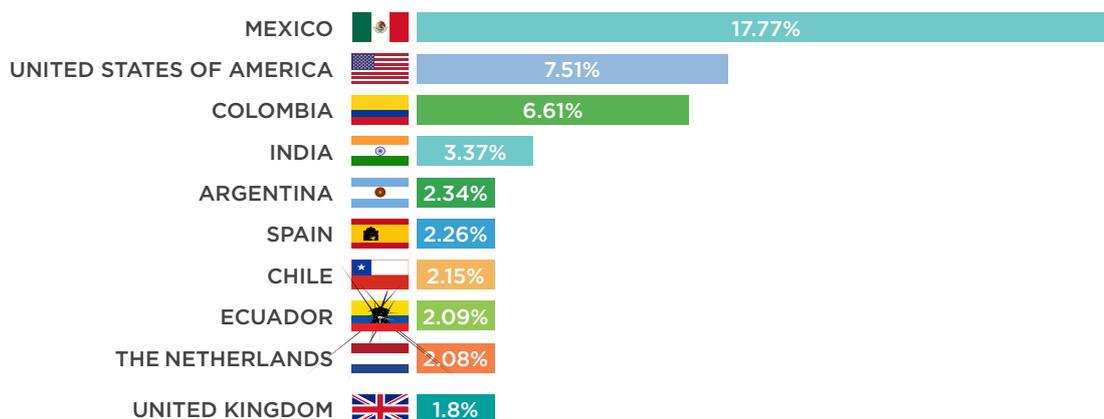
196

COUNTRIES AND TERRITORIES*
REPRESENTED AMONG OUR PARTICIPANTS



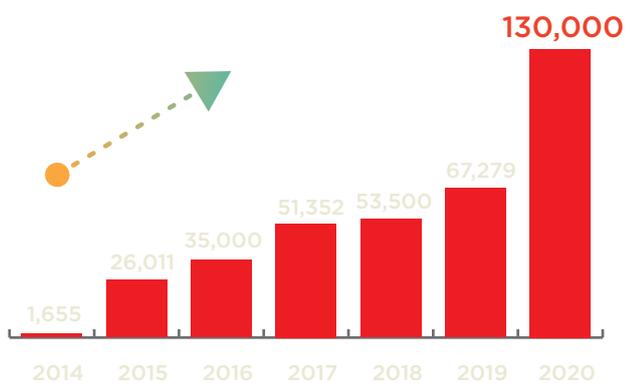
* 193 UN MEMBER STATES,
2 OBSERVER STATES & 1 NON-MEMBER

TOP 10 COUNTRIES OUR TRAINING PARTICIPANTS ARE FROM

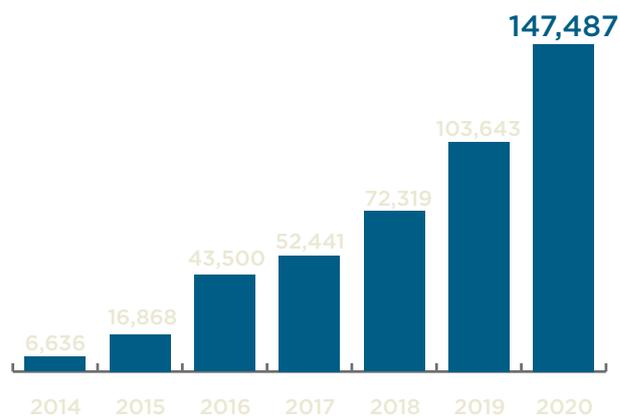


CONSISTENT GROWTH 2014-2020

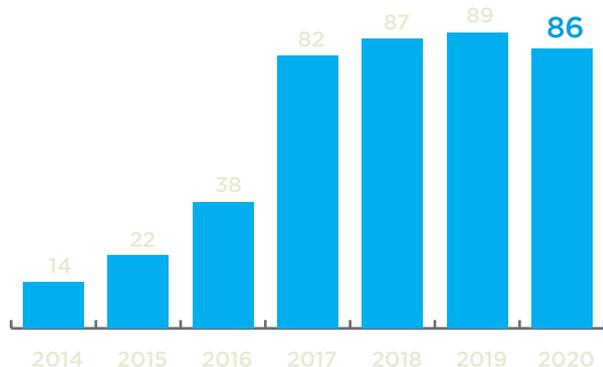
7,755% INCREASE IN TRAINEES



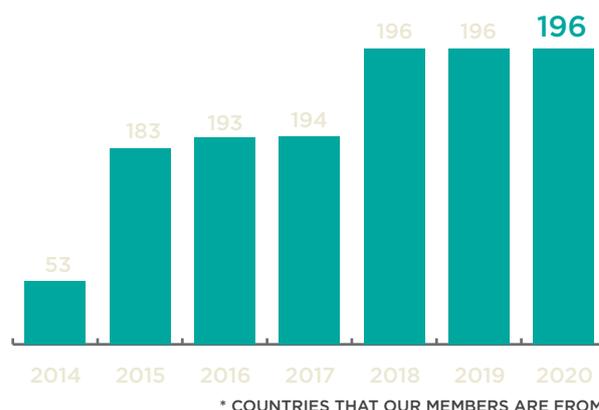
2,153% INCREASE IN ELEARNING USERS



500% GROWTH IN OUR TRAINING OFFER



277% RISE IN GLOBAL PRESENCE*

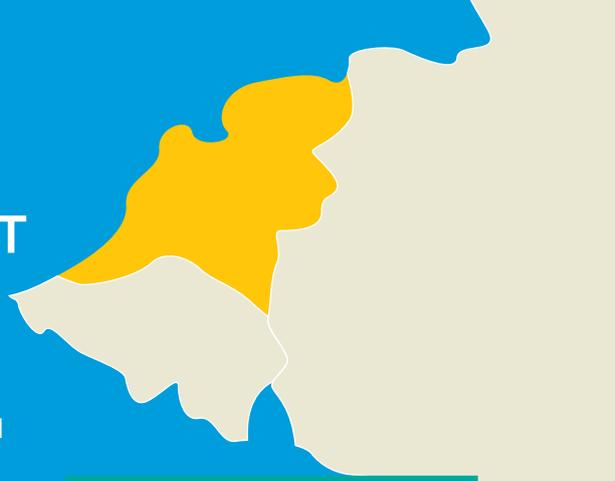




UN Women/Louie Pacardo

HIGHLIGHTS OF OUR TRAINING COURSES IN 2020

In 2020, the UN Women Training Centre's 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 training courses this year.



PROFESSIONAL DEVELOPMENT OF GENDER TRAINERS

In 2020, a third cohort of gender trainers completed the [Certified Professional Development Programme for Gender Trainers](#) (April–August 2020) jointly developed by the UN Women Training Centre and the Royal Tropical Institute of the Netherlands (KIT).

Their certification expands the pool of experts qualified to carry out transformative training for gender equality. 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.

In light of the COVID-19 pandemic, the third module of the six-month certification programme was successfully virtualized and delivered entirely online.

The programme strengthened 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.

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

Fostering a network for sustained exchange among gender trainers from around the world is another milestone for the field.

Using a combination of lectures, presentations, workshops, virtual seminars, practical activities and assignments, mentoring and networking, the programme contributed to re-capturing and re-imagining gender training as a feminist project, while spearheading a new approach to training for gender equality.

This is especially timely given the changing landscape of development assistance and the impetus of the Sustainable Development Goals (SDGs) to re-think how to address gender inequality to ‘leave no one behind’.

“The overall training was very inspirational, energizing, bringing lots of ideas, with both substantial and in-depth knowledge of gender together with case studies, learning from other experiences across different countries and being fully practice-oriented. I would recommend this training to all development sector actors.”

- Course participant

“The interactive course activities challenged our thinking about a range of interlinked issues; the multiple viewpoints afforded by our diverse work/life/backgrounds enabled all of us to ‘sharpen the saw’ and to re-think what may have been some preconceptions around other cultures, other countries, other ways of ‘doing gender’.” - Course participant



KEY RESULTS IN 2020

RECLAIMING TRAINING

Supported trainers to reclaim training for gender equality as a feminist political process

ENHANCING QUALITY

Strengthened trainers' capacities to improve the quality of training for gender equality

NEW NETWORKS

Fostered a global network of gender trainers for knowledge sharing

Learn more about our professional development course by watching:

[Participant testimonial: Goldie](#)



[Participant testimonial: Nnamdi](#)



GENDER FOCAL POINTS: SUPPORTING CHANGE THE UN SYSTEM

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 2020, transformative change was the focus of the joint course by the UN Women Training Centre and the International Training Centre of the International Labour Organization (ITC-ILO), *Embrace change in a new era: Empowering UN Gender Focal Points*. The 8th edition of this training course for Gender Focal Points (GFPs) was delivered entirely online for the first time ever, in response to the COVID-19 pandemic.

This eLearning journey enabled participants to engage in question and answer (Q&A) sessions with UN officials and international experts about gender mainstreaming within organizations post-COVID. It included practical discussions on how UN entities can help achieve gender equality, identifying how Gender Focal Points can become a key part of the solution. Together, participants worked virtually with their peers in small breakout sessions, examined best practices and tools from across the UN system.

Overall, the course supported Gender Focal Points to:

- Recognize gender inequalities within their organizations, especially after COVID-19.
- Use the international legal framework to strengthen gender equality and women's empowerment within UN entities, supporting their organization to achieve UN targets.
- Manage and apply strategies and tools to efficiently mainstream gender equality and the empowerment of women within their organizations in the 'new normal', post-COVID-19.
- Design an organizational strategy for change that is capable of effectively addressing resistances.
- Devising a concrete individual action plan to strengthen gender equality and women's empowerment for immediate implementation in their organizations.

"[The training] proved to be the perfect bridge to unify our motivation and commitments with required skills. Now working together is so different as a team and more impactful indeed."

- Sajida, United Nations Support Office in Somalia, course participant

"This course provided a rewarding opportunity to learn more about the UN's gender architecture and issues, as well as enriching exchanges with Gender Focal Points from various agencies operating in different contexts."

- Sophia Pierre-Antoine, International Organization for Migration, course participant



KEY RESULTS IN 2020

LEARNING TOGETHER

Enabled participatory learning and interaction between trainees (UN Gender Focal Points)

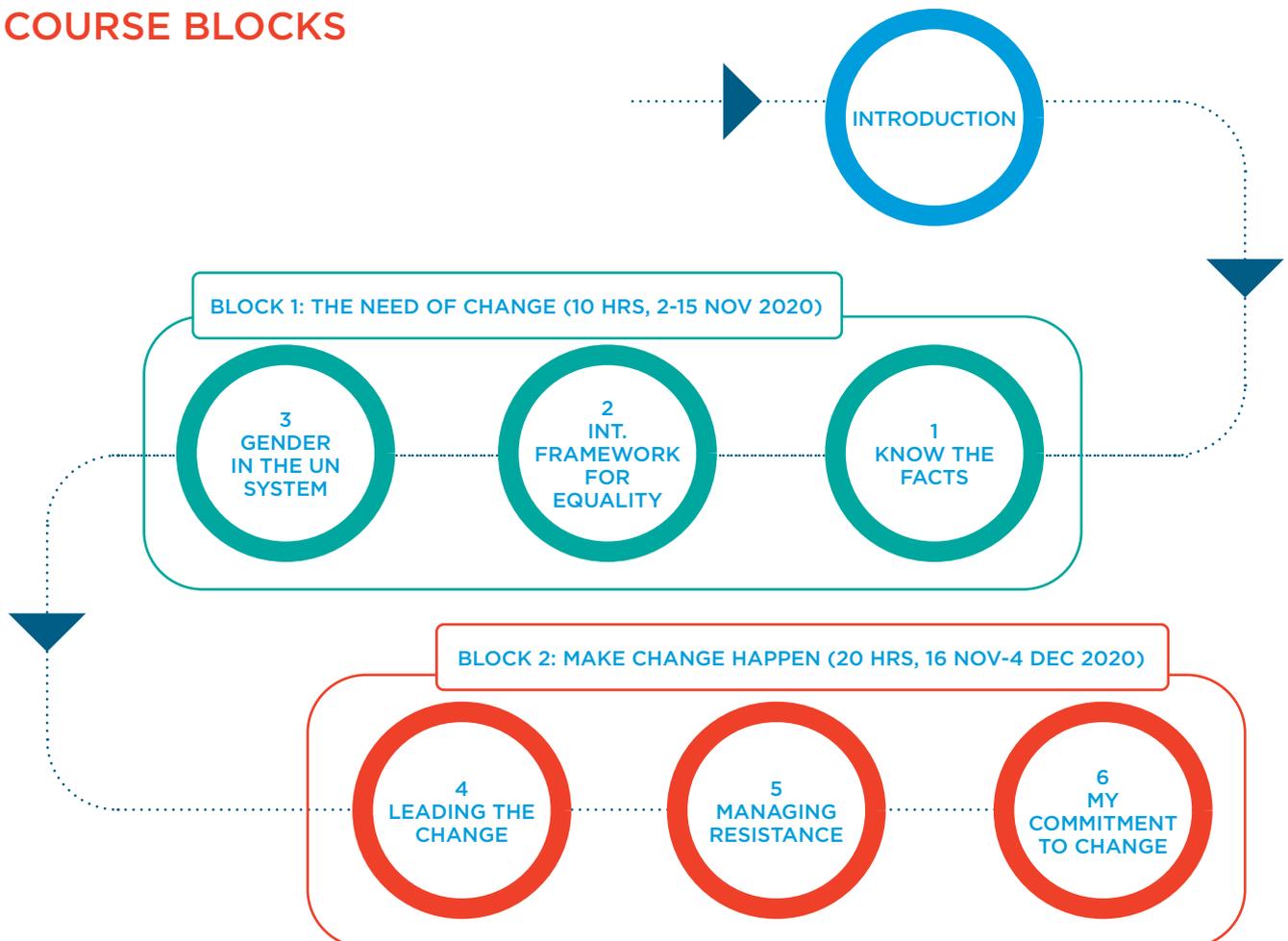
BOLSTERING SKILLS

Supported Gender Focal Points to effectively use gender-centred tools to promote equality

DESIGNING STRATEGIES

Helped Gender Focal Points to devise strategies and plans to advance gender equality

COURSE BLOCKS



GENDER-RESPONSIVE BUDGETING

Gender-responsive budgeting (GRB) means budgeting in a way that works for everyone (women and men, girls and boys) by ensuring 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. In essence, GRB is vital for both gender justice and fiscal justice.

Our 2020 GRB course in Colombia strengthened participants’ analytical skills around gender-responsive budgeting, thereby enhancing capacities to contribute to progress on the SDGs. The moderated online course supported participants to identify GRB methods used in Colombia – including by territorial entities – propose possible areas for improvement, and engage in collaborative learning in a virtual community.

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 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.

“The course is very well designed. The definition, conceptualization and examples of the themes allowed me to strengthen my knowledge related to budgeting and planning with a gender perspective. In this way, my previous knowledge was strengthened and I acquired key concepts on this subject.”

- Course participant



KEY RESULTS IN 2020

JOINT LEARNING

Supported collaborative learning on gender-responsive budgeting in a virtual community

IMPROVING GRB SKILLS

Fine-tuned participants’ capacities to apply GRB tools to advance gender equality

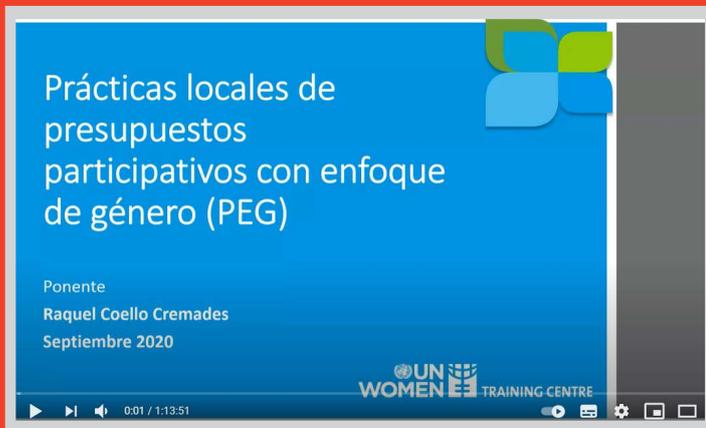
PROPOSALS FOR PROGRESS

Encouraged participants to propose ways to improve GRB in Colombia

Learn more about our GRB course by watching (in Spanish):

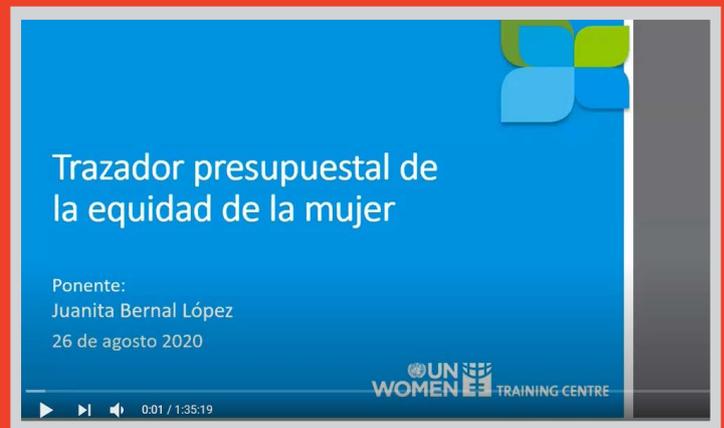
Local participatory GRB practices in Latin America – September 2020

(Prácticas locales de presupuestos participativos con enfoque de género en América Latina)



Territorial entities' use of the budget tracer for women's equity – August 2020

(El uso del trazador presupuestal para la equidad de la mujer por parte de entidades territoriales)



DEVELOPING NEW COURSES IN 2020



The UN Women Training Centre and the International Organization for Migration (IOM) joined hands to develop a new [I Know Gender module on Gender Equality and Migration](#), to be launched on the 8th of March 2021. This 16th I Know Gender module will help learners understand how gender shapes every stage of the migrant journey, and why gender equality matters in migration. It is a unique chance to step into the shoes of migrants and see things from their perspective. Through this module, participants will learn about global migration trends from a gender perspective, how to conduct a gender analysis and how to start mainstreaming gender equality into their everyday work at every stage of the migration cycle.



Another course developed in 2020 and launched on the 8th of March 2021 is [Gender Equality in Transportation](#), developed by the UN Women Training Centre, UN Women's Safe Cities and Safe Public Spaces Global Initiative, and the World Bank's Transport Global Practice and Open Learning Campus. This first-of-its-kind course examines the often-invisible gender issues surrounding mobility in the transport sector. It moves us away from 'gender-blind' transport planning – which does not consider the mobility needs of its diverse range of users, particularly women and girls – and towards approaching transportation through a gender lens. It looks at strategies that planners can use to address the difficulties women face in getting jobs and climbing the career ladder in transport, a sector dominated by men. It also proposes practical solutions for enhancing inclusion and equality across the sector, balancing questions on 'why' this is vital with operational questions on 'how' we can do this. The course benefitted from funding generously provided by the Government of the Republic of Korea.

TRAININGS DELIVERED IN 2020

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 (Online and in The Netherlands)	English	18	15	2	1	Royal Tropical Institute of the Netherlands (KIT)

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 (43 modules in 4 languages)	Online self-paced	English Spanish French Arabic	109,423	70,471	37,739	1,213	ILO, OHCHR, UNAIDS, UNCTAD, UNESCO, UNFCC, UNFPA, UNICEF, UNIDO, UNOPS, UNV, WFP, UNIDO, SEGIB
UN System Gender Focal Points (1 course)	Online (moderated from Turin, Italy)	English	45	37	8	0	International Labour Organization Training Centre (ITC-ILO)
2030 Agenda for Sustainable Development and Gender Equality (3 courses)	Online self-paced	English Spanish French	2,535	1,926	563	46	UN System Coordination Division, Bill & Melinda Gates Foundation
Results-based Management (1 course)	Online self-paced	English	1,382	955	396	31	UN Women Policy, Procedures and Guidance Unit, UN Women Regional Office for East and Southern Africa
How to Manage Gender- Responsive Evaluation (1 course)	Online self-paced	English	668	505	143	20	UN Women Independent Evaluation Office

ECONOMIC EMPOWERMENT

Course title	Modality/ location	Languages	Total participants	Women	Men	Other	Partner(s)
Introduction to the Care Economy (3 courses)	Online self-paced	English Spanish French	7	4	2	1	

LEADERSHIP AND GOVERNANCE

Course title	Modality/location	Languages	Total participants	Women	Men	Other	Partner(s)
Gender-Responsive Budgeting (1 course)	Moderated (Colombia)	Spanish	39	31	7	1	
Gender-Responsive Budgeting (3 courses)	Online self-paced	English Spanish French	157	111	36	10	UN Women Leadership and Governance Section
An Introduction to CEDAW (2 courses)	Online self-paced	English French	473	373	86	14	UN Women Leadership and Governance Section
Gender Equality Pathway for Managers and Programme and Administrative staff (1 course)	Online self-paced	English	313	223	82	8	
Learning Pathway on Transformative Leadership for Gender Equality (1 course)	Online self-paced	English	18	12	6	0	

VIOLENCE AGAINST WOMEN AND GIRLS

Course title	Modality/location	Languages	Total participants	Women	Men	Other	Partner(s)
Essential Services Package: for Women and Girls Subject to Violence (1 course)	Online self-paced	English	400	311	85	8	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	59	39	17	3	
Understanding Violence against Women and Girls	Online self-paced	English	795	632	152	11	
Flagship Programme on 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	1,723	1,187	521	15	UN Women Mexico
UN Trust Fund to End Violence against Women Project Management (3 courses)	Online self-paced	English French Spanish	341	254	67	20	UN Trust Fund to End Violence against Women

PEACE AND SECURITY

Course title	Modality/location	Languages	Total participants	Women	Men	Other	Partner(s)
Gender and Disarmament (3 courses)	Online self-paced	English French Spanish	1,159	801	335	23	United Nations Office for Disarmament Affairs (UNODA)
IASC e-learning on Gender Equality in Humanitarian Action (1 course)	Online self-paced	English	1,314	834	446	34	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	28	16	12	0	
Security Sector Reform (SSR): Rights and Needs of Women in Prisons (4 courses)	Online self-paced	English Spanish French Arabic	8	6	2	0	
Gender in Humanitarian Action: Different Needs, Equal Opportunities (2 courses)	Online self-paced	English French	86	57	24	5	
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	9,680	2816	6,864	0	Peace Operations Training Institute (POTI)

TOTALS

Total number of courses delivered in 2020	Modalities	Languages	Total participants	Women	Men
86 courses	Online self-paced Online moderated Blended	English French Spanish Arabic	130,000	82,567	48,083



UN Women/Volodymyr Shuvayev

KNOWLEDGE PRODUCTS AND EVENTS IN 2020

At the UN Women Training Centre, we worked to make the field of training for gender equality more transformative in 2020 by developing analytical knowledge products and enabling participatory knowledge sharing. Our publications and virtual dialogues advanced cutting-edge debates in the field, especially as the COVID-19 pandemic highlighted the urgent need for learning that accelerates transformative change towards gender equality.

BEIJING+25 REVIEW PAPER

In 2020, the UN Women Training Centre's knowledge products continued to advance debates in the field of training for gender equality. Our latest paper, [*Training for Gender Equality: A Review for Beijing+25*](#), explores how training for gender equality has evolved from the Beijing Platform for Action to the present day. As we mark 25 years since the Beijing Conference, the paper strengthens understandings of training as a strategy to achieve transformative change for gender equality.

Mapping out key developments, the paper reflects on what has worked well and what challenges remain. It identifies a decline in gender-transformative approaches to training since 2005, in favour of more transactional and instrumental approaches. In many cases, power relations are not explicitly tackled in training design, implementation and evaluation. This needs to be addressed urgently so that we can reclaim the transformative potential of training to contribute to gender equality across all of the Beijing Platform for Action's 12 critical areas of concern, and gender mainstreaming in general. The paper offers recommendations in line with the Secretary-General's Report of the 25-year review – by thematic area and by cross-cutting priorities for action. Ultimately, it argues that training should be acknowledged as a key component of gender-transformative change.

This paper is concerned with the extent to which training for gender equality since Beijing has been transformative rather than merely transactional. Training should be acknowledged as a key component of gender-transformative change.

Training for gender equality can be a transformative process in its own right, when embedded within broader change programmes. This is urgent to reclaim the transformative potential of training to contribute to gender equality across all critical areas of concern [of the Beijing Platform for Action].”

– Dr Lucy Ferguson, Author,

Training for Gender Equality: A Review for Beijing+25



KEY RESULTS IN 2020

IN-DEPTH ANALYSIS

Analysed progress and gaps over 25 years of training for gender equality

RECOMMENDING WAYS FORWARD

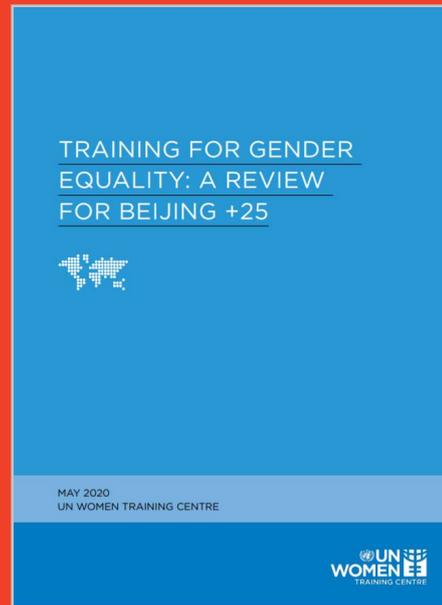
Offered recommendations for change in line with the Beijing+25 review

CALLING FOR TRANSFORMATION

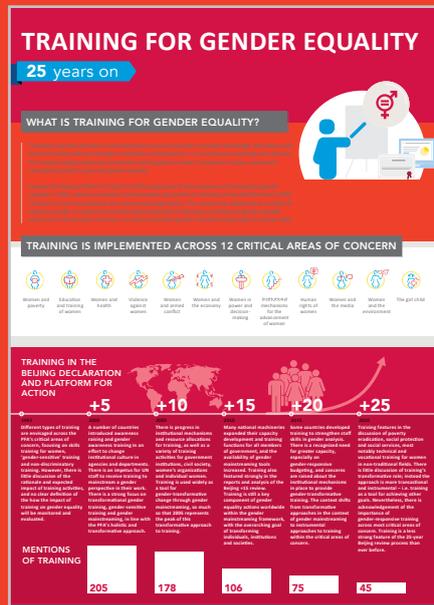
Called for training to be embraced as a key part of gender-transformative change

Read the paper by visiting our Resource Centre:

Training for Gender Equality: A Review for Beijing +25



Infographic 1 on the paper



Infographic 2 on the paper



VIRTUAL DIALOGUES IN 2020

Collaboration and participatory dialogue is at the heart of our work at the UN Women Training Centre. In 2020, we continued our partnerships with UN Women offices, UN agencies, training practitioners, experts, academics and learners. Virtual Dialogues by our [Community of Practice](#) (CoP) 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 350 training resources, as well as up-to-date databases of training opportunities and institutions.

The 16th Virtual Dialogue hosted by the UN Women Training Centre’s Community of Practice explored how [online methodologies](#) can help us deliver transformative training for gender equality in the context of COVID-19, and beyond. The event in July–August 2020 drew together five expert

webinar panellists and 218 audience participants from around the world. As the COVID-19 pandemic raged, participants reflected on what kinds of online methodologies work well for training for gender equality, what their limitations are, and how we can strengthen these methodologies – including by integrating an intersectional perspective – to evoke transformative change through training.

“New tools can allow us to feel almost as comfortable as we did in our [face-to-face] workshops. [...] We should be pushing all these billions of dollars in investments towards giving us the tools to be able to do those kinds of things online.”

- Waithira Gikonyo, Virtual Dialogue panellist

Learn more about our professional development programme by watching:

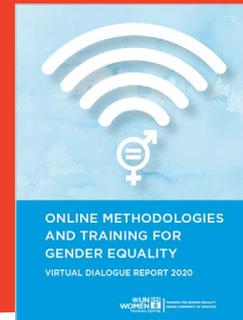
Online methodologies



Webinar: Beijing+25 paper



Virtual Dialogue report



Coinciding with the 25th anniversary of the Beijing Platform for Action in 2020, the CoP also hosted a [Webinar on our Beijing+25 review paper](#). Expert panellist Dr Caroline Moser joined the paper’s author, Dr Lucy Ferguson to launch the review paper, which prioritizes changes in the discourse around gender and the rationale for training. They highlighted how the paper uses the concept of transformation – a term which in 1995 was aspirational rather than operational – and makes a dualist distinction between training which is transformative and training which is transactional, instrumental or technical. The webinar highlighted the paper’s key findings and recommendations on how training for gender equality has evolved in the past 25 years, and how best to move forward.

“In the current climate, the UN’s commitment to gender training needs to be applauded. But analysis of sector level differences between transactional and transformative gender training is critical.”
- Dr Caroline Moser, Webinar panellist

 **KEY RESULTS IN 2020**

SPURRING DEBATE

Advanced collective knowledge production on online training methodologies

KNOWLEDGE PRODUCTS

Synthesized discussions into reports to encourage further debate

ONLINE HUB

Provided a growing hub of training resources and opportunities

LOOKING AHEAD

2020 was a watershed year. The world was rocked to its core by the COVID-19 pandemic. We marked the 25th anniversary of the Beijing Platform for Action (Beijing +25), 20 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). As the pandemic's seismic impact continues to unfold, it is imperative to seize the moment to 'recover better' – to prevent progress from being rolled back, to continue moving towards a gender equal world, and to leave no one behind on this journey.

For us at the UN Women Training Centre, our focus for 2021 is clear. We will continue to strengthen capacities for gender equality worldwide through transformative training and learning, including by developing new courses and updating existing ones.

We will rise to the challenge of delivering more and better online courses to meet surging demand – expanding our training offer, diversifying the languages in which we offer training (including English, Spanish, French, and Arabic) and adapting our modalities and pedagogical approaches to the 'new normal'.

We will further streamline the function of training within UN Women to ensure that all staff can access the knowledge and tools they need. We will strengthen partnerships across the board, while enhancing our field through contributions to quality assurance, certification, evidence generation and participatory dialogue. We will continue to be a champion and enabler of individual and collective transformation through training for gender equality.



UN Women/UNDP/Yuichi Ishida

**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.