

Gender training courses and related resources

Self- study online courses (e-learning)

- **UNESCO Gender Equality eLearning programme (2013)**
Link: <http://www.unesco.org/new/index.php?id=34592>
Description: The UNESCO Gender Equality eLearning Programme is a good and informative online course including UNESCO's priorities in gender equality, key concepts of gender equality, gender mainstreaming, gender analysis, gender responsive budgeting, result based management and advocating for gender equality. The course aims also at making a link between gender equality and the work of UNESCO. The course has been included among the six best practices of gender mainstreaming trainings in the EIGE manual on gender mainstreaming. The training is complemented by other activities and resources. The training is mandatory to all UNESCO staff. In addition to the online course, UNESCO has developed Gender Mainstreaming tools such as gender lenses, a gender score card and a gender quiz. Link: <http://www.unesco.org/new/en/unesco/themes/gender-equality/capacity-development/gender-mainstreaming-tools/>
- **United Nations OHCHR on-Line Training Course "Gender Equality, Human Rights and Me"**
Link: <http://training.itsilo.org/delta/OHCHR/Genderintegration/player.html>
Description: Very good training course, suitable and of interest also for non OHCHR staff working on gender and human rights. In particular it gives a good account of topics such as gender analysis, gender sensitive language and gender equal organisational culture. It also refers to an interesting chapter of an OHCHR document on integrating gender into human rights monitoring.
- **E-Learning Gender Analysis GIZ Global Campus Registration until 30.06.2015**
Link: <https://gc21.giz.de/ibt/eacad/opt/sico/core/public/user/selfregisterInput.xjsp?workflowid=141294210968948801>
- **Human Rights Education Associates, online course on "Gender based violence", 2 September-13 October 2015 (E05415) Deadline for registration: 1 June 2015**
Link: http://www.hrea.org/index.php?base_id=1400&language_id=1
Description: This e-learning course introduces participants to general definitions, concepts and normative and legal frameworks related to concepts of gender-based violence. The course covers forms, causes and consequences of GBV in conflict contexts, as well as on an endemic basis. Prevention and response programming, as well as models underpinning mainstreaming and targeted actions on GBV, and the need for coordinated approaches will be covered. The course provides basic knowledge and skills on GBV to staff of international humanitarian and development organisations aiming to deepen their understanding and engagement on GBV responsive programming.
- **On-Line course "Gender mainstreaming in Result Oriented Monitoring of EU projects"**
Link: <http://www.romgendercourse.eu/>
Description: Useful tool, particularly for those working with EU funded projects.

- Human Rights Education Associates, on-Line course on **Gender Mainstreaming (Gender Equality-Advanced Course)**
Link: http://www.hrea.org/index.php?base_id=558&language_id=1
Description: This advanced e-learning course aims to provide participants with comprehensive knowledge of gender mainstreaming and gender analysis. It draws on best practices and case studies from around the world. The course also provides the opportunity to focus on specific sectors or policy areas (such as education, sexual exploitation and abuse, organisational development or human resources) and for participants to employ this knowledge in their own workplace through an action research topic.
- UNICEF-UNFPA-UNDP-UN Women, Online course **Gender Equality, UN coherence & You**
Link: <http://www.unicef.org/gender/training/content/scoIndex.html>
Description: This course aims at explaining the concepts and language of gender equality and mainstreaming within the UN system. It includes a glossary and a case study compendium.
- **“Different Needs – Equal Opportunities: Increasing Effectiveness Of Humanitarian Action For Women, Girls, Boys And Men” Developed by the Inter-Agency Standing Committee**
Link: <http://www.interaction.org/iasc-gender-elearning>
Description: Published in 2010, this online course provides the basic steps a humanitarian worker must take to ensure gender equality in programming. The course includes information on the core issues of gender and how it relates to other aspects of humanitarian response. The three-hour, self-paced course provides information and scenarios enabling to practice developing gender-sensitive programming. This training is based on the [Inter-Agency Standing Committee \(IASC\) Gender Handbook](#) and related IASC guidelines, including the [Guidelines for Gender-based Violence Interventions in Humanitarian Settings](#) and others..

Face-to-face courses (2015)

- **Special Track course on “Human Rights and Gender”**, Utrecht Summer School, Utrecht University faculty of Law, Economics and Governance, the Netherlands (13-24 July 2015)
Link: <http://www.utrechtsummerschool.nl/courses/law-economics/human-rights-and-gender>
Description: This Special Track course combines the course International Human Rights Law with International Law from a Gender Perspective to provide participants with an intensive, two-week course related to human rights and gender. It is designed for students and professionals interested in international human rights and gender studies.
- **“Researching Gender Based Violence methods and meaning”**, London School of Hygiene and Tropical Medicine, University of London, London, UK, (16-20 February 2015)
Link: http://www.lshtm.ac.uk/study/cpd/gender_violence.html
Description: This course aims to strengthen participants’ knowledge and skills to conduct or commission technically rigorous, ethical and policy- and service-relevant research on various forms of violence against women. The course is intended for individuals who will conduct or

commission research on gender-based violence. Upon completing the course, participants will have a strong understanding of: current gold standard methods to conceptualise and measure violence exposures, various methodological techniques for assessing the relationship between violence and health outcomes; and practical issues faced when meeting ethical and safety obligations.

- **The United Nations University Gender Equality Studies and Training (UNU-GEST) Programme** (Iceland)

Link: <https://gest.hi.is/>

Description: The overall goal of this programme is to educate and train women and men from developing countries and conflict/post-conflict societies in gender equality methods and theories and to strengthen their professional capacities for advancing and implementing gender sensitive projects in their home countries. The programme's curriculum builds upon scholarship in gender equality and development studies incorporating major interdisciplinary agenda, intellectual debates and recent methodological practises. The course is divided into **seven teaching modules**. **1. Orientation, academic working methods and skills; 2. Introduction: Theories and concepts; 3. Practical tools for gender sensitive projects; 4. Gender, climate change and the environment; 5. Gender, peace and security; 6. Rights based approaches to health and bodily integrity; 7. Final assignment.**

The main component of the project is a 20-week training programme organised in Iceland. The Programme also develops seminars and training courses on gender equality issues in Iceland. The 20-week training programme targets professionals from developing countries and post-conflict societies working for government ministries and agencies, as well as professionals working for civil society organisations and educational institutes. The short training courses and seminars are open to professionals from developing as well as developed countries. The course is comprehensive and well structured. The first three modules are more general whereas the last four modules relate mostly to gender in development and conflict/post-conflict contexts.

- Seminar on "European planning and gender issues", PAIR, Via Merulana 134, Rome, Italy (7 March 2015 from 9:30 to 17:30 hours) **Application deadline: until places are available and no later than March 1, 2015**

Link: <http://www.ingenere.it/agenda/seminario-progettazione-europea-e-tematiche-di-genere>

Description: The Association TIA Training International in collaboration with the Department of European Affairs of the Italian Presidency of the Council of Ministers promotes the introductory seminar "European planning and gender issues". The purpose of the seminar is to illustrate the European programming and outgoing calls on gender issues, with a particular focus on gender equality in a European perspective.

- Short course on “**Gender and Organizational Change**”, ITC ILO Turin, 23-27 March 2015. Application deadline: 13 February 2015

Link: http://gender.italo.org/cms/images/stories/UPDATED_A908003.pdf

Description: This workshop proposes to look at how organizations have embraced gender mainstreaming, the success and barriers, but goes much further by looking at gender as part of an organizational change management strategy rather than a “stand alone” agenda item. The benefits and drawbacks of targeted measures to achieve equality will be reviewed in this workshop together with other strategies at the organizational level to take into account gender issues and women's rights.

- The Hague Academy for local governance, “**Gender responsive Governance**”, 23 March - 03 April 2015, The Hague, Netherlands. Application deadline: 20 February 2015
Link: <http://thehagueacademy.com/blog/2014/04/gender-responsive-governance-2015/>
Description: This course starts by exploring the main gender concepts and how they relate to inclusive development. Moreover, the practical integration of gender in all dimensions of (local) governance, including participation, accountability and transparency as well as the role of women and men in equitable service delivery are discussed. By showing examples from around the globe, applying interactive ways of sharing knowledge and working with renowned experts in this field, participants will gain a deeper understanding of gender dynamics and strategies for addressing the different needs and priorities of women, men, young girls and boys.
- **Short course “Gender and Social Development”**, London, School of Oriental and African Studies, University of London
Link: <https://www.soas.ac.uk/courseunits/C140.html>
Description: This module examines gender and social development from both an analytical and a practical perspective. It explores the historical roots of academic and policy interest in these matters and considers why social development and gender matter. It examines different ways of analysing social and gender relations, and the relationship between academic and policy work in this field. It then investigates current thinking and concerns relating to the practice of social development and to the promotion of gender equality and women’s empowerment, and describes tools and frameworks to inform policy making and practice. The module is aimed at students and researchers from the academic world and at development practitioners from government departments, international development agencies or non-governmental organisations (NGOs) who work to promote development and poverty reduction. Unit 8 in part III of the course introduces some of the social and gender analytical tools and processes used in the context of development policies and projects.

Databases

- **EIGE gender trainers database**
Link: <http://eurogender.eige.europa.eu/gender-trainers?terms=&country=All&lang=All&classification=All&=Apply>area%5B%5D=307>
Description: EIGE’s Gender Trainers Database features up-to-date profiles of gender trainers and organisations offering gender training across the EU. This database helps find gender trainers with specific thematic knowledge, skills and expertise to design training courses tailored to different needs and policy areas. The database offers a classified pool of more than 200 active training providers from 28 EU Member State and from a wide range of sectors who work in a range of approximately 60 thematic policy areas, including violence or gender stereotypes; apply a range of skills such as gender analysis, statistics and indicators and monitoring and evaluation. This database is a good source for local expertise in the 28 EU member countries.
- **Gender Stereotypes MAXQDA database**
Link: <http://eige.europa.eu/content/gender-stereotypes-maxqda-database>
Description: The MAXQDA database of collected narratives is a resource for those who are eager to further explore the phenomenon of gender stereotypes and to look for possible ways to tackle it. This database is a systematised resource of 514 stories from 27 EU Member States, based on the interviews with 216 persons. The narratives are stored in original languages, all with English

translated fragments. The stored data can be retrieved and analysed based on the coding and logical links introduced by the core research team for this project. All data is systematised in a way as to allow overcoming linguistic diversity of the project.

- **Genderwatch database**

Link: <http://www.usc.edu/libraries/databases/records/database.php?db=7R6>

Description: GenderWatch is a full text database of publications that focus on the impact of gender across a broad spectrum of subject areas. Subjects covered include: business, education, literature and the arts, health sciences, history, political science, public policy, sociology, gender and women's studies and more. The database provides in-depth coverage of the subjects that are uniquely central to women's lives. It includes content on the impact of gender and gender roles on areas such as: the arts, popular culture and media, business and work, crime and criminology, education, research and scholarship, family, health care and medicine, politics, policy and legislation, pornography, religion, sexuality and sexology, sports and leisure. Publications include academic and scholarly journals, magazines, newspapers, newsletters, regional publications, books, booklets and pamphlets, conference proceedings, and government, ngo and special reports.

Training Centres

- ILO's International Training Centre, **Gender and Non-Discrimination Programme**

Link: <http://gender.itcilo.org/cms/>

Description: This programme capitalizes on the ITC-ILO 20 years of experience in capacity building for gender mainstreaming and women's socio-economic empowerment. The Programme works on two parallel, mutually reinforcing strands: regular on-campus and on-line training courses are offered every year, whilst tailor-made capacity building programme and awareness raising campaigns are designed according to the needs agreed with donor and/or requesting national organisations, and often with the inputs of both ILO and ITCILO gender networks.

- UN Women Training Center,

Link: <https://trainingcentre.unwomen.org>

Description: The UN Women Training Centre provides high-quality training courses, programmes and resources on key issues related to UN Women's priorities as well as emerging topics. The Training Centre provides:

- Technical assistance: content development, design, implementation, documentation, evaluation, and participatory methodologies to develop courses and training resources
- Quality Standards in Training for Gender Equality in partnership with leading institutions
- Pool of facilitators and training experts
- Periodic needs assessment on learning and training
- Learning facilities to conduct face-to-face training
- eLearning Campus for online training
- Databases of training institutions, opportunities and resources
- Custom-made training upon request
- Training courses available on a continuous and/or scheduled basis

Manuals and Toolkits

- **Mainstreaming gender into the policies and the programmes of the institutions of the European Union and EU Member States**”, EIGE, (2013)
Link: <http://eige.europa.eu/sites/default/files/Good-Practices-in-Gender-Mainstreaming.pdf>
Description: Good and useful tool, including 6 examples of good practices in gender mainstreaming training tools.
- **“Toolkit on mainstreaming gender analysis in EC Development Cooperation”**, Europeaid, (2004)
Link: https://ec.europa.eu/europeaid/toolkit-mainstreaming-gender-equality-ec-development-cooperation_en
Description: Good tool on gender mainstreaming in development cooperation. It contains one section on concepts and methods for gender equality, one section on EC development cooperation priority areas: aspects for gender analysis; one section has a glossary on gender and development terms and one section is about gender machineries, sources of information, contacts and networks (CDROM). It is a good tool that could be used by trainers on GM and by Project Managers themselves. It has been included among the six best practices of gender mainstreaming trainings in the EIGE manual on gender mainstreaming (2013).
- **Guidance note for UNODC Staff on Gender mainstreaming in the Work of UNODC** (2013)
Link: <http://www.un.org/womenwatch/directory/docs/UNODC-GuidanceNote-GenderMainstreaming.pdf>
Description: Good practical manual addressed to UNODC Staff who are not non-gender specialists. It provides them with a framework to develop gender responsive projects and programs. The note is divided into three sections. Section one presents what gender mainstreaming is and is not. Section two provides guidance on how to do gender mainstreaming throughout UNODC operations. Section three provides a series of gender briefs on: Gender and countering transnational organized crime and trafficking; Gender and countering corruption; Gender and terrorism prevention; Gender and justice; Gender and health and livelihoods.
- **“Gender in practice: a tool-kit for Swiss Development Co-operation and its partners”**,
Link: http://www.preventionweb.net/files/9533_genderkit.pdf
Description: Good practical toolkit to use as a guide on how to integrate gender as transversal theme in programs and projects (sheet 2/8a), implement gender specific programmes (sheet 2/8) and promote Equal opportunities internally in the organization (sheet 9a, 9b). It includes a useful checklist for integrating gender in programme project. (sheet 8a).
- Gender Equality training for Decision-Makers, Educators and leaders of NGOs, EU Socrates project **“Wo-Men: Gender equality creates democracy”**
Link: <http://www.gender-equality.webinfo.lt/results/Curriculum.pdf>

Description: This curriculum is one of the results of co-operative activities of partners of the EU Socrates project “Wo-Men: Gender Equality Creates Democracy”. The project aims to promote European values on gender equality and democracy through lifelong learning and develop quantitative and qualitative instruments to monitor the application of gender sensitive policies. The main outputs of the project include a good practice guide on the implementation of innovative measures in the partner countries to promote gender equality through lifelong learning; a survey report on indicators of gender equality/inequality; a curriculum and an electronic manual on CD-ROM “Gender equality education for policy and decision makers, adult educators and leaders of NGOs”; a trans-national training course for the further training of adult education staff to work with the prepared CD-ROM, matching this course to a Grundtvig 3 programme.

- Toolkit “**Breaking Gender Stereotypes – Building good business Tips and Tools for Smart Managers**”, prepared by ITC ILO in cooperation with EUROCHAMBERS

Link: <http://www.businessandgender.eu/en>

Description: Interesting toolkit providing a framework for human resource management with a gender perspective. It analyses recruitment, retention and release of staff within an enterprise, focusing on gender equality and the harmful effects of stereotypes. Business-oriented tools, case studies, practical exercises, examples of good and bad practice, national, EU and international references provide a concrete framework for implementing a “Gender Equality Action Plan” within an enterprise.

- ‘**Study of collected narratives on gender perceptions in the 27 EU Member States**’, EIGE

Link: <http://eige.europa.eu/content/document/study-of-collected-narratives-on-gender-perceptions-in-the-27-eu-member-states>

Description: This study has been commissioned by EIGE with the aim of mapping the persistence of stereotypical gender attitudes and perceptions. The study has as its central objective the collection of real-life stories related to gender perceptions in the form of narratives. The specific aim with this study is to map stereotypical gender attitudes/perceptions through stories and put these in their narrative form and original language in an online database. These narratives have been analysed with a view to identifying how stereotypical gender perceptions influence people’s lives, as well as to provide background information on possible obstacles for increased gender equality in various contexts and on how stereotypical gender perceptions can be overcome. It is a very good study which could be used in a training to give real life examples of gender stereotyping. The chapter on intergenerational differences of gender stereotypes is particularly interesting.

- **Handbook on mainstreaming gender equality into the OAS project cycle-** Organisation of American States (2010)

Link: http://www.oas.org/en/cim/docs/Handbook_Gender_Mainstreaming_Project.pdf

Description: Comprehensive tool consisting of the following ten thematic modules, organized according to the different phases of the planning and evaluation cycle, so that each guise can be used independently from the others: (1) Conceptual framework; (2) International mandates and instruments of the Inter-American System; (3) Evaluability of gender-sensitive project profiles; (4) A gender equality approach to stakeholder analysis; (5) Gender assessments; (6) Identification of gender equality-based objectives and alternatives; (7) Sources of information on gender matters; (8) Gender indicators; (9) Checking whether a logical framework is gender-sensitive; (10) Gender-sensitive monitoring and evaluation.

- **“Making Budgets Gender-Sensitive: A Checklist for Programme-Based Aid”** -Austrian Development Cooperation (2009)
Link: http://www.entwicklung.at/uploads/media/CHECKLIST_12032009_barriere_02.pdf
Description: This document is a useful tool for understanding gender responsive budgeting and integrating it into the budget process.
- Training Manual on **Gender Mainstreaming**, Ministry of Gender, Children and Social Development, Kenya , June 2008
Link:<http://www1.uneca.org/Portals/ngm/Documents/Kenya-Gender-Training-Manual.pdf>
Description: Good manual on gender mainstreaming which could be adapted for other contexts

Networks:

- **Learn4Dev Gender Expert Group**
Link: <http://www.learn4dev.net/>
Description: Learn4Dev is the joint donors' competence development network in which members offer each other support for better competence development by sharing resources and exchanging experiences. [The Gender Expert Group](#) of L4D was established in 2011 and has since then been working to pool training and technical resources, analyse capacity gaps, build on experiences and develop common tools to ensure that development cooperation effectively contributes to the achievement of universally agreed gender equality goals. To succeed in these shared tasks, new ways of collaborative learning, exchanging experiences and harmonising approaches and tools are created as the "Joint Learning Journey on Gender Mainstreaming in Development Cooperation".
- **European Network of Experts on Gender Equality (ENEGE),**
Link: <http://www.enege.eu/>
Description: ENEGE's aim is to contribute to the development of comprehensive European-level policies on gender equality based on the current European policy framework, namely the [Europe 2020 Strategy](#) and the European Commission's [Strategy for equality between women and men 2010-2015](#). The network covers all 28 EU Member States, EU Accession Candidate (FYROM, Montenegro, Turkey and Serbia) countries, and EFTA/EEA countries Norway, Iceland and Liechtenstein. Working as a knowledge broker for the most relevant European and international research on gender equality, ENEGE advises and supports the European Commission in the analysis of gender equality policies, reforms and their implications at European and national level. The network avails itself of the collaboration of a vast number of leading national and international academic experts on gender equality (<http://www.enege.eu/associated-experts>).
- **The Bloomsbury Gender Network**
Link: <https://sites.google.com/site/bloomsburygendernetwork/home>
Description: The Bloomsbury Gender Network is a network of academics working on gender across the Bloomsbury universities. The aims of the network include pooling resources, channelling information about respective research interests, biographical information and expertise, share information about seminars and events and jointly organise seminars. Although the network seems to be restricted to academics, it may be kept in mind as a source for possible conference/seminars speakers.

- **GIZ Gender network net**

Link: <http://www.gender-network.net/english/-html>

Description: The GIZ Gender Network net page provides a variety of information about gender equality including a pool of consultants with a focus on gender, a list of trainings to improve skills in promoting gender equality and a gender knowledge Platform with information about gender projects worldwide, videos, podcasts and publications.

- **The Inter-Agency Network on Women and Gender Equality (IANWGE)**

Link: <http://www.un.org/womenwatch/ianwge/introduction.htm>

Description: The Inter-Agency Network on Women and Gender Equality (IANWGE) is a network of United Nations offices, specialized agencies, funds and programmes. All UN member entities are represented in the Network. The network supports and monitors the implementation of the Beijing Platform for Action and of gender-related recommendations emanating from other recent UN General Assembly special sessions, conferences and summits, especially by ensuring effective co-operation and coordination throughout the UN system. The Network also monitors and oversees the mainstreaming of a gender perspective in the programmatic, normative and operational work of the UN system.