

Ten Top Recommendations for Gender Training¹

UN-INSTRAW
Gender Training Community of Practice

First Virtual Dialogue
“Current Situation in Gender Training”

September 22nd – October 25th 2008

¹ Prepared for UN-INSTRAW by Alicia Ziffer & Jennifer Elle Lewis.

Recommendations for Gender Training

1. Understand the term “gender.”

- Use a good definition of the word "gender". In some languages/dialects it is very difficult to get the right translation. In such cases insist on creating a space for exchange so that understanding of gender develops. Comprehension of the key concepts, terms and terminologies around gender are integral to success in gender trainings.
- The term "gender" can be approached using intersectional frameworks such as race, class, age or education level.
- The concept of “Feminism” should be re-evaluated as to its application in gender trainings.

2. Adapt the training to the participants.

- Incorporate the content of participant’s field of work and their level of responsibility or regional specifications.
- Integrate a brief overview of gender issues in a given country and conduct a needs assessment prior to the training. Assess if participants have attended training previously, as this will shift the content material.
- Map potential “supporters” and “opponents” to the gender training process.

3. Use interactive, transformative and active learning approaches.

- Dialogue with participants and facilitators; involve personal reflection, sharing research, writing, etc.
- Do activities that can provide participants an opportunity to put into practice what the training is about.
- Provide opportunities, tools and resources for transformative processes within the training.

4. Dedicate adequate resources.

When planning training sessions and selecting resources take into account:

- Content material adequate to objectives, regional context and characteristics of the audience (professional speciality, interests, age, etc).
- Materials and resources that facilitate interactive and transformative learning processes.
- Time frames and training spaces adequate for the fulfilment of training objectives.

5. Regard facilitating teams.

Take into account the characteristics of the audience when organizing the facilitators’ team. In some cases, participants are more receptive to a male facilitator. This is especially true in certain thematic areas, countries or regions where there remains a great deal of resistance to gender equality concerns, such as women being active in the labour force, politics or in peacekeeping operations.

6. Gender training should involve senior management.

Often, the gender training audience consists of staff in lower management positions and it was recommended that more senior management attend trainings.

7. Use more creative approaches in gender trainings.

This can involve creative problem solving techniques, art, or art therapy. Using art can help to lower resistances and transform theory into real change on the ground.

8. Plan the training process adequately.

After initial discussions with training contractors and revision of key documents and materials, plan the whole process carefully. This includes setting up a calendar, needed resources, a budget and defining methodological approach, follow up, monitoring and evaluation processes.

9. Keep evaluation at the centre of the training initiative.

- Present expected outputs and outcomes at the beginning of the training process. To add transparency to the training and ensure everyone involved has the same information. It also provides a clear set of goals that can be a solid basis for guiding program design, intervention, monitoring and follow up.
- Establish a baseline from the beginning of training that provides information to evaluate the quality and impact of the training process.
- Define indicators for measuring and describing results and impacts when designing the training process.

10. Adopt an Action Plan for adequate and systematic follow up to gender training.

This should focus on what participants plan to do after they have attended the training and include a mentoring program as part of post training.

Annex

UN-INSTRAW Gender Training Community of Practice Members

- Aimee Therese Faye, Project Monitor & Evaluation Officer, MINUSTAH, Haiti
- Aine Ui Ghiollagain, President, FEFAF, Ireland
- Albert Yeboah Obeng, National Projects Coordinator, Foresight Generation Club, Ghana
- Anna Platonova, Project Officer, OSCE ODIHR, Poland
- Anne Elisabeth Kobaek, Programme Officer, UNDP, Syria
- Annie Michele Salla Nzie, Executive Director, Women Care (WOCAN), Cameroon
- Anu Pillay, Independent Consultant, Gender Advisor to TRC, UNIFEM, Liberia
- Anuradha Mundkur, Associate Director, Flinders University, Australia
- Arabinda Ghosh, Joint Director, Administrative Training Institute Government of West Bengal, India
- Arja Vainio-Mattila, Independent Consultant, Canada
- Azmiya Baderdeen, Independent Trainer, Sri Lanka
- Canon Joyce Nima, BAS Uganda Joint Christian Council, Uganda
- Carina van Vliet, Associate Political Affairs Office, United Nations Office for Disarmament Affairs, USA
- Carmen Baugbog, Gender Affairs Officer, United Nations Volunteer, United Nations Mission in Sudan, Philippines
- Catherine Hill, Independent Consultant, Canada
- Cecilia Lazarte, Gender Coordinator, Christian Aid, Argentina
- Christel Steinvorth, Knowledge Management, Inter-American Development Bank, USA
- Christina Gross, Military Project Manager/Women in Defence & Security Department of National Defence-Canadian Forces, Canada
- Cristina Reyna, IFOR/ Women Peacemaker Program, Netherlands
- Dana Peebles, Director, Kartini International, Canada
- Derek Oakley, GT CoP Intern, Gender Training Community of Practice Working Group, UN-INSTRAW, Dominican Republic
- Dono Abdurazakova, Independent Consultant, Uzbekistan
- Elisabeth Hofmann, Coordinator, Réseau Genre en Action, France
- Elisabeth Lothe, SSR Team, DPKO, USA
- Elisabeth Robert, Migration and Remittances Consultant, UN-INSTRAW, Dominican Republic
- Eva Richter, UN Representative, BPW-International, USA
- Eve Sandberg, President, Strategic Research Inc., USA
- Folade Mutota, Coordinator, Women's Institute for Alternative Development, Trinidad & Tobago
- Frediane Ndikumana, Independent Trainer, CRS, Burundi
- G. Hernandez, Sinaloa State Council for Domestic Violence, Mexico
- Gabrielle Russo, Policy Coordination Officer, UN DPKO Mine Action Service, USA
- Gerald Fain, United Nations Representative, World Lesiure Organization, USA
- Gina Gallardo Rivas, Program Coordinator, IMO, Dominican Republic
- Guadalupe Hernández Guerrero, Consejo Estatal para Prevenir y Atender la Violencia Intrafamiliar, Mexico

- Haslinah Yacob, Independent Trainer, Malaysia
- Hilary Anderson, Information Officer, UN-INSTRAW; Gender Training Community of Practice Working Group, Dominican Republic
- Isaac Aggrey, Founder / Chairperson, Women Business Center, South Africa
- Ina Curic, Capacity Building Consultant, UN-INSTRAW; Gender Training Community of Practice Working Group, Dominican Republic
- Jacqueline J. Burgess, President, Millennium Sistahs Trinidad and Tobago, Trinidad and Tobago
- Janey Lawry-White, Monitoring & Evaluation Specialist, UNDP/BCPR, USA
- Jason Laker, Associate VP & Dean of Student Affairs, Assistant Professor of Women's Studies, Queen's University at Kingston, Canada
- Jatinder Kaur, Counsellor/Social Scientist, Crime Against Women Cell Sangrur (Punjab), India
- Jeanette Gurung, Executive Director, WOCAN, USA
- Jennifer Elle Lewis, GT CoP Intern, UN-INSTRAW; Gender Training Community of Practice Working Group, Dominican Republic
- John Mutamba, Gender Specialist, UNIFEM, Rwanda
- Julie Filteau, Sergent-Déetective Principal, Service de Police de Lévis, Cape Verde
- Juliet Hunt, Independent Consultant & Trainer, Australia
- Kate McInturff, Coordinator, Gender and Peacebuilding Working Group, Peacebuild, Canada
- Khamisa Mohamed Rajab, Program Assistant, UNICEF, Sudan
- Koh Miyaoi, Regional Gender Policy Advisor, UNDP, Sri Lanka
- Komila Rakhimova, Gender Specialist, UNDP, Uzbekistan
- Kristin Valasek, Gender & SSR Project Coordinator, Geneva Centre for the Democratic Control of Armed Forces, Switzerland
- Kristine St-Pierre, Research Analyst, Pearson Peacekeeping Centre, Canada
- Laura Hildebrandt, Knowledge Network Facilitator, Gender Team, Bureau for Development Policy, United Nations Development Programme HQ. UN-INSTRAW Gender Training Community of Practice Working Group.
- Leah Freij, Senior Gender Advisor, IntraHealth, USA
- Lola Marisol Valladares Tayupanta, UNIFEM, Andean Region
- Lynda Dechief, Violence & Women's Health Consultant, Provincial Woman Abuse Response Program, Canada
- Marcela Bordenave, UMA, Argentina
- Margaret Capelazo, Gender Specialist, CHF, Canada
- Maria Jose Moreno Ruiz, Senior Gender Advisor, GTZ, Morocco
- Maria Luz Aquilante, UNIFEM, Mexico
- Marie Sicat, Social Affairs Officer, UN Economic & Social Commission, Thailand
- Marie-Katherine Walker, Gender Specialist, Oxfam, Canada
- Martha Barriga, Political Participation, UN INSTRAW, Dominican Republic
- Meena Sharma, Youth Coordinator, Search for Common Ground Nepal, Nepal
- Meron Genene, Independent Consultant, Ethiopia
- Mohamamd Ismail, Chairperson, RISE, Pakistan
- Monica Larrison, Gender Advisor, EUFOR TChad/RCA

- Mubarak Mabuya, Principal Gender Officer, Ministry of Gender Labour and Social Development, Uganda
- MwtChenziRa Kahina, Revolutionary Ancestral Wombmyn & Per Ankh Institute, Virgin Islands, USA
- Nadia Batool, Training Specialist-PLSP USAID, Pakistan
- Nadia S.K Al Alawi, Bahrain Women Association, Bahrain
- Naomi Hansen, Development Officer, International Indigenous Women's Forum, USA
- Naryan Vitthal Solanke, President, Universal Versatile Society of India, India
- Nestorine Campaore Sangare, Executive Director, Centre for Research & Intervention in Gender & Development, Burkina Faso
- Nicola Popovic, Gender, Peace & Security Programme Officer, UN-INSTRAW, Dominican Republic
- Nobubele Christabel Mbekela, Section Head: ETD Systems, Skills, Developmen & QM, South African Police Service, South Africa
- Noreen Khan, Gender Specialist. Gender and Rights Unit, Division of Policy & Practice, UNICEF HQ. UN-INSTRAW Gender Training Community of Practice Working Group.
- Nzungi Ngwele, Programme Manager, Women's Research & Development Institute, Kenya
- Odette McCarthy, Program Officer, Centre d'études de Coopération Internationale (CECI), Canada
- P.Ramesh Babu, Project Director, Gayatri Rural Educational Society, India
- Patricia Keays, Independent Consultant, Canada. UN-INSTRAW Gender Training Community of Practice Working Group
- Paula Beltgens, Independent Consultant, Canada
- Ramavarma Regunathan Thamburan, Chief, Conduct and Discipline Unit, United Nations Integrated Mission, Timor Leste
- Ramesh Kumar Sharma, Regional Manager, Rural Water Supply & Sanitation Fund, Development Board, Nepal
- Rinzi Pem, Gender Focal Person, UNDP, Bhutan
- Robyn Baron, Program Officer, Humanitarian Unit, Oxfam, Canada
- Rocio Lucero Quiroga, Academic Coordinator, Centro de Estudios de Género, INTEC, Dominican Republic
- Rose Gawaya, Regional Training Director, OXFAM GB, South Africa
- Sahar Shawa, Programme Analyst, UNDP, Kuwait
- Samantha Willan, Independent Consultant, South Africa
- Sara Benitez, Deputy Women's Advocate, Women's Advocate Office, Puerto Rico, USA
- Selma Schwee, Gender Training and Research Officer, MONUC, Democratic Republic of Congo
- Shazia Razzaque, Associate Judicial Monitoring Officer, ONUCI, Côte d'Ivoire
- Shelisa Howard-Martinez, Independent Consultant & Trainer, USA
- Shelley Ross, Secretary General, Medical Women's International Association
- Stella Makanya, Gender Advisor, UN Assistance Mission, Afghanistan
- Stephanie Chaban, Research & Training Coordinator, Palestinian Women's Research & Documentation Center, Palestinian Territories

- Stephanie Garret, Executive Director, Women's Resource Centre, University of Calgary, Canada
- Steven Botkin, Executive Director, Men's Resources International, USA
- Susan Loo, Independent Consultant, Malaysia
- Susana Climent, Technical Assistant Administrative Unit, European Social Fund, Spanish Ministry of Labour & Migration, Spain
- Tatiana Markina, Knowledge Management/Capacity Development Specialist, UNIFEM
- Toiko Kleppe, Advisor Analysis & Assessment Unit, Fokus, Norway
- Tracy Vaughan Gough, Gender Mainstreaming Consultant, UNICEF, Kenya
- Tzovig Ramian, Independent Consultant, Women's Humanitarian Organization & CRTDA, Lebanon
- Violet Barasa, Intern, Kenya Human Rights Commission, Kenya
- Willis Okumu, Independent Trainer, Kenya
- Wilma Rojas, Project Coordinator, Up Center for Studies Foundation Inc, Philippines
- Ximena Jimenez, CECOPAC, Chile
- Yolanda Ealdama, The Philippines
- Yolanda Iriarte, Gender Equality Monitoring Officer, UNIFEM, Palestinian Territories
- Zahid Mengal, Executive Director, Azat Foundation, Pakistan
- Zakia Shefayee, Policy Researcher, UNIFEM, Afghanistan

*Note: This list represents GT CoP members at the time of the virtual dialogue, and does not reflect all current GT CoP members.

Facilitators:

Cindy Hanson, Independent Consultant, Canada. UN-INSTRAW Gender Training Community of Practice Working Group.

Beth Woroniuk, Independent Consultant, Canada. UN-INSTRAW Gender Training Community of Practice Working Group.

Moderator:

Alicia Ziffer, Coordinator, Gender Training Community of Practice, UN-INSTRAW.