



UN WOMEN TRAINING CENTRE 2015 ANNUAL REPORT



**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.**

The UN Women Training Centre (TC) is dedicated to supporting the UN and other stakeholders to realize commitments to gender equality, women's empowerment and women's rights through transformative training and learning. It aims to become the leading UN centre that contributes, through training for gender equality, to building a society that respects and promotes human rights for all women and men.

UN WOMEN

TRAINING CENTRE

2015 ANNUAL REPORT



UN WOMEN TRAINING CENTRE

April 2016

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KEY FACTS AND FIGURES:

OUR ACHIEVEMENTS

IN 2015

We trained 26,011 people from 183 countries on gender equality and women's empowerment, to help create more equal societies worldwide.

• **25,589** trained through self-paced courses

• **186** through face-to-face training

• **101** through moderated online courses

• **135** through blended courses

• **10,714** women, 15,294 men

The majority of participants rated our courses “very good” and increased their knowledge of gender equality
154% increase of members in our eLearning Campus, now comprising 16,868 members from 183 countries around the globe.

156 experts in training for gender equality from four continents in our Roster.

FOREWORD

The year 2015 has seen gender equality commitments reiterated unequivocally by the international community. The new Sustainable Development Goals (SDGs) reaffirm our dedication to achieving gender equality and women's empowerment, taking forth the pledges of the Millennium Development Goals and the Beijing Platform for Action. Women and girls everywhere have greater opportunities than ever before to realise their potential. Yet, they continue to face challenges to their full and equal participation in economic, social, cultural and political life. The specter of inequality looms large. Only by actively striving for social transformation can we surmount it.

Training is one among powerful strategies to bring about individual, collective and institutional transformation towards greater gender equality. It raises awareness, builds consciousness, enhances knowledge, hones skills, effects changes in attitudes, behaviours and practices, and catalyses social mobilisation. By supporting women and men to further their knowledge and capacities concerning gender issues, training advances gender equality in our daily lives, work, communities, and society as a whole. It is a vital step towards transformation; a crucial move towards achieving a gender equal society.

Over the past year, we at the UN Women Training Centre have gradually consolidated our position as a recognised training hub on gender equality. Our actions have contributed to the pursuit of gender equality, women's rights and women's empowerment in every corner of the world. We have trained over 26,000 people from all geographic regions and a variety of sectors. Our training courses span a wide range of gender issues, including understanding violence against women and girls, unpaid care work, migration, peace and security, and essential capacities needed to mainstream gender into policies and programmes. Above all, our courses harness training's transformative potential to bring about greater gender equality in all societies. Our eLearning Campus, launched just at the end of 2014 has enjoyed exponential growth over the last twelve months. So too have our moderated, face-to-face and Training of Trainers courses.

Alongside our vibrant courses, our reflections on theory and practice have made knowledge on training for gender equality and women's empowerment ever more accessible. Our knowledge products, imbued with in-depth, cutting edge research, inform our courses and position us as a global thought leader in the field of training for gender equality. Our Community of Practice fosters dialogue among practitioners and academics worldwide, building understanding through the inclusive and participatory exchange of ideas, good practices and lessons learned. It contributes to an environment where knowledge and evidence on training is generated, consolidated, advanced, globally discussed and shared among diverse stakeholders and practitioners.

From the inception of UN Women and subsequently UN Women in 2011, we are now at a stage where the medium-term impact of our work can be examined.

This report details the UN Women Training Centre's dynamic evolution over the course of 2015. It chronicles the ways in which we have delivered tangible results as a partner and innovator in training for gender equality. It outlines the principles which guide our work, the platforms and modalities through which we deliver training, the courses we have spearheaded, and the knowledge products we have produced. It introduces our Community of Practice, the technical assistance we offer, our Experts' Roster, and the partners (including donors) with whom we work. It reflects the alignment of our efforts towards training which is inclusive, participatory and transformative. It illustrates how we are advancing our commitment to a world in which women and men enjoy equal rights.

I would like to use this opportunity to encourage each and every reader to explore the diverse learning/training opportunities and platforms we offer. Our training courses welcome learners of all levels – from the most basic to the most advanced. Transformation begins at the personal level. Only once it flourishes there, can it branch out and touch every aspect of our world. Join us now and learn with us. Together, we can learn to make a difference.

Clemencia Muñoz Tamayo
UN Women Training Centre Chief



1

WHO WE ARE

WHO WE ARE

The UN Women's Training Centre vision is to become the leading institution that contributes, through training for gender equality, to building a society that respects and promotes the human rights of all women and men. The Training Centre mission is to support a range of stakeholders to fulfill commitments to gender equality, women's empowerment and women's rights through transformative training and learning.

What is transformative training for gender equality?

We define **training for gender equality** as a transformative process that aims to provide knowledge, techniques and tools to develop skills and changes in attitudes and behaviors. It is a continuous and long-term process that requires political will and commitment of all parties in order to create inclusive, aware and competent societies that promote gender equality.

It is a strategy and a tool to effect individual and collective transformation towards gender equality through consciousness raising, empowering learning, knowledge building, and skill development. Training helps women and men 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 part and parcel of delivering our commitments to equal human rights for all.¹

Structurally located within UN Women's Policy Division, we are the only section of headquarters located outside New York. From our base in the Dominican Republic, we work to connect knowledge and capacities across the globe towards the advancement of gender equality.

Our approach to training for gender equality is guided by key international normative instruments, particularly the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Beijing Declaration and Platform for Action. The work of the UN Women Training Centre is grounded in, and guided by, five core principles:

- 1. Human rights for all** – our trainings, from needs assessment to evaluation, seek to contribute to the promotion of human rights.

2. Personal transformation as part of social transformation – for gender equality and women's empowerment to become a reality, we believe both individual and social transformation are vital.

3. Participatory, non-hierarchical, and power-sharing learning – the Training Centre believes that learning occurs in a spirit of equal and egalitarian participation, where all learners are teachers and all teachers are learners. We recognise that learning environments which are hierachal or characterised by power imbalance are harmful and do not align with the principles of gender equality and human rights.

4. Inclusiveness and respect for diversity – throughout all of our work, we promote and celebrate diversity of knowledge, positive practices, and identities.

5. Innovation and creativity – the Training Centre considers that through innovative and creative approaches to training, learning objectives can be achieved more effectively and efficiently.

a. How we work

On the ground, we carry out transformative learning and training for gender equality by providing a variety of services to the United Nations, governments, civil society organisations, and other interested stakeholders. These include **training courses** available on a continuous and/or scheduled basis; technical assistance on training content development, implementation, evaluation, and feminist, participatory methodologies; as well as periodic **needs assessments** on learning and training.

Our work also encompasses advancing, consolidating and disseminating **evidence, knowledge and tools** on training for gender equality. As a leader in this field, we further theories of change surrounding gender equality, alongside cutting-edge monitoring and evaluation strategies.

¹ http://gtcop.unwomen.org/index.php?option=com_content&view=article&id=317&Itemid=55&lang=en

How does learning through training take place?



Self-paced courses are delivered online through our eLearning Campus. These allow participants to access content at their own pace, from anywhere and at any time.



Moderated courses translate the traditional classroom environment to an online setting. They feature facilities like discussion forums, interactive webinars, and real-time chat.



Blended courses combine online and face-to-face learning. Part of such courses is delivered online, while another takes place face-to-face.



Face-to-face courses involve facilitators and participants being physically present in the room at the same time during the training.

We work to ensure that knowledge and evidence on training for gender equality is generated, consolidated, advanced and globally shared by carrying out **informed discussions**; developing, publishing and disseminating comprehensive **knowledge products** that advance debates on training for gender equality; maintaining a **pool of facilitators and training experts** (UN Women Expert and Trainer Roster); and offering up-to-date **databases** of **training institutions, opportunities and resources**.

Our eLearning Campus

trainingcentre.unwomen.org

The UN Women Training Centre's **eLearning Campus** is an innovative, online global platform for training for gender equality. In line with our commitment to delivering high quality training, here we offer a variety of self-paced, moderated, blended and face-to-face courses, tools and services. These are available in English, Spanish and French to ensure that the learning environment is as accessible as possible, with new languages, such as Arabic, being added successively.

Our Campus is open to everyone interested in using training as a means of advancing gender equality and women's empowerment. It offers flexible learning experiences that meet the needs of a diverse global audience, while allowing for continuous knowledge sharing and skills acquisition. Knowledge is generated, shared and globally discussed through the Campus,

enriching the experiences of learners, facilitators, and institutional stakeholders through the use of technology, varied e-learning modalities, and innovative pedagogical techniques.

Since its launch in October 2014, our eLearning Campus has flourished. From 6,636 members last year, it now comprises 16,868 members from 183 countries. Growing 154% in a single year, its members are drawn from every continent and virtually every country in the world. The top 15 countries from which they hail span both the Global North and South: Afghanistan, Colombia, Haiti, India, Indonesia, Iraq, Kenya, Mexico, Myanmar, Nepal, the Philippines, Spain, Thailand, the United Kingdom and the United States of America. Our thriving platform has benefitted greatly from the generous financial support of the Governments of Estonia, Denmark, and Switzerland.

Partnerships and networking

Our partnerships and networking are at the core of our work at the UN Women Training Centre. We collaborate with valued partners to leverage the scope and impact of our activities and resources. In 2015, we strengthened our partnerships and synergies both within and outside the UN System.

Internal Partners – In the UN System

With our partners within the UN System, we are building bridges towards a world where women and men are equal. Key among them is the International Training Centre of the International Labour Organization (ITC-ILO), with whom we have expanded the scope and outreach of our activities. Synergies with ITC-ILO, endowed with strong infrastructure and a wealth of experience, have spearheaded training courses to promote gender equality across the UN System, such as our highly successful blended course for UN Gender Focal Points.

Alongside our colleagues at UN Women, we jointly developed innovative activities and learning opportunities. Collaboration with UN Women's Independent Evaluation Office and Human Resources Department enabled our Gender Responsive Evaluation course, while partnership with UN Women's Peace and Security Division made possible the Peace and Security (PSO) training in Mexico, the Peace Operations Training Institute (POTI) training and many others.

With UN Women's Regional Office in Latin America and the Caribbean we undertook a RBM Webinar, while with UN Women's Regional Office in Asia and Pacific we implemented our Gender, Migration, and Development: A Matter of Rights Training of Trainers' courses. Cooperation with UN Women Country Offices was also invaluable this year, notably with UN Women Guatemala, culminating in a fruitful training of trainers directed at UN System Gender Focal Points. 2015 also witnessed productive partnerships with a range of other UN bodies, such as our contributions to UNESCO's Mobile Learning Week.

Our Key UN partners in 2015²



² UN Women, IANWGE (Inter-Agency Network for Gender and Women's Empowerment), IOM (International Organization for Migration), ITU (International Telecommunication Union), OHCHR (Office of the United Nations High Commissioner for Human Rights), UNAIDS, UNCTAD (United Nations Conference on Trade and Development), UNESCO, UNFCCC (United Nations Framework Convention on Climate Change), UNFPA (United Nations Population Fund), UNOPS (United Nations Office for Project Services), UNSSC (United Nations System Staff College), UNV (United Nations Volunteers), WFP (World Food Programme), WIPO (World Intellectual Property Organization).

External Partners – Outside the UN System

Hand in hand with our partners outside the UN, we collaborate to maximise the impact of our activities, knowledge, and resources. We cooperate with such prestigious regional organisations as the European Institute for Gender Equality (EIGE), alongside a host of national bodies, including the Ministries of Foreign Affairs of the Netherlands, Spain and Mexico and the Mexican Navy for delivering a course on gender, peace and security.

Our partnerships with NGOs are stronger than ever. We re-invigorated our cooperation with the Geneva Centre for the Democratic Control of Armed Forces (DCAF) this year by translating their Gender and SSR toolkit into Spanish. The coming year promises to bring greater synergies as we look to promote the translated toolkit with DCAF. With the *Centro de Educación a Distancia para el Desarrollo Económico y Tecnológico* (CEDDET), we organised three virtual panel discussions on political participation, migration and security sector reform, as well as a Webinar on gender sensitive monitoring and evaluation. Also in collaboration with CEDDET, we offered a week-long moderated course on the political participation of women in Latin America and the Caribbean.

2015 also marked our strengthened collaboration with academia. Partnering with universities and research institutions has helped us bridge theory and practice. In this way, we ensure that theory is developed on the basis of practice and that practice is informed by theory. Our Expert Group comprised representatives of leading academic institutions whose expertise in training for gender equality has profoundly advanced debates in this field. We also enjoyed fruitful cooperation with institutions like the Peace Operations Training Institute (POTI), the University of Wisconsin-Madison, and Spain's Universidad Complutense de Madrid.

Donors

Our work in 2015 benefitted from the generosity of key donors. The Governments of Denmark, Estonia and Switzerland supported our eLearning Campus. The latter also supported the development of a Capacity Assessment Tool. The support of the Government of Tunisia enabled advances in the Evaluation of training for gender equality. Our partners at UNFPA and UNICEF, moreover, supported a course tackling the pressing issue of Female Genital Mutilation/Cutting (FGM/C).

The Government of Spain supported our Training of Trainers course on Migration; the updating of our Training Manual on Gender and Migration; the development of key tools on political participation and gender equality; and all documents produced in connection with UN-INSTRAW's historical memory and online library. So too did they support courses on the care economy, on political participation at the local level in Latin America and the Caribbean, and on gender responsive budgeting. Their support was also vital to the development of a dynamic timeline, *Gender Equality in the UN: An Interactive Tool*, which will be launched in 2016.

Both our own, and our donors', knowledge and understanding of training for gender equality has increased through our collaboration. Partnership with our Training Centre has reinforced the importance of gender equality in their visions and strategic priorities. The Government of Estonia is committed to advancing institutional capacity to reduce gender inequality. Denmark has included the "building capacity of stakeholders to promote and claim women's rights" as one of their four priority areas for cooperation with UN Women 2014-2018.³

Networking

Networking and advocacy are vital to our efforts for advancing training for gender equality. As part of this, we participate in prominent international and regional conferences, seminars and expert meetings. Notably this year, we took a leading part in a Mobile Learning Week - "Leveraging Technology to Empower Women and Girls", organised by UNESCO in February. Attracting over 1,200 participants from 70 countries, it contributed to debates on how the gender-sensitive use of ICTs in education can further inclusion and gender equality. We also participated in a knowledge management Conference for Latin America, organised by the Spanish Development agency AECID in Guatemala. This enhanced our networking opportunities with many key-players, including the World Bank, the United Nations Development Programme (UNDP), the Economic Commission for Latin America and the Caribbean (ECLAC), the Food and Agriculture Organization (FAO), Korea's International Cooperation Agency (KOICA), USAID, Agencia Mexicana de Cooperación Internacional

para el Desarrollo (AMEXCID), Agencia de Cooperación Internacional de Chile (AGCI), Sistema de la Integración Centroamericana (SICA) and Centro Internacional de Agricultura Tropical (CIAT).

Our Monitoring and Evaluation Processes

Strong monitoring and evaluation systems are the bedrock of achieving lasting social change. They are a powerful tool for generating and using evidence that feeds into decision-making, learning and accountability processes which ultimately support gender equality. Therefore, strengthening monitoring and evaluation is at the very heart of what we do at the UN Women Training Centre. Our experience in monitoring and evaluation has helped us learn what works well in different contexts, and within different stages of the training cycle – from analysis, to planning, design, development, implementation and assessment. Our dynamic tools and strategies allow us to understand the impact training for gender equality has on the life of trainees, organisations and communities.

This year, we strengthened our knowledge on assessing the needs and demands of training for gender equality within the scope of our mandate, vision and mission. Key to this was the review of our 'Gender Equality Capacity Assessment Tool', originally developed in 2014. We supported other UN agencies in assessing their internal gender equality capacities via the development of tools and data analysis, notably the World Food Programme Gender Equality Capacity Assessment in January 2015. We also offered specialised technical assistance on the monitoring and evaluation of training for gender equality, including through our self-paced course on gender responsive evaluation directed at UN system staff. Furthermore, the UN Women Training Centre has developed a comprehensive monitoring and evaluation framework, data collection and management system to monitor and evaluate its own trainings for gender equality.

³ <http://fnnewyork.um.dk/en/~/media/fnnewyork/English/Documents/News/FINAL%20Organisation%20strategy%20for%20UN%20Women.pdf>

“The UN Women Training Centre
leads a process of bridging
theories and practices in training
for gender equality, through
applied action research and
evidence-based practice”

Expert Group Meeting on Training for
Gender Equality UN Women Training Centre,
Santo Domingo, 26-28 August 2015



2

TRAINING FOR
GENDER EQUALITY
WHAT WE ACHIEVED
IN 2015

TRAINING FOR GENDER EQUALITY - WHAT WE ACHIEVED IN 2015

In 2015, we expanded and consolidated our work, supporting the UN and other stakeholders to realise commitments to gender equality and women's empowerment through transformative training and learning. Our eLearning Campus has grown exponentially. In tandem, our face-to-face courses, research, reflection and discussions, technical assistance and compilation of resources has broadened the understanding, reach and impact of training for gender equality worldwide.

Our high-quality training courses on key issues related to UN Women's priorities and emerging topics – from migration, to masculinities, to care work and beyond – have developed consciousness and imparted skills. They have tangibly inspired changes in the everyday attitudes, practices and behaviours of participants, prompting them to carry forth training initiatives and bring about change within their own institutions. Our role as a training resource hub, accessible and available to the public, where knowledge products are consolidated and discussed, have furthered debates and standards surrounding training for gender equality. We have identified successes and remaining gaps, detailed evidenced-based good practices, and recommended ways forward, such as through our Compendium of Good Practices in Training for Gender Equality. Our technical assistance has contributed to advancing knowledge and evidence on training for gender equality, with a view to enhancing its effectiveness and impact across the board. In tandem, our pool of associated experts is continually growing, with over 150 members included in our Gender Expert and Trainer Roster. Additionally, 101 people have participated in our training of trainers' programmes, bolstering the pool of experts able to carry out transformative training for gender equality.

a. Courses and training initiatives

Our courses and training initiatives harness the transformative potential of training to advance gender equality worldwide.

Gender equality is an issue which cuts across all areas of development, all segments of society, and all regions of the world. No part of our world is free from the challenges of gender inequality, nor is there any sector which would not benefit from greater equality between women and men. For this reason, our training courses touch upon a range of themes connected to UN Women's Strategic Plan 2014-2017, including women and decision-making; women and economic empowerment; violence against women and girls; women's leadership and participation in peace, security and humanitarian action; and the capacity of the UN system and other actors to mainstream and promote gender equality.

Employing our four leading training modalities our courses have:

- Raised awareness of the importance of gender equality;
- Built skills in a range of thematic areas central to advancing gender equality;
- Fostered changes in participants' attitudes, behaviours and practices; and
- Stimulated participants' capacity to collaboratively put their knowledge, motivation and skills into practice, in order to begin to transform their work, communities and daily lives into more gender equitable spaces.

Women lead and participate in decision-making at all levels

Women make up half of the worlds' population. It is internationally recognized that they should have the right to participate, be heard, considered and participate in all decision-making processes, including in parliaments, political parties, and government bodies.

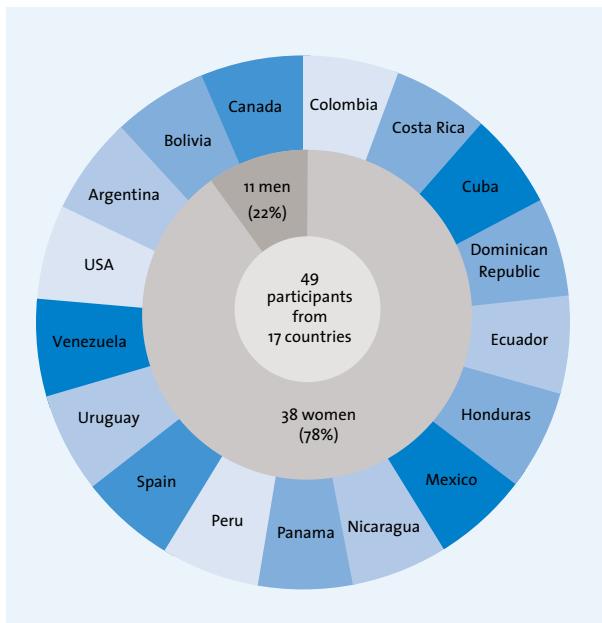
Yet, their equal participation remains limited. Our training initiatives support the development of gender responsive laws, policies, and electoral management, while promoting institutional changes which will attract more women to leadership positions. In 2015, we moved closer to this end by carrying out a course on gender equality at a local level in Latin America and the Caribbean, and by supporting the CEDDET Foundation to develop webinars and moderated training courses, supporting the increased capacity and knowledge of 2,541 participants in this crucial area.

Course: Gender equality at a local level in Latin America and the Caribbean: Democratic governance and inclusive development (moderated)

This course enhances participants' understanding of the importance of gender equality in local democratic governance, and equips them with strategies to promote gender equality therein.

Why is this course important? Women in Latin America and the Caribbean face a host of challenges to their full political and social participation. These span achingly slow access to political posts, such as becoming Mayors and Councillors, to a lack of representation of indigenous women and those of African origin, a dearth of diversity policies, and local political hurdles associated with urbanisation in the region.

Our course in numbers 2015:



"I became full of new dreams in favour of equality, and equipped with more elements and instruments to achieve equality."

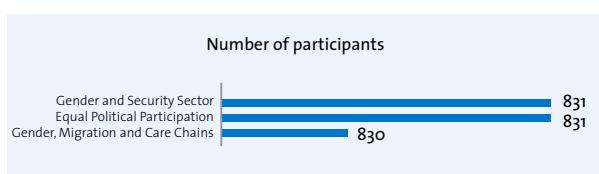
Course participant

Webinars and moderated courses on women's leadership and participation (with the CEDDET Foundation)

These webinars and moderated training courses helped participants identify laws that do not promote women's inclusion in decision-making processes. They underscored the need for greater opportunities for women, including systems for data generation and the dissemination of gender indicators.

Why is this support important? Like CEDDET, we believe that focusing on women's rights to full participation in democratic governance, the security sector, and the world economy will advance gender equality across Latin America and the Caribbean.

Our support in numbers 2015:



Women are economically empowered and benefit from development

Women are responsible for two-thirds of the world's working hours and produce half of the world's food, yet earn only 10% of the world's income and own less than 1 percent of the world's property. To redress such imbalance, gender equality must drive economic empowerment. Our training initiatives support a world where women, in all their diversity, have access to sustainable livelihoods, productive assets and decent work. Increased resilience in disaster risk reduction and climate change mitigation, poverty reduction, and women's participation and leadership in economic policies and decision-making are essential aspects of gender equality.⁴ In 2015, we supported 1,892 participants in increasing their knowledge and capacities to make such a world a reality by focusing on aid effectiveness, the care-economy, and migration policies.

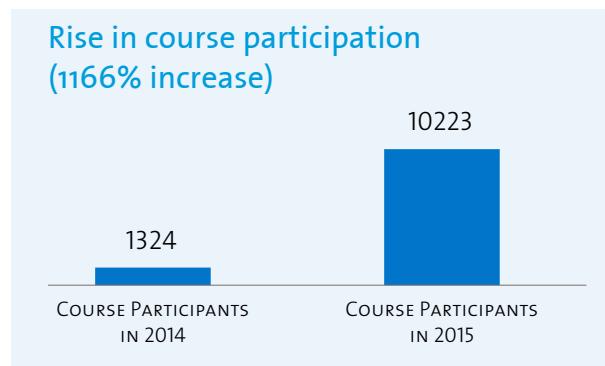
Course: Aid Effectiveness from a gender perspective

This course supported participants in identifying and reflecting on strategies to improve gender equality as an integrated part of the aid effectiveness agenda.

Why is it important? Aid flows affect the lives of women, girls, men and boys around the globe. Each group's needs, however, are different. If we do not consider gender relations within the aid effectiveness agenda, the particular needs and rights of women and girls are all too often overlooked, discounted or even violated. As part of the international aid effectiveness agenda, we need to monitor and evaluate aid flows and its impact on gender relations.

The 2015 course in numbers:

1742 participants; Women: 1019, Men: 723



Course: Why we care about care

This course was an opportunity for me to do a critical thinking about things I see every day and take for granted.

Course participant

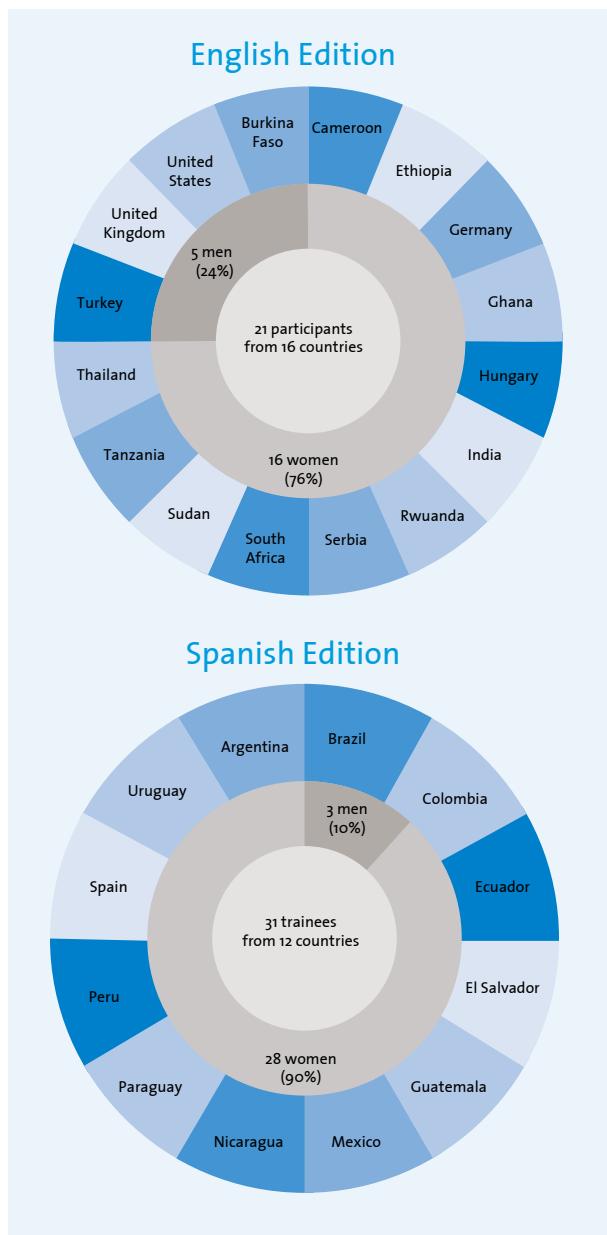
This course fostered skills for analysing and identifying different types of interventions and policies which facilitate the fair and equal social organisation of care, so as to promote the right to care, and to advance human development, gender equality and women's empowerment.

Why is it important? Every human being will need care at some point of their lives, regardless of their sex, age, ethnicity, physical and mental ability, or economic status.

Yet, domestic work, unpaid work, and volunteer work related to care are often unrecognised or undervalued in public policies and budgeting. Care work's costs and burdens are unequally borne between women and men. It is women and girls, often the most economically disadvantaged, who primarily provide care. This has tremendous implications for their life choices, for inclusive development and for poverty reduction.

The course is numbers:

52 participants; Women: 44, Men: 8



4 <http://www.unwomen.org/en/digital-library/publications/2014/6/strategic-plan-2014-2017-brochure>

Courses on Gender, Migration and Development

Training of Trainers: "Gender, Migration, and Development: A Matter of Rights"

This course strengthened participants' capacity to promote and protect migrant women's rights, while bolstering their ability to train others to do likewise. The trainers who took the course were able to adapt and replicate the training for civil society representatives working on migrant women's rights (Mexico); for UNDP's Territorial Development department (Ecuador); for ASEAN governance mechanisms, gender machineries in ASEAN and SAARC civil society organisations, and migrant worker alliances and networks (Asia Pacific); and were able to

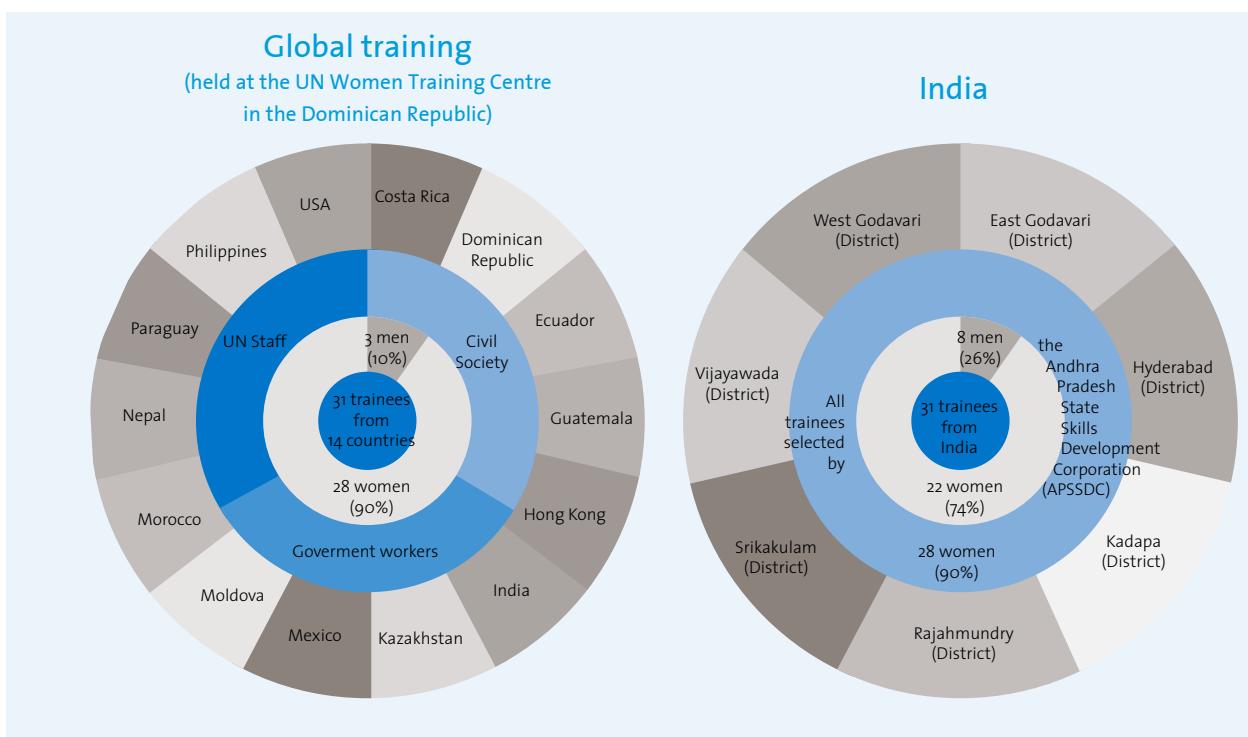
translate the Training Manual for this course, *Gender on the Move*, into Romanian (Moldavia).

"I want to advocate for standard contracts [for domestic workers] in my country."

Course participant

Why is it important? For many women, migration yields serious risks, whether in the form of exploitation in domestic work or vulnerability to violence. Migration policies and practices have been slow to recognise such pitfalls or take steps to make migration safer for women. This is imperative if migrant women are to be protected from danger and enjoy their rights worldwide.

The course is numbers:

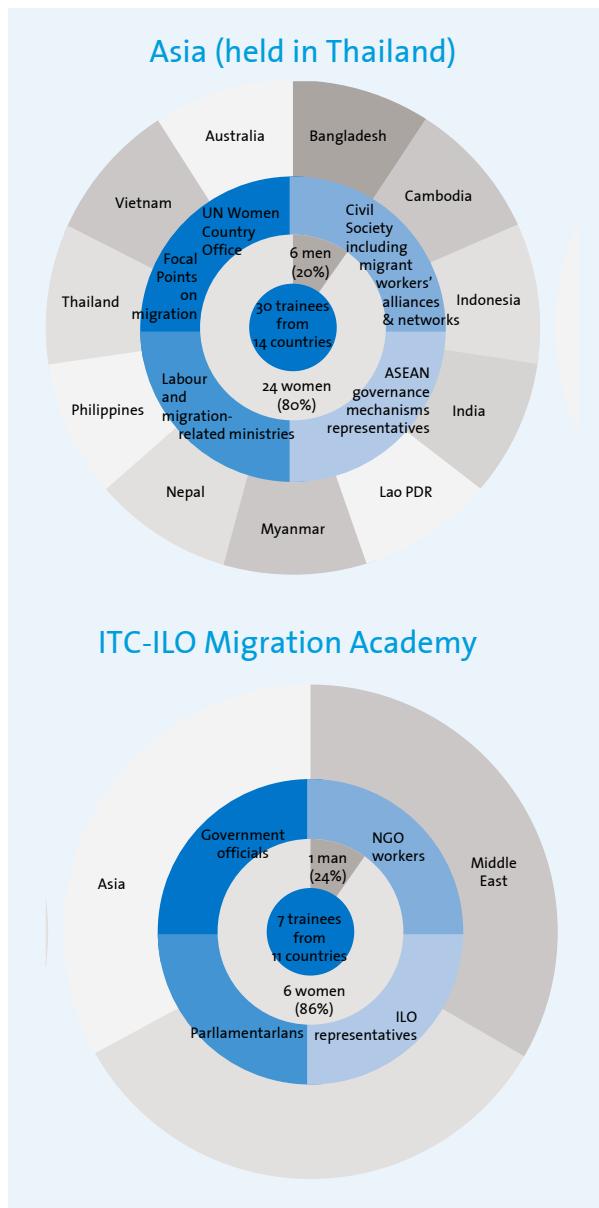


Mainstreaming Gender into Migration and Development Policies

Delivered jointly with ITC-ILO's Gender Labour Academy, the course strengthened understandings of the gender dimensions of migration and development from a rights-based perspective.

Why is this course important: The complex challenges posed by migration span issues of governance, migrant workers' rights, international cooperation and development. The gender dimensions of these facets must be taken into account since women are especially vulnerable to the risks which migration can entail.

The course is numbers:



Women and girls live a life free from violence

Every woman and girl has the right to a life free from all types of violence, whether physical, psychological and economic violence, discrimination, or sexual harassment. To make this a reality, it is essential to adapt and implement laws, policies and strategies to prevent and respond to all forms of violence. Just as importantly, we need to question the status quo, attitudes, beliefs, and practices connected to gender relations which normalize violence. This year, the Training Centre continued to offer a course to explore power imbalance, masculinities, privileges and violence against women, which reached a total of 88 participants in-person.

Course: Looking Within: Understanding Masculinities and Violence against Women and Girls

Participants engaged in critical self-reflection, self-examination and conscious-building, aimed at challenging and changing harmful gender norms. The course was later replicated by trainees:

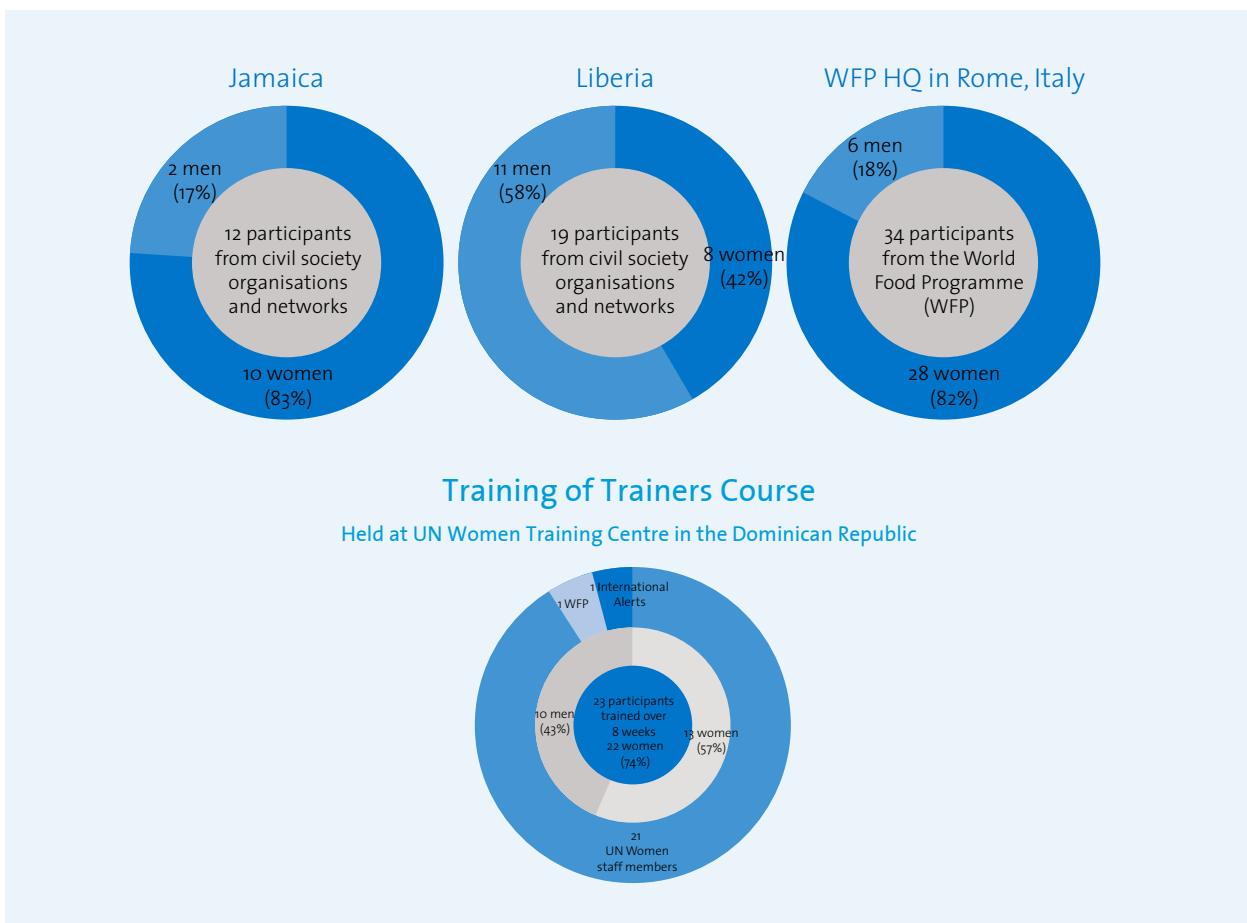
- As part of UN Women's Kyrgyzstan Academic Gender Summer School;
- For high school students in the Dominican Republic;
- For media personnel in Mexico;
- During a week-long training on masculinities for UN Women's stakeholders in Bolivia.

"We saw the true bigger pictures and the need to engage men and boys on gender equality and a new model of masculinity. I really learned new tools, techniques, skills and strategies."

ToT participant in Liberia

Why is it important? We live in a gendered world. Women and men contribute to producing and reproducing gendered practices which propagate gender inequitable societies. Challenging harmful gender norms is one step towards addressing the offshoots of gendered practices, including violence against women and girls.

The course in numbers:



Peace, security and humanitarian action are shaped by women's leadership and participation

Women's participation and leadership is essential for inclusive, effective and lasting peace-building. More women need to take part in peace-talks. More attention should be given to gender equality and women's empowerment in peace accords and commitments. More judicial and security personnel should be trained to prevent and tackle security threats to women. Truth and reconciliation commissions must be gender responsive, and the benefits of disarmament, reintegration and reparations programmes should be of equal value for women and men. More efforts are needed to strengthen women's livelihoods in economic recovery initiatives.⁵ To further our commitment to

a gender perspective in peace-building architecture, coordination and responsiveness, we supported the increased capacity and knowledge of over 13,500 people in this area, by delivered four courses connected to UN Women's peace and security agenda.

Course: Implementation of the Security Council Resolutions on the Women, Peace, and Security Agenda

Delivered with the Peace Operations Training Institute, this course increased participants' knowledge of the implementation of Resolution 1325, and six additional Security Resolutions: UNSCRs 1820 (2008), 1888 (2009), 1889 (2009), 1960 (2010), 2106 (2013) and 2122 (2013).

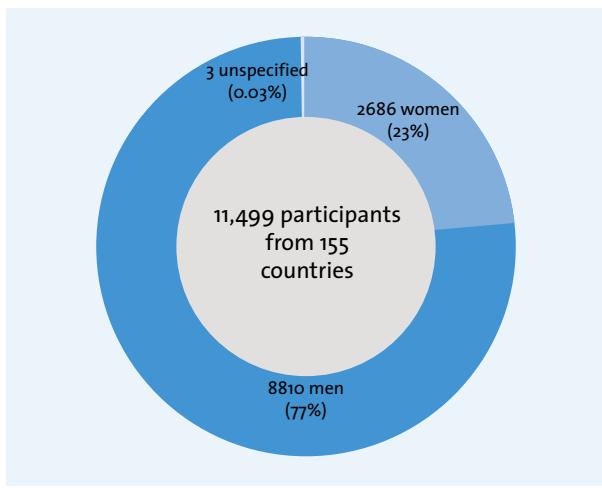
This course helped me to know more about women's situation in the world, mainly in Africa. From this course, I have an overview of some opportunities which could be profitable for Africa women.

UNOCI participant

⁵ <http://www.unwomen.org/en/digital-library/publications/2014/6/strategic-plan-2014-2017-brochure>

Why is it important? Although women are always present in peace-keeping movements and drive post-conflict community recovery, they are often missing from peace negotiations. This exclusion limits women and girls' access to opportunities for recovery, for seeking justice for human rights abuses, and for shaping reformed laws and public institutions. The unanimous adoption of UN Security Council Resolution 1325 in 2000 signaled the international community's unequivocal recognition that the participation of women and girls is crucial to achieving and sustaining peace.

The course in numbers:



Webinar on Resolution 1325

"One of the female military participants thanked the organization for allowing her to find her voice".

Strategic Policy Advisory Ministry of Foreign Affairs Netherlands

Together with Peace Operations Training Institute, we hosted a Webinar on Resolution 1325 to mark its 15th anniversary. The Webinar attracted over 1,000 individuals, reflecting worldwide commitment to the women, peace and security agenda.

"Gender in Operations" - Support to the Mexican Secretariat of External Affairs and the Secretariat of National Defense and Marina

This face-to-face course prepared Mexican troops for peace keeping operations by strengthening their understanding of how and why all their actions should incorporate a gender perspective. The training comes in the wake of the recent inclusion of women in Mexico's Armed Forces.

Course: Gender in Humanitarian Action: Different Needs – Equal Opportunities

This course, developed in coordination with the Inter-Agency Standing Committee (IASC), increased the participants' understanding of how to apply a gender-equality approach to humanitarian programming.

Why is it important? When war breaks out or disaster strikes, professional humanitarian workers must take effective action to assist and protect people during the most traumatic moments of their lives. To do so, it is essential to recall that women, girls, boys and men

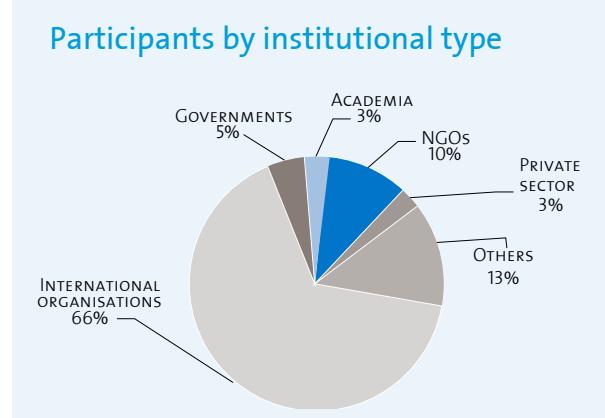
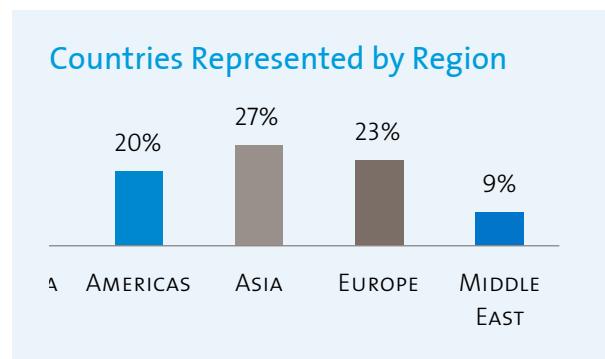


Participants from the Gender in Operations course in collaborated with Mexican Ministries of Foreign Affairs and Defense, and the Spanish-Dutch Training Initiative on Gender in Operations

have different needs, face different threats and have different skills and aspirations. Ensuring assistance is properly targeted means bearing in mind the gender dimensions of humanitarian programming.

The course in numbers:

1,050 participants (695 women and 355 men) from 105 countries



Course Security Sector Reform (SSR) rights & needs of women in border management

The course developed participants' capacity to address the specific rights and needs of women and girls in border management.

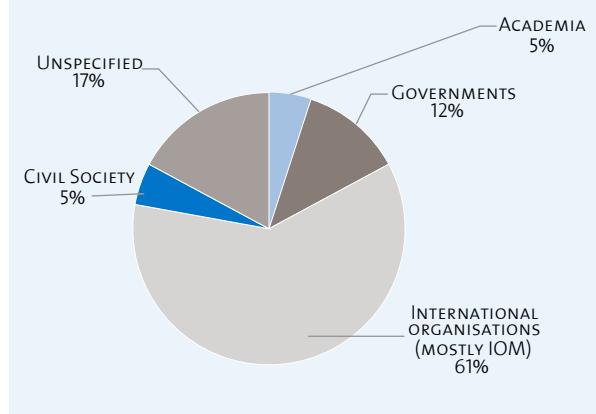
Why is it important? Security Sector Reform (SSR) is an increasing priority for development actors as effective border management is critical for the safety and security of all individuals. It entails the secure management of borders, especially by reducing illegal cross-border trafficking of humans and goods, while facilitating the legal movement of people and trade. Integrating a gender perspective in SSR opens a window of opportunity to transform security policies, institutions and programmes so that women's and men's different needs are taken into account.

The course in numbers:

122 participants (83 women and 39 men) from 50 countries.⁶



Participants by institutional type



Course: Security Sector Reform (SSR) Rights and Needs of Women in Prisons

This course increased participants' knowledge and capacity to integrating a gender perspective in training for prison security personnel.

Why is it important? Improving prison systems is an important element of Security Sector Reform. As elsewhere, women's and men's needs also differ in

⁶ Afghanistan, Albania, Argentina, Australia, Austria, Azerbaijan, Cote D'Ivoire, Cambodia, Colombia, Democratic Republic of the Congo, Dominican Republic, Ecuador, Egypt, El Salvador, Ethiopia, France, Georgia, Ghana, Guatemala, Haiti, India, Indonesia, Iraq, Kenya, Lebanon, Liberia, Mali, Mexico, Nepal, Philippines, Rwanda, Serbia, Sierra Leone, Solomon Islands, Somalia, South Sudan, Spain, Sri Lanka, Sweden, Switzerland, Syrian Arab Republic, Tajikistan, Tanzania, Thailand, Uganda, Ukraine, United Kingdom, United States, Venezuela, and Yemen.

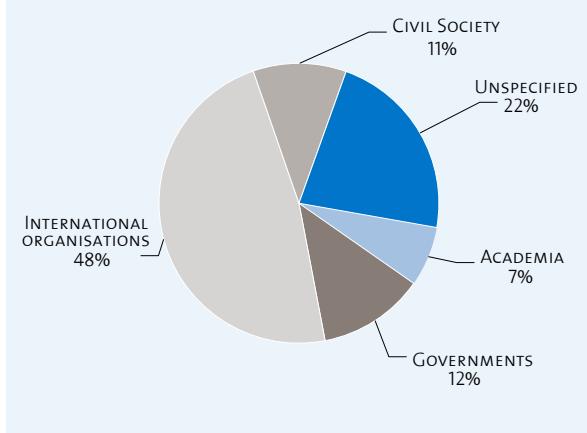
prisons. For reform to respond to these different needs, a gender-transformative approach must be implemented at all levels of prison management. Thus, a gender perspective in the training of prison security personnel is essential.

The course in numbers:

130 participants (88 women and 42 men) from 47 countries.⁷



Participants by institutional type



⁷ Afghanistan, Albania, Argentina, Australia, Austria, Bosnia and Herzegovina, Cote D'Ivoire, Canada, Chile, Colombia, Cuba, Democratic Republic of the Congo, Dominican Republic, Ecuador, Egypt, Ethiopia, France, Germany, Guinea, Haiti, India, Iraq, Lebanon, Mexico, Morocco, Myanmar, Nepal, Nigeria, Panama, Rwanda, Sierra Leone, Solomon Islands, South Sudan, Spain, Sri Lanka, Sudan, Switzerland, Tanzania, Thailand, Togo, Tunisia, Turkey, Ukraine, United Kingdom, United States, Uruguay, and Yemen. The original map is published [here: https://ruyaleghari.cartodb.com/viz/cddogaga-cdcc-11e5-a032-oef7f98ade21/public_map](https://ruyaleghari.cartodb.com/viz/cddogaga-cdcc-11e5-a032-oef7f98ade21/public_map)

⁸ <http://www.unwomen.org/en/digital-library/publications/2014/6/strategic-plan-2014-2017-brochure>

Spanish Translation of the Gender and Security Sector Reform (SSR) Toolkit

This year we supported the translation of the Gender and SSR toolkit into Spanish, making knowledge on gender and Security Sector Reform more accessible for millions of Spanish speakers worldwide. This practice-oriented toolkit is designed for use by national, regional and international actors involved in SSR processes – policymakers, security officials, civil society organisations, researchers and practitioners. It was first published in English in 2008 by UN-INSTRAW (now a part of UN Women), the Geneva Centre for the Democratic Control of Armed Forces (DCAF), and the OSCE's Office of Democratic Institutions and Human Rights (OSCE-ODIHR).

Strengthening the UN system and development actors to mainstream gender and promote gender equality

For gender equality and women's empowerment to become a lived reality, the global normative and policy framework needs to be strengthened. The commitment and engagement of intergovernmental actors, including the UN system, is crucial, as is their capacity to implement, monitor and evaluate normative commitments and standards, like the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).⁸

In 2015, the Training Centre contributed to these goals by training over 11,000 people through four courses, ranging from a gender perspective in the UN system to gender responsive evaluations.

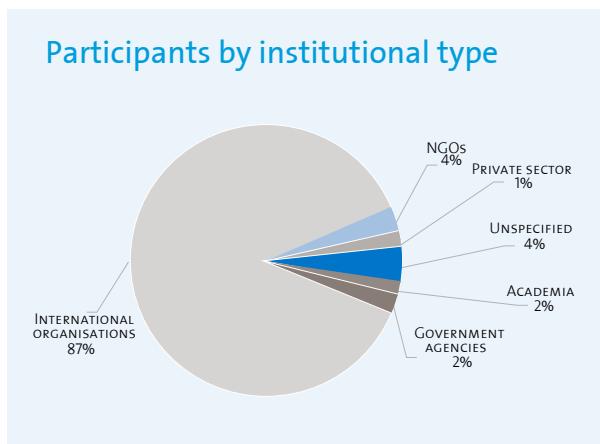
Course: I Know Gender – An Introduction to Gender Equality

This self-paced course enhanced participants' awareness and understanding of gender equality and women's empowerment, as well as the importance of integrating a gender perspective into everyday work across the UN System.

Why is it important? Understanding basic gender concepts and gender-related international commitments is a vital step towards building understanding on gender issues in everyday work and life. This is true in any institution. It is especially true within the United Nations System, where each staff member is expected to advance the UN's commitment to gender equality.

The course in numbers:

**10,223 participants (women 5283, men 4940)
from 159 countries.⁹**

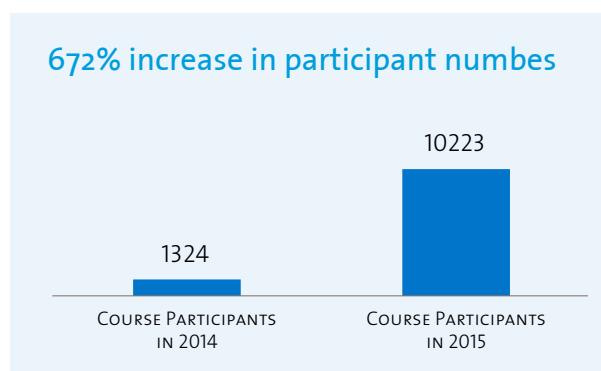


Course: "Empowering UN system Gender Focal Points"

Developed and implemented in partnership with ITC-ILO, this course equipped UN System Gender Focal Points to understand and apply gender mainstreaming tools in their work. It enhanced their advocacy skills and capacity to liaise with management, leaving them better placed to further gender equality actions in their agencies.

The training has really helped get participants more motivated and active in their role as Gender Focal Points. Some have already started incorporating gender sessions in their own trainings.

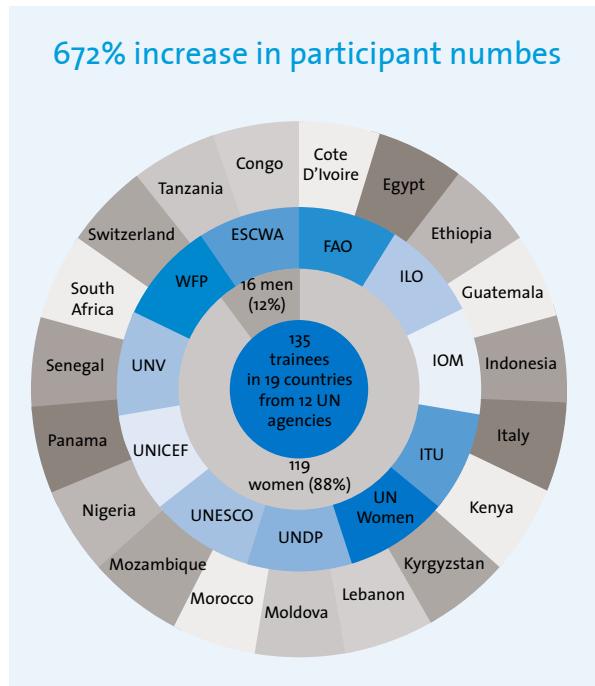
Gender Coordination Unit at International Organization for Migration (IOM)



9 Note for designer: the map is here <https://ruyaleghari.cartodb.com/viz/42457b7a-cf12-11e5-bbfb-0e98b61680bf/public> map of the 159 countries

Why is this course important? For gender equality to be effectively integrated into UN agencies' policies and programming, all UN personnel need to advance this mandate. Guided by the UN's vision of gender mainstreaming, outlined by the Economic and Social Council (ECOSOC) in 1997, most agencies have developed networks of Gender Focal Points. These key-players support and promote the integration of gender in their work units and organisations.

The course in numbers:



Course: Gender Equality, UN Coherence and You

This course cultivated a common understanding of gender equality at the conceptual and practical levels, in order to strengthen the consistency and coherence of a unified UN approach to gender equality programming.

Why is it important? Efforts by UN agencies to incorporate a gender responsive perspective into their policies and programmes are yielding positive results the world over. To ensure continued progress towards gender equality and women's empowerment, greater coherence across the UN System is crucial.¹⁰ Clarifying key concepts and creating a standard working methodology will help to effectively

¹⁰ http://www.un.org/en/ecosoc/docs/book2011/07_Dialogues%20at%20ECOSOC%202011_C_Empowering%20the%20UN%20System.pdf

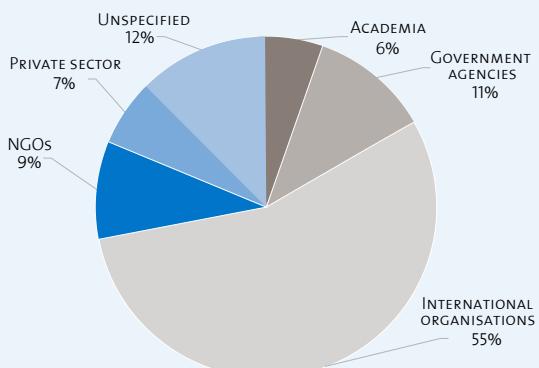
mainstream gender equality throughout our agendas and activities.

The course in numbers:

250 participants (82 men and 168 women) from 74 countries."



Participants by institutional type



Course: Gender Responsive Evaluations

This course equipped participants with core competencies needed to undertake gender-responsive evaluations.

Why is it important? Gender-responsive evaluation incorporates dimensions of gender and women's rights, which may otherwise go missing, into evaluation approaches, methods and processes. In this way, it promotes social change, gender equality, and human rights. We consider Gender-responsive Evaluation a powerful tool for generating and using evidence that feeds into decision-making, learning and accountability processes which ultimately support gender equality.

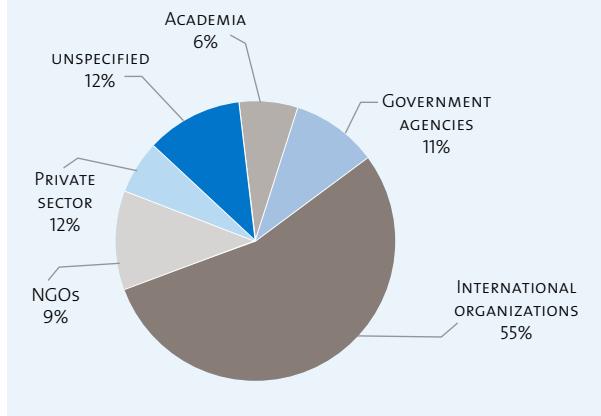
¹¹ Note for designer: the original map is here: https://ruyaleghari.cartodb.com/viz/deacobde-cf1a-11e5-a27b-oe8c56e2ffdb/public_map

This course in numbers:

The course attracted 573 participants in 2015 (374 women and 199 men) from 93 countries.¹²



Participants by institutional type



Webinar on Gender Responsive RBM in Latin America

"This webinar was a great support for our strategic planning processes."

UNDP El Salvador

This dynamic webinar on results-based management and its implementation in Latin America attracted over 60 participants from UN Agencies, including UNDP, UNFPA, UNHCR, UNICEF and IOM. Participants identified results from a gender perspective, described a results chain and its constituent elements, reflected on how to identify a gender indicator, and discussed how to understand assumptions and risks from a gender perspective.

¹² Note for designer: The original map is here: https://ruyaleghari.cartodb.com/viz/c7d8aeea-cf19-11e5-843d-oe3a376473ab/public_map

b. Knowledge hub on training for gender equality

UN Women is increasingly recognised as a hub of training for gender equality and women's empowerment worldwide through transformative training and learning.¹³

Galvanizing training's transformative potential to advance gender equality and women's empowerment requires reflection on theory and practice. In 2015, we consolidated our position as a thought-leader in this field by discussing, developing, documenting and disseminating knowledge, evidence and tools on training for gender equality. The quality of our outputs hinge on their inclusivity: to produce them we engage collectively and reflexively with diverse experts, practitioners and stakeholders from across the globe. We serve a key resource hub which generates, gathers and advances knowledge on training for gender equality.

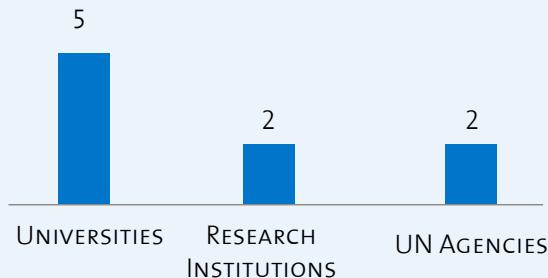
This year, we advanced the theory and practice of training for gender equality by:

- Reflecting on, collecting and circulating information on training, moving towards a set of standards for training for gender equality.
- Compiling evidence and tools to advance training, including through our Compendium of Good Practices on Training for Gender Equality.
- Strengthening theoretical frameworks around training by producing 4 discussions papers:
 - Typology of Training for Gender Equality
 - Gendered Politics of Knowledge
 - Training for gender equality as a source of organizational change: what is to be changed, how is it to be changed, and who is to change it? Social Learning, Adult Learning and Feminist Pedagogies

Expert Group Meeting on Training for Gender Equality

Established in 2013, our Expert Group on Training for Gender Equality comprises leading academics and practitioners from a variety of organisations.

Expert Group Composition



Expert Group Members

- Dr. Mayra Marx-Ferree (University of Wisconsin-Madison, USA)
- Dr. Mieke Verloo (Radboud University, Nijmegen and Institute of Advanced Studies, the Netherlands)
- Dr. María Bustelo (Universidad Complutense de Madrid, Spain)
- Dr. Kristy Kelly (Drexel University School of Education and Columbia University School of International and Public Affairs, USA)
- Ms. Johanne Lortie (International Training Centre of ILO, Italy)
- Dr. Lut Mergaert (Yellow Window, Belgium)
- Dr. Franz Wong (Royal Tropical Institute (KIT), the Netherlands)
- Dr. Lucy Ferguson (Universidad Complutense de Madrid, Spain)
- Dr. Elisabeth Prügl (Graduate Institute of International and Development Studies, Switzerland)
- Dr. Maitrayee Mukhopadhyay (Royal Tropical Institute (KIT), the Netherlands).

This year, the Group's meeting in the Dominican Republic contributed to knowledge on:

- Theories of change – that is, what training could and should contribute to as a strategy of organisational change; what resources are needed to make training effective; and under what conditions training can contribute to short-term and long-term change.

¹³ <http://www.unwomen.org/en/digital-library/publications/2014/6/strategic-plan-2014-2017-brochure>



- Feminist pedagogy – that is, a way of thinking about teaching and learning that “empowers” learners to “apply what they learn toward social action and gender equality.” This involves viewing power relations critically and adopting an intersectional approach to gender equality, i.e. taking into account interconnected identities, such as age, ethnicity and disabilities.
- The politics of knowledge – that is, the ways in which knowledge production is deeply political, since it involves power dynamics fuelled by ideological, material and positional differences. Such politics are gendered in their causes and consequences – on the one hand, women and men have different access to positions that construct knowledge; on the other, different truths and competing knowledges about sex and gender abound.

The outcome of the Expert Group meeting was a Joint Statement, agreeing on the following key points:

- Training for gender equality makes a significant contribution to advancing gender equality and women’s empowerment.
- A theory of change on training for gender equality should be embedded within a vision of a broader change project. This should take into account strategically both short-term and long-term goals and pay attention to what can be achieved in different contexts, institutions and locations.
- Assessment, monitoring and evaluation of training for gender equality should be derived from a theory of change and based on a realistic understanding of what is possible.
- Feminist pedagogical practices need to be developed and documented reflexively and collectively, using action-research-action methodologies which engage practitioners from a range of backgrounds, especially in online contexts.
- The politics of knowledge and tensions between different knowledges on gender matter. Power relations need to be taken into account at all stages of the training cycle and knowledge production.
- The UN Women Training Centre leads a process of bridging theories and practices in training for gender equality, through applied action research and evidence-based practice.

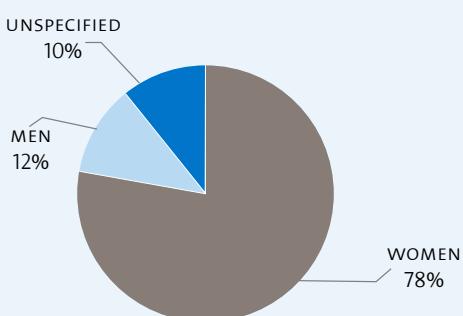
To further strengthen quality in training for gender equality and enhance the capacity of trainers, the Expert Group recommends:

- Continuing to review and analyse on-going developments in training for gender equality - building on the Beijing review paper - to better understand variation across audiences, regions and critical areas of concern.
- Documenting and sharing lessons learned, case studies and good practices in a collective and reflexive manner.
- Providing reflexive spaces for promoting, exchanging and advancing knowledge on training for gender equality.
- Developing typologies of training for gender equality, distinguishing among objectives, modalities, methodologies, audiences, and stages of the training cycle.
- Exploring how to maximise the impact of training as part of broader processes of transformation for gender equality.
- Fostering reflection on and development of gender-responsive impact evaluations.
- Enhancing the visibility of the field of training for gender equality in global arenas through participation in dialogues and events, both virtually and in person.
- Publishing reflexive, practice-informed analysis in a variety of outlets targeting diverse audiences.
- Strengthening quality assurance measures and developing guidelines on training for gender equality, continuing to engage with on-going work on evidence and theory-based practices.

Community of Practice

Our online Community of Practice is an open forum for dialogue on new and emerging issues related to training for gender equality. It brings together gender equality practitioners, specialists, and key actors from around the world to share ideas and engage in discussions.

CoP Members



Why a Community of Practice? We live in a constantly changing world. For transformative training for gender equality to be effective, it is necessary to support informed discussion and reflection on current trends around training. Connecting theory to practice, and vice versa, is equally essential. The diverse knowledge and experiences of our members enriches training's potential as a strategy for gender equality and women's empowerment. In 2016, our Community of Practice platform will migrate to our Training Centre's eLearning Campus platform.

In 2015, our Community of Practice produced and advanced knowledge collectively, and inclusively, by focusing on two crucial aspects of training for gender equality:

1. Online and Mobile Training for Gender Equality

Our Virtual Dialogue on online and mobile training for gender equality enabled debate on key opportunities and challenges, featuring the participation of over 100 registered Community of Practice members. Online learning offers an opportunity for democratizing knowledge, has the potential to reach wider audiences than face-to-face training and can be more cost effective. Blending mobile technologies and internet platforms facilitates interaction, while training can be supported via interactive social media tools. Points for further discussion were also identified:

- How to evaluate the impact of tools used for online learning
- How to make mobile training more interactive
- How existing tools and methodologies can be developed to enable transformative outcomes in training for gender equality
- How to address resistances in online settings¹⁴

2. Resistances in Training for Gender Equality

Our Virtual Dialogue on resistances in training for gender equality furthered understandings of the different forms of resistance¹⁵ encountered by training,

¹⁴ For more information please refer to the Virtual Dialogue Report.

¹⁵ We understand resistance as "a phenomenon that emerges in processes of change and that is aimed at maintaining the status quo, against change." An article summarising training issues in Francophone countries may be found in the following 2007 publication by KIT (The Netherlands): http://www.kit.nl/gender/wp-content/uploads/publications/1031_Gender-revisitingweb2.pdf

as a transformative and political process, which must be adequately addressed by practitioners. Discussions centred on:

- How resistance is manifested both at the individual and institutional levels;
- The causes of resistances, whether arising from differing understandings of gender and equality, epistemological differences, opposition to global discourses, or the gendered self.

The Dialogue highlighted ways to address resistances, such as by treating training as a form of democratic politics, focusing on participatory debate with trainees,

and continuing to investigate the causes of resistances to training for gender equality.¹⁷ Knowledge Products

This year we generated, consolidated, advanced and disseminated knowledge and evidence on training for gender equality by a number of research and knowledge products.

Knowledge Products

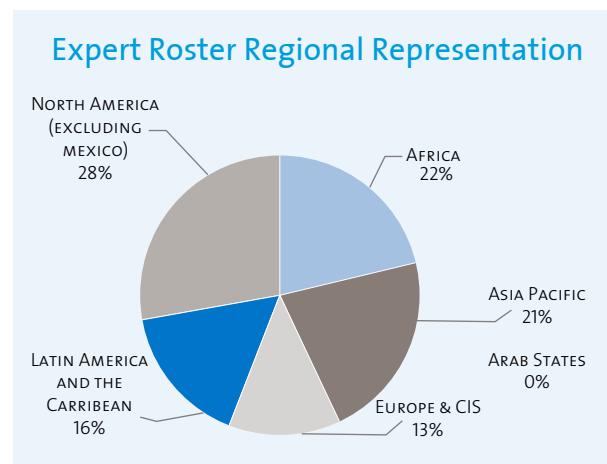
This year we generated, consolidated, advanced and disseminated knowledge and evidence on training for gender equality by a number of research and knowledge products.

Training for Gender Equality: Twenty Years On	A key first step in mapping the evolution of training for gender equality since the Beijing Platform for Action, this report advances understandings of training by analysing what has worked well to date, identifying what gaps remain, and offering recommendations for future action.
Compendium of Good Practices in Training for Gender Equality	This analytical compilation of 10 diverse good practices in training for gender equality furthers our efforts to improve training through evidence-based practice. It enhances training's transformative potential by gathering knowledge and tools from across the world, while reflecting on the characteristics of good practices in this sphere.
Typology on Training for Gender Equality	This classification of broad "types" of training supports training commissioners in designing, delivering and assessing training initiatives more effectively. It also moves us closer to the standardisation of terminology on training, which we are continuing to explore.
Gendered Politics of Knowledge: Implications for the Design, Use and Impact of Training for Gender Equality	This discussion paper facilitates informed, research-based discussion of the implications which the gendered politics of knowledge has for the design, implementation, evaluation and impact of training for gender equality. It sheds light on how different truths and knowledges are created, produced and re-produced in a gendered world.
Training for gender equality as a source of organizational change: What is to be changed, how is it to be changed, and who is to change it?	This discussion paper advances our theories of change surrounding training for gender equality by critically reflecting on what we know, and what we need to know to move our theories of change forward.
Social Learning, Adult Learning and Feminist Pedagogies: Theories, Frameworks and Practices for Activating Change Agents through Training for Gender Equality	This discussion paper moves us towards pedagogical standards and guidelines for training for gender equality. Focusing on feminist pedagogies, theories and frameworks, it prepares us to apply these methodologies in practice, validate their efficacy, and reinforce our role as an important hub connecting theory and practice.

Roster of Gender Experts and Trainers

Our Roster of Training Experts brings together 156 practitioners and academics. It allows us to identify and mobilise a diverse range of experts in training for gender equality in a timely and effective fashion. These experts boast extensive experience and knowledge of gender equality and training processes. They work with different stakeholders to design, adapt and implement innovative, participatory training for gender equality in all four learning modalities (face-to-face, moderated, self-paced and blended).

¹⁷ For more information please refer to the virtual dialogue report.





3

LOOKING AHEAD

LOOKING AHEAD

The year 2015 was a year of learning and growth for us at the Training Centre. We effectively consolidated and diversified the courses we offer, reaching ever more people through dynamic learning opportunities. Our eLearning Campus and Community of Practice thrived, connecting practitioners, experts and learners worldwide. We advanced in our role as a knowledge and resource hub, enriching debates on how to harness training's potential to transform lives and further gender equality. We also identified areas where more work is needed – from overcoming budget restraints, to addressing resistances to training for gender equality, and improving monitoring and

evaluation as a component of sustainability, efficiency and accountability.

Moving forward, we will build on 2015's momentum. Our [2016 Course Catalogue](#) lists the courses we plan to offer in the coming year. These include tried and tested courses offered in 2015 on migration; the care economy; masculinities; aid effectiveness; humanitarian action; gender equality at the local level; peace and security; and UN coherence (including courses on participatory gender audits, gender responsive evaluation, IKnowGender, and our course for UN System Gender Focal Points). We also have a number of exciting new courses planned:

- Leading for Gender Equality and Women's Rights
- Promoting Gender Equality and Leadership Opportunities for Women in Multilateral Decision-Making
- Certification of Training of Trainers on Gender Equality
- Gender Mainstreaming
- Communications for Gender Equality
- Capacity Development Programme on Gender and Macroeconomics
- Evaluating Training for Gender Equality
- Supporting the Implementation of CEDAW at the National Level
- Gender Responsive Budgeting
- Negotiations and Advocacy for Gender Equality

Our Team



Name	Function	Country of Origin
Clemencia Munoz-Tamayo	Chief of the UN Women Training Centre	Colombia
Alicia Ziffer	Training Programme Coordinator	Argentina
Khamsavath Chanthavysouk	Training & Capacity Development Specialist	Laos
Nicola Popovic	Training Specialist	Germany
Elisabeth Robert	Training Associate	France
Eugenia Ash de Pou	Operations Manager	USA
Rocío Matos-García	Executive Associate	Dominican Republic
Alexandra Jimenez Minino	Finance Associate	Dominican Republic
Dejan Batic	IT Assistant	Serbia
Arlene Baez	Administrative and Human Resources Assistant	Dominican Republic
Leticia Berrizbeitia	Training Assistant Consultant	Venezuela
Jorge Cordoba	eLearning Analyst	Spain
Allyn Alda	Junior Fellow	The Philippines
Patricia De la Puente	Junior Fellow	Spain
Anell Abreu	Communications UNV	Dominican Republic
Javier Rodriguez	Driver	Dominican Republic
Anastalia Acosta	Housekeeper	Dominican Republic
Eulogia Teresa Almonte	Housekeeper	Dominican Republic

“This course helped me to know more about women’s situation in the world, mainly in Africa. From this course, I have an overview of some opportunities which could be profitable for Africa women.”

UNOCI participant of the course Implementation of the Security Council Resolutions on the Women, Peace, and Security Agenda



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