Mainstreaming Gender Equality: Concepts and instruments

Best practices, strategies and tools to integrate a gender perspective in your organization

From 15-26 May 2006

Training Programme on Gender Equality
Background

International agencies and donors have made gender mainstreaming and the achievement of equal opportunities top priorities on their agendas. National governments, social partners and NGOs at country and regional level are looking for effective, systematic ways of transforming existing gender awareness into concrete actions and sustainable mechanisms. In order to integrate a gender approach into their specific operational fields, development agents must have access to tools, resources, information, contacts and processes. This workshop will help turn existing competence in gender issues into effective and applicable skills applicable in participants' work environment.

General objective

The course aims at promoting gender equality in the world of work, by introducing participants to gender concepts, and moreover by providing them with an adaptable set of conceptual and information tools to bring gender equality concerns into the mainstream of labour-related development activities and in their everyday work.

Specific objectives

At the end of the course, participants will be able to:

- make an analysis of gender policies and strategic approaches, analysis of methods, and frameworks for gender equality issues;

- use action-oriented tools with which to use international legal instruments to promote gender equality with a particular focus on the ILO system of international labour standards;

- use practical tools, methodologies and checklists for mainstreaming gender equality issues in technical cooperation projects, in order to incorporate them into the components of the project life cycle;

- make a gender-sensitive analysis of labour statistics for identifying the equality and access issues.

- select and use methods for awareness raising and sensitization with a view to change the organisational culture.

Participants’ profile

- Policy makers, national and local public services staff;
- Employers’, workers representatives wishing to ensure an equitable access and processes in their organisation;
- Regional and international development agencies’ staff;
- Civil society representatives interested in doing advocacy work and raising awareness on gender issues;
- Individuals interested in gender equality and in the mainstreaming gender approach.
Content overview

The first part of the programme will deal with basic concepts and approaches used in gender mainstreaming. The course will focus on specific thematic issues, related to a gender approach to the four ILO strategic objectives. Participants' specific fields of activity and individual needs will be taken under consideration when selecting specific issues for discussion, such as institutional machineries, advocacy and sensitization, gender in crisis situation, to name a few.

The legal framework for gender equality and international instruments such as ILO labour standards and CEDAW will be reviewed. The ILO Decent Work agenda shall be proposed as a development practice.

In the second part of the programme, participants will be required to work with gender mainstreaming tools ranging from basic needs analysis to more complex gender analysis frameworks.

Participants will analyse and review:
- gender equality and development implications: concepts and approaches
- gender statistics and human development and gender indicators;
- gender in the project cycle: designing gender sensitive projects, implementing and evaluating them;
- ILO decent work for all and linkages to gender, poverty and employment;
- advocacy, sensitization and networking
- elements of gender auditing.

Methodology

Training methods will include presentations by ILO and Turin Centre specialists and from invited external lecturers. They will also include individual and group learning activities under the guidance of highly qualified specialists in thematic fields, gender issues and learning methodology. Participants and facilitators will work in a highly participatory environment.

Country/thematic group work, brainstorming and discussions will complement presentations, with a view to stimulating participants’ ability to link concepts and data to their own work and life experience.

Course Language

English

Cost of participation

The total cost of participation in this course is US$ 4,170 and includes tuition fees and optional subsistence cost. Some partial scholarships may be available. Please inquire for eligibility criteria.

Tuition cost is US$ 2,290, and covers:
♣ tuition fees;
♣ training materials;
♣ course preparation, implementation and evaluation;

Subsistence cost (optional) is US$ 1,880, and covers:
♣ full board and lodging at the Turin Centre Campus;
♣ laundry;
♣ daily allowance to cover incidental expenses (12 Euro/day);
♣ minor medical care and insurance;
♣ socio-cultural activities.
The cost of participation does not include international travel between the participants’ home country and the course venue.

The tuition and subsistence cost (if applicable) are payable in advance by the participant or his/her sponsoring organisation, by a bank transfer to the International Training Centre of the ILO, account No. 9136496, SWIFT Code: IBSPITTM701, Istituto Bancario San Paolo IMI, Sportello CIF OIL, Agenzia 701, Viale Maestri del Lavoro 10, 10127 TORINO (Italy).

APPLICATIONS
Applications to participate should be addressed to:

Gender Coordination Unit
International Training Centre of the ILO, Viale Maestri del Lavoro 10 - 10127 Turin, Italy
(Tel +39 011 693 6340, Fax. +39 011 693 6350  E-mail: gender@itcilo.org)

They should be supported by a curriculum vitae and nomination letter from the sponsoring/funding institution.

N.B.: A very limited number of partial fellowships are available for this activity.

As an organization dedicated to fundamental human rights and social justice, the ILO is taking a leading role in international efforts to promote gender equality. In line with this ILO focus, women candidates are encouraged to apply to ITC/ILO standard courses. Men are particularly welcome in this specific course.