



A9711194

Empowering Gender Focal Points: Agents of Organisational Change

Online: 22 October - 16 November 2018

Face-to-face: 19 - 23 November 2018



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Empowering Gender Focal Points: Agents

Background

Most organisations and UN agencies have developed internal networks of gender focal points (GFPs) and gender facilitators, in HQ and in field offices. Some institutions have had GFP networks for over 10 years while others have implemented them more recently or are planning to. Gender architecture in organisations is guided by the 1997 UN ECOSOC gender mainstreaming policy, which was and still is a gender equality landmark.

Though gender equality has improved in many regards, there remain challenges and GFPs are at the forefront of the action: they are part of their own institutional structure, and often sit on networks and gender thematic groups. GFPs of UN agencies also take part in interagency meetings within the UN Country Team. So how are they coping? How do they view their own experience? And how can they receive greater support?

The UN Women Training Centre and the International Training Centre of the ILO have joined forces to develop this unique training package addressing the challenges GFPs face in their work.

Content

This course is an introduction to gender mainstreaming and gender tools where the UN system is analysed as a good practice. It is meant to support Gender Focal Points in getting started on gender mainstreaming.

This online and residential training in Turin will provide GFPs with an introduction to the UN Gender architecture and explore strategies and tools for identifying and addressing gender equality obstacles within organisations.

It will examine gender mainstreaming tools (such as UNCT scorecard, gender markers and the *UN System Wide Approach on Gender Equality*) and its concrete application, as well as build a community of practice within GFPs to foster discussion and sharing of good practices.

Objectives

At the end of this blended training, GFPs will:

- Deepen basic gender concepts;
- Explore thematic areas dealing with key gender and women's issues;
- Understand gender architecture within organisations and in the UN System;
- Be able to apply gender mainstreaming tools;
- Have developed their skills in advocacy and communication.

The training will also promote the building of a community to encourage discussion and sharing of good practices. This community will also support access to resources and tools.

Methodology

The course will use a combination of online and face-to-face knowledge sharing methodologies to build GFPs capacities starting from their existing experience and serve as a refresher on gender mainstreaming. The ITCILO virtual gender campus will host the online phase and the face-to-face phase will be held on ITCILO Campus in Turin.

Participants' Profile

This training is aiming at GFPs and gender facilitators tasked with supporting and promoting gender integration in their work unit, organisations and agencies (not suited for gender specialists). GFPs usually work in their own technical area of expertise and have the added responsibility of "facilitating" gender mainstreaming internally and often with external partners. They are not gender experts though they may (or may not) have a good knowledge on gender issues out of their own interest or other previous work experience. This training targets GFPs responsible for mainstreaming gender issues in their department but also all staff interested in taking gender issues and inclusiveness in their work.

of Organisational Change

Language: English

Dates

Online phase: 22 October - 16 November 2018
Turin residential phase: 19 - 23 November 2018

Costs of participation

The total value of the proposed programme amounts to 2.990 euros.

The course costs includes tuition and subsistence cost. The tuition fee (2.375 euros) includes:

- online training and tutoring;
- training material;
- a five day workshop with gender experts and gender trainers.

The subsistence cost (615 euros) includes:

- full board and lodging at the Turin Centre's campus;
- emergency medical insurance;
- socio-cultural activities.

The cost of participation does not include travel between the participants' home and the course venue and related costs such as those of passports or visas and airport taxes. Participants must ensure that they have a valid passport and appropriate visa for Italy and for any country in which a transit or stopover to or from the course venue is required.

Application

The deadline to apply is **1st October 2018**.

Applications should be filled on-line at <http://intranetp.itcilo.org/STF/A9711194/en>

(please select the appropriate activity Title:
Empowering Gender Focal Points: Organisational Agents of Change

Candidates must submit the following documents:

- on-line application form duly filled in;
- a letter from the sponsoring organization indicating financial support (or letter from applicant stating that additional participation costs are covered by him/herself) will have to be uploaded while filling in the on-line application. Incomplete files will not be considered. Organisations and Agencies enrolling more than two of their staff may be eligible to a 50 per cent discount on the tuition fee for those additional staff members from the third participant onwards.

Payment modalities for sponsored participants

The training costs must be paid in advance before the beginning of the course by the participant or his/her sponsoring organization through bank transfer or credit card.

Payments by bank transfer should be made to:

International Training Centre of the ILO

Account no. 560002

Bank: Intesa San Paolo Ag. 523

IBAN: IT96 G 03069 09214 100000560002

BIC: BCITITMM

Address: Viale Maestri del Lavoro 10, 10127 Turin, Italy

Note: on the bank transfer form, the participant's name and the course code should be stated.

For payments by credit card, please send an e-mail to ilsngen@itcilo.org



The ILO Turin Centre's facilities

Located in an attractive park on the banks of the River Po, the Centre's campus provides a congenial environment in which to live and study.

- It contains 21 pavilions with fully equipped modern classrooms, conference halls and meeting rooms fitted out for multilingual simultaneous interpretation, a computer laboratory, and a computerized documentation centre linked to various data banks.

The campus has 287 study/bedrooms, all with private bathrooms, telephones and cable television. It also has:

- a reception desk open 24 hours a day;
- a restaurant, a self-service canteen and a coffee lounge, all catering for international dietary needs;
- a bank;
- a travel agency;
- a laundry service;
- a post office;
- an internet point;
- a recreation room;
- facilities for outdoor and indoor sports;
- an infirmary.

Social events are regularly held both on and off campus, so that participants from different cultural backgrounds can make the most of the stimulating international climate.

FOR FURTHER INFORMATION PLEASE CONTACT

International Training Centre of the ILO
Programme on International Labour Standards,
Rights at Work and Gender Equality
Viale Maestri del Lavoro, 10
10127 Turin - Italy

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Website: www.itcilo.org



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