



Concept for the Gender Training of Trainers (ToT): Providing the skill set for the SDC's Gender Focal Points

For the second time, the SDC Gender Unit organises a Gender Training of Trainers (ToT) course, this time in *an online format*. This is part of its mandate for capacity development. The aim is to strengthen capacities of Gender Focal Points in Swiss Embassies / SDC Cooperation Offices and at Headquarters to support their colleagues and implementing partners in systematically mainstreaming gender in the programme work, with a clear vision for transformative change. During the course, participants will foster their thematic and methodological competence in combination with facilitation skills. The ToT also wants to valorise the knowledge of experienced colleagues and enhance their status as Gender Focal Points.

Target Group:

For this training, places are reserved primarily for SDC Gender Focal Points who did not have the possibility to participate in the previous course, who are new Focal Points or want to refresh their knowledge.

Specific learning objectives:

- The participants deepen the understanding about their role as a Gender Focal Point (triple role approach: advisor, facilitator, leader).
- They consolidate their methodological competence on how to integrate a gender transformative approach along the PCM, and in combination with specific gender topics
- The participants further develop their facilitation skills as gender advisors/trainers and acquire resources and guidance.

Content:

The training will build on the SDC gender toolbox and a selection of additional resources provided. The programme is designed with a variation of learning formats for each day:

- Self-directed learning: here the participants have time for self-study. They can follow instructive videos and read resource materials on different PCM steps (*what* is gender analysis, *what* are important elements of programme design, implementation and monitoring, reporting), as well as on selected thematic topics.
- Interactive learning sessions: here participants receive inputs on the *how* to apply these tools. While learning on the *how*, they can observe at the same time the facilitation methodology applied by the respective trainers.
- Peer led sessions or peer group work: here the participants share among themselves their experience as advisors or trainers and they engage in a role play on facilitation skills. These sessions are largely self-managed by the groups of peers, with assistance when required.
- Participants will have a mini-assignment, which helps bring together their learning on how to integrate gender in the PCM considering their selected gender topic.

Duration: 23th to 31st of August 2021

The Programme is distributed over **six days** between the **23th to 31st of August 2021** with **free days in between (Mon-Tue; Thu-Fri; Mo-Tue)**. Each day starts at 9h30am and ends by 15h30pm Swiss time zone, for a total of **4 to 4.5hours** of self-directed and interactive learning each day. This reduces the density for each training day and allows for digestion between the online sessions.

Language: The training will be provided in English. Due to the new online format, translation cannot be provided this time. However, depending on the language skills of the participants, the peer sessions might be organised in English and French speaking groups.

Trainers/Facilitators of the Gender ToT: The training will be conducted by the SDC Gender Unit, Helvetas, and the Interdisciplinary Centre for Gender Studies of the University of Bern.