



Gender Training of Trainers: Capacitating SDC's Gender Focal Points

Back to back with the global gender f2f (28April-1 May) a two-day gender training will take place in Bern (2-3 May 2019). The training is part of the Gendernet mandate for capacity building. Indeed, **improving the quality of gender analysis and applying a transformative approach to gender equality (based on a theory of change)** were also some of the key recommendations brought forward by the Gender Effectiveness Report (2018). While the focus of the f2f is on shared learning, exchange, strategizing and planning, **the training will apply a *Training of Trainer (ToT)* approach, combining thematic learning with methodological and facilitation skills.**

The training aims to consolidate existing gender tools, materials and approaches into a set of standardized modules that can be applied and replicated for gender capacity building measures. The overall goal is to make the integration of gender in SDC programs and interventions more effective by supporting Gender Focal Points / Gender Responsible in the embassies/cooperation offices and at headquarter to better fulfil their advisory and capacity building role.

The training is planned as a gender stand-alone event, but will take into account the current discussions and steps towards integrated tools for transversal topics (namely CSPM, governance, gender and poverty). On the backdrop of these developments, defining the key aspects of a gender transformative approach is important. The training will help in doing this. Therefore, the training is planned as a separate event after the global f2f. While it is not expected and not possible that all f2f participants will join the training, the participation at the f2f is required for training registration as thematic linkages are being made.

Overall Aim:

Enhance the quality of gender mainstreaming and programming by strengthening the Gender Focal Points' competences to enable them to better fulfil their advisory and capacity building role towards colleagues and partners. The ToT approach also aims to valorize the knowledge of experienced colleagues and enhance their status as Gender Focal Points.

Objectives:

- The participants will deepen their understanding on core thematic and methodological aspects of gender mainstreaming
- The participants will learn and improve their understanding on how to implement a systematic gender transformative approach along the PCM
- Participants will enhance their skills and acquire resources and guidance to conduct a workshop / capacity building events with colleagues (field and HQ) and with partners
- Participants will acquire confidence and skills to improve their advisory role towards colleagues

Content:

The training will build on the tools and instruments developed for the Gender Toolbox (Shareweb). The basic training concept covers three steps along the PCM:

- 1) Analyzing the context through a gender lens (Gender Analysis): What is the gender analytic framework and what are key questions? How and when to do it? What level, by whom? What are instruments available? (incl. actors mapping, thematic/sectorial gender analysis)

- 2) Integrating gender into program design: How do we integrate findings into the intervention /program design? What change do we aspire for? Theory of change: Assumptions, formulation of intervention strategy and objectives.
- 3) Measuring and reporting gender results: How do we monitor and report on gender results? Sex-disaggregated data, gender data, defining gender monitoring fields and indicators, Gender Reference Indicators.

Each 'PCM step' will be developed as one training module. Each module will consist of and include two parallel parts: The content (*what*) and the methodology to facilitate and moderate the content (*how*). Content and methodology are planned to take approximately 2/3 vs 1/3 of the training time.

Training Elements

- *What*: Three standardized modules with the respective thematic resources (materials such as guidance sheets, presentations, graphics etc.)
- *How*: A guidance outlining options regarding the methodology and facilitation for implementing the modules. It will also include guidance for enhancing the advisory role of Gender Focal Points.

Target group

Places will be limited to allow an efficient training (max. 20- 25 participants). The required profile for participating is:

- Proven knowledge and practical experience in working on gender in a SDC cooperation office or at headquarters (i.e. being a Gender Focal Point for at least three years)
- Interest in developing the personal skills and the role as Gender Focal Point
- Commitment to continue work on gender irrespective of the rotation

If more participants are interested in participating in the training, the Gender Focal Point Team will make a selection, based on criteria such as regional distribution and variety of thematic expertise.

Training language:

The training will provide for translation, so the training can be offered for both English and French speakers.

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