



ADVANCED INTERNATIONAL TRAINING PROGRAMME 2011

271B

# Human Rights Towards Gender Equality

5 – 30 September 2011 in Stockholm/Uppsala, Sweden  
Follow-up seminar in April 2012

## Invitation

The Swedish International Development Cooperation Agency (Sida) offers, as part of its bilateral development assistance, Advanced International Training Programmes of strategic importance to the social and economic development in the participants' countries. The International Training Programmes are specially designed for persons qualified to participate in reform processes of strategic importance on different levels and who hold a position in their home organisation with a mandate to run processes of change. This methodology is based on the assumption that your country wishes to carry out changes and is willing to invest its own resources to achieve these changes. In the long-term perspective the programmes shall contribute to institutional strengthening and capacity development in the participants' countries.

Training is focused on support to individual or team plans for change. The plan shall be well established in the participant's organisation and is a basic part of the programme concept.

In this brochure you will find information on the specific objectives for this particular programme, its content and structure, and how and when to apply. You will also find an application form.



Lena Ingelstam  
Director  
Sida

Gender Equality is a complex and multifaceted process which includes everything and everybody: equal rights for women and men to pursue career and personal development; right to economic independence and decent living conditions; right to personal safety and free-of-violence environment; right to vote and be elected and among many other things, to be respected and to take decisions about one's own life.

Sweden has come a long way in improving the gender equality and the status of women in all areas of public and private sector development and can offer interesting experience for benchmarking.

The joint-venture of Sipu International AB and Uppsala University is very proud to host and implement the International Training Programme on Human Rights towards Gender Equality and offers a wide pool of experts to ensure the quality of the Programme and the anticipated change.

We expect each individual participant to receive and utilize the knowledge on the international regulations regarding Human Rights, to apply and spread the skills of new methods of Gender Equality work, to increase ability to influence gender relations and poverty reduction and become a permanent promoter of Human Rights.



Anders Olin  
Managing Director,  
SIPU International AB

## Programme Objectives

This programme invites participants from six countries in the Middle East and Northern Africa (MENA) region, to increase their knowledge of and share experiences on how to promote human rights towards gender equality. All steps of the programme deal with the 'hot' spots endangering women's human rights and development of gender equality, and focuses on successful practices on different levels in society. The programme aims to contribute to awareness raising and action among decision-making bodies, institutions and organizations.

The specific objectives of the programme are to ensure that the participants:

- 1) Acquire an understanding and knowledge of the cause-effect relationship of gender, gender equality and how this relates to poverty and poverty reduction.
- 2) Acquire an understanding and knowledge of international regulations regarding human rights.
- 3) Are able to use various methods for promoting human rights towards gender equality, and to integrate them into practical work.
- 4) Are able to implement a Change Project to promote human rights and gender equality in their home countries.

## Change Project

Change Projects formulated and carried out by the participants constitute the axis of the programme. They have to be rooted in, and supported by, the participant's home organization/institution and concern a relevant issue in the field of Human Rights and Gender Equality. The Change Project forms the link between the theoretical knowledge articulated throughout the programme, and the practical implementation considered relevant for each specific local context. It should reflect issues that are of concern for the participant's organization. The participants will be supported throughout the programme in further developing the content of their individual project and the outcome and experiences of the project will be presented at the final seminars.

The programme intends to transfer knowledge, not finances, to the benefit of the participants and assist their Change Projects. Neither Sida nor SIPU will be committed to support the acquisition of financial means for the Change Projects.

## Contents

To make the programme useful and inspiring the joint-venture of SIPU International and Uppsala University will combine international, regional and Swedish perspectives. This in-

cludes sharing experiences of theories and successful practices as well as difficulties and obstacles. Meetings with representatives from different sectors of the Swedish society will give the participants a multi-faceted picture of the Swedish and European gendered reality.

The Programme is based on four intertwined modules:

### *Module 1: Basics on Gender and Sex*

This module presents the basic theories on the construction of gender, femininity/masculinity and sexuality. The module provides an overview of current research on gender in different fields such as law, gender based violence, sexual and reproductive rights, gendered aspects of health and prostitution/trafficking. The aim of the module is to provide a theoretical framework that will facilitate enhancement of the Change Projects.

### *Module 2: Basics on Human Rights*

This module gives special attention to gender equality relevant international and national legislation. It presents legal tools and action plans to provide gender equality and how to protect against gender discrimination and violence in the Swedish society, and it deals with Sida's angle of approach to gender equality and poverty reduction. The module will also present the key declarations on women's human rights,

along with the main UN strategies for human rights.

#### *Module 3: Methods of Analysis*

This module deals with methods of analyzing and implementing gender sensitive change. This includes different methods and analytical tools such as gender mainstreaming, gender and poverty, gender statistics and gender budgeting and their contribution to gender equality goals on different levels; their history, methods and forms of application.

#### *Module 4: Change Process*

This module focuses on the development of the participant's Change Project. Trainings will be carried out on interactive project planning, communication and networking strategies to lobby for women's human rights and gender equality, and sustainable change. The module will also include training of the participants' presentation skills.

All phases of the programme are based on a participative approach and capacity building, and it aims to create a powerful regional network of women's human rights supporters. Brainstorming sessions, case studies and study visits will make the learning more concrete and tangible and will facilitate the implementation of theories and methods.

### **Programme Structure**

- 1) *Preparation phase.* Initial contacts will be established between the participants, their organisations and the programme management regarding the scheduled training in Sweden and the Change Project.
- 2) *Training in Sweden.* This phase of the programme will take place in Uppsala and Stockholm, Sweden, 5-30 September 2011. The topics from the four modules will be covered and the participants will exchange experiences and receive theoretical and practical training.
- 3) *Implementation of Change Projects.* After the Swedish phase of the programme the participants will work in their organizations/institutions with implementation of the Change Project. This implies opportunities to test the new models in practice, launch advocacy and communication strategies, and share experiences with the other participants and the programme management.
- 4) *Regional follow-up seminar.* This one week seminar will be organized for

all the participants in one of the participating countries. It will take place approximately 6 months after the training in Sweden, and evaluate progress and failures, offer additional training, and adjust and monitor the factors of sustainability.

- 5) *Final seminar.* In the fifth and final phase, the participants will meet with the programme management in their home countries, for a two day coaching of the Change Projects and discussions about the change process and networking activities.

#### **Local partners**

In order to strengthen the quality of the programme, a team of ten local partners from the participating countries have been selected. This group ensures the representation of the various opportunities presented by the programme, and facilitates recruitment of participants. The local partners also have a crucial role in assisting the programme management in Sweden to adjust to contemporary challenges in promoting gender equality in the MENA region.

#### **Participation**

The number of participants is limited to 25 from all the selected countries in total. The selection process is carried out by the programme management in Sweden.

#### **Target countries**

The following six countries in the MENA region have been selected for this programme: Egypt, Iraq, Jordan, Lebanon, Morocco and Syria.

#### **Target Group**

Institutions and organisations which can have an impact on gender-related improvements either by formal/legal responsibility or general interest in promoting women's human rights are invited to participate. Participants should represent one of the following:

- (i) national government,
- (ii) local/regional authorities,
- (iii) private sector or
- (iv) relevant NGOs.

The Change Project is an important criterion in the selection process, and selection will be based on the principle of balanced representation of women and men. Due to the character of the programme, family members are not allowed to accompany participants to the various training phases.

#### **Language Requirements**

The working language of the programme will be English. Arabic may be used in some group sessions. An English language test should be made with an official body in the home country of the applicant, unless the applicant can provide other documentation to support her/his ability. The Swedish Embassy/Consulate does not carry out language tests but may be able to recommend appropriate language institutes for conducting tests. In addition a complementary language test will be conducted by the programme management.

### **Application Process**

**Closing date for application is  
March 31, 2011**

During the application process all applicants are recommended to contact their local partner (see contact information on the back of the brochure).

Applications submitted after closing date will not be considered. The application should be written on the attached form, and include a recent photograph and required information and documents. The application form and this information brochure can also be downloaded from SIPU International's website: [www.sipuinternational.se](http://www.sipuinternational.se) under the heading Training.

A 1–2 page description of the individual Change Project must be submitted with the application. The following headlines should be covered in this description:

- 1) Background and justification,
- 2) Role of my organization
- 3) General objective of the Change Project
- 4) Specific objectives of the Change Project
- 5) Work plan
- 6) Name and email address of the applicant

The application, as well as the Change Project, must be approved by a legitimate authority at the applicant's workplace. This authority is expected to explain, in the application, the intentions and importance of the Change Project and confirm by signature the institution's commitment to it. When necessary, the application should be approved by the official nominating authority in the country. The application should be submitted to the nearest

Swedish Embassy/Consulate or sent to the programme organizer as indicated in the contact information. Selected applicants will be notified by email so therefore an email address in the application is required. Once accepted, the applicant must confirm their participation. An invitation letter will be sent out, containing additional information on the programme and practical arrangements. The selected participant's organization/supervisor will also be notified and informed. Therefore, the applicant must include supervisor's email address in the application. Considering the training programme consists of international travel and work away from home in a new environment, good health and full working capacity is conditioned. It is therefore recommended that the applicant undergo a medical examination before filling out the Medical Statement in the Application form.

### Cost of Participation

The Swedish International Development Cooperation Agency (Sida) will cover all training cost such as lectures, literature, documentation, study tours and certain social activities as well as insurance, accommodation costs including board and lodging. International travel cost to and from Sweden, and in connection to the fourth and fifth phase of the programme, will also be covered by Sida. The participant carries costs incurred in travelling to

the nearest international airport in their home country, passport, visa costs and personal expenses.

### Accommodation

All participants will be accommodated in single rooms at the same hotel.

### Visa

Participants are responsible for obtaining all visas necessary for their journey and stay during the training programme. The visa should be valid for the whole period of the programme and the passport should be valid for three months longer than the entry visa. Inquires should be directed to respective Swedish Embassy/Consulate as soon as possible after acceptance into the programme. Participants visiting other countries on their way to or from Sweden must ensure that correct visas are obtained before leaving their home country, especially for countries not included in the Schengen agreement. The costs for obtaining visas are carried by the participant. This website offers more Swedish visa information: [http://www.migrationsverket.se/info/start\\_en.html](http://www.migrationsverket.se/info/start_en.html)

### Insurance

All participants are covered by a group insurance while in Sweden and on organised tours during the programme. This insurance includes costs for medical care in the event of acute illness or accident. Medical and dental checkups are not included.

## Contact information

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Local Partners (for advice and support in the application process):

#### Egypt

Mrs. Maissan A Hassan –  
[maissan@aucegypt.edu](mailto:maissan@aucegypt.edu)  
Mrs. Azza Kamel Mohammed Abdel Megid –  
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#### Iraq

Mrs. Mahabad Garmeny-Qaradaghi –  
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#### Jordan

Mrs. Mahassen Al Eman –  
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#### Lebanon

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#### Morocco

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#### Syria

Mr. Mustafa Haid –  
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## ADVANCED INTERNATIONAL TRAINING PROGRAMME 2011

### Presentation of Program Secretariat

SIPU International was established in 1979 as a Government agency providing training and consultancy services to the Swedish civil service, on central and local government levels. Since May 2007 SIPU International is a member of the Finnish Consulting Group International (FCG International). SIPU International is a consultancy and training organization specialized in public sector development and government reform in developing and transitional countries. Equal opportunities and gender equality is a permanent and important

component in all activities of SIPU International. The company currently operates in around 20 countries globally and employs more than thirty full time staff in the Head Office and project offices abroad.

Uppsala University is an internationally well-known comprehensive research university set on advancing science, scholarship and higher education. International collaboration is a key link in the University's activities. An important goal for Uppsala University is to contribute to social

developments promoting learning, diversity, and critical thinking by supporting interdisciplinary education and research in developing countries through use of the University's research findings and graduate education. The trend is towards interdisciplinary research projects that include the three research profiled areas of Uppsala university within humanities and social sciences, i.e., "The Multicultural Society", "Peace, Democracy and Human Rights" and "Welfare and Health"

SWEDISH INTERNATIONAL DEVELOPMENT COOPERATION AGENCY

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