



ADVANCED INTERNATIONAL TRAINING PROGRAMME 2011

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Human Rights towards Gender Equality

March 7 – April 1, 2011 in Stockholm/Uppsala, Sweden

Follow-up Seminar in October 2011

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.

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.

Director General
Sida

Managing Director,
SIPU International AB

Programme Objectives

The programme deals with the 'hot' spots endangering women's human rights and development of gender equality, and focuses on successful practices on different levels of society. The Programme aims to contribute to awareness raising and action among decision-making bodies, institutions and organisations. The specific objectives of the programme are to ensure that the participants:

1. Acquire an understanding and knowledge on the cause-effect relationship of gender, gender equality, and gender equality in relation 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 and gender equality, and to integrate them into practical work.
4. Are able to implement a project for change to promote human rights and gender equality in their home countries.

Project for Change

When applying to the training programme, the applicant, together with his or her employer, must formulate a *project for change* that will run throughout the training programme. The project for change should have an orientation towards change and development, and concern a relevant issue in the field of Human Rights and Gender Equality. It should also reflect topics that are of concern for the participant's organisation. The participants will be supported throughout the programme in further developing the content of their individual projects. The outcome and experiences of the project will be presented at the final seminars.

Neither Sida, nor SIPU will be committed to support the acquisition of financial means for the change project.

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.

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 to protect against gender discrimination and violence in the Swedish society, and 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 analysing 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 each participant's change project. Training 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.

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 projects.
- 2) Scheduled training in Sweden. A four-week training course will take place in Uppsala and Stockholm, Sweden, March 7 – April 1, 2011. The course will follow the Programme's four modules, and the participants will exchange experience and receive theoretical and practical training.
- 3) The implementation of change projects. After the training in Sweden the participants will work in their organisations with implementing the change projects (April–September 2011). This implies opportunities to test the new models in practice, launch advocacy and communication strategies, and share experience with the other participants and the programme management.
- 4) A one-week regional follow-up seminar in one of the participating countries for all participants. The regional seminar will take place in

October 2011 and evaluate progress and failures, offer additional training, and adjust and monitor the factors of sustainability.

- 5) A two-day final coaching. 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 (April 2012).

Local Partners

In order to strengthen the quality of the Programme, a team of ten local partners from the participating countries, two from each country, has been selected. This team facilitates the recruitment of participants and networking activities throughout the Programme. It also supports the programme management in Sweden to adapt the programme to contemporary challenges in promoting gender equality in the participating countries.

Participation

The number of participants is limited to 25, usually 5 participants from each country. The selection process is carried out by programme management in Sweden.

Target countries

Eligible participants may come from the following countries: Tanzania, Kenya, Ethiopia, Laos and Vietnam.

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 and regional authorities,
(iii) the private sector or
(iv) relevant NGOs.

Selection will be based on the principle of balanced representation of women and men. The change project is an important criterion in the selection process. Due to the character of the Programme, family members are not allowed to accompany participants to the Programme.

Language Requirements

The working language of the course will be English. An English language test should be carried out with an official body in the home country of the

applicant, unless the applicant can provide other documentation to support the required English skills. The Swedish Embassy/Consulate does not carry out language tests but may be able to recommend appropriate language institutes for conducting tests.

Application Process

**Closing date for application is
November 15, 2010.**

Applications submitted after closing date will not be considered. The application should be written on the special form attached, and include a recent photograph, required information and documents. The application form and the information brochure can also be downloaded from SIPU International's web site at: www.sipuinternational.se under the heading ITP/Training Courses.

A 1–2 page description of the individual project for change must be submitted with the application form.

These headlines should be included in the description:

1. Background and justification, including description of my organisation's roles and responsibilities
3. General goal of my project for change
4. Specific objectives of the project (what my project will actually achieve)
5. Work plan: Specific tasks and estimated timeframe.

The application, as well as the project for change proposal, must be approved by a legitimate authority in the applicant's working place. This authority is expected to explain, in the application, the intentions and importance of the project for change, confirming by signature the institution's commitment to it.

During the application process all applicants are strongly recommended to contact the local partners (see contact information). 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.

Selected applicants will be notified by e-mail. Therefore, an e-mail address in the application is a requirement. Once accepted, the applicant must confirm participation. An invita-

tion letter will be sent out, containing additional information on the Programme and the practical arrangements. The selected participants' organisations/supervisors will also be notified and informed. Please include your supervisor's e-mail address in your 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 a requirement. 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 cost of the programme is divided between a participation fee and accommodation cost. 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 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 the home country, passport and visa costs and personal expenses.

Accommodation

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

Contact information

The address for all communication is:

Sipu International AB
Datagatan 7, 1st floor
SE-111 23 Stockholm, Sweden
Telephone: + 46 8 698 06 00
Fax: + 46 8 698 06 10
e-mail: jutta.delden@sipuinternational.se
website: <http://www.sipuinternational.se>

Local Partners:

For advice and support in the application process

Laos

Ms. Phonedavanh Phinsavanh -
Telephone +856 21 21 43 04
phonedavanh@yahoo.com
Ms. Chandy Pankeo -
Telephone +856 21 21 76 11
laoncaw@laotel.com

Vietnam

Ms. Tran Thu Thuy -
Telephone +84 4 971 7225
thuylienquan@yahoo.com
Ms. Pham Thu Hien -
Telephone +84 4 855 48 03
hien_gender@yahoo.com

Kenya

Mr. Kennedy Masime -
Telephone +254 020 2734 576
kmasime@icgd.or.ke
Ms. Velma Mbatia -
Telephone +254 73 37 66 932
veembatia@yahoo.com

Ethiopia

Ms. Atsedeguta Wage -
Telephone + 251 11 4 166403
atsedeguta@yahoo.com
Ms. Hellina Kassahun -
Telephone +251 911 235959
hellinake@yahoo.com

Tanzania

Mr. John Mkhumbi -
Telephone +255 22 754600100
jmkhumbi@gmail.com
Ms. Rehema Mwateba -
Telephone +255 22 784419750
rehema.mwateba@gmail.com

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. Inquiries should be directed to your 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. For more information, this website offers Swedish visa information: <http://www.migrationsverket.se/english.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.

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Presentation of Programme Organiser

Questions and practical issues regarding the Programme will be dealt with by: Jutta Delden, Programme Officer, e-mail: jutta.delden@sipuinternational.se tel: 00 46 8 6980620 and fax 00 46 8 698 0610

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 com-

ponent 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

Address: SE-105 25 Stockholm, Sweden.
Visiting address: Valhallavägen 199.
Phone: +46 (0)8-698 50 00. Fax: +46 (0)8-20 88 64.
www.sida.se sida@sida.se

