



ADVANCED INTERNATIONAL TRAINING PROGRAMME 2010

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Human Rights towards Gender Equality

April 17 – May 14, 2010 in Stockholm, Sweden

Regional Seminar in November/December 2010

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.



Anders Nordström
Director General
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

The intention of the program is to strengthen the participant organizations capacity in the field of human rights and gender equality and get increased knowledge on how to use tools for gender mainstreaming. The specific objectives of the program are to ensure that the participants:

1. Acquire an understanding and knowledge on the cause-effect relationship on gender and gender equality and gender equality in relation to poverty and poverty reduction.
2. Acquire understanding and knowledge about international regulations regarding human rights.
3. Are able to use various methods for promoting human rights and gender equality and 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.

Change Project

The Programme will build on the participants own projects for change and

the change managements methods to support its successful implementation. The projects are the axel of the Programme and they have to be rooted in and supported by the participant's home organization/institution and concern a relevant problem in the field of human rights towards gender equality. In order to create ownership for the project it should reflect issues that are of concern for the participant's organization.

A 1–2 page description of the participants change project should be submitted with the application form and include:

1. Background and justification, including a short description of my organizations role and responsibility.
2. General goals of my project
3. Specific objectives of the project (what will the project achieve)
4. Work plan: Specific tasks and estimated dedication in time.

During the program the participants will receive support in further developing their project. The participants will present their project to each other dur-

ing the seminar in Sweden, and will continue to work on the project in their home organisations during the intermediate periods in the training. 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 includes sharing experiences of useful 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 to protect against gender discrimination and violence in the Swedish society, and it deals with Sida's angle of approach to gender equality. 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 methods of gender mainstreaming, 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 sustain change. The module will also include training of the participants' presentation skills.

In order to strengthen the quality of the Programme, a team of ten local partners from the participating countries has been selected..

Programme Structure

The Programme consists of five phases:

- Phase 1, Preparation phase (15 February – 16 April 2010). Initial contacts will be established between the participants and the course mentors with regard to the change project presented in the application.
- Phase 2, Scheduled training in Sweden (17 April – 14 May 2010). The second phase is a mix of lectures, study visits, group exercises and work on the change project.
- Phase 3, Intermediate period (15 May – 15 Nov 2010) will be used by the participants to initiate their projects for change and prepare reports for phase 4.

- Phase 4, Scheduled one week training in one of the participants home country (in Nov – Dec 2010) Participants will present and discuss the progress made on their project for change, attend lectures on relevant issues and make study visits.
- Phase 5, Completion (Dec 2010 – May 2011) During which the participants will continue to receive support for the change project and prepare and submit final report and participate in a two day in-country workshop at the end of the period.

Teaching

All phases of the Programme are based on a participative approach and capacity building. This aims to create a powerful regional network of human rights and gender equality supporters.

Management and Staff

Programme managers Barbro Svedberg and Chris Coulter are responsible for overall co-ordination. Administration of the Programme will be carried out by Programme Officer Mathilda Schönbeck and Leila Guici.

Participation

Target countries

Eligible participants may come from the following countries: Tanzania, Kenya, Ethiopia, Laos and Vietnam. The number of participants is limited to 25.

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. Four to five representatives from each country from (i) national government, (ii) local and regional authorities, (iii) the private sector and (iv) relevant NGOs will be selected to the training course. Selection will be based on the principle of balanced representation of women and men. The change projects are important criteria for qualifying. 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 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.

Application Process

**Closing date for application is
January 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 and required information and documents. Application forms can also be found on the website of Sipu International at <http://www.sipuinternational.se>. Under the heading Training

The application as well as the project proposal (see: Change Project) must be approved by a legitimate authority in the applicants working place.

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 or fax. Once accepted, the applicant must confirm participation. An invitation letter will be sent out, containing additional information on the Programme and the practical arrangements.

Considering the training programme consists of international travels 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 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, docu-

mentation, study tours and certain social activities as well as accommodation costs including board and lodging. International travel cost to and from Sweden will also be covered by Sida. The participant carries costs incurred in travelling to the nearest international airport. Sida pays international travel cost in connection to the third and fourth phase of the Programme. Personal expenses are not included.

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. 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>

Contact information

The address for all communication is:

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Local Partners:

For advice and support in the application process

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Insurance

All participants are covered by a group insurance while in Sweden and on organized tours during the Pro-

gramme. 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 Secretariat

Questions and practical issues regarding the Programme will be dealt with by: Mathilda Schönbeck, Programme officer, e-mail: mathilda.schonbeck@sipuinternational.se Leila Guici, Programme officer, e-mail: leila.guici@sipuinternational.se

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 ac-

tivities 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 develop-

ments 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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