



UN WOMEN TRAINING CENTRE 2015 ANNUAL REPORT



UN WOMEN IS THE UN ORGANIZATION DEDICATED
TO GENDER EQUALITY AND THE EMPOWERMENT OF
WOMEN. A GLOBAL CHAMPION FOR WOMEN AND
GIRLS, UN WOMEN WAS ESTABLISHED TO ACCELERATE
PROGRESS ON MEETING THEIR NEEDS WORLDWIDE.

The UN Women Training Centre (TC) is dedicated to supporting the UN and other stakeholders to realize commitments to gender equality, women's empowerment and women's rights through transformative training and learning. It aims to become the leading UN centre that contributes, through training for gender equality, to building a society that respects and promotes human rights for all women and men.

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UN WOMEN TRAINING CENTRE

April 2016

TABLE OF CONTENTS

FOREWORD	6
-----------------	----------

1. WHO WE ARE	7
----------------------	----------

a. How we work	8
-----------------------	----------

Our eLearning Campus	9
----------------------	---

Our Partners and Networking	9
-----------------------------	---

2. TRAINING FOR GENDER EQUALITY - WHAT WE ACHIEVED IN 2015	13
---	-----------

a. Courses and training initiatives	14
--	-----------

Women lead and participate in decision-making at all levels	14
--	----

Women are economically empowered and benefit from development	15
--	----

Women and girls live a life free from violence	18
--	----

Strengthening the UN system and development actors to mainstream gender and promote gender equality	22
---	----

b. Knowledge hub on training for gender equality	25
---	-----------

Expert Group Meeting on Training for Gender Equality	25
---	----

Community of Practice	27
-----------------------	----

Knowledge Products	28
--------------------	----

Roster of Gender Experts and Trainers	28
---------------------------------------	----

3. LOOKING AHEAD	30
-------------------------	-----------

Our Team	31
-----------------	-----------

KEY FACTS AND FIGURES: OUR ACHIEVEMENTS IN 2015

We trained 26,011 people from 183 countries on gender equality and women's empowerment, to help create more equal societies worldwide.

• **25,589** trained through self-paced courses

• **186** through face-to-face training

• **101** through moderated online courses

• **135** through blended courses

• **10,714** women, 15,294 men

The majority of participants rated our courses “very good” and increased their knowledge of gender equality

154% increase of members in our eLearning Campus, now comprising 16,868 members from 183 countries around the globe.

156 experts in training for gender equality from four continents in our Roster.

FOREWORD

The year 2015 has seen gender equality commitments reiterated unequivocally by the international community. The new Sustainable Development Goals (SDGs) reaffirm our dedication to achieving gender equality and women's empowerment, taking forth the pledges of the Millennium Development Goals and the Beijing Platform for Action. Women and girls everywhere have greater opportunities than ever before to realise their potential. Yet, they continue to face challenges to their full and equal participation in economic, social, cultural and political life. The specter of inequality looms large. Only by actively striving for social transformation can we surmount it.

Training is one among powerful strategies to bring about individual, collective and institutional transformation towards greater gender equality. It raises awareness, builds consciousness, enhances knowledge, hones skills, effects changes in attitudes, behaviours and practices, and catalyses social mobilisation. By supporting women and men to further their knowledge and capacities concerning gender issues, training advances gender equality in our daily lives, work, communities, and society as a whole. It is a vital step towards transformation; a crucial move towards achieving a gender equal society.

Over the past year, we at the UN Women Training Centre have gradually consolidated our position as a recognised training hub on gender equality. Our actions have contributed to the pursuit of gender equality, women's rights and women's empowerment in every corner of the world. We have trained over 26,000 people from all geographic regions and a variety of sectors. Our training courses span a wide range of gender issues, including understanding violence against women and girls, unpaid care work, migration, peace and security, and essential capacities needed to mainstream gender into policies and programmes. Above all, our courses harness training's transformative potential to bring about greater gender equality in all societies. Our eLearning Campus, launched just at the end of 2014 has enjoyed exponential growth over the last twelve months. So too have our moderated, face-to-face and Training of Trainers courses.

Alongside our vibrant courses, our reflections on theory and practice have made knowledge on training for gender equality and women's empowerment ever more accessible. Our knowledge products, imbued with in-depth, cutting edge research, inform our courses and position us as a global thought leader in the field of training for gender equality. Our Community of Practice fosters dialogue among practitioners and academics worldwide, building understanding through the inclusive and participatory exchange of ideas, good practices and lessons learned. It contributes to an environment where knowledge and evidence on training is generated, consolidated, advanced, globally discussed and shared among diverse stakeholders and practitioners.

From the inception of UN Women and subsequently UN Women in 2011, we are now at a stage where the medium-term impact of our work can be examined.

This report details the UN Women Training Centre's dynamic evolution over the course of 2015. It chronicles the ways in which we have delivered tangible results as a partner and innovator in training for gender equality. It outlines the principles which guide our work, the platforms and modalities through which we deliver training, the courses we have spearheaded, and the knowledge products we have produced. It introduces our Community of Practice, the technical assistance we offer, our Experts' Roster, and the partners (including donors) with whom we work. It reflects the alignment of our efforts towards training which is inclusive, participatory and transformative. It illustrates how we are advancing our commitment to a world in which women and men enjoy equal rights.

I would like to use this opportunity to encourage each and every reader to explore the diverse learning/training opportunities and platforms we offer. Our training courses welcome learners of all levels – from the most basic to the most advanced. Transformation begins at the personal level. Only once it flourishes there, can it branch out and touch every aspect of our world. Join us now and learn with us. Together, we can learn to make a difference.

Clemencia Muñoz Tamayo
UN Women Training Centre Chief



1

WHO WE ARE

WHO WE ARE

The UN Women's Training Centre vision is to become the leading institution that contributes, through training for gender equality, to building a society that respects and promotes the human rights of all women and men. The Training Centre mission is to support a range of stakeholders to fulfill commitments to gender equality, women's empowerment and women's rights through transformative training and learning.

What is transformative training for gender equality?

We define **training for gender equality** as a transformative process that aims to provide knowledge, techniques and tools to develop skills and changes in attitudes and behaviors. It is a continuous and long-term process that requires political will and commitment of all parties in order to create inclusive, aware and competent societies that promote gender equality.

It is a strategy and a tool to effect individual and collective transformation towards gender equality through consciousness raising, empowering learning, knowledge building, and skill development. Training helps women and men to build gender competence and acquire the knowledge and skills necessary for advancing gender equality in their daily lives and work. Training for gender equality is part and parcel of delivering our commitments to equal human rights for all.¹

Structurally located within UN Women's Policy Division, we are the only section of headquarters located outside New York. From our base in the Dominican Republic, we work to connect knowledge and capacities across the globe towards the advancement of gender equality.

Our approach to training for gender equality is guided by key international normative instruments,

2. **Personal transformation as part of social transformation** – for gender equality and women's empowerment to become a reality, we believe both individual and social transformation are vital.
3. **Participatory, non-hierarchical, and power-sharing learning** – the Training Centre believes that learning occurs in a spirit of equal and egalitarian participation, where all learners are teachers and all teachers are learners. We recognise that learning environments which are hierarchal or characterised by power imbalance are harmful and do not align with the principles of gender equality and human rights.
4. **Inclusiveness and respect for diversity** – throughout all of our work, we promote and celebrate diversity of knowledge, positive practices, and identities.
5. **Innovation and creativity** – the Training Centre considers that through innovative and creative approaches to training, learning objectives can be achieved more effectively and efficiently.

a. How we work

On the ground, we carry out transformative learning and training for gender equality by providing a variety of services to the United Nations, governments, civil society organisations, and other interested stakeholders. These include **training courses** available on a continuous and/or scheduled basis; technical assistance on training content development, implementation, evaluation

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