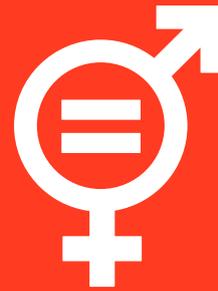


Gender Mainstreaming Local Democracy

2019–2021

KENYA • TANZANIA • UGANDA • ZAMBIA

5 GENDER
EQUALITY



Closing date for
application is
August 11^h
2019
Opening date for application is July 1st 2019

Are you a local government official from Kenya, Tanzania, Uganda or Zambia? Do you want to develop gender equality in your municipality and contribute to gender-equal lives for all citizens?

This 18 month International Training Programme offers training in how to gender mainstream local democracy. You will have the opportunity to work on a change process from your own local government, and get support and knowledge from experts, mentors and colleagues from other local governments. We welcome you to apply!

Why Gender Mainstream?

The programme is based on Agenda 2030 and the 17 sustainable development goals. A special focus is placed on goal #5 – gender equality. Every local government participating in the programme is therefore expected to carry out a change process using the gender mainstreaming method.

Many Swedish municipalities use gender mainstreaming as a strategy for achieving the Swedish government's gender equality political goals. Gender mainstreaming means that a gender equality assessment must be conducted of all policies that affect the way people live, so that everyone – women and men, girls and boys – can live gender-equal lives.

Gender equality between women and men is created where ordinary decisions are taken, resources allocated, and norms are formed – and the gender equality perspective must, therefore, be an integral part of the day-to-day work.

Target Group

- The programme is aimed at governmental officials from local governments in Kenya, Tanzania, Uganda and Zambia.
- Applicants must be nominated by their local government (municipality/county) and it must be clear in the application that the organisation supports the proposed change process with which the participants of the training intend to work during the training if accepted.
- Local governments must apply in teams of three (3). Each team must include the following functions:
 1. Manager (from a management group, or similar),
 2. Gender equality strategist/coordinator, and
 3. Economist, development strategist, or other function of importance to the change process.Functions 2 and 3 are referred to below as governmental officials. The application should clearly identify which member of the team holds each of these roles.
- Ensure diversity in the team regarding ethnicity, age, gender and/or ability.

- Participating local governments will be asked during the training programme to invite an elected politician to participate in parts of the training, preferably a mayor or a member of the local government’s executive committee, at two occasions.

Applicant criteria

- You must be prepared to allocate the time required to attend workshops of up to two weeks in duration with international travel, and to work continuously on an 18-month long team change process.
- The training will require you to be in good health and capable of full-time work.
- Participants may not be accompanied by family members.

ICLD operates an anti-discrimination policy and all training courses are open to anyone, irrespective of race, gender, age, religion, sexual orientation and/or disability. If you require adaptation of venues or hotels for your full participation, please specify it in the application.



Training Content

This training will give the participants the tools they need and the knowledge required for the optimum development of gender mainstreaming and for bringing about change and institutionalization within their own local government.

ICLD’s core areas – equity, participation, transparency, and accountability – will be included in the training content in addition to an extensive focus on gender mainstreaming as a method and tool for achieving sustainable gender equality.

Studies of sustainable gender equality work emphasise the importance of the management’s desire to create change.



Gender equality work must, therefore, be implemented in operating plans and policy documents, and not be designated as a project alongside everyday activity. Changes must be integrated to be sustainable. This is why every team must have different roles all of which, in different ways, contribute to the change process.

Local governments must be able to meet the complex challenges posed by the towns and cities they govern. They must also be able to change their own attitudes and behaviours to meet these challenges.

Change process

All teams are expected to develop and work with a change process of your choice, during the training. The change process is the link between the theoretical knowledge that the participants will acquire during the training and the practical experience needed in the specific situations in which the various participants find themselves.

The change process must be beneficial to the local government and can relate to any service delivery with a gender equality aspect. It is important to note that these processes will not be financed by ICLD, but by the accepted local governments themselves.

What to expect

- Carry out a change process using the gender mainstreaming method
- Conduct gender equality assessment on policies
- Institutionalize gender equality to provide gender equal services to its citizens
- In-depth knowledge of strategic planning connected to gender mainstreaming
- Implement tools that promote gender equality
- Change management and change communication

Course structure

Phase 1 Inception workshop

Participating teams, mentors and programme management develop a shared understanding of the content, structure, methodology and management of the programme. The proposed change processes will be discussed interactively, showing in which ways the local government wants to work with sustainable gender equality in their organisation, within the framework of the 18 months training programme. Participants are expected to participate actively and to provide feedback on the challenges faced by the other teams.

A seminar on local democracy and gender equality will be included in the workshop agenda. The Inception workshop will be held over the course of three days in one of the participating countries.

Phase 2 Independent work at home

The teams will continue to work on their change process in line with the feedback they received during the Inception workshop. An assignment will be presented for the team to work on and report back on before the next training session.

Phase 3 Training week

This is the first occasion where a politician from the local government is expected to participate. All participants will be present during the first three days of the training week which will focus on change management through steering and leadership using the gender mainstreaming method. During the remaining day of the week, the governmental officials and the national mentors will work intensively with the change process. The training week will be held over the course of three + one days in one of the participating countries.

Phase 4 Independent work at home

The team continues to work with its change process in line with the feedback and knowledge input they have received during the training week. An assignment will be given to the team to work on and report back on before the next training session. The teams are visited by their mentor in their workplace, who then reports back to ICLD on the ongoing change process.

Phase 5 Training in Sweden

The training in Sweden will be held over the course of two weeks. The managers (and governmental officials) participate during the first week when the focus of the seminars will be management and leadership. The group will be divided during some of the seminars in order to provide customised content for the individual target groups.

The first week also includes municipal study visits, during which the team spends two days in a municipality, meeting with colleagues (managers and governmental officials) and exchanging experiences on gender equality work and gender mainstreaming change processes.

The second week is for the governmental officials only, with the content customised for the target group and focus on the implementation of gender equality work.

Phase 6 Independent work at home

The team continues to work with its change process in line with the knowledge input they have received during the Swedish phase. An assignment will be given to the team to work on and report back on before the next training session.

The teams are visited in their workplace by their mentor, who then reports back to ICLD on the ongoing work.

Phase 7 Follow-up visit

The team continues to work with its change process in line with knowledge and input received during previous workshops. All teams are visited by their mentors and some teams will also be visited by ICLD programme management team. An assignment will be given to the team to work on and report back on before the last training session.

Phase 8 Final workshop

The results of the team's change process are presented at the Final workshop, and this is the second occasion when a politician is invited to attend. Managers, governmental officials and politicians meet for the last time within the framework of the training programme. Managers and governmental officials are awarded a certificate upon completion of the training.

The Final workshop will be held over the course of three days in one of the participating countries.

Participation

A variety of pedagogic methods are used during the training, and focus is on interactive methods. It is important that everyone who is involved in the training programme, whether in the capacity of manager, governmental officials or politician, actively shares their experiences. This is a fundamental component of the training programme.

Management and personnel

The training is organised by the Swedish International Centre for Local Democracy (ICLD) in partnership with City of Malmö and Lund University, as well as contracted experts in local democracy and development.

Every participating country will have a national mentor with expertise in the fields of gender equality and change processes as well as knowledge in the specific context in which each participating country operates. The mentors will be contracted by ICLD.

Language requirements

Participants are expected to be able to write, discuss, and give presentations in English and their fluency in the language should correspond to level B2 of the Council of Europe's Common European Framework of Reference for Languages (CEFR).

How to apply

The application form can be accessed at www.icld.se/en/international-programmes/apply and must be submitted before the application period expires. The application page contains details of what to include in the application and what documents to attach. Please read carefully before you submit your application. All teams must apply with the same proposed change process, a change process you would like to implement during the training. All team members must apply separately. The submitted proposed change process plan, 1-2 pages, should be the same for all team members. The proposed change process must have a gender perspective, but can relate to any service delivery the local government is obliged to.

Cost

ICLD will cover the following costs during the training programme:

- Participants' fees and training materials.
- Travel to and from workshops and Sweden. Food and accommodation costs during workshops and training in Sweden.
- Insurance for participants when travelling outside their home countries relating to the training programme.
- Per diem, based on Swedish per diem amounts, which are lower than those in many other countries.

ICLD will not cover the following costs:

- Funding connected to the implementation of the change process.
- Other personal expenses.
- Medical and dental examination related costs.

Accommodation

All participants will be assigned single rooms in the same hotel during workshops and the training in Sweden.

Visas

Visas are required for travel in some parts of the training programme. Participants will be referred to the correct embassy to apply for a visa, but visa applications must be personally submitted by the participants themselves. Costs in relation to visa applications will not be covered by ICLD.

Insurance

All participants will be covered by a group insurance policy when taking part in the various phases of the training programme. The insurance covers medical costs for serious illnesses or accidents.

Contact details

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