The United Nations System Staff College Turin, Italy

Mariama Daramy-Lewis
Head, Learning & Training Services
UNSSC
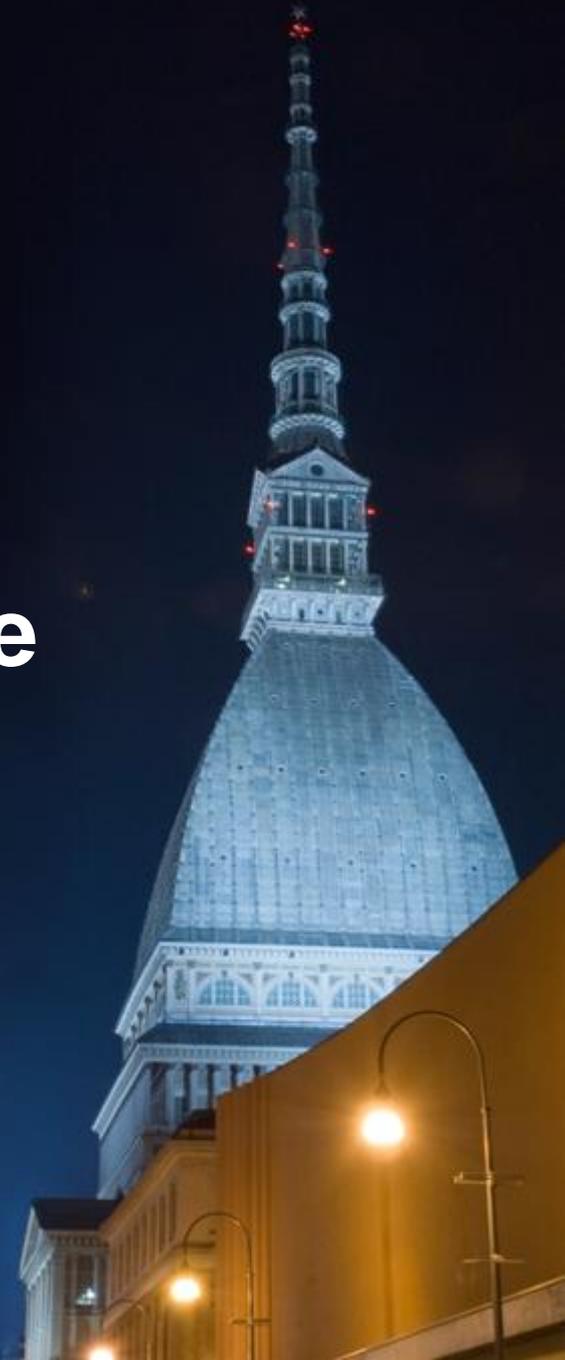
United Nations Secretary-General, Ban Ki Moon

"Achieving gender equality and empowering women is a goal in itself. It is also a condition for building healthier, better educated, more peaceful and more prosperous societies".

General Assembly debate, March 2007

UNITED NATIONS
SYSTEM STAFF COLLEGE

Background to UNSSC and OSAGI (Office of the Special Adviser on Gender Issues) collaboration

- Developing a mandatory E-learning for the UN System building upon knowledge and methodology advanced by various agencies

- Enhancing capacity of experts and professionals

- Gaining leadership support through gender mainstreaming mediums

Resolution 2009 / 12

Mainstreaming a gender perspective into all policies and programmes in the United Nations system
The Economic and Social Council,

…..

3. Requests the Secretary-General to submit a detailed report to the Economic and Social Council at its substantive session of 2010 on progress made by United Nations entities in mainstreaming a gender perspective in the design, implementation, monitoring and evaluation of all policies and programmes and in capacity development, including through mandatory training for all staff and personnel and specific training for senior managers, as a critical means of raising their awareness, knowledge, commitment and competencies, as well as with regard to collaborative efforts to ensure effective gender mainstreaming in the United Nations system.

- *40th plenary meeting*
- *28 July 2009*

Mainstreaming GM in the UN

- 2008 – OSAGI and UNSSC collaboration
- 2009 - IANWGE recommended the development of a system-wide strategy on capacity-development for gender mainstreaming
- 2009 - Pre – Expert Group Meeting, NY
- 2010 - Expert Group Meeting, Turin
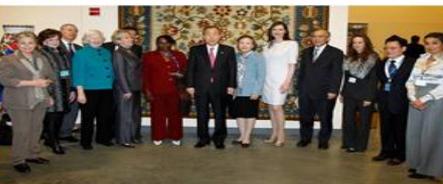
The Expert Group Meeting (EGM) 7-9 June 2010

Organized by the Office of the Special Adviser on Gender Issues (OSAGI) and the United Nations System Staff College (UNSSC)

Purpose: To achieve full agreement on the learning objectives and contents for:

- A mandatory basic e-learning module on gender mainstreaming in the UN system;
- A second level module for senior staff in the UN system;
- Develop a strategy for mandatory participation in basic e-learning; and
- Develop an action plan for engaging senior managers in capacity development of UN staff.

Core Content for Module 1: Mandatory training course for all staff

- Gender terminology and definition of gender concepts
- Brief history of milestones specifically in relation to gender mainstreaming
- Policies and treaties
- Values and power
- Useful links

Expected outcomes for module 1
- Gain knowledge of gender-based differences
- Be aware of gender issues and gender-based power relations
- Apply knowledge of gender in their work
- Address needs of the vulnerable individuals when making decisions

Content for Module 2: Senior management

- Leadership
- Advocacy
- Accountability

Expected outcomes for module 2
- Commit to methodology to include gender into work performance
- Lead by example by demonstrating understanding of gender mainstreaming
- Define a communication strategy to influence people to genuinely engage in gender mainstreaming efforts

UNITED NATIONS
SYSTEM STAFF COLLEGE

E-Learning ROADMAP

Content Acquisition

Methods and procedures for creating and capturing, and validating e-learning content:
• Traditional approach (SME)
• Rapid development approach.
• Occupational analysis

Create Pilot Course (ID Content & User Group)

Pilot program including identify appropriate content/courses and user group (Corporate, Internal, External) to generate lesson learnt and further refine.
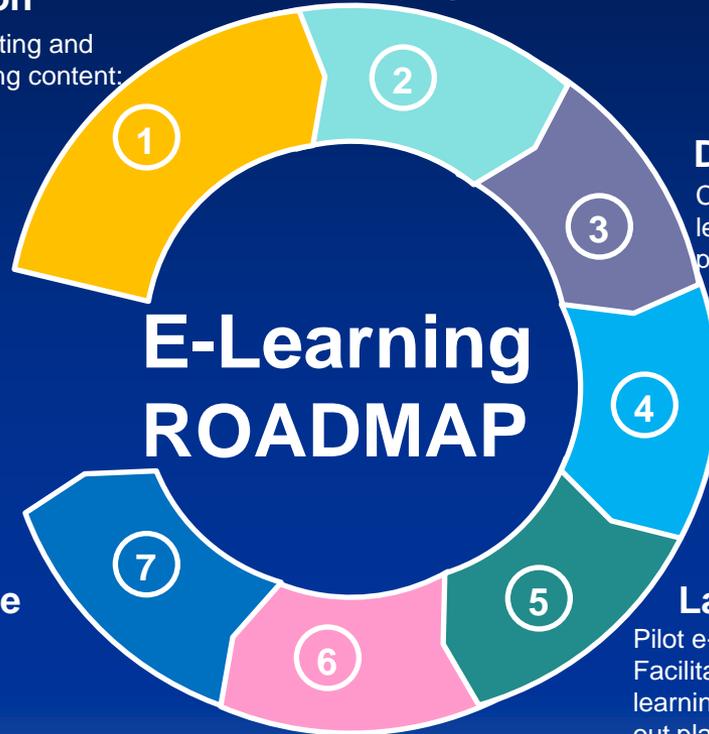
Design

Convert content and courses into e-learning formats. Storyboard technical planning.

Development

E-learning authoring, Quality control and standards. Prototype.

Launch in LMS

Pilot e-learning course in LMS. Facilitate with collaborative learning features . Create roll out plan with internal training professionals.

Evaluate, Assess & Improve

Communicate & Market

UNITED NATIONS
SYSTEM STAFF COLLEGE

Funding for Module 1 and Module 2

Possibilities:

- High Level Committee on Management (HLCM) trust fund designed to support projects of a system-wide nature and which would improve coherence in the UN system

- Goals of Module 1 and Module 2 are congruent with Terms of Reference of the trust fund

System-wide Capacity Building Work of WFP

The work undertaken by the College is directly aligned with WFP's programme for capacity development to mainstream gender in their work, including carrying out gender analysis.

Thank you!