

# ADVANCED INTERNATIONAL TRAINING PROGRAMME



## ITP315

### **Prevent and respond to Gender Based Violence – strengthening agents of change**

27 April – 15 May, 2020, in Stockholm, Sweden

26 October – 6 November, 2020, location to be announced



Closing date  
for applications:  
➤ **9 December,  
2019.**

**Dear Reader**

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Gender Based Violence is the ultimate consequence of gender inequality, lack of human rights and equal opportunities for all. It is a global phenomenon, which constitutes an obstacle to the full participation of women in society.

We all know someone affected by Gender Based Violence – whether it is as a victim of crime, survivor, perpetrator or bystander. It is a violation of human rights, which globally affects at least around 30 percent of all women, according to the World Health Organisation.

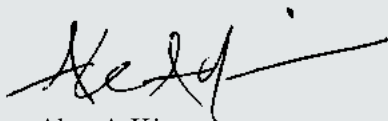
Ending all forms of Gender Based Violence and ensuring women’s security is highly prioritized by the Swedish government and contribute to goal 5 and 16 of the Sustainable Development Goals: gender equality, access to justice and effective, accountable and inclusive institutions.

The Swedish International Development Agency (Sida) offers Advanced International Training Programmes of strategic importance to the social and economic development in bilateral partner countries. On Sida’s behalf, this International Training Programme “Prevent and respond to Gender Based Violence: Strengthening agents of change”, is implemented by the Swedish Police Authority in collaboration with the Swedish civil society organisation the Kvinna till Kvinna Foundation.

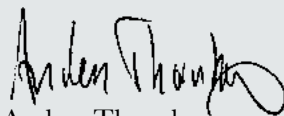
The programme is specially designed for professionals qualified to participate in reform processes of importance on different levels. They also need to hold a position in their home organisation with possibility to promote and run processes of change. During the training programme, participants and their organisations are supported to strengthen, adapt and maintain capacity to define and achieve goals to prevent and respond to gender based violence. The participants will engage in a process of exchange and mutual learning with other participants and Swedish partners.

Attitudes, norms and cultural practices reinforcing Gender Based Violence must change, and access to justice be ensured for all. Without prevention of Gender Based Violence, which includes change of norms and attitudes, the chain of justice and protection of victims of crime and survivors will only have a limited effect. Without following Rule of Law, victims of crime and survivors are not guaranteed safety and security. This International Training Programme is therefore equally targeting prevention of and response to Gender Based Violence.

Sida, the Swedish Police Authority and the Kvinna till Kvinna foundation hereby invite you to nominate candidates.



Alan AtKisson  
DIRECTOR OF PARTNERSHIP  
AND INNOVATION  
Sida



Anders Thornberg  
NATIONAL POLICE  
COMMISSIONER  
The Swedish Police Authority



Petra Tötterman Andorff  
SECRETARY GENERAL  
The Kvinna till Kvinna  
Foundation

## Programme objectives

The main objective is to **increase the capacity of the targeted organisations and authorities to prevent and respond to Gender Based Violence, according to Rule of Law.**

This will be achieved by reaching the following outcomes:

- The participants actively use gained knowledge, practical methods and tools, preventing and responding to Gender Based Violence.
- Targeted authorities and organisations apply gained knowledge, methods and tools in their work.
- The participants use the contacts and network of the programme to improve cooperation and coordination in the field of Gender Based Violence.

### QUOTES FROM FORMER PARTICIPANTS:

*“I learned a lot about other countries, the problems we face and similar ways of solving them. It was useful to see how the Swedish institutions have a great cooperation with CSOs, which is really important for my country”*

*“I have really met open-minded and professional people and been inspired by the methodology. I have now tools to conduct my project”*

*“Never been in this kind of training, with such methodology and it has given me a new way of thinking. It has been good for networking – both internal and external”*

### BENEFITS FOR THE PARTICIPANTS:

- › You will be better equipped to work against Gender Based Violence – through increased knowledge, methods and tools, including best practices.
- › You will have a strengthened capacity to initiate and support a process of change to prevent and respond to Gender Based Violence, through personal coaching from Swedish colleagues.
- › You will have improved and expanded networks with other actors who prevent and respond to Gender Based Violence.

### WHAT IS UNIQUE ABOUT THE PROGRAMME?

- 5 weeks of advanced training with experts, practitioners and academics
- A participatory and interactive programme with a mixture of qualified participants from both governmental and civil society sector
- Exchange of experiences, networking and cooperation with professionals within the same field from five different countries
- Individual and group coaching, to be able to successfully implement participants’ projects for change

## Contents

The following components will be included in the programme.

- 1. Core concepts and Legal framework:** Root causes and structures upholding Gender-Based-Violence. National and international legal frameworks, gender norms and masculinities, research on Gender-Based Violence, power and SRHR.
- 2. Response to Gender-Based Violence:** implementation of the chain of justice, protection and support to victims of crime and survivors and models of cooperation.
- 3. Prevention of Gender-Based Violence:** methods of preventing Gender Based-Violence, such as awareness raising, rehabilitation techniques and changes in legislation.
- 4. Tools for Change:** strategic communication, advocacy, project planning and change management.

### METHODOLOGY

The methodology of programme is based on four corner stones:

- Exchange of experiences
- Theory/knowledge
- Methods and tools
- Change projects

The programme will be built on a continuous exchange of experiences and mutual learning, where all participants will be an important and active part of the programme.

It will use various pedagogical methods for learning, such as presentations of facts and research, in-depth discussions, exchange and interaction, reflection and group work. The training will include study visits, as a part of the exchange of experiences. Input from experts from different sectors in the field of Gender-Based Violence will be included.

The number of participants is limited to 25 in order to ensure a close working relationship between participants, lecturers and coaches.

# Change projects

Throughout the program, all participants will work with a so called change project. The participants receive support from a coach during all program phases, to develop their project idea and to implement the project. The project should – as far as possible – relate to and aim for progress in ongoing organisational or national processes for change within the area of prevention and response to GBV.

**Internal projects** The project serves as an opportunity to improve or develop already ongoing work within your organisations. We encourage you to develop a project within your own organisation which serves to promote its role and increase its capacities and commitment to prevent and respond to GBV. The project should be realistic, well anchored by the organisation.

**Cooperation** We also encourage cooperation – within your own sector or between sectors. When developing your project, you should therefore consider how it aims to increase cooperation, and/or in which part/s of your project you could include cooperation with other actors. An excellent way of strengthening the work for change as well as cooperation is to link your project to already ongoing ITP-projects developed by other/former ITP-participants.

## WHY CHANGE PROJECT?

The Change project is the common thread of Prevent and Respond to GBV – strengthening agents of change. The ITP is designed to strengthen actors to lead change in their organisations and institutions for better prevention and response to GBV. The training combines theory and practical solutions to problems currently experienced by the participants. The Change project is the tool for putting knowledge into practice!

# Programme structure

The training programme is divided into five phases:

### *Phase 1 – Preparatory phase (1 month)*

The participants will receive their letter of acceptance. They will prepare presentations of the situation in the field of Gender-Based Violence within their countries and their change projects (see attached guidelines). They will receive material on a digital platform to study, and take part in a survey.

### *Phase 2 – Scheduled training in Sweden (3 weeks)*

The first training takes place in Stockholm, Sweden. This phase includes seminars, study visits, discussions and workshops. The participants will develop and plan their change projects, in small groups, supported by the coaches of the programme.

### *Phase 3 – Interim period (6 months)*

The participants will establish and implement their change projects, coached online via email/Skype/phone by their coaches.

### *Phase 4 – Scheduled training outside of Sweden (2 weeks)*

The second training is a continuation of the first part in Sweden, following up on the change projects, and going more in depth on several topics and discussions included in the first part. This phase takes place in a country which will be specified further on. The training will contain relevant study visits in the chosen country.

### *Phase 5 – Final phase (4 months)*

During the final phase of the programme, the participants will adjust and finalize their change projects, in their home countries. They will present their results, take part in post-testing surveys and receive their diplomas.

## TIMETABLE

### WHEN:

The programme will run for approximately a year, beginning in April 2020 and ending in February 2021. The phase in Sweden will take place from 27<sup>nd</sup> of April to 15<sup>th</sup> of May 2020 and the phase outside of Sweden will take place from 26<sup>nd</sup> of October to 6<sup>th</sup> of November 2020.

### WHERE:

Phase 1, 3 and 5 will be carried out in each participant's home country.

Phase 2 will be conducted in Stockholm, Sweden.

Phase 4 will be conducted outside of Sweden.

Location is to be announced later.

## MANAGEMENT AND STAFF

The programme is implemented jointly by the Swedish Police Authority and the Kvinna till Kvinna Foundation. The programme managers, coaches and facilitators will be primarily staffed by these organisations. Lecturers from other relevant authorities, organisations and education centers will also be included as experts.

## Admission requirements

### INVITED COUNTRIES

The following countries are invited to nominate candidates: Albania, Kosovo, Montenegro, Moldova and Ukraine. Applications from other countries will not be considered.

### TARGET GROUP

Only candidates nominated by the appropriate organisation and in accordance with national rules will be considered.

The target group is professionals who have a mandate to run processes, i.e. middle or senior level management, working for the following strategic authorities and organisations:

- Police
- Prosecutors
- Social services/municipalities
- Civil Society Organisations working to counteract Gender Based Violence
- Shelters
- Health professionals
- Relevant ministries
- Relevant higher education institutions

The programme welcomes applicants from local, regional and national levels. We strive to ensure a mixture of participants in terms of gender, sector and ethnic identity, to ensure a dynamic atmosphere during the training and the development of international and national networks.

### LANGUAGE REQUIREMENTS

The training programme will be organised and conducted in English, without any interpretation or translations. Proficiency in English shall be certified on the Application form.

### HEALTH REQUIREMENTS

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.

### OTHER REQUIREMENTS

As computers and e-mail will be used continuously in the programme, each participant needs to have basic computer skills, telephone and a valid e-mail address.

If selected, the participants will be obliged to participate in all phases. Substitutes will not be accepted for any phase. The nominating organization must sign a letter of commitment before the start of the programme.

### COSTS

The training, including necessary travel to and accommodation at the venues of the training is fully covered by the Swedish Agency for Development Cooperation. Local travel expenses as well as visa costs when required are paid by the participants. A per diem will be issued according to Swedish per-diem regulations.

### INSURANCE

All participants are covered by a group insurance policy while participating in the training programme, including the organised tours. This insurance covers costs for medical care in the event of serious illness or accidents.

## APPLICATION PROCESS

Application should be written on the special form attached and include a recent photograph and all required information and documents.

The application should be sent to the following email: [pso-idc@polisen.se](mailto:pso-idc@polisen.se) with the following registration number **A497.311/2019-081**.

When necessary, the application should be approved by the official nominating authority in your country.

Applications submitted after closing date will not be considered.

Closing date for applications:  
**> 9<sup>th</sup> of December, 2019.**

### SELECTION PROCESS

Selected candidates will be notified by e-mail not later than 10<sup>th</sup> of February 2020. Once selected, the candidate must confirm participation. A letter of Acceptance will be sent out, containing information on participation in the programme and the practical arrangements. Selected candidates shall be aware of the commitment to participate in all phases of the programme.

As part of Sida's work with capacity and institutional development Sida offers international training programmes (ITP) for participants from low- and middle-income countries in prioritized areas. The programmes cover areas of strategic importance to the social, environmental and economic development of co-operating countries and are based on identified priorities and needs. In the long-term perspective, the programmes will contribute to institutional strengthening and capacity development in the co-operating countries.

### ORGANISER AND PARTNERS



**Contact:**

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**Programme Secretariat**

**Contact person:**

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**The Kvinna till Kvinna Foundation**

**Contact person:**

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**The Swedish Police Authority**

The mission of the Swedish Police Authority (SPA) is to reduce crime and increase public safety. The activities of the police are divided into three areas: crime prevention, crime investigation and service. Being one of the key actors in the chain of justice, Gender Based Violence is a prioritized area for the SPA. SPA has around 29 000 employees and is under the jurisdiction of the Ministry of Justice.

**The Division of international Affairs**

The Division of International affairs perform operational and strategic international police cooperation. The Division is a contact point of Interpol, Europol, Schengen/SIRENE and the Nordic Police and Customs Cooperation. The Division is responsible for the coordination of SPA within the European Union and EMPACT. The Division is also responsible for Peace Support Operations and the International Development Cooperation of SPA. Gender-Based Violence has been included in many of the missions and projects implemented.

**The Kvinna till Kvinna Foundation**

Kvinna till Kvinna supports and cooperates with women's rights organisations that work for women's rights and peace in conflict affected regions. We do advocacy on women's rights and the importance of women's inclusion in discussions and decision-making on peace and security. Kvinna till Kvinna also promotes studies and research to increase awareness of how war and conflict impact women's roles and conditions in society. Kvinna till Kvinna was founded in 1993, as a response to the sexual violence committed against women during the Western Balkan wars. Kvinna till Kvinna now supports more than 100 women's rights organisations and women's rights defenders in four regions: Western Balkans, Middle-East and North Africa, South Caucasus and West- and Central Africa. Nine out of ten of our partner organisations work to prevent or respond to gender based violence.

**SWEDISH INTERNATIONAL DEVELOPMENT COOPERATION AGENCY**

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