



CALL FOR APPLICATIONS
to ODIHR's Intensive Training for Change-Makers on
Gender audits and gender action plans:
Tools for institutional transformation of political parties

WHEN: 10 January-30 April 2024

WHERE: Online, with a three-day, in-person session in Warsaw

ORGANIZED BY: The OSCE Office for Democratic Institutions and Human Rights (ODIHR)

The extent of women's representation in national legislatures and in public and political life in general, in any given country, is determined by a wide range of factors. These include the general progress towards achieving equality of rights and opportunities among women and men in the public and private spheres, the design of political and electoral systems and the level of institutionalization of, and transparency in, political decision-making. Within this complex set of factors, however, political parties are referred to as the "gatekeepers of democracy" – and of women's political participation in particular. Political parties act as gatekeepers as a result of the unique and fundamental role they play in the democratic process. Parties represent the views and perspectives of citizens – both men and women – and channel these into appropriate public policy fora. They also serve as the pipeline through which women and men emerge as elected representatives or political decision makers.

Transforming political parties into organizations that will enable women's political participation and promote gender-responsive democratic governance is therefore of utmost importance throughout the OSCE region. Gender audits and gender action plans are practical tools that can be used and applied to facilitate a comprehensive, gradual and change-oriented transformation within political parties.

What is the goal of the training?

ODIHR's Intensive Training for Change-Makers aims to equip a selected group of experts with knowledge, skills, competences, tools and methods to better understand, critically assess and directly apply gender audits and gender action plans with and within political parties.

Based on the training, participants will be able to:

- Understand barriers to women's political participation and gender equality in political life in general;
- Prepare, lead and facilitate the conduct of a gender audit of a political party; and
- Support political parties in transforming identified conclusions from the gender audit into a multi-year and results-oriented gender action plan.

Who is the training for?

The course is designed for **experts from all around the OSCE region**, working for international or national organisations, including political foundations, development agencies, gender equality

government agencies, women's rights NGOs and civil society organisations that **support political parties in advancing women's political participation and gender equality in politics** in general. Training participants need to demonstrate a clear willingness and opportunity to apply the new skills by implementing gender audits of political parties, after completing this training. ODIHR is also open to participants which might be already doing gender audits or other forms of gender-related (self)-assessments with political parties and which would benefit from peer-exchange.

What is the training duration and format?

ODIHR's Intensive Training for Change-Makers on Gender Audits and Gender Action Plans as Tools for Institutional Transformation of Political Parties will be **implemented in three phases**:

- **First phase:** Self-paced learning by taking the UN Women online courses "I know Gender 1-2-3" and "I know Gender 5: Women's Leadership and Decision Making". The course can be taken for free. Duration: 4-5 hours. Timeframe: Not later than 31 January 2024.
- **Second phase:** Participation at the three-day, in-person training in Warsaw, planned to take place from 20 to 22 February 2024 (dates to be confirmed). As part of the in-person training, participants will, in a participatory and interactive manner, develop and simulate the implementation of a gender audit of a political party, based on which they will plan the development of a gender action plan.
- **Third phase:** Self-paced learning by taking the UN Women online course "An Introduction to CEDAW" and participation in one online consultation on the preparation of post-training gender audits. The online course can be taken for free. Duration: 5-6 hours. Timeframe: Not later than 30 April 2024.

The training will be conducted in **English only**.

After successful completion, all participants will be issued a **Certificate of Competence**.

Are there any fees?

No participation fees will be applied. ODIHR will be covering costs related to the training preparation and delivery, including costs for the facility, refreshments and lunches as part of the three-day in-person training in Warsaw.

When applying to the training, participants need to confirm that they are **able to cover the costs for travel, accommodation, food and any other related costs for their participation in the three-day in-person training in Warsaw**.

How to apply for participation?

Applications should be submitted electronically by 23:59 CET on **31 November 2023**, using the following [link](#).

Want to learn more?

If you want to know more about ODIHR's work on gender equality in politics, check out our [factsheet](#) and [Handbook on Promoting Women's Participation in Political Parties](#). If interested in conducting a gender audit of a real or fictional political party, please explore our online self-assessment tool, [Gender Audit for Political Parties](#).

Contact

Saša Gavrić, Gender Officer, sasa.gavric@odihr.pl