

Online
June/July 2021

ODIHR's Gender Advisers' Course in Ukraine



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What is the Gender Advisers' Course?

BACKGROUND

The ODIHR Gender Advisers' Course builds upon ODIHR's experience with the Young Policy Advisers Course and the experience of the Folke Bernadotte Academy's Gender Adviser Course. The course forms part of ODIHR's support to the Government Commissioner for Gender Equality Policy in Ukraine on strengthening the capacities of existing gender equality institutional mechanisms.

The course is designed to strengthen participants' knowledge and application of techniques for effective institutionalisation of gender mainstreaming with regional and national government as well as to facilitate a deeper understanding of the role of gender advisers and the technical and communication skills needed to undertake core tasks and functions. The expected result of the course is that regional and national government structures for gender equality in Ukraine are strengthened through increased capacity of their gender advisers.

COURSE METHODOLOGY

The curriculum is highly participatory and relies on mixed-method adult learning techniques including experiential learning, expert lectures, small group skills development workshops, one to one coaching and a stretch assignment. The course is specifically tailored to the Ukrainian context. It provides the tools needed by Gender Advisers to maximise their personal and organisational impact for gender equality.

PARTICIPANTS

Participants on this advanced course are appointed gender advisers in regional administration and in ministries/national level institutions. Participants are expected to have an existing and solid knowledge around gender equality.

AIM AND OBJECTIVES

The aim of the course is to strengthen regional and national government structures for gender equality in Ukraine by building the capacity of their gender advisers.

COURSE OBJECTIVES

By the end of the course, participants will be able to:

- Explain the role and required competencies of gender advisers
- Demonstrate strengthened skills in incorporating gender equality across the policy cycle
- Use tools to develop and implement high impact gender action plans, based on a gender audit
- Expand their reach for maximum impact
- Communicate and negotiate effectively in favour of gender equality
- Develop appropriate strategies for handling resistance.

The course content is focused around policy development and gender mainstreaming tools and advising skills that are crucial for gender advisers to be able to promote sustainable gender mainstreaming within their regional or national institution. The course is structured around six modules. Each module covers different gender mainstreaming tools and gender advising skills.

Practical Information and Contacts

Before the Gender Advisers' Course

Participants will receive an invitation with links to the Zoom meeting rooms prior to each module. Participants can only join by computer. They will not be able to participate from a telephone.

Plenary Room

Unless otherwise noted, all participants and experts will connect in the Plenary Room at the beginning of each day, and for various lectures and group discussions.

Break Out Rooms

Small group exercises and discussions as well as skills workshops will take place in break out rooms or separate Zoom meeting rooms.

One-to-One Coaching

One to One Coaching will take place on a personalised zoom link. Each participant will receive the link from their mentor.

Conduct of the Online Sessions

The plenary room can be joined 15 minutes before the indicated starting time. Participants are encouraged to log in early in order for their credentials and connectivity to be checked prior to the start of the meeting. During plenary sessions, all participants should **mute their microphone**, except when taking the floor. Before doing so, participants are advised to raise their hand (click on a hand tool in Zoom). To the extent possible, please keep cameras on throughout discussions in plenary and break out room exercises in order to build rapport among the group.

Questions

Questions to mentors during the sessions can be also **submitted in written form via the Chat function**. However, participants are advised to rather raise their hand and engage in a direct discussion.

CONTACTS

In English language:

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IT/Technical Support:

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ODIHR's IT Expert
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The Programme

Wednesday 16 June

09:30- 13:00

Kyiv time

WELCOME AND INTRODUCTIONS

Module 1: The Role and Skills of the Gender Adviser

This Module will set the scene for the course, ensuring a shared understanding of the conceptual and policy framework as well as of the role of the gender adviser.

Government Guest Speaker: Kateryna Levchenko, Commissioner for Gender Equality Policy

Thursday 17 June

09:30- 13:00

Kyiv time

Module 2: Gender Mainstreaming the Policy Cycle

This module will explore key actions to incorporate gender equality across the policy cycle.

Friday 18 June

09:30- 13:00

Kyiv time

Module 3: Gender Action Planning as an Institutional Change Approach

This module will review how to create high impact gender action plans. The process of developing a gender policy or action plan can be utilized as an opportunity to build awareness, capacity and buy-in on gender equality.

Wednesday and

Thursday

23 and 24 June

09:30- 13:00

Kyiv time

Module 4: Effective Communications and Negotiations

This module will allow participants to deepen their communication and negotiation skills and so enhance their personal impact for gender equality.

25 June, times to be arranged with participants

Stretch Assignment and Skills Workshops

Friday 25 June

times to be arranged
with participants

Stretch Assignment and Skills Workshops

Monday 5 July

09:30- 13:00

Kyiv time

Module 5: Handling Resistance

Resistance is a normal part of individual and institutional change processes. Gender advisers often face various forms of resistance on a daily level. This module will look at how to prevent destructive resistance and effectively respond to common forms of resistance.

Tuesday 6 July

09:30- 13:00

Kyiv time

Module 6: Extending Your Reach

Alone gender advisers cannot transform their organizations. They need to be strategic in building alliances. This Module will support participants to extend their reach for maximum impact.

Wednesday 7 July

times to be arranged
with participants

One-to-One Coaching and Skills Workshops

Biographies:

Course Direction and Mentors



Role

Independent Expert

Course role

Course Director

E-mail

lesliegroves@gmail.com

Dr Leslie Groves-Williams runs a successful consultancy business, leading or taking a lead role in over 100 assignments in 34 countries around the world. Leslie is a highly solicited author, facilitator, speaker, coach and designer. Leslie is a senior level accredited facilitator with the Association of Facilitators, holds a PhD from Edinburgh University, an MSc with distinction and 1st Class honours degree. She has supported multilateral organisations (over 35 UN entities, the OSCE, the EC and EU), international and national NGOs (Plan International, Plan UK, Save the Children, Help Age, World Vision, GICHD), and bilateral donors (DFID and the Swedish FBA) as well as academic, government and private sector institutions. Leslie has developed inclusion related policies, action plans, evaluations and toolkits for over twenty international agencies and has trained/coached/facilitated thousands of staff, including executive leadership teams. She has authored/edited numerous journal articles, a book and other texts.



Course role

National Mentor on Gender Equality Policies and Mechanisms

E-mail

yuliachar@gmail.com

Yulia Gonchar, PhD, gender expert, trainer and consultant. Yulia joined in 2016 the UN Women Office in Ukraine as a national consultant on gender-responsive budgeting. After this assignment, Yulia worked as a national consultant to support the Public Broadcaster of Ukraine to integrate a gender and Women, Peace and Security perspective in their work. Since 2019, she is working as a national consultant on gender mainstreaming in regional and local development strategies. She has (co-)authored and (co-)edited publications, recommendations and handbooks focusing on gender equality, gender-sensitive communication and gender-responsive government. In her career, she collaborated as an expert adviser and trainer with Internews, the Council of Europe Office in Ukraine and the OSCE Project Co-ordinator in Ukraine and the OSCE Programme Office in Bishkek.



Course role

National Mentor on Communications

E-mail

karabashi@gmail.com

Anastasia Bezverkha, PhD in mass communications, is a long-standing communications expert. Since 2010 she conducts training in public relations and media relations, campaigning and storytelling as well as facilitates organizational and communication strategy development sessions for NGOs. In 2007 and 2008, as an Open Society Institute/Chevening Research Fellow, Ms. Bezverkha studied media discourse analysis at the Reuters Institute of Journalism, University of Oxford, UK. In 2012 Anastasia conducted research at CERES at the University of Toronto, Canada. Anastasia has been engaged in teaching a Master Programme in Journalism at the Mohyla School of Journalism, delivering courses on Social Journalism and Representation of Non-violent Conflicts in the Media.



Course role

National Mentor on Negotiations

E-mail

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Maksym Ieligulashvili is a dialogue facilitator, trainer and designer of educational products. His professional interests include social mediation and conflict transformation, the facilitation of group processes, peacebuilding, negotiation, human rights and anti-discrimination. He actively adapts and uses artistic tools, conflict sensitivity approach (including minority participation, gender issues) to work with value and identity conflicts, historical memory and peacebuilding. He is the co-creator of numerous online and offline educational products on issues surrounding social mediation and dialogue facilitation, as well as international humanitarian law for civic activists, state and local government officials, judges, lawyers and law enforcement officers. Since 2014, he has been developing designs and facilitating dialogue events and processes with the support of the OSCE Project Co-ordinator in Ukraine, USIP, International Alert, and other national and international organisations.



Course role

National Mentor on Gender
Equality Policies and
Mechanisms

E-mail

ellalamakh@gmail.com

Ella Lamakh is a Ukrainian social activist, gender expert, human rights activist, and chair of the board of the All-Ukrainian NGO “Center for Development of Democracy”. She has worked in international organizations in collaboration with Ukrainian government and NGOs to implement and manage projects related to education on children’s rights, support for family and gender-related policies, prevention of violence and human trafficking, and gender issues in the field of HIV/AIDS. She participated in development of the first National Action Plan for implementation of the UN Security Council Resolution 1325 “Women, Peace, Security” until 2020 and other National Programs for Equal Rights and Opportunities.



ODIHR Team



Role

Associate Gender Officer

E-mail

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Saša Gavrić co-manages work on gender equality in political life and national gender equality mechanisms. Before joining ODIHR he was working for the OSCE missions in Kosovo and North Macedonia. Saša is a passionate advocate and agent of change with 15 years of experience in cultural diplomacy, human and minority rights, gender equality and democratic governance in civil society organisations, bilateral agencies and international organisations. He has (co-) authored and (co-) edited around 50 articles, book chapters, edited volumes and advocacy reports, focusing on political systems of the Balkans, federalism, gender equality and democratic institutions. He holds a Master’s Degree in International Relations and Diplomacy.



Role

Associate Programme Officer

E-mail

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Nina Chanturia possesses experience in the area of democratization, EU integration, policy analysis, women’s political empowerment and election observation. Nina has worked for OSCE/ODIHR EOMs since 2013. She chaired IRI’s Women’s Democracy Network in Georgia and acted as a project manager for “Women’s Leadership Schools”, a joint program of WDN and UNDEF. Nina has also served at the Embassy of Georgia to the Netherlands. She led various youth initiatives across Europe and was a board member of AEGEE-Europe’s youth unemployment program. Nina holds an MPP degree from the Willy Brandt School of Public Policy, University of Erfurt and is a PhD candidate in the same university. Her doctoral research focuses on the EU’s impact on association countries.

**Role**

Assistant Project Officer

E-mail

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Agata Rzewuska currently co-ordinates implementation of the Advancing the Human Dimension of Security in Ukraine Project at the OSCE/ODIHR. The project focuses on human rights, democratization, tolerance and non-discrimination in Ukraine. Her area of expertise includes capacity building for civil society organizations in particular to promote dialogue and strengthen human rights reporting. Agata has more than a decades' experience working with democratization and human rights. She has been a member of several international observation missions including human rights, assembly monitoring and election observation. Back in 2009 Agata was managing a website providing direct access to international and national legislation in all 57 OSCE participating states (www.legislationline.org). Her interests focus on international relations, gender equality, and sports. She graduated from Warsaw University in 2007.

**Role**

National Project Officer

E-mail

angelina.biriukova@odihr.pl

Angelina Biriukova is part of the Ukrainian Project implemented by the OSCE ODIHR “Advancing the Human Dimension of Security in Ukraine”. Her area of responsibilities include human rights monitoring across the country. Prior to that she worked in the OSCE field operation in Ukraine focusing on elimination of gender-based violence and trafficking in human beings. Angelina also was part of the OSCE Secretariat in Vienna where she worked towards elimination of terrorism in Central Asia and Balkan states. Angelina holds MA in European Studies from Aarhus University, Denmark, and is currently enrolled in MSt in International Human Rights Law at Oxford University, UK.

Course Participants

Name and surname	E-mail address	Institution	Title
Valentyna Lukianets	valentyna_ukraine@ukr.net	National Academy of Internal Affairs	Gender Assistant to the Rector
Viktoriiia Arnautova	alltopkiev@gmail.com	Armed Forces of Ukraine	Gender Adviser to Commander-in-Chief of the Armed Forces
Nataliia Lytvynenko	n123n@ukr.net	Military Institute	Head of the Scientific Research Department
Olha Svetlichna	svetlichnayau1202@gmail.com	Donetsk State University of Internal Affairs	Gender Adviser to the Rector
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Oksana Krytenko	okritenko@ukr.net	Ministry of Defence Ukraine, Military Institute	Gender Adviser to the Head of Institute
Olesia Klymenko	656657@ukr.net	Administration of the State Border Guard Service	Gender Assistant to Head of State Border Guard Service
Nataliia Riabushenko	natalya.ryabushenko@gmail.com	Volynska Regional State Administration	Expert
Nataliia Batrakova	batrakova@ukr.net	Chernivtsi Regional State Administration	Gender Adviser to the Head of Administration
Liudmyla Synko	synko7779812@ukr.net	Shpykivska Territorial Community	First Deputy Village Head
Valentyna Kulachko	kldovpo@ukr.net	Kirovohradska Regional State Administration	Adviser to Patronage Service of the Head of Administration
Alina Harkusha	vashpsih@gmail.com	Main Personnel Training Center of State Border Guard Service	Gender Assistant

Name and surname	E-mail address	Institution	Title
Iryna Yevhutysh	ira_026@ukr.net	Lviv State University of Internal Affairs	Gender Adviser to the Rector
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Olena Volobuyeva	helen_volobueva@ukr.net	National Academy of State Border Guard Service	Assistant to the Rector on Gender Issues
Tetyana Guzenko	tan.apu@ukr.net	Kyiv City State Administration	Head of the Gender Equality Department
Nataliia Horokhivska	natagor989@gmail.com	Ministry of Defence Ukraine, Military Institute of Tank Forces	Gender Adviser to the Head of the Institution
Tamara Lukianchuk	00388@dn.gov.ua bugovoe@gmail.com	Donetsk Regional State Administration	Adviser to Patronage Service of the Head of Administration

About the Organisers

ODIHR

The Organization for Security and Cooperation in Europe (OSCE) is an intergovernmental organization working for stability and democracy in its 57 participating States across North America, Europe and Central Asia. The OSCE's comprehensive concept of security includes three dimensions: political-military, economic-environmental and the human dimension. Human rights are fundamental to the OSCE's comprehensive concept of security, and the OSCE Office for Democratic Institutions and Human Rights (ODIHR) is one of the world's principal regional human rights bodies.

OSCE participating States have agreed that "commitments undertaken in the field of the human dimension of the OSCE are matters of direct and legitimate concern to all participating States and do not belong exclusively to the internal affairs of the state concerned" (Moscow, 1991). ODIHR is mandated to assist OSCE participating States to "ensure full respect for human rights and fundamental freedoms, to abide by the rule of law, to promote principles of democracy and ... to build, strengthen and protect democratic institutions, as well as promote tolerance throughout society." (Helsinki Document, 1992)

ODIHR was established in 1991 and is based in Warsaw, Poland. It employs nearly 150 staff from some 30 countries. ODIHR works in five broad areas: elections, democratization, human rights, tolerance and non-discrimination, and Roma and Sinti issues. More than 20 experts in the Democratization Department provide, inter alia, capacity building and advice on a broad range of human dimension commitments, including increasing the participation of women and young people in politics, strengthening parliaments and institutional mechanisms on the advancement of women, developing multiparty political landscapes, improving the integration of migrants and modernizing population-registration systems. Upon request by national institutions or other state actors, ODIHR also delivers legislative opinions on (draft) legislation, which are publicly accessible via the website legislationline.org.

GOVERNMENT COMMISSIONER FOR GENDER EQUALITY POLICY



Role

Government Commissioner
for Gender Equality Policy

Kateryna Levchenko, Professor, Doctor of Law, Doctor of Philosophy. Vice-Chair of Gender Equality Commission of Council of Europe. Deputy Head of the Ukrainian Commission for Coordination of Interaction of Executive Bodies to Ensure Equal Rights and Opportunities for Women and Men. Member of the Council of Europe Group of Experts on Action against Trafficking in Human Beings (GRETA, 2013-2018), the President of Civil Society Organisation “La Strada-Ukraine” (1997-2018), Chairperson of the Board of the International La Strada Association (2004-2006, 2015-2017), Member of Ukrainian Parliament (2006-2007), member of the OSCE Parliamentary Assembly (2006-2007). Author of more than 300 scientific articles and books on gender equality, women’s rights, combating trafficking in people, juvenile justice, children rights protection, prevention of gender-based violence, and conflict resolution.



Role

Head of the Apparatus of
Government Commissioner

E-mail

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Nadiya Zosim is since 2018 the Head of the Apparatus of Government Commissioner for Gender Equality Policy. She has more than 23 years of experience in public administration, including more than 10 years working in the area of human rights.



Role

Senior Associate

E-mail

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Halyna Zhukovska, PhD, gender expert and consultant, is a Senior Associate of the Apparatus of Government Commissioner for Gender Equality Policy since 2017. She is an expert in policy development and implementation. From 1999 to 2016 she held various positions in State Committees, Ministries and other government bodies related to youth policy, sports, tourism, family issues and social policy. She has collaborated with UN Women, USAID Uzbekistan, and the OSCE. Since 2020, she is a member of the Ukrainian Commission for Coordination of Interaction of Executive Bodies to Ensure Equal Rights and Opportunities for Women and Men.



Role

Associate

E-mail

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Anatolii Dosych is an Associate of the Apparatus of Government Commissioner for Gender Equality Policy since 2021. He holds a Master's Degree in public administration. Before joining the Apparatus of the Government Commissioner, he worked in the State Property Fund of Ukraine, Department for European Integration and Cooperation with International Organizations.



Role

Chief Specialist

E-mail

ostapenko@kmu.gov.ua

Oleksandr Ostapenko is a Chief Specialist of the Apparatus of Government Commissioner for Gender Equality Policy since 2019. He possesses experience in the law and policy making. Before joining the Apparatus of Government Commissioner, Oleksandr worked for the Ministry for Temporarily Occupied Territories and Internally Displaced Persons. He holds a Master's Degree in public administration. Among others, he attended non-formal training International Training Centre of the ILO, Turin, Italy.



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