



ONLINE

GENDER EQUALITY AND DIVERSITY

# GENDER-RESPONSIVE BUDGETING WITHIN ORGANIZATIONS

A HANDS-ON TRAINING COURSE TO COST GENDER EQUALITY,  
DIVERSITY AND INCLUSION

27 NOVEMBER – 22 DECEMBER 2023

 4 WEEKS, 30 HOURS

*Information Note*

**Organizations can use this moment of recovery from the COVID-19 pandemic to put in place policies and practices that can support gender equality, diversity and inclusion in the long term.**

## INTRODUCTION TO THE COURSE

Now more than ever Organizations needs to anchor their work on equality, diversity and inclusion, because ... *organizations with higher levels of both gender and ethnic diversity have greater economic performance* ([Diversity Wins: How inclusion matters](#), McKinsey & Company - May 2020).

Achieving equality within organizations requires examining business model, decision-making method, organizational culture, objectives and strategies, internal procedures, procurement process, internal capacities and expertise, and everyday practices.

Gender equality assessments, plans or internal policies normally embraced all this information. However, in many cases organizations lack the knowledge on how to put in practice these measures, and actually, to estimate the cost of their implementation.

Gender responsive budgeting is a method that fills this knowledge-gap. This eLearning course provides practical guidance and tools to finance gender equality organization's commitments covered by internal policies or plans, and gives light to decision-makers on how gender can be mainstreamed into the regular functioning of the organization, bringing benefits.

## OBJECTIVES

The eLearning course aims to provide a common ground of understanding on how to implement a gender-responsive budgeting within organizations. It illustrates why gender-responsive budgeting matters for organizations -particularly in the rapid transformation of the world of work- and provides practical guidance and tools to cost gender equality measures (i.e. work-life integration measures and flexible work, gender, diversity and inclusion strategies, disability plans, gender-neutral job evaluation for pay equity, inclusive response to the pandemic, gender and diversity audits, etc.).

The online training combines theory and practice aiming to ensure that participants complete the course with valuable information for implementing gender-responsive budgeting within their organizations.



“Gender equality initiatives can range from low-cost or very cost-effective solutions, to services that require a larger financial investment by the employer. Even employers with limited means can offer measures, solutions and services to promote equality within organization.”

**Jennifer Sabatini Fraone**

**DIRECTOR OF CORPORATE PARTNERSHIPS, [Boston College Center for Work & Family](#)**

## TARGET GROUP

The eLearning course is open to staff in private, social and public institutions who can interfere in the budget development of the organizations to ensure that gender equality, diversity and inclusion aspects are taken into account. The training is also offered to gender experts/advisors and individuals interested in mainstreaming the gender approach and working in the field of gender equality, diversity and inclusion; staff of regional and international development agencies; civil society representatives interested in performing advocacy work and raising awareness of gender issues; employers' and workers' representatives wishing to ensure equitable access and processes in their organizations.

## LEARNING OUTCOME

- Strengthen knowledge on the meaning and applicability of gender-responsive budgeting within organizations.
- Develop practical skills for costing specific gender-related measures for organizations, using as a basis a gender plan, policy, audit report or any other gender equality, diversity and inclusion assessment conducted in the organization that need to be implemented.



“The lessons learnt during the pandemic concerning work-life integration, flexible working, teleworking and caregiving responsibilities need to be built into the post-pandemic recovery plans. It is important for organization to know how to use this knowledge generated during the crisis, identifying enough financial resources to ensure appropriate measures when employees will be heading back to the workplace.”

**Agnes Uhreczky**

CONSULTANT, PODCASTER AND WORKPLACE TRANSFORMER. CO-FOUNDER OF THE [WorkLife HUB](#)

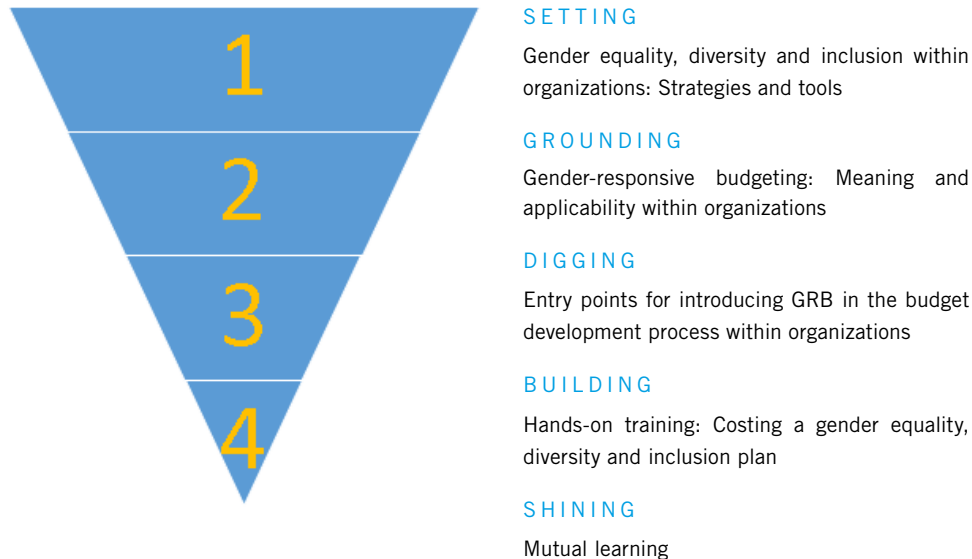
## METHODOLOGY AND ACTIVITIES

The eLearning course is delivered through the [ITCILO E-Campus](#). Each online module will guide participants from theory to practice, building capacity and exploring key elements of gender-responsive budgeting to put into practice within organizations.

The online training programme includes:

- **Four online modules of interactive readings** accompanied by support resources including links to documents, virtual learning tools and a recommended bibliography.
- **Three web conferences** with organizations leading gender equality measures, which will present good practices, challenges and opportunities to enhance gender equality, diversity and inclusion within organizations.
- **A practical activity to be delivered at the end of the course:** The project work consist on costing a gender equality, diversity and inclusion plan for an organization. In order for participants to implement this task, they need to make available in advance a gender equality plan of the organization -which is pending to estimate the resource allocation- a gender audit report or a gender diagnosis carried out within the organization. Practical activities will be developed in groups (if there are participants coming from the same organization) or individually.
- **Mutual learning exercise:** At the end of the course, participants are expected to present a synthesis of their work in a virtual classroom or discussion forum. Additional good practices will be documented for mutual learning.

The training programme is composed of four online modules of approximately 7.5 learning hours each. Each module is carried out over a 2-week period according to the following learning process:



At the end of the eLearning path of 30 hours, participants will receive a Certificate of Participation.

This eLearning course involves interactive online readings, guidelines, practical activities and tools for gender responsive-budgeting and for costing gender equality plans within organizations.

It also comprises interactive methods, such as webinars, discussion forums and a final practical exercise on costing an action plan for gender equality, diversity and inclusion to be presented by participants in a virtual classroom.

Participants are required to adapt content and tools to their context. The courses combine individual self-paced learning with collaborative activities such as virtual discussion groups to facilitate learning. An online tutor and experts guide participants through their learning experience, including facilitating collaborative work and providing feedback on assignments throughout the course.

## PRELIMINARY REQUIREMENTS

- English language
- Access to computer and internet
- Commitment to devote 30 hours eLearning over a period of 4 weeks (approx. 3-4 eLearning hours per week)
- To enroll in the online course, we encourage participants to have access to a gender analysis, a gender assessment or diagnosis, a gender policy or a gender plan of an organization.

## WHY SHOULD YOU JOIN?

- Learn how to cost gender equality measures and make your budgets gender-responsive
- Gain practical skills on how to implement gender-responsive budgeting within organizations
- Engage and network with other gender-responsive budgeting professionals and experts worldwide

## LANGUAGES

The course will be delivered in English.

## DATES

27 November – 22 December 2023

## COST OF PARTICIPATION

The total cost of participation is 1,160 Euros.

## FUNDING

Partial fellowships are available for worthy candidates from countries ODA receiving countries (Official Development Assistance). Consult the updated recipients' list [here](#).

If you are applying for funding, please specify so in your application form.

## APPLICATIONS

The deadline for application is **19 November 2023**.

Applications should be submitted online through the website here: <https://oarf2.itcilo.org/DST/A9716088/en>

As an organization dedicated to fundamental human rights and social justice, the ITCILO is taking a leading role in international efforts to promote gender equality and non-discrimination. Applications from all genders are therefore encouraged, and the selection process will be responsive to gender and diversity.

# DAC List of ODA Recipients | Effective for reporting on 2022 and 2023 flows

LEAST DEVELOPED COUNTRIES	LOW INCOME COUNTRIES (per capita GNI ≤ \$1,045 in 2020)	LOWER MIDDLE INCOME COUNTRIES AND TERRITORIES (per capita GNI \$1,046-\$4,095 in 2020)	UPPER MIDDLE INCOME COUNTRIES AND TERRITORIES (per capita GNI \$4,096-\$12,695 in 2020)
Afghanistan (L) Angola (LM) Bangladesh (LM) Benin (LM) Bhutan <sup>1</sup> (LM) Burkina Faso (L) Burundi (L) Cambodia (LM) Central African Republic (L) Chad (L) Comoros (LM) Democratic Republic of the Congo (L) Djibouti (LM) Eritrea (L) Ethiopia (L) Gambia (L) Guinea (L) Guinea-Bissau (L) Haiti (LM) Kiribati (LM) Lao People's Democratic Republic (LM) Lesotho (LM) Liberia (L) Madagascar (L) Malawi (L) Mali (L) Mauritania (LM) Mozambique (L) Myanmar (LM) Nepal (LM) Niger (L) Rwanda (L) Sao Tome and Principe <sup>1</sup> (LM) Senegal (LM) Sierra Leone (L) Solomon Islands <sup>1</sup> (LM) Somalia (L) South Sudan (L) Sudan (L) Tanzania (LM) Timor-Leste (LM) Togo (L) Tuvalu (UM) Uganda (L) Yemen (L) Zambia (LM)	Democratic People's Republic of Korea Syrian Arab Republic	Algeria Belize Bolivia Cabo Verde Cameroon Congo Côte d'Ivoire Egypt El Salvador Eswatini Ghana Honduras India Indonesia Iran Kenya Kyrgyzstan Micronesia Mongolia Morocco Nicaragua Nigeria Pakistan Papua New Guinea Philippines Samoa Sri Lanka Tajikistan Tokelau* Tunisia Ukraine Uzbekistan Vanuatu Viet Nam West Bank and Gaza Strip Zimbabwe	Albania Argentina Armenia Azerbaijan Belarus Bosnia and Herzegovina Botswana Brazil China (People's Republic of) Colombia Costa Rica Cuba Dominica Dominican Republic Ecuador Equatorial Guinea Fiji Gabon Georgia Grenada Guatemala Guyana Iraq Jamaica Jordan Kazakhstan Kosovo Lebanon Libya Malaysia Maldives Marshall Islands Mauritius Mexico Moldova Montenegro Montserrat* Namibia Nauru <sup>2</sup> (H) Niue* North Macedonia Palau Panama Paraguay Peru Saint Helena* Saint Lucia Saint Vincent and the Grenadines Serbia South Africa Suriname Thailand Tonga Turkey Turkmenistan Venezuela <sup>3</sup> Wallis and Futuna*

(1) General Assembly resolution A/73/L.40/Rev.1 adopted on 13 December 2018 decided that Bhutan will graduate five years after the adoption of the resolution, i.e. on 13 December 2023, and that São Tomé and Príncipe and Solomon Islands will graduate six years after the adoption of the resolution, i.e. on 13 December 2024.

(2) Nauru exceeded the high-income threshold in 2019 and 2020. In accordance with the DAC rules for revision of this List, if it remains a high income country until 2022, it will be proposed for graduation from the List in the 2023 review.

(3) Venezuela has been temporarily unclassified by the World Bank in July 2021 pending release of revised national accounts statistics. Estimated placement on the List.

\*Countries and territories not classified in World Bank income groups. Estimated placement on the List.

Note: L, LM, UM and H shown after country names refer to the latest World Bank income classifications of: LDCs and any high-income countries that have not yet met the criteria for graduation. For the World Bank's current 2021 fiscal year, low-income (L) economies are defined as those with a GNI per capita, calculated using the World Bank Atlas method, of USD 1,045 or less in 2020; lower middle-income (LM) economies are those with a GNI per capita between USD 1,046 and USD 4,095; upper middle-income (UM) economies are those with a GNI per capita between USD 4,096 and USD 12,695; high-income (H) economies are those with a GNI per capita of USD 12,696 or more. The countries and territories within the classifications of 'Low Income Countries', 'Lower Middle Income Countries and Territories', and 'Upper Middle Income Countries and Territories' exclude those that are not LDCs.



## KEY FEATURES

### EXPERIMENT, EXPERIENCE

Engage with a variety of training formats: from traditional lectures to live forum theatre... and more.

### LEARN TOGETHER

Be guided to apply collaborative methods and contribute to collective knowledge creation.

### LEARN FROM OTHERS

Network with international experts and peers from around the world, share good practices, tap into their experiences.

### WITHDRAWAL, CANCELLATION POLICY, AND REFUNDS FOR OPEN COURSES

If an enrolled participant wishes or must withdraw from a course, they may choose to apply to a different course or be substituted by another candidate. The participant must notify the Centre, in writing, of their decision at least 14 days prior to the start date of the course. Cancellation of participation in regular courses will result in the following penalties:

- 14 days or more prior to the start date of the course: No penalty, 100% refund of amount paid less applicable bank charges
- 8 to 13 days prior to the start date of the course: Penalty of 50% of course price, refund of residual amount paid (if any) less applicable bank charges
- 7 days or less prior to the start date of the course: Penalty of 100% of course price.

## INFO

### FOR FURTHER INFORMATION PLEASE CONTACT

**International Training Centre of the ILO**  
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