

Academic Programme

2nd Semester

2023



DIPLOMA COURSE

Gender equality and non-discrimination



Start date:
July 12th



Limited Availability

Programme Description

At present, gender equality and non-discrimination are sensible topics that have drawn a great interest. These are essential in the training of public servants, specialists in Social Security and for those participating in the design, instrumentation or application of related programmes.

They require technical, conceptual and reference tools allowing them to overcome social and institutional practices associated with violence and gender discrimination. This will provide them with the elements promoting compliance with the Sustainable Development Goals (SDG), international treaties on Human Rights and laws in force in each country of the Americas.

This Diploma Course introduces gender perspective as an analysis tool that reveals inequalities between people, and how their lives and opportunities may be affected by gender. Thus, participants acquire the tools to make decisions on equality.

The approach of each training module is focused on the concepts addressed by international instruments, which mainstreams gender, masculinities and intersectionality approaches.

Furthermore, this Diploma Course relates the previous contents on the bases of Social Security with special emphasis on working mothers.

ADRESSED TO:	Directors and social security employees, particularly for the areas of human resources and those designing, implementing, operating policies and social protection and welfare programmes.
SCOPE	This programme is designed to help social security collaborators, decision makers, programme suppliers, and social organizations interested in promoting the defence of human rights and equity.
GENERAL OBJECTIVE	<p>Provide participants with theoretical and practical knowledge to understand and promote gender equality and non-discrimination in different societies, while identifying good practices in the Americas.</p> <p>Participants will acquire tools and skills to identify and analyse gender inequalities and existing forms of discrimination. Design and implement effective policies and strategies to promote equality and respect for human rights.</p>
TOTAL LENGHT OF THE ACTIVITY	<ul style="list-style-type: none">• 48 hours of content development (4 hours per week at attendees' choice).• 36 hours of synchronous classes (three per class).• 36 hours of work on the platform. <p>Total: 120 hours.</p>
COST OF THE PROGRAMME	700 USD (640 USD enrolment / 60 USD technology resource).

**PROGRAMME
DATES AND
TIMES**

10:00 a.m. to 13:00 p.m. (Mexico City Time).

- July 12th -14th
- July 17th – 21st
- July 24th – 28th
- July 31st – August 4th
- August 7th – 11th
- August 14th – 18th
- August 21st – 25th
- August 28th – September 1st
- September 4th – 8th
- September 11th – 15th
- September 18th - 22nd
- September 25th – 29th
- October 2nd – 6th

**REGISTRATION
DEADLINE**

July 6th, 2023.

HOST COUNTRY

Mexico.

Thematic Modules

1

Introduction

Lecturer: Maria Soledad Buendia Herdoiza

Dates: July 12th – 14th, 2023

OBJECTIVE:

Introduction to the diploma course, methodological explanation, content review, and virtual classroom.

CONTENT:

- 1. Opening class.
- 2. Virtual classroom methodology and tools.
- 3. Assessment.

2

Women's autonomy, well-being, and care policies

Lecturer:

Lourdes Jimenez Brito.

Dates:

Phase 1: July 17th – 21st, 2023

Phase 2: July 24th -28th , 2023

OBJECTIVE:

Review the main concepts related to autonomy, care and care policies. Understanding from a gender perspective two fundamental characteristics of care work in the Americas: high level of familiarization and its feminization.

Emphasized that domestic and care tasks fall mainly on women by affecting their freedom, dignity and the equality.

Learning outcome:

- Understand women's autonomy, the challenges, obstacles and limitations they face on their lives.
- Learn about the concept of gender division of labour and care work.
- Learn about public policies related to care.

CONTENT:

1. Autonomy.
2. Caregivers and care work.
3. Care crisis.
4. Public policies on care from human rights perspective.
5. Analysis of social and gender inequalities through care category.
6. Assessment.

3

Labour equality and tools for equality and non-discrimination

Lecturer:	Maria Soledad Buendia Herdoiza.
Dates:	Phase 1: July 31st - August 4th, 2023 Phase 2: August 7th – 11th, 2023

OBJECTIVE:

Review the main concepts related to equality in the workplace, gender division of labour, gender gaps, and national and international regulations. Learn about the Mexican experience and the technical tools promoting labour practices and an organizational culture free of discrimination and violence.

Learning outcome:

- Learn about the concept of labour equality.
- Understand the mechanisms that perpetuate inequalities in the workplace.
- Understand technical tools for organizational culture change.

CONTENT:

1. Equality and equity.
2. Gender division of labour.
3. Gender gaps.
4. How to create a diagnosis with a gender perspective?
5. National and international regulations.
6. Tools for labour equality.
7. Assessment.

4

Violence prevention

Lecturer:	Luz Angela Cardona.
Dates:	Phase 1: August 14th - 18th, 2023 Phase 2: August 21st – 25th, 2023

OBJECTIVE:

Review the main international treaties and conventions on equality and non-discrimination. Study of comparative legislation for a life free from violence in the region using gender as human rights analysis and approach.

Learning outcome:

- Know the main international treaties on equality and non-discrimination.
- Review the main laws and constitutional regulations in the region.
- Approach the legislation and national systems to address violence in the family, workplace, and femicide violence, and prevent, meet, punish and eradicate violence and discrimination.

CONTENT:

1. Main international treaties for equality and non-discrimination.
2. Main legal and constitutional regulations to address violence in the family, workplace violence, violence in the community.
3. Femicide violence and gender violence alerts.
4. National systems to prevent, address, punish and eradicate violence against women and care for victims. Violence against women and gender diversity: a critical obstacle for the construction of social equality.
5. What is violence against women and sexual diversities?
6. Forms of violence.
7. Cycle of violence.
8. New masculinities.
9. Assessment.

5

Maternity and obstetric violence

Lecturer:

Vilma Ramirez Santiago.

Dates:

Phase 1: August 28th – September 1st, 2023

Phase 2: September 4th – 8th, 2023

OBJETIVO:

Review the main concepts related to maternity and obstetric violence. Learn about reproductive and sexual rights.

Learning outcome:

- Know sexual and reproductive rights.
- Analyse the risks of maternity.
- Understand the implications of obstetric violence.
- Apply the knowledge acquired in a case study.

CONTENT

1. Maternity and abortion: public and private view.
2. Sexual and reproductive rights.
3. Comparative legislation and expanding sexual and reproductive rights.
4. Social risks of maternity.
5. What does obstetric violence stand for?
6. Case study.
7. Assessment.

6

Social security

Lecturer: Gabriela Rivadeneira Burbano.

Dates: Phase 1: September 11th – 15th, 2023
Phase 2: September 18th –22nd, 2023

OBJECTIVE:

Review from the scope of public policy the concepts of well-being and happiness. Get into depth knowledge on social security rights.

Learning outcome:

- Learn about well-being concept.
- Analyse from a regional context right to social security.
- Analyse Social Security focused on working women.

CONTENT:

1. Well-being and happiness.
2. Right to social security.
3. Social inequality gaps.
4. Formal jobs and “informality”.
5. Social Security for working mothers.
6. Assessment.

7

Public policies with a gender perspective

Lecturer:	María Pessina Intriago.
Dates:	Phase 1: September 25th – 29th, 2023 Phase 2: October 2nd – 6th, 2023

OBJECTIVE:

Review the main concepts related to gender, inequality and inequities. Analyse the process of public policies with a gender perspective.

Learning outcome:

- Know and manage the concepts of gender, inequality and inequity.
- Learn about the public policy process.
- Apply planning tools with a gender perspective.

CONTENT:

1. Gender and public policies.
 - 1.1. Gender as social, cultural and historical construction.
 - 1.2. Gender division of labour.
 - 1.3. Differential or discriminatory assessment for men and women.
 - 1.4. Inequalities and inequities.
2. Public policies.
 - 2.1. Characteristics of the public policy process.
 - 2.2. Steps for the analysis of public policies.
 - 2.3. Implementation of public policies.
 - 2.4. Gender perspective in public policies.
 - 2.5. Gender agenda.
3. Planning with a gender approach at regional and local level.
 - 3.1. Application of gender perspective in regional and local planning.
 - 3.2. Public policy with gender perspective from equity approach.
 - 3.3. What is the life cycle of a project?
 - 3.4. How is the gender approach incorporated into investment initiatives?Markers.
4. Assessment.

Other **considerations**

COURSE METHOD	The course comprises seven thematic modules. Each module develops synchronous virtual theoretical classes. Individual and group activities will be assessed with practical exercises.
EXPECTED OUTPUT	Sensitize students on the importance of mainstreaming gender and non-discrimination policies, which contribute their knowledge to the construction of public policies and agendas that seek to reduce gaps in social inequality and contribute to welfare societies.
ENTRY REQUIREMENTS	<ul style="list-style-type: none">• Officials, managers, professionals of social security institutions.• Multidisciplinary workers from public and private institutions, who seek to continuous improvement in their professional and organizational training through the theoretical and practical content of this course.• General public seeking to strengthen their training for equality and non-discrimination.
REQUIREMENTS OF PERMANENCE	<ul style="list-style-type: none">• Graduate students will obtain a diploma when concluding the activities proposed in the programme.
TECHNOLOGICAL REQUIREMENTS	<ul style="list-style-type: none">• PC / Laptop• Broadband Network Connection• Browser: Chrome, Firefox or Safari in their updated versions• Have access to Zoom platform• Speakers and microphone• Webcam (desirable)

**TECHNOLOGICAL
SKILLS OF THE
PARTICIPANT
(PREFERABLY)**

- Use online communication tools such as email, discussion forums, chats, etc.
- Use of video call programmes and virtual meetings
- Word handling.
- Use of webcam and microphone.
- Use of web browsers.
- File and folder management.
- Use of search engines and library databases.

**ASSESSMENT FOR
CERTIFICATION**

- 70% of the academic programme.
- 30% follow-up assessment and learning on the platform.

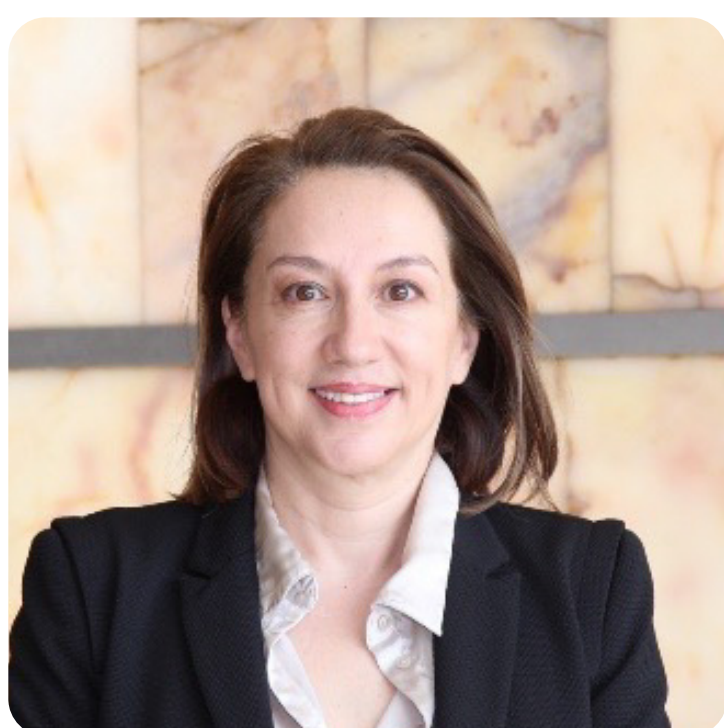
QUOTA

Minimum 20 students course opening.

LANGUAGE

Spanish with English and Portuguese subtitles.

Lecturers' Resume



Maria Soledad

Feminist political scientist. She holds a PhD in education, Master's Degree in political science, specialist in gender justice and human rights. Minister of Politics and Autonomous Governments in 2012 and Legislator until 2021 in Ecuador. Researcher on gender violence and labour equality policies, university professor and lecturer. She has several publications such as *"Violencia Política y de Género"* (2012), *"SOMOS... MUJERES"*, *"Participación política de las mujeres de AVC"* (2017) y *"Causa Justa. Violencia de género y persecución política"* (2021).



Lourdes Jimenez

Political scientist, Specialist in Public Administration, and holds a Master's Degree in Constitutional Law and is a Political Scientist PhD candidate. Specialist in care policies with a gender perspective from the Latin American Council of Social Sciences (CLACSO). Her research field includes maternity policies, care work and social security from a gender and rights perspective.



Luz Angela

She holds a PhD in research in social sciences with honours in sociology from the Latin American Faculty of Social Sciences in Mexico (FLACSO). Master's Degree in population and development by FLACSO. Specialist in demographic analysis methods from the Universidad Externado de Colombia. Psychologist from the Pontifical Javeriana University of Colombia.



Gabriela Rivadeneira

Graduated in local management from the Salesian University in Ecuador with contemporary specialized studies in Latin America and Europe from the University of Buenos Aires (UBA). Former president of the National Assembly of Ecuador (2013-2017) and was the most voted candidate for that position and reelected for 2017-2021 term. She was the first woman in Ecuador to preside over parliament and the youngest at the regional level to occupy the first role of the State (28 years old). Former President and Alternate Chair of the Latin American and Caribbean Parliament.



Vilma Ramirez

Law graduate with a Master's Degree in criminal procedural law. Specialist in human rights, gender violence and public policies with a gender perspective, equality and non-discrimination.



Maria Pessina

Sociology doctoral candidate. She holds a Master's Degree in gender and development. Editor, journalist and lecturer. Specialist in the design of communication strategies, including the branches of politics, institutional, cooperation and gender. Researcher on communication, gender, gender-based violence, human rights, human mobility, communication, intersectionality, education, and science and technology.



Calle San Ramón S/N
Col. San Jeronimo Lidice
Magdalena Contreras City Hall
C.P. 10200 - Mexico City

+52 55 53 77.4740

inscripciones@ciess.org

www.ciess.org

© 2023 CIESS. All Rights Reserved

