



Signatur

Women's Political Leadership

ICLD Swedish International
Centre for Local Democracy

ITP programme overview

Summary

The 12-months training focuses on developing political leadership skills and is open only to women who hold an elected seat in a local or regional government in any of the OECD-DAC listed ODA-countries. All parts of the training are based on equity, participation, transparency and accountability, and the goal is to strengthen democracy in the organizations taking part in the training, primarily by strengthening the politician herself, as well as capacitating women politicians in general to be good role models and to get a higher involvement of underrepresented groups in decision making bodies.

ICLD are responsible for the program and the training is implemented in cooperation with the Swedish Association of Local Authorities and Regions (SALAR). The ITP will have Swedish mentors/women politicians to support the participants, and they are recruited by SALAR.

All countries on the OECD-DAC listed ODA-eligible countries, are eligible for an upcoming cohort of the programme, but if a local election is held during the year when the training takes place, the country is temporarily taken off the list. The Programme is based on Agenda 2030 and the 17 sustainable development goals. A special focus is placed on goal #5 – gender equality. Every politician participating in the Programme is expected to carry out a change process or project during the programme.

During the training the participants will meet three times, one of the times in Sweden.

Implementation plan

1. Inception Workshop

The participants and the programme management develop a shared understanding of the content, structure, methodology as well as introduction to the programme, the overarching objectives, the ICLD and ITP. Topics addressed in this workshop, among others: teambuilding and networking, developing the change process, and introduction to the Sustainable Development Goals. The tuition during the inception workshop consists of group discussions and lectures with a combination of Swedish and/or international experts from the region. The Inception workshop will be held over the



course of three days in one of the participating countries. Participants will also be introduced to Problem Oriented Project Planning and do a KAP baseline survey and learn more of our core areas for local democracy.

2.Swedish Phase

Participants will meet in Sweden for a cultural exchange, advanced leadership training, as well as being introduced to their Swedish female politicians who act as mentors in the programme and a two-day study visit to a Swedish municipality or region. Topics of study will include, among others: the Swedish model of governance, suppression techniques and countermeasures, and how to be a good role model as a political leader. Tuition consists of interactive lectures and group discussions with Swedish and international experts combined with study excursions, group work and discussions. Further topics covered during the workshop includes: teambuilding and networking, introduction to Human Rights Based approach and participatory democracy tools and methods. Continued sessions on the change initiatives and the connection to the Sustainable Development Goals.

3.Final Workshop

The participants and the Swedish mentors meet in one of the participating countries. The goal of this workshop is to summarize and share the challenges, opportunities and lessons learned throughout the programme. The participants will present their Change Process results. The programme also includes study visits and lectures provided by the ICLD and relevant lecturers. This workshop marks the formal end of the programme. Participants are given certificates of completion.

4. Mentor function

In close connection with the collaboration with SALAR is the setup with Swedish political mentors in the programme. The Swedish women politicians are recruited by SALAR, and they support the participating politicians throughout the programme. During the Swedish Phase the mentees follow their mentor in pairs of two to three to her municipality or region for a two-day visit, to learn more of a Swedish woman politicians' daily life.

Participants

The programme is open only to women who hold an elected seat in a local or regional government in any of the OECD-DAC listed ODA-countries. All countries on the OECD-DAC listed ODA-eligible countries, are eligible for an upcoming cohort of the programme, but if a local election is held during the year when the training takes place, the country is temporarily taken off the list.

Starting with cohort 9, the programme focuses on mayors and deputy mayors only. All previous cohorts have been open to councillors too, and has consisted of a majority of councillors.

Topic

The programme aims to provide the following leadership changes for the participant:

- Empower the participant with improved leadership skills
- Help the participant to fully utilize the power and influence of her position
- Strengthen her as a role model to encourage political participation among marginalized groups
- Give her access to a network of women in similar positions
- During the training, the participant will work on her change process and implement a strategy to make the local authority equitable, participatory, transparent, and accountable.

Benefits

- Valuable exchange of knowledge and experiences
- Extended regional and international networks
- Improved skills as a “change agent” in initiating and implementing institutional change
- Skills and abilities to communicate and advocate on issues of inclusive governance
- Two-day study-visit in a Swedish municipality or region
- Support to improve participation, equality, transparency, and accountability in the local governance

What is offered

- Advanced training in communication, strategic planning, and leadership
- Swedish mentorship including an individual two-day study visit in a Swedish municipality or region
- International exposure to different political experiences
- An opportunity for your municipality to help achieve the Sustainable Development Goals (SDG)

How

- Through skills training workshops on site or digitally
- Identification of challenges and finding solutions to issues faced by women politicians
- By offering strategic support and coaching from ICLD staff and mentors

- In sharing of professional obstacles and successes in an inclusive environment

Change process

The participant is expected to develop and work with a change process of her choice during the training. The change process should address a real problem of concern to the politician, thus contribute to translating the theoretical content of the training programme into capacity development and institutional change within her municipality. The change process aims to increase political accountability, helping leading politicians to better respond to the needs of the citizens. An outline of the problem to be addressed by the change process shall be submitted as part of the application and plays a key role in the selection of participants. The change process requires strong commitment and involvement of the politician and should lead to the proposal of a solution.

Gender Equality and all core areas for development of local democracy – equity, participation, transparency, and accountability – are the cornerstones of this training programme. The programme will create opportunities for participating politicians to explore these issues in-depth so that it on a societal level will enable their citizens, both women and men, boys, and girls, to live gender equal lives. Furthermore, the programme aims at ensuring greater participation and representation among women, underrepresented and marginalised groups. Throughout the twelve months the programme will break down specific methods and give opportunities to practice, experience and understand when and how to utilise various tools and techniques.

Objectives

Overall objective: The main objective of this training programme is to provide the participants – women who hold an elected seat in a local government – with the tools they need to increase their political leadership impact, to get a higher involvement of underrepresented groups in decision making bodies, and to bring about change and institutionalisation within their local government.

Participant level Learning objective

1. After this programme, the participant will be able to improve her communication on local political challenges and will be able to advocate why women representation is important in her local government.
2. After this programme, the participant will be able to describe how to carry out and lead an organisational change process effectively and inclusively.
3. After this programme, the participant will be able to apply strategic planning and change management and lead her colleagues to develop implementation of change.



Organisational level Learning objective

4. After this programme, the participant will be able to apply skills as a “change agent” in initiating and implementing institutional change for the organisation.
5. After this programme, the participant will be able to influence the LGA to integrate Agenda 2030 in formal guidelines, routines, and activities.

Societal level Learning objective

6. After this programme, the participating municipality will know how to integrate marginalised groups in policy making.
7. After this programme, the participating municipality will apply skills and methods to create solutions to improve lives of marginalised groups and create conditions for the equitable and inclusive treatment of all its citizens.

Methodology

The ICLD strives to facilitate an inclusive internal and external environment conducive to learning and development in all its trainings. WPL will follow to the greatest extent possible the goals set out in [ICLD's Pedagogical Profile](#).

1. WPL has clearly articulated learning objectives

Concrete example(s): This programme overview and WPL Learning Objectives will be shared with participants, SALAR and Swedish mentors as well as all facilitators.

2. WPL is learner-centered, and problem-based. Concrete example(s) used in WPL: Use of various Core modules; (SDG, Gender, Human Based Rights Budgeting and participatory democracy), various Tools: Case based learning method. Local Democracy Lab, Policy Briefs, Video Policy briefs, Most Significant Change Methodology.

3. WPL supports participants' awareness of, and capacity to impact, their own organizations structures, goals, and values

Concrete example(s) used in WPL: Problem Oriented Project Planning Workbook, POPP, Organisational readiness and Toolbox for Stakeholder engagement.

4. WPL centers around peer-to-peer learning. Concrete example(s) used in WPL: Swedish and south-south study visits conducted following ICLD Toolbox for peer learning; use of mentors. Alumni used as lecturers, Alumni network

5. WPL training follows ICLD's core values. Concrete example(s) used in WPL: KAP-baseline and endline tool, Societal impact tool, Democratic workshops Handbook, Historical Dinner, and use of Democracy fitness methodology.