

Dear Colleagues,

The European Trade Union Institute invites you to participate to a training course: **‘Training of Trainers Introducing the Gender Transformative Approach for Trade Unionists’** which will take place from February 26th to 28th, 2025, in Bilbao Spain.

This training is designed for experienced trade union educators, trainers, and facilitators passionate about advancing gender equality within their organizations. During the training, participants will explore the principles and methodologies of the Gender Transformative Approach, a framework that not only addresses immediate inequalities but also aims to fundamentally challenge and transform the underlying power structures that perpetuate gender discrimination.

Through interactive workshops, discussions, and collaborative exercises, we will strengthen our capacity to challenge and transform gender norms, address power imbalances, and foster inclusive environments. Together, we will develop shared guidelines and establish a sustainable network of trainers committed to advancing gender equality.

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

Objectives

- Define the gender transformative approach and its core principles.
- Apply feminist moderation techniques to ensure inclusive and participatory learning.
- Share, evaluate, and incorporate best practices into their training work.
- Build and maintain a supportive ETUI network of gender equality trainers.

Working language

English and Spanish

Programme

The draft programme is attached.

Training and accommodation venue

Barcelo Bilbao Nervion Hotel

[Campo de Volantín Pasealekua, 11, 48007 Bilbo, Bizkaia, Spain](#)

[Website](#)

Participants

This training is tailored for individuals actively involved in promoting gender equality and social justice.

Ideal participants include:

- Experienced gender equality trade union trainers, educators, and facilitators.
- Coordinators responsible for implementing gender-focused initiatives in the trade unions.

Arrival and departure

Participants are expected to arrive on Tuesday 25 February 2025.

The course will end on Friday 28 February 2025 at 12:30 with a lunch.

How are enrolments processed?

We can accept a maximum of **17 participants**. Spaces are limited, so we encourage you to apply early. The final confirmation of the participants will be done by the team of trainers bearing in mind the requirements for the target group. **Please do not book your travel before our confirmation.**

Participants' registration

Individual registrations can be done by filling the online form available at this link: <https://crm.etui.org/form/training-of-trainers-introducing>

The deadline for enrolments is on **29 January 2025**

Participants' Fee

60€

Reimbursement of accommodation costs

Costs for accommodation, meals, will be covered by ETUI Education **(only 3 nights from 25 February to 28 February 2025)**.

The ETUI arrange accommodation for all participants of the event.

In case of no-show, you will be asked to pay the no-show costs and ETUI will re-invoice you.

Other expenses that are not taken in charge by ETUI : parking, telephone, minibar, extra nights, extra lunches, extra dinners, supplement double room and the eventual supplement half/full board.

Reimbursement of travel expenses

All information and details are in the enclosed in the new travel policy.

We kindly ask you to read carefully our new travel policy, the rules have changed.

Additional information

Should you need any additional information please do not hesitate to contact Tsela Ceulemans, email: tceulemans@etui.org and Paula Mejía González, email: pmejiagonzalez@etui.org