



conference
volume

European Conference
**Advancing Gender
Training to Support
Effective Gender
Mainstreaming**

**13-14
November
2012**

Vilnius, Lithuania



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Agenda

13 November 2012

08.00-09.00 Registration

09.00-09.20 WELCOME

- *Virginija Langbakk*, Director of European Institute for Gender Equality
- *Audrius Bitinas*, Vice-Minister of Social Protection and Labour, Lithuania
- *Arminas Lydeka*, Chairperson of the Human Rights Committee of Seimas, Lithuania

09.20-11.00 OPENING PANEL DISCUSSION

Gender-aware policy making: policies and actions to support the implementation of gender mainstreaming in the EU

CHAIR: *Niall Crowley*, Independent Consultant, Ireland

SPEAKERS AND PANELLISTS:

- *Mikael Gustafsson*, Chair of FEMM Committee, EU Parliament
- *Agnes Hubert*, Advisor, Bureau of European Policy Advisors (BEPA), European Commission
- *Mari-Liis Sepper*, Gender Equality and Equal Treatment Commissioner, Estonia
- *Virginija Langbakk*, Director of European Institute for Gender Equality

11.00-11.30 Coffee break

11.30-13.00 INTRODUCTORY SESSION

Improving capacity by sharing knowledge, tools and experiences in the field of gender training

CHAIR: *Karen Sjørup*, Associate Professor, Roskilde University, Denmark

INTERVENTIONS:

- *Barbara Limanowska*, Senior Gender Mainstreaming Expert, European Institute for Gender Equality
- *Indrė Mackevičiūtė*, Gender Expert, European Institute for Gender Equality
- *Katerina Mantouvalou*, Senior Consultant, ICF GHK, United Kingdom

13.00-14.30 Lunch

14.30-17.30 PARALLEL WORKING SESSIONS

15.50- 16.10 Coffee break

WORKING SESSION I:

Gender training in the EU: Challenges and successes

CHAIR: *Alyson Brody*, Senior Gender Convenor, Institute of Development Studies, University of Sussex, United Kingdom

INTERVENTIONS:

- *Vera Jauk*, Head of Department for Gender Equality Policies and Legal Matters, Division for Women and Gender Equality, Federal Chancellery of Austria
- *Nathalie Wuiame*, Managing Director, Engender asbl and CESEP, Belgium
- *Margarita Jankauskaitė*, Project Manager and Gender Trainer, Centre for Equality Advancement, Lithuania
- *Tatyana Kmetova*, Executive Director, Center of Women's Studies and Policies, Bulgaria
- *Alison Parken*, Researcher, Cardiff University, School of Social Sciences, United Kingdom

WORKING SESSION II

Strengthening the support for gender mainstreaming in the EU: The case of the ESF institutional mechanisms

CHAIR: *Bengt Nilsson*, Project Manager, European Community of Practice on Gender Mainstreaming, Sweden

INTERVENTIONS:

- *Anne-Charlott Callerstig*, Researcher, Linköping University, Sweden
- *Renate Wielpütz*, Political Scientist, Agency for Gender Equality within the ESF, Germany
- *Katarina Jacobson*, Project Supporter, ESF Support Structure on Gender Mainstreaming, Sweden
- *Jenny Charlier*, Chair of the Training and Capacity Building Working Group, European Community of Practice on Gender Mainstreaming, Belgium
- *Susana Climent*, Ministry of Social Affairs, Spain

WORKING SESSION III

Accommodating diversity in gender training programmes

CHAIR: *Maria Stratigaki*, Assistant Professor, Department of Social Policy, Panteion University, Athens, Greece

INTERVENTIONS:

- *Lin McDevitt-Pugh*, Independent Trainer and Consultant, NetSHEila, The Netherlands
- *Silvan Agius*, Policy Director, ILGA Europe
- *Birutė Sabatauskaitė*, Advocacy officer, Lithuanian Centre for Human Rights
- *Ole Bredesen Nordfell*, Senior Adviser, Reform Centre, Norway
- *Simonetta Cavazza*, Gender Co-ordinator, International Training Centre of the ILO

WORKING SESSION IV

Gender training in the EU: effectively developing capacity for gender mainstreaming

CHAIR: *Pat Irving*, Principal Consultant, ICF GHK, United Kingdom

INTERVENTIONS:

- *Jenny Claesson*, Consultant, Add Gender, Sweden
- *Maxime Forest*, Expert on Gender Equality Issues, Ministry of Research and Higher Education, France
- *Annamari Asikainen*, Senior Officer, Ministry of Social Affairs and Health, Finland
- *Karen Sjørup*, Associate Professor, Roskilde University, Denmark
- *Christian Raschke*, Gender Trainer, 'Vielfalt Gestalten', Germany



14 November 2012

9.00-11.00 PANEL DISCUSSION

New directions to support the implementation of gender mainstreaming in Europe

CHAIR: *Niall Crowley*, Independent Consultant, Ireland

INTERVENTIONS:

- *Kelly Shephard*, Editorial Manager, Knowledge Service Department, Institute of Development Studies, University of Sussex
- *Jean Blatz*, Policy Officer, Gender Equality Unit, DG Justice, European Commission
- *Barbara Limanowska*, Senior Gender Mainstreaming Expert, European Institute for Gender Equality
- *Thera van Osch*, Independent Consultant, OQ Consulting, The Netherlands

11.00-11.30 Coffee break

11.30-12.30 CLOSING SESSION

What is the role for gender training in supporting gender-aware policy making?

CHAIR: *Virginija Langbakk*, Director of European Institute for Gender Equality

PANELLISTS:

- *Alyson Brody*, Senior Gender Convenor, Institute of Development Studies, University of Sussex, United Kingdom
- *Bengt Nilsson*, Project Manager, the European Community of Practice on Gender Mainstreaming, Sweden
- *Maria Stratigaki*, Department of Social Policy, Panteion University, Athens, Greece
- *Pat Irving*, Principal Consultant, ICF GHK, United Kingdom
- *Niall Crowley*, Independent Consultant, Ireland

12.30-14.00 Lunch

Biographies of speakers and moderators

Virginija Langbakk



Virginija Langbakk is currently the Director of the European Institute for Gender Equality (EIGE) in Vilnius, Lithuania. EIGE is a regulatory agency of the European Union. It supports the EU and its Member States in promoting gender equality, fighting discrimination based on sex and raising awareness about gender issues. Previously, Ms Langbakk worked as Deputy Director at the Ministry for Foreign Affairs of Sweden. Over the past 17 years, in her capacity as a gender expert, she was involved in bringing the gender perspective into the public sector at local, regional and national levels in 38 countries worldwide. At the European Institute for Gender Equality, she is responsible for the management of both the administrative and operational structures. Her role includes developing and implementing the Institute's mid-term and annual work programmes. She aims at positioning the Institute as the most important knowledge centre for gender equality in the EU.

Audrius Bitinas



Prof. Audrius Bitinas is Vice-Minister of Social Security and Labour of the Republic of Lithuania. Mr Bitinas has a law degree from the Vilnius University and Faculty of Law of Jean Moulin Lyon III University in France and a PhD in Public Administration from Mykolas Romeris University. Since 1996 he has worked as a lawyer, Head of the Legal Division of the State Social Insurance Fund Board and academic lecturer. He is currently Professor at the Department of Labour Law and Social Security of Mykolas Romeris University and Chairman of the National Social Transformation Committee of Lithuanian National Commission for UNESCO, Chairman of the National Commission on Equal Opportunities for Women and Men.

Arminas Lydeka



Arminas Lydeka is a Member of Parliament in Lithuania (Seimas) and the Chairperson of the Human Rights Committee of Seimas. For a number of years he has been an active supporter of human rights issues in Lithuania. He graduated from Moscow State Lomonosov University (Master of Sociology) and continued his studies at universities in Aarhus, London and Amsterdam. He gave lectures in various universities about official protocol and etiquette, foreign policy and diplomacy and published several books about protocol and etiquette.

Niall Crowley



Niall Crowley is an independent equality expert. He was formerly the Chief Executive of the Equality Authority in Ireland for 10 years since its establishment in 1999. Prior to that, he worked in civil society organisations concerned with equality issues. He is the author of 'An Ambition for Equality' published by Irish Academic Press in 2006 and 'Empty Promises: How the Equality Authority was brought to heel' published by A&A Farmar in 2011.



Mikael Gustafsson



Mikael Gustafsson has been the Swedish Left Party's representative in the European Parliament since 2011. He is the Chair of the Committee on Women's Rights and Gender Equality and has a broad platform to drive the gender equality policy. Gustafsson's work in the European Parliament is characterised by a willingness to incorporate a gender equality perspective in all issues, from the Victims' Rights Package to fisheries policy. In addition to his Gender Equality Committee work, he is also a member of the Development Committee and is committed to environmental and transport policies. He has held several political posts, including that of an advisor for the Left Party in the Swedish Parliament.

Agnes Hubert



Agnes Hubert has been an adviser in the Bureau of European Policy advisers (BEPA) since 2005. Before joining BEPA, Agnes Hubert – a graduate in Economics (BSc and DEA) and in Political Science (DEA) from the University of Paris 1 – has held responsibilities in development and cooperation (international commodity agreements), information and communication (information Europe – developing world) and social and employment policy (she was the head of the Unit Equal Opportunities for Women in DG Employment).

She has a specific expertise in the fields of gender, social and employment policy and fundamental rights. She is the author of two books ('L'Europe et les femmes, identités en mouvement', ed. Apogée, and 'Democracy and Information Society in Europe', in the Forward Studies series – Kogan Page) and of numerous articles and academic contributions in the field of gender equality and European integration. She has developed and taught seminars on 'EU and Gender' at the Fletcher School of Law and Diplomacy (Tufts University, Mass., USA) and at the Centre for Political and Constitutional Studies in Madrid. She has undertaken research on the mutually reinforcing dynamics of gender equality and European integration.

Mari-Liis Sepper



Mari-Liis Sepper has been the Estonian Gender Equality and Equal Treatment Commissioner since October 2010. She holds a MA in law from the University of Montpellier (France). She has previously worked as legal adviser at the Gender Equality Department in the Ministry of Social Affairs, as lawyer-linguist at the European Court of Justice and as adviser at the Commissioner's office. Ms Sepper has taught human rights courses at the University of Tartu and Tallinn and is author and editor of number of publications on gender equality and human rights, among them the commented edition of the Estonian Gender Equality Act.

Karen Sjørup



Karen Sjørup is an Associate Professor in Gender Studies in Social Sciences at the Institute for Society and Globalisation, Roskilde University. She also acts as an Academic Advisor to EIGE's project on Gender training in the EU (2012-2013). During her career at Roskilde University, she held the position of Vice-Rector (1997-2000) and General Manager for the Centre for Gender Equality (2002-2006) and for the Danish National Centre for Gender Equality (2000-2002). Her profound experience on gender-related issues is further illustrated by her involvement in a number of projects and networks such as: GEcel project on gender mainstreaming training (2003-2005), Phare Twinning projects in Hungary, Poland, and Latvia (2000-2006), the Danish gender mainstreaming network (2005-), and the EU EGGE expert network (1996-2000 and 2010-2012). She is also an author of a number of publications on gender, the labour market and the welfare state.

Barbara Limanowska



Barbara Limanowska is a Senior Gender Mainstreaming Expert at the European Institute for Gender Equality (EIGE). She is an expert in women's rights and gender mainstreaming, particularly in the Eastern European Region. For 15 years Barbara has worked as an expert/consultant on anti-trafficking for the UN Office of the High Commissioner for Human Rights (OHCHR) in Bosnia Herzegovina and as a special adviser to several UN and international agencies, including UNICEF, OSCE and UNDP. In the years 2006-2007, she worked as the Regional Gender Adviser at the Regional UNDP Office in Bratislava where she was responsible for gender equality and gender mainstreaming programmes. After that, she worked as an independent consultant and a co-founder and lecturer of gender studies at the Institute of Literary Research of the Polish Academy of Science, where she has developed a gender mainstreaming programme.

Indrė Mackevičiūtė



Indrė Mackevičiūtė is a Gender Expert at the European Institute for Gender Equality (EIGE). She has been managing EIGE's project on gender training in the European Union. She is also in charge of some other areas of the Institute's activity, including the issue of men's involvement in gender equality and gender stereotypes. Before she took the position at the Institute she was engaged as an advisor at the Office of the Equal Opportunities Ombudsperson in Lithuania, coordinating a number of Lithuanian and European gender equality and diversity initiatives.

Katerina Mantouvalou



Katerina Mantouvalou is a Senior Consultant in ICF GHK's European Social Policy group, specialising in gender equality and human rights in Europe and now acts as the project manager of EIGE's study on gender training in the EU. Katerina holds a PhD in Political Science from University College London and her research expertise is in minority rights in Europe. She has experience in delivering policy research for the European Commission and its agencies, as well as the UK Foreign and Commonwealth Office, the World Bank and the UN. She has published academic articles and policy reports on immigration, minority rights and antidiscrimination and has given numerous conference presentations in the United Kingdom, United States and continental Europe. Before joining ICF GHK Katerina gave lectures on EU Politics and Research Methods at Birkbeck College, University of London.

Alyson Brody



Alyson Brody is an anthropologist by training with a PhD in Social Anthropology from the School of Oriental and African Studies in London. She has worked in the field of development and gender equality for over 15 years and is currently the manager of BRIDGE and Senior Gender Convenor at the Institute of Development Studies in Brighton.

Vera Jauk



Vera Jauk has been the Head of the Department on Gender Equality Policies and Legal Matters within the Federal Chancellery Division on Women and Gender Equality since 1999. The department coordinates the Austrian women's and equality policies including cross-ministry issues regarding gender mainstreaming like the inter-ministerial working group on gender mainstreaming/budgeting (IMAG GMB) and is representing the Federal Chancellery in respective bodies and working groups. She is an expert on a wide range of gender equality issues including elimination of discrimination and stereotypes. She regularly conducts gender trainings at university and post academic level and has published various articles on gender mainstreaming and gender budgeting. Besides the board of the European Institute for Gender Equality she is also member of the High Level Group on Gender Mainstreaming.



Nathalie Wuiame



Nathalie Wuiame is a senior lawyer in the field of equality law and Managing Director of CESEP and Engender asbl. She is a gender mainstreaming expert and has worked for nearly 20 years on the integration of gender in policies, laws, and public administration activities through delivery of manuals (e.g. for the Ministry in charge of gender equality in Luxembourg), guidelines (i.e. for structural funds and ESF) and training. Since 2000, she has been regularly delivering training on gender and gender mainstreaming (e.g. to civil servants and academics). Nathalie has also been working with DG Research in the field of gender equality and training and was a member of the core team for the project 'Gender toolkit'. Currently, she acts as an expert for the European Commission in the field of social inclusion and gender.

Margarita Jankauskaitė



Margarita Jankauskaitė, PhD, began working for a women's NGO in 2003 and has since built her professional experience in the field of gender equality policies, gender representation in mass culture, and gender based violence. As a project manager she developed and led projects on gender mainstreaming in local and central government, men in gender equality, gender and equality in education, and reconciliation of family and working life. As an external gender expert, Margarita has been often called by national government and international organisations to provide expert analysis in Kyrgyzstan, Tajikistan, Georgia and Turkey. In 2009-2011, she worked as the UNDP gender expert and trainer in Ukraine. In 2004-2006, she was elected as Ambassador for Diversity Against Discrimination in Lithuania and in 2011, the US embassy awarded her the award of Women of Courage. In 2012, Margarita was nominated and selected by the European Institute for Gender Equality as one of 12 female figures in the 'Women Inspiring Europe' calendar.

Tatyana Kmetova



Tatyana Kmetova serves as Executive Director of the Center of Women's Studies and Policies Foundation in Sofia, Bulgaria, where she has been a gender expert and trainer since 2003. The core activities of the organisation are in the field of policy research on women's political participation; the fight against violence against women; women's economic independence and reconciliation of private and professional life; gender and education; and gender and health. As a freelance consultant Tatyana was engaged in monitoring and evaluation of projects and programmes from gender perspective and on women's and gender issues in Bulgaria, Western Balkans, Mediterranean countries, or as a gender expert and trainer in Western Balkans, Ukraine and Azerbaijan. She is a founding member and a member of the Executive Board of the International Gender Policy Network (2005-2010) and a member of the Management Board of the European Institute for Gender Equality (2010-).

Alison Parken



Alison has a PhD in mainstreaming equality in theory, policy and practice. With colleagues at the University of Glamorgan and the Women's Workshop, Cardiff University has just begun a gender mainstreaming project on equal pay. Women Adding Value to the Economy (WAVE) will research, and provide training and interventions in occupational and contract segregation. Alison is leading the Cardiff University research team which will be working directly with employers to analyse their workforce data on pay, occupations, job, grades and employment types (full time/part time). Fairer and more efficient ways of organising work (for example, finding improvements to the 'default' use of low hours, low paid, part time contracts in jobs traditionally viewed as 'women's work') and methods for gender mainstreaming in the creation of emerging knowledge economies will be tested.

Bengt Nilsson



As Project Manager for The European Community of Practice on Gender Mainstreaming (Gender-CoP) since 2010, Bengt Nilsson is coordinating the network's activities concerning impact on the new funding period of the Structural Funds as well as ensuring that the successful implementation of a gender perspective in national ESF programmes is recognised. The European Community of Practice on Gender Mainstreaming (Gender-CoP) is a community dedicated to integrating the gender dimension into the European Social Fund (ESF) programmes (2007-2013) in relation to the EU 2020 strategy. The goal is that gender mainstreaming shall be an integral part of future ESF management at the end of the network's lifespan – from planning, programming, implementing to monitoring and evaluation.

Anne-Charlott Callerstig



Anne-Charlott Callerstig has extensive experience working in public sector organisations both as an employee and as a management consult. She has worked as a research officer at the Swedish Equal Opportunities Ombudsman. As a project leader and as a steering group member she has also worked with several gender equality initiatives within the ESF both on a national and a European level. She is currently working as a gender expert within the European community on practice on gender mainstreaming (<http://www.gendercop.eu>). Ms Callerstig is a PhD candidate in her final year at Linköping University in political science (public administration) and gender studies. Her research interest concerns the implementation of public gender equality and diversity policies and more general, organisational change processes and prerequisites for transformatory work in organisations. In her PhD project she is focusing the implementing gender mainstreaming policies in public organisations in an interactive research project. One case study concerns the impact of gender training in gender mainstreaming initiatives.

Renate Wielpütz



With more than 30 years' experience in the field of gender equality, positive action in favour of women and the implementation of gender mainstreaming strategies, Renate Wielpütz is currently working for the 'Agency for Gender Equality in the ESF' in Berlin. Besides the position of Managing Director of FrauenComputerZentrumBerlin, she has been working as a consultant in many international settings – always with the objective to decrease horizontal and vertical segregation on the labour market or implementing gender mainstreaming strategies in companies and/or the public sector. She has national and international experience in the fields of women in IT, women in decision making, women and business creation, and implementing training and sensitisation strategies for all levels of organisations and institutions. She has participated in several EU-level network groups on gender equality and carried out expert missions on gender equality in Non-EU countries, accession countries and Member States as well as UN missions in the frame of the ILO.

Katarina Jacobson



Katarina Jacobson, representing the County Administrative Board of Värmland, has worked with gender issues since 2003, both with gender equality and gender mainstreaming. Currently, she works as a process supporter with gender mainstreaming in ESF projects in a support organisation, ESF Jämt. She provides help with gender mainstreaming, offers basic training in gender equality and gender mainstreaming, workshops in methods for gender mainstreaming and advanced seminars for projects who wish to further develop their knowledge and methods. One of her core competences is translating theory into practice. Katarina has a background as an independent gender consultant and has a wide experience as a gender mainstreaming trainer in public and private organisations, both in Sweden and internationally.



Jenny Charlier



Jenny Charlier is Deputy Director at an ESF agency which is the Managing Authority for Convergence OP and Competitiveness OP in Frenchspeaking Belgium. She has been participating in National and European Networks on Gender Mainstreaming (EQUAL, etc.). She is currently a member of the Community of Practice on Gender Mainstreaming (Gendercop) where she is chairing the Working Group on Training and Capacity Building.

Susana Climent



Susana Climent, MA in Sociology, has worked in the Spanish ESF Unit since 2001, at the Ministry of Labour and Social Security. Within the ESF, she has been part of the Spanish Support Structure for the Community Initiative EQUAL, participating in managing its call for proposals and also assessing and monitoring gender equality projects. Since 2007, she has been the ESF Manager of Operational Programs and a gender expert at the Unit, being part of the Gender Equality Strategic Group that promotes gender mainstreaming in the management of ESF Funds. Since the beginning of her work at the ESF (2001), she has gained wide experience participating in gender equality networks and now she is a member of the Gender Community of Practice together with other ESF Units and other relevant ESF stakeholders across the EU. She also works as independent gender expert revising gender training programmes and implementing gender equality in project management in NGOs and private organisations.

Maria Stratigaki



Maria Stratigaki is an Assistant Professor at the Department of Social Policy, Panteion University of Social and Political Sciences, teaching on gender, social policy, and gender equality policies. She served as the Secretary General for Gender Equality at the Hellenic Ministry of Interior (2009-2012). From 1991 to 1999, she worked at the European Commission (Equal Opportunities Unit/DG EMPL). She has also been appointed as the General Director of the Research Centre of Gender Equality – KETHI (1999-2002) and the Centre for Gender Studies (Panteion University) (2007-2009). Maria Stratigaki has coordinated European research projects on gender, migration and gender equality policies and was a scientific coordinator of the project 'Gender studies in social and political sciences' at Panteion University. She is the author of academic articles and policy reports on gender equality, gender mainstreaming, immigration and social inclusion and has edited the collective volume: Gender Equality Policies: European guidelines and national practice (2008).

Lin McDevitt-Pugh



At the core of Lin's work is a passion for freedom, exploration and respect for all people. Lin is a Director of NETSHEILA, a company she founded three years ago to provide management expertise in connecting organisations to the most valuable resource they have: the people they know or could know. A large part of the business is training people to understand the principles of networking and to use these in their daily lives, and their everyday business. Lin has worked as a school teacher, as an international environmental network creator and manager, as a connector between women's support services and local and national facilities for stopping violence against women. She connected the world of women's information services and centres and brought them into the UN arena, at the same time bringing international policy makers into the reality on the ground for women worldwide.

Silvan Agius



Silvan Agius is the Policy Director of the European Region of the International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA-Europe). He coordinates the team's policy efforts to advocate for equality on the grounds of sexual orientation, gender identity and gender expression with the EU institutions, the Council of Europe, and the OSCE. He is also responsible of ILGA-Europe's work on the ground of gender particularly as it relates to the rights of trans and intersex people, lesbian and bisexual women. In this regard he works closely with the European Women's Lobby, EQUINET, the European Trade Union Confederation, as well as Transgender Europe. He is the co-author of publications on trans and intersex issues, such as *Trans and Intersex People* (2012), *Human Rights and Gender Identity* (2011), and *Transgender People and the Gender Recast Directive* (2009). He holds a MA in human rights and democratisation.

Birutė Sabatauskaitė



Birutė Sabatauskaitė graduated from Mykolas Romeris University with an MA in International Law in 2007. Since 2002 she has been working as a trainer in non-formal human rights education, mostly on topics such as gender equality, intersectionality, LGBTQ issues, migration, anti-discrimination, anti-racism. She has worked for an international NGO – International Falcon Movement (IFM-SEI) in 2008-2009 and lectured constitutional law in Mykolas Romeris University in 2009-2011. Currently, she works as a lawyer and advocacy officer in the Lithuanian Centre for Human Rights, writing shadow reports, providing strategic litigation, organising advocacy campaigns and a human rights film festival 'Ad Hoc: Inconvenient Films'. Ms Sabatauskaitė is also a part of voluntary project called 'Help me to fit in: first steps in school' run by Lithuanian Young Falcon Union. The coaching project includes using individual and group work to prevent the early school drop-outs in the Roma community and at the same time challenge societal norms and prejudices about the community.

Ole Bredesen Nordfjell



Ole B. Nordfjell is a sociologist and works at Reform – resource centre for men in Norway. The organisation works towards gender equality from a male perspective in close cooperation with the government. The foundation of his work is that gender equality needs men, and men need gender equality. He promotes men's perspectives on gender equality and develops knowledge and projects on the subject, e.g. on the role of kindergartens and schools in the gender socialisation of boys and girls (2004), on kindergarten staff gendered behaviours (2006-2007), on gender loops (2006-2008), or on male victims of domestic violence (2008). He also prepared a paper on Norwegian efforts to recruit men to work in kindergartens (2011).

Simonetta Cavazza



Simonetta Cavazza is the Manager of the Programme on International Labour Standards, Rights at Work and Gender Equality Gender Co-ordinator at the International Training Centre of the ILO. She holds an advanced humanities degree and came to the Centre with a background in training methodology and information management. She has worked on women's empowerment and gender equality issues since 1990. In the UN system, she has become an expert on systems design for gender mainstreaming and on training in gender issues, women's promotion and equal opportunities. Her fields of interest are human rights, poverty eradication, local development, vocational training, information management and on-line learning. She manages the very active team of the ILSGEN Programme and oversees the programme's training and learning projects.



Pat Irving



Pat is an experienced researcher with more than 20 years research and consulting experience gained within an EU and UK context. Over the years Pat has worked on research and evaluation studies across the spectrum of European employment policy covering EU programmes, social inclusion, vocational training and guidance and equality and non-discrimination issues. Over the past couple of years Pat directed a study on sex discrimination in access to education and worked with the European Institute for Gender Equality on the development of an evaluation framework, as part of their recent ex-ante evaluation. Pat is currently the project director for the project 'Gender training in the European Union'.

Jenny Claesson



Jenny Claesson is a gender equality consultant and entrepreneur at Add Gender, based in Stockholm, Sweden. In 2011, Add Gender participated in Europe's biggest forestry fair, SkogsElmia, with a big red Trojan gender equality horse, 'smuggling' equality into the forestry industry. This was to start the discussion on women who own large portions of land with forests but the market has problems reaching them. With financial support from the Swedish forestry industry, Jenny also wrote a children's book about Anna, a forestry worker, to inspire the next generation to work in the forestry industry and thereby strengthen recruitment. Having a background in service industries and a bachelors in gender studies and political science, Jenny has given lectures, workshops, stand-up comedy shows and inspirational talks. She also educated Estonia's first gender equality consultants in gender and business and finding business opportunities within gender equality.

Maxime Forest



Maxime Forest holds a PhD in political science from Sciences Po, Paris. His research and teaching interests cover the Europeanisation of gender equality and anti-discrimination policies, women's participation in research and innovation, as well as intersecting inequalities. From 2008 to 2011, he has been involved as a post-doc researcher in the QUING project (Quality in Gender+ Equality Policies in Europe, FP6), contributing to the OPERA stream dedicated to the institutionalisation and professionalisation of gender training in the EU. Since then, he has been appointed as a technical advisor on gender training of the French Ministry for Higher Education and Research. He is also an Associate Professor in comparative politics and gender studies at Sciences Po, Paris, where he coordinates a program on structural change in favour of gender equality. Maxime has published numerous articles and book chapters on the Europeanisation of gender equality policies in Central and Southern Europe.

Annamari Asikainen



Annamari Asikainen graduated with a degree in geography from Helsinki University. Since university, she worked for several years in the field of regional development in the Ministry of Interior. Her duties consisted of coordinating and managing the national rural women's network, disseminating information and enhancing gender equality perspectives in the rural and regional development policies. In 2007, Annamari worked as a lead partner project manager at the international 'Female Entrepreneurs' Meetings in the Baltic Sea Region' (FEM) project, funded by EU Interreg IIIB. From January 2008, she has been working as a senior officer in the Gender Equality Unit in the Ministry of Social Affairs and Health. Her duties include above all developing, co-ordinating and supporting gender mainstreaming in the state administration, municipalities and at the regional level. She is also the Finnish representative in the Nordic Committee for Senior Officials on Gender Equality within the framework of the Nordic Council of Ministers.

Christian Raschke



Christian Raschke, CEO of 'Vielfalt Gestalten' (Managing Diversity), is a coach and consultant for organisational development. As a management consultant in the past, he worked on the reactions of male leaders on affirmative action for women. Later, he began qualifying experts and executives in the field of gender and diversity management. Christian was a member of the ministerial working-group 'Women in leading positions' in preparation of the World-Women-Conference in Beijing 1993-1995. Since 2001, he has been implementing train-the-trainer-programmes, e.g. for German Telekom and for federal government in Germany. Since 2005, he has been a chair member of the German professional association 'Gender and diversity – association for gender-competent consulting and education.' Currently, he works as a gender expert on behalf of local authorities and for an international chemical company, and conducts a qualification programme with Heinrich – Boell – Foundation, Berlin for 'Change Agents for Gender Diversity'.

Thera van Osch



Thera van Osch is an economist who has written articles and books about development issues, gender and economics, the informal sector, women in the trade union movement, child labour, good governance, the economy of care, unpaid labour and gender budgeting. She graduated from the Business School in Eindhoven (1972) and the University of Tilburg in the Netherlands (1980). Throughout her career she has worked in several countries as a researcher, teacher, diplomat, trainer and independent consultant. She implemented over 150 short missions to several countries in Asia, Africa, Europe and Latin America. Currently she is the director of OQ Consulting BV in the Netherlands.

Kelly Shephard



Kelly has 14 years of journalistic experience gained in the BBC's international news environment. Her experience of developing and implementing a major corporate online strategy from conception to delivery is coupled with hands-on experience of managing complex multilingual, multiplatform projects. Her move to IDS in May 2011 was led by the desire to be as much involved in the process as the product. Her journalistic skills and editorial leadership enable her to see clarity in complex material and present it in compelling and relevant ways. Her current role is as Editorial Manager, Knowledge Services, Institute of Development Studies. Here she oversees a talented team who are responsible for developing and delivering evidence based knowledge products and mobilisation strategies aimed at reducing poverty in the Global South. She provides strategic leadership to the Knowledge Services (KS) editorial team, to ensure effective processes for developing and delivering KS outputs in collaboration with partners around the world. Her key responsibilities include: setting the KS editorial strategy and providing intellectual and technical leadership to the editorial team and building collaborative relationships with donors, partners and other stakeholders.

Jean Blatz



Jean Blatz is a policy officer in Unit 2 – Gender Equality of DG Justice, European Commission. He has been dealing with a number of EU gender equality policy related issues within the dedicated Unit of the European Commission.



Summaries of presentations

OPENING PANEL SESSION – Gender-aware policy making: Policies and actions to support the implementation of gender mainstreaming in the EU

In this session senior policy makers will present policies and training practices that strengthen the integration of gender considerations across policy areas. The panellists will explore the preconditions of gender training (political commitments, resources and institutional mechanisms) in light of existing gender mainstreaming commitments. They will also discuss the practical challenges they face while trying to strengthen the capacity of public sector organisations to ensure gender equality. Finally, panellists will identify their views on how gender-aware policy making might be improved.

Mikael Gustafsson

Gender mainstreaming is more than simply promoting equality through specific measures. Gender mainstreaming involves the mobilisation of all general policies and measures for the particular purpose of achieving gender equality. The Committee on Women's Rights and Gender Equality of the European Parliament works to ensure that women's rights and gender equality are a priority on the EU agenda, and that women's specific needs are taken into account in other policy actions. The objective of gender mainstreaming in the European Parliament is to promote equality between women and men through the genuine and effective incorporation of the gender perspective into all policies and parliamentary activities linked to specific priorities. The Parliament has been calling for the use and support the promotion of gender mainstreaming as an instrument for good governance in general terms and has been making particular recommendations for gender mainstreaming in the EU 2020 Strategy, development and external policies, education, science, environmental and consumer policies, just to mention a few. Besides putting gender mainstreaming in practice within its own institution, the European Parliament also plays a role in stepping up gender mainstreaming in the European Union decision-making.

Mari-Liis Sepper

Estonia is taking the first steps in mainstreaming gender into public policies. The Gender Equality Act (2004) that prescribes a duty for state and local government agencies to promote gender equality systematically and purposefully is being implemented in this respect sporadically, if at all. Gender equality is recognised as a principle and sex disaggregated data is collected in ministries responsible for so-called soft domains, like social affairs, education, etc. The gender mainstreaming initiatives have originated from specialised agencies/units responsible for the task of forming policies of equality between women and men or of supervising compliance with the law. The speaker will briefly discuss the example of a gender budgeting project, introduced in Estonia in 2011 and how to move forward from this development.

INTRODUCTORY SESSION – Improving capacity by sharing knowledge, tools and experiences in the field of gender training

The session will present the rationale for and interim results from EIGE's intervention 'Gender training in the European Union: Mapping, research and stakeholders' engagement (2012-2013)'

Barbara Limanowska, Indrė Mackevičiūtė and Katerina Mantouvalou

In this session Barbara Limanowska and Indrė Mackevičiūtė will provide an overview of gender training and why EIGE made it a strategic priority for its work on gender mainstreaming methods, tools and good practices. They will summarise the aims and objectives of the study on gender training in the EU and outline what EIGE seeks to achieve by sharing knowledge, tools and experiences in the field of gender training.

Katerina Mantouvalou will present the findings of the first year of the study. The presentation will focus on policies and practices for gender training in the European Union and Croatia. She will also identify good practices on gender training and present EIGE's database of gender trainers and training resources and open a discussion on quality standards for

gender training in the European Union. Through a moderated discussion the three speakers will explore the potential for knowledge sharing in the field of gender training to support effective gender equality policies and gender mainstreaming strategies.

WORKING SESSION I – Gender training in the EU: Challenges and successes

The working session will examine the experiences of policy makers and training practitioners in the European Union, including successful training initiatives and institutional and personal resistances to gender training. Participants will consider specific examples of what works and what serves as obstacles in the field of gender training. The participants shall create a list of tips for gender training to be further disseminated through EIGE's web page.

Vera Jauk

Back in 2002 the Austrian Inter-ministerial Working Group on Gender Mainstreaming recommended that gender mainstreaming should be included in every stage of administrative education. Furthermore, since its recent resolution from 6 September 2011 the Council of Ministers committed the Government to support all staff through training and information activities to strengthen their competencies on equal opportunities. Results from a recent evaluation of educational plans show that the recommendation was widely implemented. The presentation will outline the evaluation results.

The presentation will also pick out one type of workshop which was initiated in the context of enshrining gender budgeting in the Federal Constitution in 2009. In-house seminars on gender budgeting were initiated as part of the training programme targeting the budgetary law reform and continue in the present day. During the seminars, the concept of gender budgeting is presented to politicians and representatives of the administration who learn about theoretical inputs and discuss practical examples, instruments/tools and exercises to develop the practical application of gender budgeting in their field of activity. The seminars aim to empower the target group to develop gender equality outcomes in their specific field of work, to define concrete measures and indicators in order to monitor the objective.

Nathalie Wuïame

Gender training for civil servants has served different goals according to specific country culture and institutional set-up. However, in recent years, it is generally associated with the implementation of gender mainstreaming into all policies.

Participants have expectations, but also fears in attending such a training. Their expectations relate to getting clear messages and concrete guidance in how to implement gender mainstreaming. Their fears can be related to the history of the approach and feminist advocacy.

The identified conditions of success are numerous and have already been identified in the past: involving all stakeholders, developing appropriate tools and a holistic approach. A key success factor is that gender training is embedded as part of an overall strategy for gender mainstreaming and clear commitment towards gender equality.

The challenges for trainers as well as for staff responsible for gender equality is to be able to rely on accepted and shared values regarding equality in society and clear political goals towards gender equality. In the future, gender training will also need to go 'one step further' and be able to demonstrate the added value of gender analysis at all phases of the policy making process (impact assessment, monitoring and evaluation) to improve policy efficiency. The EU institutions have a role to play in meeting these challenges.

Margarita Jankauskaitė

This presentation is based on the personal experiences of a gender equality trainer. It presents and analyses how gender equality meanings are developed and articulated in the linguistic, policy and social-cultural context in Lithuania and contributes to the training methodologies to deal with the resistance against gender equality policies.

Inquiry into linguistic context will show the difficulties in using and understanding gender as a theoretical concept in the national languages. Lithuanian experience highlights the cases of misunderstanding of gender as a concept, the absence of gendered terms in the national language and a complicated process of discussion upon the common agreement of terms and their usage. An analysis of the policy context of Eastern Europe will show the development of a dead letters policy discourse. Conservative political forces (very influential in Lithuania) construct the meaning of gender equality policies as an external intrusion of foreign bodies (Western Europe or Brussels). The presentation will provide examples of how gender equality discourses have been interpreted as a threat to traditional and national values and a disruption of traditional family.



Finally, the discussion of research into social-cultural context aims to show the opportunities and traps linked to introducing strategies and a vision for gender equality policies in the country.

Tatyana Kmetova

The presentation will focus on the experience of the Center of Women's Studies and Policies Foundation in Sofia, Bulgaria, on providing gender training to different groups of trainees in the country and abroad over the last 10 years. Methods for improving gender capacity development will be presented and analysed in terms of aims, scope, beneficiaries, and impact. Special attention will be given to the challenges for the further development of gender training, such as the level of existing gender knowledge, the legislative basis, public debate and public and policy demand. Examples of good practices will be presented.

Alison Parken

'How much of a pay gap would be acceptable? Around 5 %?'

The Government in Wales, working with statutory equality bodies, social partners and business, has a commendable track record of supporting initiatives to address gender pay gaps. Most recently this has been articulated through an 'Equal Pay Duty', which requires public sector employers to analyse their pay data and create an action plan to address disparities. But this is not intended to be an investigation of equal pay for equal work of equal value, but of how overall gender pay gaps are comprised by the patterning of gendered occupations and working time contracts within employments.

In this presentation, I discuss why the Equal Pay Duty was contentious, and why we must be prepared to show employers how to gender mainstream; that is to train them so they can understand what their workforce data results mean and how to apply gender mainstreaming principles to make change.

WORKING SESSION II – Strengthening the support for gender mainstreaming in the EU: The case of the ESF institutional mechanisms

The second working session will examine how to improve the support mechanisms for gender mainstreaming in EU Member States. The case of gender mainstreaming mechanisms within the ESF will be used as the basis for discussing good practice examples that will allow workshop participants to gain an in-depth understanding of the value of institutional mechanisms for the promotion of gender mainstreaming. In the group activity participants will explore ways to outline a European minimum standard on how to integrate gender mainstreaming into ESF activities.

Anne-Charlott Callerstig

The presentation will explore what capacity building means in terms of gender mainstreaming within the ESF and why it is important. Implementation problems have been common within ESF including a lack of priority and resources; overt resistance to change as well as a general lack of awareness and knowledge on how to address gender inequalities in ESF priorities and thematics. In this session the relationship between individual and organisational learning is discussed. The discussion builds on experiences from initiatives to strengthen the capacity to work with gender issues among ESF actors engaged in the implementation of the fund. It also reflects on the different approaches that have been used and the possibilities and limitations of different approaches. A starting point is the understanding of gender mainstreaming as a complex organisational change and learning process and the interlinkage between organisational change and external forces such as political commitment and a coherent policy approach.

Renate Wielpütz

In March 2009, the German Federal Ministry of Labour and Social Affairs contracted the Agency for Gender Equality within the ESF – a support structure for achieving greater gender equality as a desired outcome of the European Social Fund at the Federal level. The Agency aims to make sure, with the commitment and will of the actors whom they advise, that gender mainstreaming is coherently integrated in the structures and procedures of the Operational Programme (analysis, strategy development, implementation, monitoring and evaluation), which also encompasses gender budgeting as a means for monitoring gender equality. The approach focuses on the policies outlined in the ESF OP and programmes. Labour market and employment policy are both the reference framework and the basis for identifying the policy goals of gender equality. The Agency has three main tasks and objectives, each of which features a wide spectrum of activities: consultancy, information management and public relations, and networking.

The focus of the presentation will be on the comprehensive approach and methods and instruments used for capacity building the ESF actors in the different ESF cycles.

Katarina Jacobson

ESF Jämt is the Swedish name of the County Administrative Board's joint investment. It aims at equality, gender equality and gender mainstreaming. Between 2009 and 2012 eight project supporters and a national coordinator are working to make gender equality a central feature of both established European Social Fund projects and projects applying for funds. ESF Jämt helps ESF projects to put into practice and concretise what gender equality and gender mainstreaming mean and how the projects can work to integrate these perspectives into their operations.

Katarina Jakobsson will share her expertise with regard to gender mainstreaming efforts in the ESF framework, including the existing commitments and the actual implementation of gender mainstreaming actions. She will present ESF Jämt, the strengths and weaknesses and also her experience when it comes to gender mainstreaming in ESF projects and gender training. So far ESF Jämt has reached around 6 500 women and 3 300 men, through more than 700 basic training sessions and more than 1 900 advisory sessions.

Jenny Charlier

The presentation will pose four key questions (i) Why is capacity building essential in the gender mainstreaming strategy of the ESF and ERDF? (ii) What exactly is capacity building? (iii) Who are the actors involved that need training? (iv) What capacities are needed to implement the gender mainstreaming strategy and for which actors?

In exploring the first question, a number of different elements of capacity building will be explored: awareness raising, the context for capacity building, responsibility for capacity building, how 'non-experts' might put such learning into practice and minimum quality standards for capacity building. The second question then moves onto distinguishing between different types of capacity building beyond initial awareness raising, i.e. training, coaching and networking. The third question examines both the types of training required and the types of actors that need to receive training in gender mainstreaming. The fourth question covers the roles and capacities and best practices.

Susana Climent

The presentation will start with a short introduction to the ESF Unit in Spain (bodies and composition) and the ESF's gender mainstreaming strategy developed by the Gender Equality Strategic Group. The presentation will then move onto providing an outline of the activities developed so far within the gender mainstreaming strategy, including gender training and capacity building of the ESF Unit staff. The presentation will conclude by providing an overview of the ESF Unit's evaluation of the training and some concluding remarks on the next steps for the gender mainstreaming strategy.

WORKING SESSION III – Accommodating diversity in gender training programmes

The question of how to accommodate diversity in gender training programmes has featured in the academic debate on gender training. This working session will examine the advantages and disadvantages of different approaches and explore how policy makers and trainers can choose suitable approaches to accommodate diversity in a particular context. The experiences of countries that have followed gender and diversity mainstreaming approaches will be explored. In the group activity participants will take the example of a specific policy area (e.g. employment) and design an approach to accommodate diversity in this area.

Lin McDevitt-Pugh

The session will explore various approaches that policy makers and trainers can adopt to accommodate diversity and examine their advantages and disadvantages; in addition, we will also explore the challenges that such approaches entail.

In my short presentation I will look at distinguishing what is a man and what is a woman and explore how this influences the design and presentation of trainings. This approach takes into account the way participants experience themselves with others, as a means for developing programmes that are inclusive for all persons.

Silvan Agius

The presentation will critically discuss the gender binary model and its negative impacts on people who do not neatly fit the into the male and female categories – most notably those that identify as trans, intersex or gender queer. The presentation



will then move onto discussing how sex and gender diversity can be accommodated in gender equality training by providing an overview of best practice examples.

Birutė Sabatauskaitė

Cultural relativism or structural way to justify discrimination based on a person's gender? Case-studies and experiences from training on different aspects of gender mainstreaming in the society in general and continuous discussions suggest that when gender is discussed in different communities cultural relativism norms should apply. The complexity of people's identities and sometimes ignorance of those needs when applying gender mainstreaming is often observed. Is it a vicious circle or is there a way out?

Ole Bredesen Nordfjell

'Men don't have sex'. In his presentation Ole Nordfjell will address REFORM's experiences with targeting men in working for gender equality. REFORM is a politically independent Norwegian resource centre for men. Founded in 2002 the organisation works towards gender equality from a male perspective pursuing a belief that men as well as women benefit from increased gender equality, and that men as well as women experience challenges based on their gender. The organisation targets men with services and projects. Taking examples like a project on men and caring in Trondheim, the speaker will present the challenges one faces while trying to increase the participation of men in gender equality work and discuss approaches to address these challenges. Some experiences are quite instrumental, e.g. naming and picturing men in the material ads, while others are more systemic. How can practice be improved in this area? The answer often lays in having institutional support, research as well as improved gender balance on boards of NGOs and governmental bodies.

Simonetta Cavazza

The presentation will focus on the ILO Centre's experience, and on the Programme on International Labour Standards, Rights at Work and Gender Equality, in particular, in promoting gender mainstreaming through training and capacity building. Through the perspective of inclusiveness, human rights and non-discrimination, it will also introduce an overview of training and sensitisation activities on disability equality and on other forms of discrimination at work. A particular emphasis will be made on on-line learning through the facilities of the 'Gender Campus'. A short video on the 2011 ITC-ILO Gender Academy will be shown.

WORKING SESSION IV – Gender training in the EU: Effectively developing capacity for gender mainstreaming

Finally, the fourth workshop will explore how to improve the effectiveness of gender training in the EU. The questions of whether training should be practical or theoretical, abstract or tailored will be explored and specific examples of effective tools and methods for gender training will be presented. The workshop will also examine the issue of the minimum standards for gender training. In the group activity participants will develop the main elements of a training module in a specific policy field.

Jenny Claesson

Sweden has a lot of forests, it is the second largest exporter of forestry-related products in the world. Actually, half of the country is covered with forest and with about 90 000 people working in the forestry industry, it is one of the largest industries in Sweden.

Last year, the Swedish Government released a strategic document on gender equality within the forestry industry. Why? Because they are eager to maintain Sweden's position in the global market. They recognise that mainly men work in the forestry industry and this means that only 50 % of the total population is the recruitment base for the sector. Also approximately 40 % of forest owners are women, but stereotypes persist that forest owners are men. Buyers are struggling to find and buy forests from women. A gender equality strategy might be a solution to this. However, this raises a key question: How to get high quality results fast?

Add Gender – a Swedish consulting company – took one large step when they worked with the forestry fair SkogsElmia in 2011. At the fair, Add Gender's gender equality experts met some fantastic forestry entrepreneurs and learned some valuable lessons, which they are now passing on as inspiration for action.

Maxime Forest

Mainstreaming gender training activities in research and higher education in France

Following the outputs of the EU-funded QUING-OPERA project (2007-2011) on the setting of minimum quality criteria in gender training, the Gender Equality Unit of the French Ministry for Higher Education and Research set up a working group on gender training in 2011. In May 2012, a full gender training scheme was launched, targeting every category of agents in research and academic institutions, including academic boards, researchers, administrative and technical workers in every field. To date, around six training actions have been carried out, some at the ministry level, using experienced-based and participatory methodologies, partly drawing upon gender training tools developed at the EU-level. These actions, with the support of the newly established Women's Rights' Ministry and the Board of Universities, are expected to be taken to a much wider scale. Even though there is evidence of a late institutionalisation of gender equality in research and academic institutions in France, specific needs in terms of training have been identified. This contribution, first, aims at describing the institutional and political background against which these actions have been implemented. Secondly, it addresses major challenges related to knowledge transfer, target groups and methodologies. Lastly, it concludes with some prospective insights around the challenges and pitfalls of the contribution of gender training to the implementation of effective gender training strategies.

Annamari Asikainen

Finland has carried out two gender mainstreaming projects funded by the community programme PROGRESS. The first project, Sukupuolisilmälasekäyttöön! Introducing Gender Glasses! (2007-2008), organised training for the management and the staff members in each ministry. It published a brochure and set up an online database. The second project, Sukupuolisilmälasekäytössä – Gender Glasses in Use (2008-2009), provided training for the gender mainstreaming working groups and other key actors within the ministries. It published a gender mainstreaming manual, which has later been translated to English by the Council of Europe. The work continued in 2011 with a nationally funded project, Sukupuolisilmälaseillaohjaukseen – Good results with Gender Glasses. In this project the objective was to strengthen gender mainstreaming knowledge and mechanisms in the line ministries, and to develop knowledge and training on the specific issues concerning each ministry.

The presentation will share the experiences, results and challenges of these mainstreaming activities. One of the most important lessons learned is that to achieve lasting results, you must know the target organisations and tailor the pace and content of the training/work to their needs and processes.

Karen Sjørup

The problem of training processes and practice in gender mainstreaming will be discussed based on a Danish example: 'Law on personal taxes' – is it gender neutral or should it be gender mainstreamed? How is gender mainstreaming made obligatory in practice? The presentation will seek to establish how one might move from best practice to general practice.

Christian Raschke

'It doesn't work!'

The aim of the presentation is to demonstrate that gender training that is not well embedded in the strategic processes of gender mainstreaming does not work. The presentation focuses on four key points: (i) the inadequacy of gender mainstreaming and how it could be more successful if it pursued broad and integrative aims along with bottom up strategies that included male and female experts (that include addressing male leaders), (ii) gender training is recognised in its own right rather than as a stopgap or a substitute for consistent, strategic change in pursuit of gender equality, (iii) effective gender training is based on a broad and integrated strategy for personal and organisational development in the pursuit of gender equality, evidenced by an example of best practice, a personal development programme, offered by the Heinrich Böll Foundation in Berlin, (iv) the development of quality standards for effective gender training are being developed by the German Professional Association for Gender Training and Consultancy and (v) certified training and standards for gender trainers.

PANEL DISCUSSION – New directions to support the implementation of gender mainstreaming in Europe

Kelly Shephard

Kelly Shephard, Editorial Manager, Knowledge Services, Institute of Development Studies reflects on an online discussion held on 25 – 26 September 2012. The discussion was conducted as part of a wider project focusing on gender training in the EU being carried out by ICF GHK on behalf of EIGE.



The objective of the online discussion was two-fold:

- To take stock of the present realities with regards to gender training in the EU.
- To better understand the needs of various actors in the field of gender training and explore how to improve the quality and increase its effectiveness.

The presentation and subsequent discussion will reflect the approach taken and summarise the views expressed.

Barbara Limanowska

Barbara Limanowska will reflect on the insights that EIGE has gathered during the first year of the programme on gender training in the European Union. In her presentation she will also talk about the possible future directions for EIGE in support to the capacity building for gender mainstreaming in the European institutions and the Member States.

Jan Blatz

Jan Blatz will inform the audience of European Commission's approach to gender mainstreaming and gender training. He will reflect on the key experiences, developments in the European Commission and present the policy areas where Commission has plans to undertake action.

Thera van Osch

How can gender training boost the process of structural gender mainstreaming in Europe?

The EU policy framework and gender equality strategy are in place. Benchmarks and targets exist and EU gender goals are monitored. Nevertheless, in practice gender mainstreaming remains a huge challenge. A mega operation in the area of training and capacity building is needed to achieve gender equality at all levels, throughout all political and policy processes, in all governmental bodies and companies in all EU countries.

This presentation will share some findings of studies on capacity building¹ and the certification of training². These studies have recently been commissioned by the Gender Expert Group of Train4Dev³. In particular the presentation will review the following issues: strategies for capacity building and training for gender mainstreaming, and the advantages and disadvantages of each; the impact of gender training; ways to create demand for gender training; factors for success of gender mainstreaming; priority needs for structural gender mainstreaming; and some examples of quality standards for gender training.

Finally, the presentation will focus on the example of certified training by the World Health Organisation (WHO) to illustrate how multiplier-effects of high quality training can be achieved. This example will act as a step towards the key questions for the debate: Can the certification of quality standards for gender training boost European-wide achievement of high-quality training on gender mainstreaming? Should EIGE play a pro-active role in certifying gender training?

CLOSING SESSION -What is the role for gender training in supporting gender aware policy making?

Based on the discussions from the previous day, the working session will identify and discuss the proposed ways forward in light of the EU and Member States' commitments to gender mainstreaming strategy.

1 vanOsch, Thera (2011): Dripping hollows out rock 'Enhancing Capacity for Gender Mainstreaming'. Assessment commissioned by the Train4Dev Gender Expert Group on needs for 'Enhancing Capacity Development in Gender Mainstreaming', Utrecht (OQ Consulting BV).

2 Dauvellier, M. and T. van Osch (2012): Developing a Quality Certification for Train4Dev from the Gender Perspective. Study commissioned by the Train4Dev Gender Expert Group. Utrecht (OQ Consulting BV).

3 Train4Dev is a network of European development agencies which promotes aid effectiveness for poverty reduction by strengthening donors' capacity and competence development and training (<http://www.train4dev.net>).



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