



# Good practices in gender training

Based on evidence gathered for EIGE's project on *Gender training in the EU: Mapping, research and stakeholders' engagement (2012-2013)*, this reference sheet presents some resources for gender training in Europe. It also provides some good practice examples in train the trainers and gender competence programmes in specific sectors.

While the list of the examples mentioned below is by no means exhaustive, it gives a foretaste of the type of information and expertise that can be found in EIGE's databases of gender trainers and gender training resources available at <http://www.eige.europa.eu>.

## What resources, tools and methods are being used for gender training?

There are many generic tools, at EU Member State and international level, on gender mainstreaming. Some useful resources include:

The GENDER TOOLBOX was developed as a part of the EU-funded '**Fit for Gender Mainstreaming**' project (2006-2008) which aimed to foster local level gender mainstreaming strategies through training. The TOOLBOX contains exercises on raising awareness on gender, a gender counselling section, a collection of checklists and guidelines, and a materials section. Gender trainers can use the toolbox after adjusting it to specific environments and contexts. Available at: <http://www.gendertoolbox.org>.



The **Compendium of Good Practices in Gender Training** has been developed by UN Women. It aims to collect, assess, and disseminate training practices that have been effective in achieving their aims, as identified by trainers themselves. More information can be found at: <http://www.uninstraw.org>

At the same time, there are not many resources and tools tailored according to the specific audience and sector. Tailored training resources are more likely to exist in specific sectors such as education, employment, health, and climate change. Some examples include:

### Issue-specific methods and tools

**Gender budgeting:** In Belgium, a '*Manual for the application of gender budgeting within the Belgian federal administration*' ([http://igvm-iefh.belgium.be/fr/binaries/Manual%20gender%20budgeting\\_tcm337-120670.pdf](http://igvm-iefh.belgium.be/fr/binaries/Manual%20gender%20budgeting_tcm337-120670.pdf)) defines and clarifies the concept of gender budgeting, showing its relevance to public management, and providing examples and advice. Other examples of gender budgeting tools that can be found in EIGE's database come from Austria, Denmark, Greece, Lithuania, Spain, and Sweden.

**Gender impact assessment:** In Germany, '*Working Aid: Gender Impact Assessment Gender Mainstreaming in the Preparation of Legislation*' (2007) serves to facilitate the identification of gender-specific impacts when drafting legislation and provides support in presenting the impact of prospective legislation on men and women. Available in DE, FR, and EN versions at: <http://www.gender-mainstreaming.net>

### Sector-specific methods and tools

**Health:** In Ireland, '*A Guide to Creating Gender-Sensitive Health Services*' provides guidance on creating and implementing gender sensitive health services, based on examples set by Australia, Canada and Sweden. Available at: [http://hph4.anamai.moph.go.th/data/cat12/gender\\_manual.pdf](http://hph4.anamai.moph.go.th/data/cat12/gender_manual.pdf)

**Climate change:** IUCN and the UNDP in partnership with the Gender and Water Alliance, ENERGIA International Network on Gender and Sustainable Energy, UNESCO, FAO and WEDO, has prepared a training manual on gender and climate change. It draws on and adapts existing material and uses this, alongside newly created case studies, to illustrate the concepts in each module. Available at: [http://cmsdata.iucn.org/downloads/eng\\_version\\_web\\_final\\_1.pdfm](http://cmsdata.iucn.org/downloads/eng_version_web_final_1.pdfm)



### Other methods

**'Equality-Do-Learn':** This method introduces basic knowledge about gender, society and the labour market, as well as questions about benefits, change and work (more in SE at: <http://www.fhs.se/sv/utbildning/uppdraagsutbildningar/ledarskap/jgl-jamstalldhet-gora-lara/om/>).

**3R method** (and later 4R), from JämKom in Sweden, issued to aid the survey and analysis of a given operation from a gender equality perspective (more at: <http://www.sweden.gov.se/content/1/c6/08/19/82/3532cd34.pdf>).

## What train the trainers programmes exist?

At the national level there are several examples of successful train the trainers programmes. These include:

In Finland, Lithuania, Luxembourg and Germany, an ESF financed project **'Gender equality and diversity planning at workplaces'** (2008-2011) developed an e-learning training programme for gender equality and diversity (GED) consultants and created quality standards for consultancy at workplaces. The project addressed the needs of the employers to have qualified in-house GED consultants in order to promote equal treatment for all in the workplace in a planned and systematic way. More information available at: [http://www.gedplan.eu/work/QualityStandards\\_print.pdf](http://www.gedplan.eu/work/QualityStandards_print.pdf)

In Estonia, a project on **'Development of administrative capacity of national authorities in the field of gender mainstreaming'** (2005) included:

- identifying the gaps in the existing capacity of national and local authorities to implement gender mainstreaming;
- training Estonian trainers, civil servants and local government officials;
- elaborating long-term gender mainstreaming strategy;

- creating an internet-based information centre with access to gender mainstreaming support materials. The training the trainers' component was based on a four-week seminar covering gender theories, gender equality policies and gender mainstreaming tools and resources. For more information please see: <http://gender.sm.ee/index.php?197903741>

In Malta, the ESF co-funded project on **'Gender mainstreaming – in practice'** (2007-2013), implemented by the National Commission for the Promotion of Equality (NCPE), aims to train public employees and stakeholders in order to establish a common level of understanding in the area of gender mainstreaming. One of the proposed actions is to establish a network of persons within national ministries who are empowered in implementing effective gender mainstreaming. Specific activities to reach this objective include train the trainers workshop. More information is available at: [https://secure3.gov.mt/socialpolicy/socprot/equal\\_opp/equality/projects/in\\_practice.aspx](https://secure3.gov.mt/socialpolicy/socprot/equal_opp/equality/projects/in_practice.aspx)

Interesting examples of resources for train the trainers include:

**Guidelines for basic training in gender** (2008), developed by the Institute for the Equality of Women and Men in Belgium, are aimed at civil servants conducting exploratory gender training programmes. They contain practical advice on designing courses with a gender perspective. Available at: [http://igvmiefh.belgium.be/fr/binaries/Conduite%20formation\\_tcm337-39783.pdf](http://igvmiefh.belgium.be/fr/binaries/Conduite%20formation_tcm337-39783.pdf)

**Gender mainstreaming practice** (2009), published by Heinrich BöllStiftung in Germany, is a collection of guidelines and key questions from gender workshops, training and discussions. The guide also contains information on gender-differentiated methodology and teaching. Available in DE at: <http://www.boell.de/downloads/Gender-Praxis-Endf.pdf>

**Gender in local government: A sourcebook for trainers** (2008), developed by UN-HABITAT, provides local governments with the tools to better understand the importance of gender in the decisionmaking process and to reach better solutions for the communities they serve. It contains reflection questions and training exercises for trainers to develop successful training events. Available at: [http://www.un.org/womenwatch/directory/pdf/Source\\_BK\\_9-May.pdf](http://www.un.org/womenwatch/directory/pdf/Source_BK_9-May.pdf)

**Guide to integrating gender into security sector reform (SSR) training** (2009), published by Geneva Centre for the Democratic Control of Armed Forces, is a series of practical training materials to help trainers integrate gender into SSR training. Available at: <http://www.gssrtraining.ch/images/stories/PDF/guide/GUIDE.pdf>

### About the study:

This reference sheet provides practical information on the provision of gender training. It summarises research findings from the European Institute for Gender Equality (EIGE) project on gender training in the European Union. The project collected information about gender training across the 27 EU Member States and Croatia. The project aims to facilitate dialogue between policy makers, trainers and researchers on how gender training can be used to support informed policy making in the EU and Member States. The information is based on desk research and stakeholder interviews conducted by ICF GHK in all EU Member States and Croatia between February and April 2012 as well as an online discussion that took place in September 2012. Neither EIGE nor any person acting on its behalf may be held responsible for the content of the information contained in this publication.

### About EIGE:

The European Institute for Gender Equality is an EU agency that supports policy makers and all relevant institutions in their efforts to make equality between women and men a reality, by providing them with specific expertise and comparable and reliable information on gender equality in Europe. More information: <http://www.eige.europa.eu>

MH-31-12-218-EN-C  
doi: 10.2839/46209

ISBN 978-92-9218-166-6



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