

# Gender Equality Training

## Who is the guide for?

This online tool is designed to stimulate investment in the **gender-equality skills of public administration employees** and to facilitate the process of designing effective gender-equality training.



As gender equality training is a tool for gender mainstreaming, **civil servants working for governmental, regional or local offices, departments or ministries tasked with integration of gender perspective into any policy, programme or project** should be recipients of gender equality training.

Gender-equality training provides participant(s) with the relevant knowledge, skills and values that allow them to contribute to the effective implementation of the gender-mainstreaming strategy in their field, organisation, institution or country.

Commitment to gender equality requires making sure that **people in charge know what needs to be done and how to do it**. Training improves knowledge. The challenge is to organise and use knowledge in ways that make a difference.

Preliminary in-depth analysis of seemingly successful gender-training initiatives produced points for further consideration. The European Union advocates gender mainstreaming, but this must be **reinforced with a legal commitment at the Member State level**. Individual institutions must also take their share of responsibility. The achievement of gender mainstreaming requires the **development of comprehensive strategies to build the gender competence of policymakers**. Training and learning need to become a natural part of gender-equality work.

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