

Gender training: Step-by-step approach to quality



- **What is gender training?** Gender training is a tool and approach meant to support policy makers in their efforts to improve gender outcomes in all public interventions.
- **Why gender training?** The aim of gender training is to make the actors more gender equality aware, building their gender competency and enabling them to promote gender equality goals in their work at all levels.
- **Why do we need it?** Quality in employment and income is a fundamental value of the European Union (EU). Integrating this principle in all its activities represents a general aim for the EU. Gender training helps the actors to acquire the knowledge and skills that are necessary to achieve the goal.
- **What is this reference about?** Success stories gathered using EIGE's study on Gender training in the EU: Mapping research and stakeholders' engagement (2013-2018). This reference sheet outlines the five key steps that need to be followed when planning gender training programmes in public authorities work.

Gender training: Five step approach to quality



STEP 1. Ensuring commitment: What is the involvement of the top management for?

As a strategy for achieving gender equality, gender mainstreaming makes a process of assessing, changing policies, plans, general activities, to achieve its results in national, regional and local levels, the public servants need access the knowledge and technical skills to address gender issues. For this, institutional commitment to gender mainstreaming and support from top management is crucial to enable staff to attend gender training activities and to have the time and space to think about how the affects their everyday work. The success of training depends on the leaders understanding that the implementation of gender mainstreaming requires specific knowledge and investment in the competency development of staff.

STEP 2. Ensuring standards: What should we look at when commissioning gender training?

Being fully aware of the diverse background of gender training providers, commissioning authorities need to make an informed decision of how to commission gender training. Currently, there are no common guidelines for commissioning institutions, but through the process of finding and selecting quality training services, however the on-going debate on quality standards and additional criteria for gender training offers some pointers on what should be considered when commissioning public gender training. The guidelines to be considered before commissioning training services are:

- **Content and materials:** What topics are we most interested in? What training materials would be the most appropriate in our case?
- **Methodology:** What would be the best approach to achieve training goals? What methods would be optimal for us?
- **Trainers' profile:** What knowledge, skills and competencies should gender trainers possess? How do they work?

Partners: Are all training providers, as called "subcontractors" at the national level, invited who want to apply for public funds to deliver gender training to trainees have to comply with these standards.

EIGE's gender trainer database: gives access to a catalogue of gender trainers with different methodological and thematic expertise in Europe and abroad, which offers commissioning gender training to work with trainers that have the right experience in their policy areas. Available at: <https://www.eige.europa.eu/gender-trainers>

Also available in: [ES](#), [DE](#), [FR](#), [IT](#), [LT](#)

Related activity: [Gender Training](#)

Downloads



StepByStep Approach to Quality

EN (PDF, 318.53 KB)

Metadata

AREAS: Gender equality training

