

# Gender Equality Training

## **Step 3: Ensure that sufficient resources have been allocated to implement the initiative and plan a follow-up strategy**

One-off sessions are rarely enough on their own to provide participants with the necessary knowledge and tools to effectively mainstream gender. Gender competence development needs to be understood as an ongoing and long-term process. Resources (human and financial) need to be put in place to ensure that training is provided on an ongoing basis. This includes resources to support staff participation in the training, the allocation of sufficient time to allow them to attend the training and an adequate budget for the development, delivery, monitoring, evaluation and follow-up of the programme.

Steps 2 and 3 are closely linked, as the allocation of resources to gender-equality training will depend on its level of institutionalisation in the organisation. If gender equality, and more specifically gender mainstreaming, has been included in the goals of the organisation, the allocation of resource will be legitimised and this will ensure the sustainability of the activities.