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.