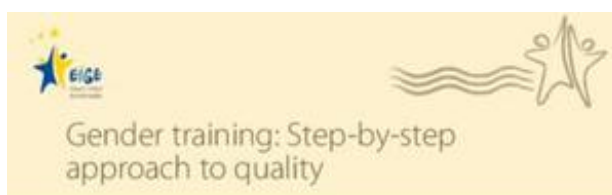


# Gender training: Step-by-step approach to quality



- **What is gender training?** Gender training is a tool and a process meant to support policy objectives that often require gender mainstreaming in all policies and programmes.
- **Why gender training?** The aim of gender training is to make the actors more gender equality aware, building their gender competence and enabling them to promote gender equality goals in their work at all levels.
- **Why do we need it?** Quality for women and men 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 key actors to acquire the knowledge and skills that are necessary to achieve this goal.
- **What is this reference sheet about?** Based on evidence gathered during EIGE's study on gender training in the EU, training, research and stakeholders' engagement (2015-2018), this reference sheet outlines the key steps that need to be followed when planning gender training programmes in public, funded 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 involves a process of fostering change in policies, plans, ground activities, to achieve its, consistent national, regional, local, and sectoral policies. The public authorities must assess the knowledge and technical skills to address gender issues. For this, institutional commitment to gender mainstreaming and support from high management is crucial to ensure staff are attending gender training courses and to have the time and space to think about how this affects their everyday work. The success of training therefore relies on 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 fit to assess the thematic background of gender training providers, commissioning authorities need to make an informed decision on how to commission gender training. Currently, there are no common guidelines for commissioning institutions followed throughout the process of finding and selecting quality training providers. However, the ongoing debate on quality standards and skills based criteria for gender trainers offers some pointers on what should be considered when commissioning public sector gender training. The questions to be considered before commissioning training services include:

- **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 the most effective?
- **Trainer's profile:** What knowledge, skills and competencies should a gender trainer possess? How do they fit our work?

**Portugal:** An set training standards, as called 'reference' at the national level, states 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 wide pool of gender trainers with different methodological and thematic expertise in Europe and allows authorities commissioning gender training to work with trainers that have the right experience in their policy areas. Available at: <https://www.eige.europa.eu/gender-trainer-database>

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