

Study on gender training in the EU mapping, research and stakeholders' engagement - Germany- Country profile



POLICY FRAMEWORK

Gender mainstreaming is a leading principle in the domestic laws of procedure of the federal executive in Germany. The federal law on equal opportunities also states that all staff of a ministry or unit, in particular those in leading positions, are responsible for the implementation of gender mainstreaming. From 2000 to 2005, the implementation of the administrative obligation has been overseen by the interministerial working group on gender mainstreaming, led by the Federal Ministry of Family Affairs, Senior Citizens, Women and Youth (BMFSFJ). In 2005, this group was dismantled and there were no new impulses to ensure the gender mainstreaming at the federal level. The BMFSFJ, which previously led such efforts of all federal executives, reported gender mainstreaming with a new policy perspective focused on the issue of 50:50 men and women (Fünftausendprojekt).

In addition, the BMFSFJ's financial support to the Gender Competence Centre (Geschlechtskompetenzentrum), an expert centre that supported the government in the implementation of gender mainstreaming, ended in 2010.



GENDER TRAINING IN PRACTICE

The implementation of gender mainstreaming from 2000 to 2005 included the development of resources (Anlaufstellen, training and pilot projects). Since 2005, the only initiative with regard to gender training/gender mainstreaming at the federal level was a project commissioned by the BMFSFJ in partnership with the Federal Academy for Public Administration (FAAP), which is part of the Ministry of Internal Affairs. Short-term, training for managers, equal opportunities officers and stakeholders has been provided by the Federal Agency for Employment (Bundesagentur für Arbeit) on gender mainstreaming in practice and diversity management.

At the regional state and local level, the commitments and implementation of gender training vary depending on the political will of the authorities. Some federal states have gender mainstreaming strategies and implementation plans that include training.

In Berlin, for example, as part of the gender mainstreaming strategy, there have been joint efforts by the city-state's Academy for Administration and the Administrative Office for Equal Opportunities Gleichstellung/Gleichstellung to ensure that all

staff of the administration have access to support and training to develop gender competencies and expert knowledge for their respective fields, through a female training concept.

Another example is the Federal State of Niedersachsen which developed a knowledge pool (Wissenspool) including a database containing gender-disaggregated information, a learning programme on gender mainstreaming and family issues, assessment and part-time training courses available to all ministry and administration staff through the LernKontext.

Interviewees noted some concerns that the federal executive 'early measures' and the 'follow-up' of gender mainstreaming under broader anti-discrimination measures in Germany has led to a decrease in the number of gender training courses. The majority of training courses currently conducted for ministers and administrators are funded through the EU, which has been highlighted as a promising impetus for gender mainstreaming in Germany.

There are a variety of types of training that are provided at different levels, ranging from basic awareness-raising training to training courses addressing specific questions arising in a particular policy field. For example, there is training addressing gender and equal opportunities issues inside the ministry/administration in the context of HR or by leadership training and training address-

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