

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



Luxembourg

POLICY FRAMEWORK

The gender equality policy framework in Luxembourg is guided by the national plan for equality. The plan covers the priorities of the Binding Platform for Action as well as priorities formulated by EU institutions and the Council of Europe, and recognises gender mainstreaming as a key priority.

The Ministry of Equal Opportunities is responsible for coordinating the national plan at the national level. An inter-ministerial level committee is also in place.

The national plan includes a commitment to further develop gender mainstreaming training as part of the training offer developed by the National Institute for Public Administration (INAP) in charge of initial and continuing training for civil servants.

The national plan covers commitments at a ministerial level, and encourages all ministries to implement actions to develop gender mainstreaming. Internal action plans are reviewed by gender units in each ministry.

GENDER TRAINING IN PRACTICE

A network of gender equality delegates was created as part of continuous training within public administrations at national and regional level, following a change in the direction of the Ministry of Equal Opportunities in 2015.

The provision of gender training is relatively new. INAP has responsibility for developing and coordinating training programmes. From April 2011, a compulsory training module on gender equality was introduced for all new civil servants as part of the initial training delivered by INAP in cooperation with the Ministry of Equal Opportunities. The training consists of two modules of four weeks and provides a general overview of the challenges for gender equality and gender mainstreaming.

EXAMPLES OF GENDER TRAINING PROGRAMMES

- The Gender equality policies programme (Politique d'égalité des territoires et des hommes) is offered as part of civil servant initial training. The initiative is funded by INAP and began in April 2011.
 - The aim is to familiarise participants with the concept of gender equality, while at the same time raising their awareness about gender issues and the need for gender mainstreaming. The training is provided at an introductory level.
 - The training consists of two 3-hour modules offered to new employees each month (around 20-30 participants per group). The sessions are designed to give the participants a basic knowledge about gender equality issues. The training is delivered by staff from the Ministry of Equal Opportunities.



Downloads

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