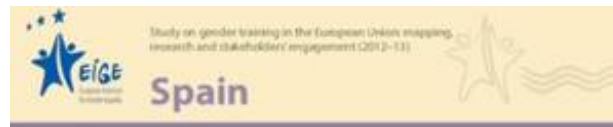


# Study on gender training in the EU mapping, research and stakeholders' engagement -Spain- Country profile



## POLICY FRAMEWORK

In Spain, gender mainstreaming and training for gender mainstreaming is required by law, according to Article 61 (paragraph 1) of the 2007 law on equality between women and men. The same law stipulates a requirement of entrance examinations to civil service to test applicants' knowledge of the principle of equality between women and men.

In addition to the legal requirements introduced by the aforementioned law on gender mainstreaming/training, Spain has policy commitments to gender training and mainstreaming at national ministry and/or level.

The national plan for training on equality of opportunities between women and men references gender training provisions in the law on equality between women and men. Several training programmes for employees of public administration are provided by the Instituto de la Mujer (hereafter, the Institute), in the action plan (2008-11) gender training was referred to in various chapters.

At a ministry level, two examples of policy commitment to gender mainstreaming/training were identified in the Ministry of Health and the Ministry of the Interior. With respect to the Ministry of Health, the 2008-11 plan stipulates, as an objective, "to include awareness-raising and training among the technical personnel and managers of health services, in order to integrate a gender perspective in their work and, to promote a gender perspective in the continuous training of all national health service staff."

At a local level, the Basque Country ensures that its entire staff receives basic, progressive and permanent training in material relating to gender equality.

## GENDER TRAINING IN PRACTICE

The Instituto de la Mujer assumes overall responsibility for the provision of gender training programmes.

In 2011, the Institute began to provide training for all personnel in each of the mentioned equality units (these units are foreseen in Article 15 of Spain's 2007 Equality Law). The training that was provided was continuous and based on ministerial needs. Further, in 2012, the Institute began training the



Strategic Group for Equal Opportunities, which manages the European Social Fund in Spain (located in the Employment Ministry). The aim is for this group to subsequently train personnel within ministries who implement ESP projects.

Gender training is provided at numerous levels for persons who work within Spain's civil service. It is compulsory for all new entrants into the civil service.

Further continuous training is provided on a voluntary basis to existing civil servants. However, the take up rate seems to vary considerably. Training, which covers both general and more specialised courses, is provided to those individuals who work within the equality units of each ministry.

At a local level, the Basque Public Administration develops and implements gender equality training plans and ensures experience and/or specific training of substantial staff who promote, design programmes and provide advice on gender equality matters.

## Downloads


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