



## POLICY FRAMEWORK

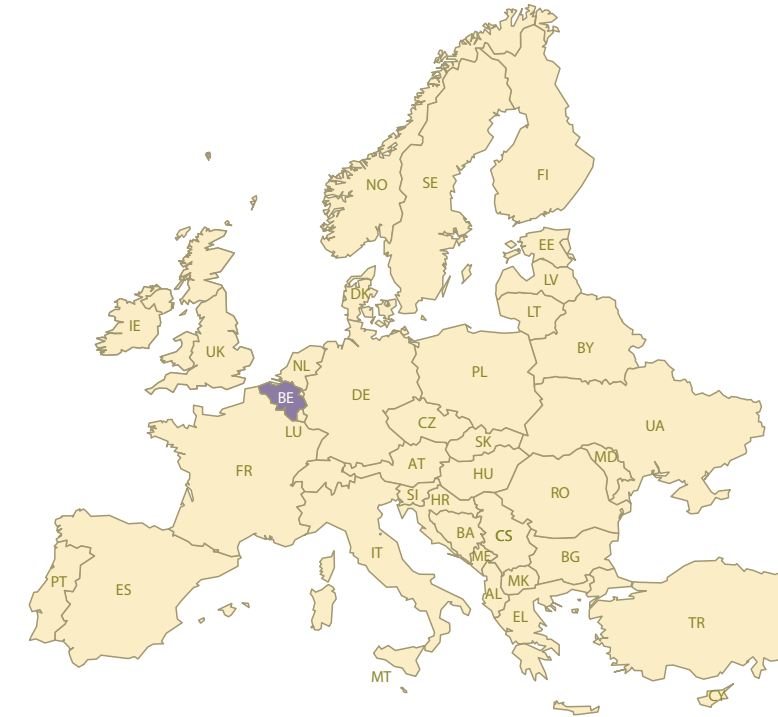
Gender mainstreaming in federal policies was enshrined in law on 12 January 2007. At the same time, an interdepartmental coordination group was established, Groupe Interdépartemental de Coordination (GIC), comprising selected representatives of the public federal services. The GIC is regulated by Article 3.3 of the Royal Decree of 26 January 2010 which stipulates that all members of the GIC should benefit from specific training on gender mainstreaming. The Institute for the Equality of Women and Men (IGVM-IEFH) is responsible for providing training.

Each ministry must nominate a gender mainstreaming coordinator (member of the interdepartmental group) to oversee the implementation of training and awareness-raising activities within their respective organisations.

At local level, promoting gender equality is part of the strategy of encouraging diversity. In the Brussels Capital Region, the governmental agreement for 2009–14 confirmed the region's intention to implement a gender mainstreaming approach. Following a draft regulation, approved by government in 2010, pilot projects were developed which included tailored staff training on specific gender-related tools and activities. IGVM-IEFH supported the training.

## GENDER TRAINING IN PRACTICE

IGVM-IEFH is involved in the delivery of training and information services through agreements with public administration both at regional and local level. In particular, it co-organises training on tackling discrimination and has developed guidance for local bodies and associations in this regard. In 2008, IGVM-IEFH published a brochure ('Guidelines for basic training on gender') that identifies the main elements of gender training. IGVM-IEFH also provides tailored material for civil servants in charge of gender training programmes, and facilitates access to gender expertise and resources. The training is usually



delivered by external trainers with expertise in the field, and IGVM-IEFH acts as a 'hub' to broker arrangements with trainers and training institutions.

IGVM-IEFH has developed online tools including several guides on specific issues and tools for gender budgeting and integrating the gender perspective into local services. IGVM-IEFH has developed databases (VEGA — Valorisation des Expertes et de l'Approche de Genre — and Genderbase) to support the process of finding gender trainers with specific expertise. Genderbase contains an overview of national training courses on equal opportunities and gender mainstreaming, however, due to budget constraints, IGVM-IEFH will cease to host Genderbase after 2012.



## ABOUT THE STUDY

This factsheet summarises research findings for Belgium from the European Institute for Gender Equality's (EIGE) 2-year project on 'Gender training in the European Union', which is part of EIGE's gender mainstreaming methods, tools and good practices work. The project collected practical information about gender training across the 27 EU Member States and Croatia, dating 2005–12.

The information is based on desk research and stakeholder interviews conducted between February and April 2012 by ICF GHK. The interviews included representatives of national ministries tasked with the coordination of gender mainstreaming, other ministries and public organisations at national, regional and local level that deliver or commission gender training courses to their staff, and a sample of gender trainers who deliver the training. Further, the information contained herein was validated with EIGE's thematic network on gender training in autumn 2012.

Other outputs from the study include online databases of gender trainers and training resources available on EIGE's website at: [eige.europa.eu](http://eige.europa.eu)

## EXAMPLES OF GENDER TRAINING PROGRAMMES

- In 2011, IGVM-IEFH developed a compulsory 2-day training session for members of the GIC in conjunction with a non-profit organisation (Engender). The session provides advanced training on gender mainstreaming to upskill the gender mainstreaming coordinators (senior representatives of federal public services and members of cabinets) to act as resource persons within their organisations. The training was needs-led and a range of topics was covered such as different concepts and approaches to gender equality; methods for integrating the gender perspective into the policy cycle; and dealing with resistance to gender mainstreaming and integrating the gender dimension into specific policies.
- Brussels Capital Region set up stand-alone training to support the pilot project on gender mainstreaming across different services. Compulsory introductory-level training was delivered to staff from various services to build understanding of the concept of gender and implement gender mainstreaming. Training was delivered by Gender at work.

## WHY DO WE NEED GENDER TRAINING?

Gender training is an educational tool that supports gender mainstreaming through building the capacity of ministries, local authorities and other partners to consider and address issues facing women and men in their work and lives. Gender training:

- raises awareness of gender issues and contributes to changing stereotypes;
- provides staff with expertise and analytical skills to identify gender inequality;
- develops understanding and builds competence to do things differently;
- benefits organisations by supporting a culture in which both women and men can prosper;
- helps to create a more equitable society.

Staff members may be trained on concepts such as what is gender; how to undertake gender analysis; key issues facing women and men in different sectors; underlying causes and how to address these; and how to construct gender-sensitive indicators.





## FACTS AND FIGURES

- Twenty gender mainstreaming coordinators took part in the first round of training for the members of the federal coordination group on gender mainstreaming in 2011. The session was repeated in 2012 for new members of the GIC.
- At regional and local levels, training on gender equality has mainly been addressed in the Brussels Capital Region. Training of participants for the pilot project on gender mainstreaming in the region was a one-off programme that benefited 30–40 individuals.

### ARE YOU LOOKING FOR GENDER TRAINERS?

Please visit EIGE's Gender Trainers database at:  
<http://eige.europa.eu/content/gender-trainers-database>

### ARE YOU INTERESTED IN FURTHER RESOURCES ON HOW TO MAINSTREAM GENDER AND IMPROVE GENDER KNOWLEDGE?

Please visit EIGE's Gender Training Resources database at:  
<http://eige.europa.eu/resources/gender-training>

### USEFUL LINKS

IGVM-IEFH — Institute for the equality of women and men:  
<http://igvm-iefh.belgium.be/en>

SPW (Public Service of Wallonia):  
<http://spw.wallonie.be/>

Directorate for Human Resources and Equal Opportunities of the Ministry of the Brussels Capital Region:  
<http://www.egalitedeschancesbruxelles.irisnet.be>

Flemish Government, Equal Opportunities Team,  
<http://www.gelijkekansen.be/Home.aspx>

NESMA Consulting:  
<http://www.nesmaconsulting.be>

### About the European Institute for Gender Equality (EIGE)

EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans and beyond, by providing them with specific expertise and comparable and reliable information on gender equality in Europe.

More information:

[eige.europa.eu](http://eige.europa.eu)

[facebook.com/eige.europa.eu](https://facebook.com/eige.europa.eu)

[twitter.com/eurogender](https://twitter.com/eurogender)

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