



POLICY FRAMEWORK

Gender mainstreaming is a 'leading principle' in the common rules of procedure of the federal ministries in Germany. The federal law on equal opportunities also states that all staff of a ministry or unit, in particular those in leadership positions, are responsible for the implementation of gender mainstreaming. From 2000 to 2005, the implementation of the above obligations 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, the 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 ministries, replaced gender mainstreaming with a new policy perspective focused on 'the course of life of men and women' (Lebenslaufperspektive).

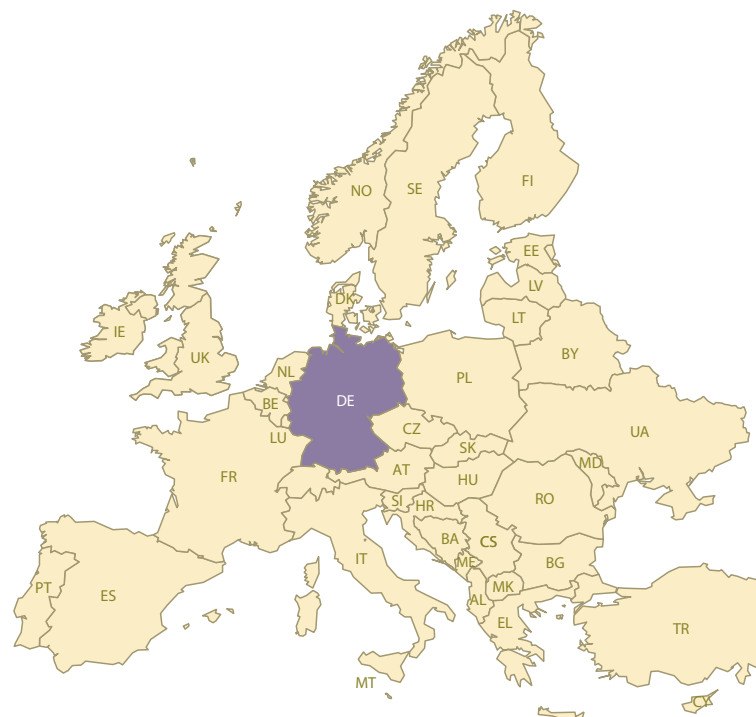
In addition, the BMFSFJ's financial support to the Gender Competence Centre (Genderkompetenzzentrum), an expertise centre that supported the government in the implementation of gender mainstreaming, ended in 2010.

GENDER TRAINING IN PRACTICE

The implementation of gender mainstreaming from 2000 to 2005 included the development of resources (Arbeitshilfen), 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 (BAköV), which is part of the Ministry of Internal Affairs. More recently, 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 Administration's Office for Equal Opportunities (Geschäftsstelle 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 thematic training concept.

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

Interviewees raised some concerns that the trend towards 'diversity measures' and the 'subsuming' 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 ministries and administrations are funded through the ESF, which has been highlighted as providing impetus for gender mainstreaming in Germany.

There are various types of training that are provided at different levels, ranging from basic awareness-raising training to training sessions 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 policy/leadership training and training address-



ABOUT THE STUDY

This factsheet summarises research findings for Germany 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 has been 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: <http://www.eige.europa.eu>

ing the thematic/policy context of the respective ministry/administration to enable staff to mainstream gender into their thematic work. Training sessions are often provided as part of a broader 'package' to support the implementation of gender mainstreaming.

Generally, gender training sessions are provided by external gender experts such as trainers from the networks Netzwerk Gender Training, Gender Mainstreaming Experts International (GMEI), and Gender Diversity. In 2006, as a response to certain knowledge/practice gaps and to call for quality assurance in gender training and consulting, a group of gender experts and trainers from Berlin wrote the manifesto 'A call for critical reflection on gender-oriented capacity building and consultancy'.

EXAMPLES OF GENDER TRAINING PROGRAMMES

The following initiatives that provide training to staff members of central and regional/local level administrations have been identified in Germany:

- The Federal Ministry of Labour and Social Affairs (BMAS) funds the **Agency for Gender Equality in the European Social Fund (ESF)** (Agentur für Gleichstellung im ESF) via a technical assistance budget line (total EUR 2.6 million for a five-year period). Financed until 2014, the agency offers gender training courses as one element of their services. It is considered a unique support structure for gender mainstreaming in the ESF.
- The project **Gender aspects in training** was implemented between July 2007 and June 2009. It aimed at strengthening the equal opportunities/gender aspects in the training offers for federal administration staff. Training offers were evaluated and tools and resources for training from a gender mainstreaming/equal opportunities perspective were developed. The project results were published in a publicly available document with an intention to be used as a practical tool by all training institutions of the federal government and administration. The evaluation/survey among trainers in early 2012 showed that the majority of trainers is aware of the resources/tools and have used them.

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

- The Common Rules of Procedure for Federal Ministries and the Federal Law on Equal Opportunities are the two main documents summarising the government's commitments to gender training in Germany. In 2005, the government started to promote a new policy perspective focused on 'the course of life of men and women' (Lebenslaufperspektive), instead of gender mainstreaming.
- The key organisations responsible for gender training are the Federal Ministry of Family Affairs, Senior Citizens, Women and Youth (BMFSFJ) and the Federal Ministry of Labour and Social Affairs (BMAS). The latter funds the Agency for Gender Equality in the ESF which has put in place support structures for sustainable gender mainstreaming.

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

Federal Ministry of Family Affairs, Senior Citizens, Women and Youth (BMFSFJ), website: <http://www.bmfsfj.de>

Federal Ministry of Labour and Social Affairs (BMAS), website: <http://www.bmas.de>

Federal Academy for Public Administration (BAkÖV), website: http://www.bakoev.bund.de/EN/00_home/homepage_node.html

Agency for Gender Equality in the ESF,
<http://www.esf-gleichstellung.de>

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.

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Publications Office

doi:10.2839/5124

ISBN 978-92-9218-286-1



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