



## POLICY FRAMEWORK

Gender mainstreaming is a policy commitment under the Greek gender strategy: 'Our substantive goal to obtain gender equality: national programme for substantive gender equality 2010–13'. The programme includes gender equality actions and gender mainstreaming activities; and capacity building is a priority for civil servants and officials in public administration.

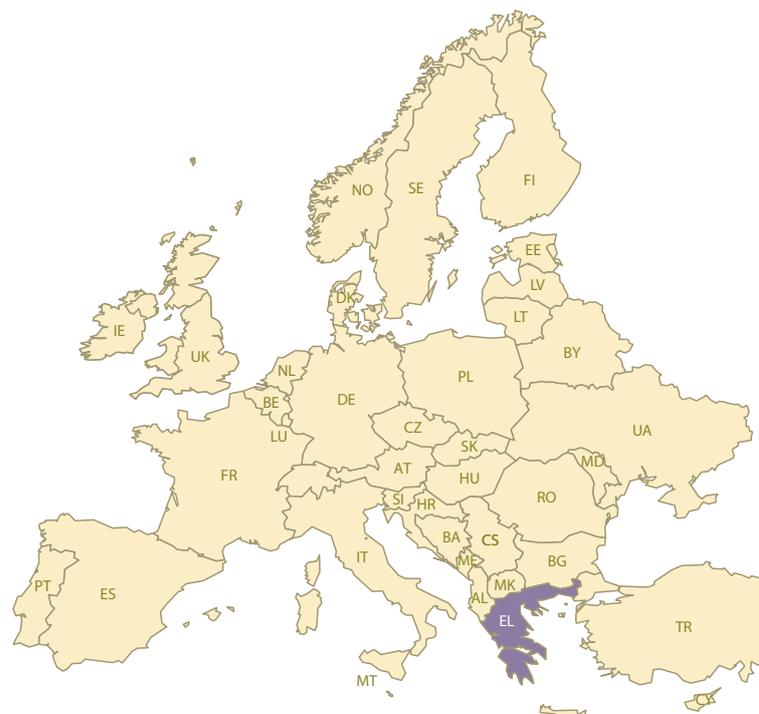
The General Secretariat for Gender Equality (GSGE) is implementing training and awareness raising, tailored to public administrators and officials, in many of the 20 projects that are part of the national programme. The GSGE has designed, developed and delivered other training programmes to raise awareness on gender equality issues among public sector employees in cooperation with the National Centre of Public Administration and Local Government (EKDDA) and other organisations, such as the KETHI Research Centre for Gender Equality.

More generally, the National Centre of Public Administration and Local Government (EKDDA) is the strategic agency for the professional development of public servants and local government employees. As part of its work, the EKDDA delivers gender training programmes to new civil servants and older members of staff.

The European Charter on Equality of Women and Men in Local Life, launched in 2006 by the Council of European Municipalities and Regions (CEMR), has signatories in the 13 regions and 155 municipalities. The charter commits local and regional authorities to the principle of equality between men and women and has given rise to gender mainstreaming programmes supported by training. The Greek Secretariat developed manuals and delivered seminars to 1 000 elected women to help to implement the European Charter on Equality of Women and Men in Local Life and enhance women's participation in decision-making.

## EXAMPLES OF GENDER TRAINING PROGRAMMES

- The GSGE and the EKDDA have developed a series of training seminars focusing on enhancing public servants' skills in implementing gender sensitive policies when dealing with victims of violence and in



the performance of their duties, for public servants at all levels, including elected and candidate women in municipal and regional level, and employees in municipal and regional services (including correctional officers in women's detention facilities).

- The GSGE collaborated with Aristotle University in training professionals in women's counselling.
- In 2008–09, the Research Centre of Gender Equality, in cooperation with the EKDDA organised four training sessions for senior government officials in Athens, Salonika and Ioannina, as part of the EU - funded 'Progress' programme 'Implementing the integration of gender equality in public administration'.



## ABOUT THE STUDY

This factsheet summarises research findings for Greece 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>

## 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

- From November 2010 until May 2011, 209 police officers and 29 nurses took part in a series of sessions designed by the GCSE and the EKDDA on violence against women.
- The EKDDA's activity report for 2010–11 noted that 145 civil servant and local government employee training programmes were coordinated, for 2 876 participants, covering a range of social policy issues, including 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

General Secretariat for Gender Equality:  
<http://www.isotita.gr/en/index.php>

National Centre of Public Administration and Local Government (EKDDA):  
<http://www.ekdd.gr/ekdda/index.php/en>

Research Centre on Gender Equality (KETHI):  
<http://www.kethi.gr>

### 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)

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



Publications Office

doi:10.2839/8783

ISBN 978-92-9218-287-8



9 789292 182878