



## POLICY FRAMEWORK

In Hungary, gender mainstreaming initiatives for public administrations started in 2005 with the country's 'Equal' programme, which ran until 2009. As part of this programme, a thematic working group on equal opportunities for women and men was set up in order to address gender mainstreaming issues.

In 2010, the government issued the 'Governmental decision on the national strategy in support of gender mainstreaming — Directions and goals 2010–12', a document that defined the scope of activities planned for gender mainstreaming. The gender mainstreaming training for public administrations is specified as a task within this strategy. Relevant objectives and tasks are detailed under point 6.1. of the decision, 'Developing gender expertise and training trainers, and spreading gender-based expertise within public administrations'.

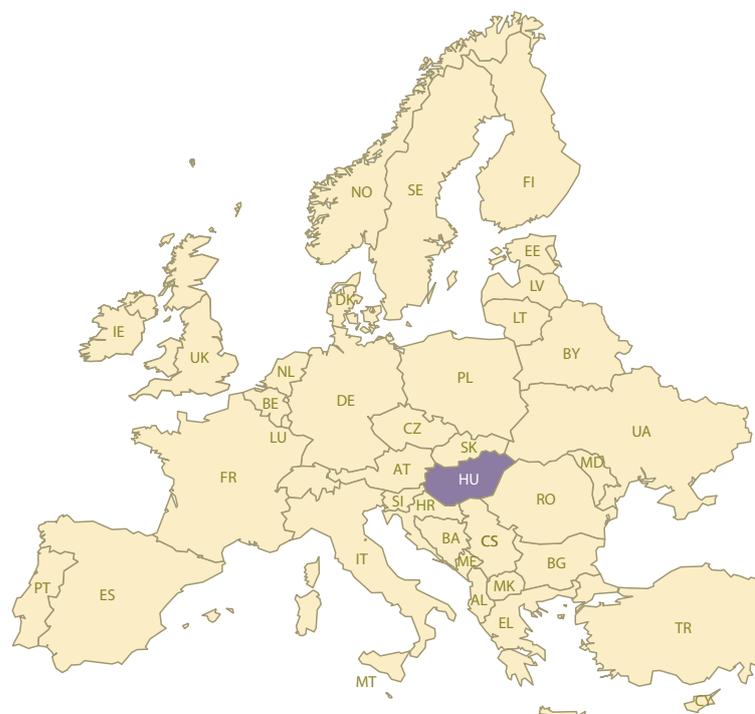
After 2010, the new government restructured the public (ministerial) institutional system responsible for (gender) equality issues. As a result, in 2012 the Department for Equal Treatment was abolished. The Gender Equality Council that operated since 2009 was not convened following the new government's election.

The Ministry of National Resources is currently in the process of creating a new institutional set-up with regard to gender mainstreaming (this is expected to entail various gender mainstreaming strategies). The Ministry is currently working on the revision/writing of a new gender equality strategy and action plan.

At local level, according to the modification (paragraph 63/A) of Act No CXXV of 2003 on equal treatment and equal opportunities, local governments are obliged to prepare an equal treatment plan for 5 years, and review it every second year. This is also a precondition for receiving public support (including EU funding).

## GENDER TRAINING IN PRACTICE

The first and most relevant event for Hungarian public administration officials took place in 2009 in the framework of the 'Progress' programme. However, since 2010, gender equality does not appear to be on the list of responsibilities of the new departments. 'Family mainstreaming' instead of 'gender mainstreaming' has been the main concept driving various policy-development processes<sup>(1)</sup>. Therefore, no emphasis has been placed on gender mainstreaming issues and related training.



Nonetheless, some gender mainstreaming initiatives have continued during 2011 and 2012, namely the one funded by the 'Progress' programme. At local level, gender mainstreaming training within the 'Progress' programme has also been implemented, between November 2011 and March 2012, targeting local governments, regional development agencies and local equal opportunity offices.

The Budapest office of the Konszenzus Foundation and the Hungarian Women's Lobby have participated in gender training since 2009. The training was conducted mainly by external gender specialists and trainers. The 2011/12 training was implemented by HBF Hungaricum Kft, Victum Bt and Panda Hotel. The gender trainers who delivered this event were experts that belonged to the consortium of companies mentioned.

The main tool used for disseminating information on gender training is websites such as the ones developed by by the former Ministry of Social and Employment Affairs, the National Development Agency, and other relevant organisations which have provided gender training such as HBF Hungaricum Kft. In addition, an online learning platform is available via <http://www.equalgender.eu>.

<sup>(1)</sup> Juhász, B. (2012), *The assessment of the policies of the Orban government with a view to gender equality* (in Hungarian: Az Orbán-kormány politikájának elemzése a társadalmi nemek szempontjából), Budapest: Friedrich Ebert Foundation, February 2010.



## ABOUT THE STUDY

This factsheet summarises research findings for Hungary 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>

## EXAMPLES OF GENDER TRAINING PROGRAMMES

- **Gender mainstreaming training for public administration in Hungary** was part of the 'Progress' programme, running between May and June 2009, which provided staff of the Prime Minister's office and various ministries with introductory level training to increase awareness on gender equality issues and gender mainstreaming strategies. It endeavoured to provide public officials with an overview and practical knowledge of gender mainstreaming related to their field of specialisation. The training lasted for a total of 8 hours, consisting of two theoretical sections. The training was delivered through lectures, interactive sections, workshops and a handbook. Participants also received a package that included the slides and description of the practical tasks. The programme was attended by 127 participants, on a voluntary basis.
- **Balance: values, interests and opportunities.** This programme, funded by the 'Progress' programme and the Ministry of National Resources, was a continuation of the 2009 training series. The programme was based on nine training events, lasting 1 day each, which were to provide attendees with theoretical and practical knowledge about gender equality, as well as the practical application of gender equality principles and equal opportunities in the development of policies. The target group was public administration and local government officials, staff of regional development agencies, equal opportunities referees, staff of equal opportunities offices (including colleagues on maternity leave) and NGOs interested in the topic. Each section started with a short theoretical introduction, which was followed by practical

exercises. The training was delivered through interactive training methods, a handbook and other background material. The events, which lasted from October until November 2011, were attended by 188 beneficiaries. A main challenge identified through the evaluation of the programme was the difficulty associated with achieving the target number of participants.

### 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; how to construct gender-sensitive indicators.



#### 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

Ministry of Social Affairs and Labour:  
<http://www.szmm.gov.hu>

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#### 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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