



## POLICY FRAMEWORK

The policy framework for gender mainstreaming is underpinned by:

- the 2006 code of equal opportunities between men and women (which contains legislation on equal opportunities and defines the governance of policies related to it);
- the 2007 directive to implement equal opportunities between men and women in the public administration (Direttiva sulle misure per attuare parità e pari opportunità tra uomini e donne nelle amministrazioni pubbliche) (which promotes the implementation of equal opportunities in public administration); and
- the 2001 legislative decree (No 165), which defines the general rules on the organisation of employment in public administrations.



The Department for Equal Opportunities at the Presidency of the Council of Ministers is in charge of the promotion and coordination of equal opportunities policies. In addition, the network of equal opportunities advisors (Consigliera di Parità), which exists at national, regional and local levels, plays a role in promoting gender equality at all levels of public administration.

## GENDER TRAINING IN PRACTICE

The Department for Equal Opportunities within the Presidency of the Council of Ministers promotes and coordinates equal opportunities policies and allocates state funds to gender projects. It organises ad hoc gender training projects within the public administration. Training is conducted by internal and external staff, including from universities or specific public administrations such as Formez or Isfol. Some gender trainers work in the equal opportunities units in public institutions, or for non-governmental organisations (NGOs) dealing with gender issues. Information and gender training resources are available from the network of equal opportunities which was set up in 2004.

Since 2005, the Department for Equal Opportunities has funded the 'Women, politics and institutions' (Donne, Politi-

ca e Istituzioni) initiative to encourage universities to provide courses on gender issues. A large proportion of the participants in these courses want to work on gender issues in the public sector. Some participating universities have set up apprenticeships for trainees within public administrations.

Another recent initiative is the 2011 convention to train public officers from the Carabinieri, Polizia di Stato and Guardia di Finanza in order to sensitise and standardise their behaviour towards victims of crimes through a gender perspective.

The activity of the equal opportunities advisor (Consigliera Pari Opportunità) is financed through a national fund managed by a special commission. The amount of money is distributed to various regions according to specific criteria.



## ABOUT THE STUDY

This factsheet summarises research findings for Italy 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

- **Per.for.ma.ge (Percorsi formative per il Mainstreaming di Genere) (2007–08):** a stand-alone project, funded by the EU's 'Progress' programme. The project provided introductory and intermediate training over a 6-day course. Its objectives were to raise awareness on gender training and the implications within public administrations, and to encourage public officials and policymakers to develop competencies on gender issues. The participants were volunteers, although once registered the training became compulsory, and it included three modules of activities: development of legislation on equal opportunities between the genders, implementation of a gender culture within public administrations and implementation of gender budgeting. The training was provided by both internal and external staff, and the tools used during the training were PowerPoint slides and a handbook on 'Gender mainstreaming and gender training'.
- **Introduction to the evaluation of public administration from a gender perspective.** This initiative was launched in 2011 and was an 18-hour course which aimed to provide participants with tools to evaluate the performance of the public administrations from a gender perspective. The training was voluntary and targeted at staff in the evaluation units within public authorities.

## 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.





#### 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

Department for Equal Opportunities at the Presidency of the Council of Ministers, <http://www.pariopportunita.gov.it/>

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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.

More information:

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

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