



POLICY FRAMEWORK

In 2002, Slovenia adopted its first Equal Opportunities between Women and Men Act, which foresaw gender mainstreaming as a legally binding governmental approach.

Slovenia has a gender equality strategy in the resolution on the national programme for equal opportunities for women and men 2005–13 (this programme and its subsequent biannual action plans were made obligatory by the abovementioned act), which directly details gender mainstreaming as a priority, as set out within the six priority areas of the strategy and set out gender mainstreaming policy commitments.

For example, in the action plan for 2010–11, among others, the following priorities were cited: training for the gender mainstreaming for specific ministries and governmental agencies; seminars for gender mainstreaming on local level; seminar for judges about the implementation of the principle of gender equality and non-discrimination; manual and toolkit on gender budgeting.

Gender training took the form of separate awareness-raising activities and educational tools designed for particular ministries as part of the 'Making gender mainstreaming work initiative', implemented by the Office for Equal Opportunities. The project (co-financed by the 'Progress' programme) resulted in concrete tools and training modules for civil servants at the national level but finished in 2008. Several ministries, such as the Office of Equal Opportunities (Ministry of Labour, Family and Social Affairs), have continued and local initiatives were started in 2007.

GENDER TRAINING IN PRACTICE

In April 2012, the Ministry of Labour, Family and Social Affairs acquired all of the Office for Equal Opportunities' responsibilities and therefore became the key organiser of gender training programmes offered to all ministries that express an interest in such training.

The 'Making gender mainstreaming work initiative', which was organised by the Office for Equal Opportunities until the end of 2008, provided seminars and lectures on gender mainstreaming for local government authorities and legal courts; awareness-raising activities and gender mainstreaming into documents (for staff of public administrations); educational



materials for sectoral ministries; and developed a toolbox for gender mainstreaming (manual for gender mainstreaming, training module and checklist for gender equality in every day working environment) and organised workshops for policy-makers and decision-makers (from central government and parliament).

Generally, at ministerial level, training is specialised and provided on an ad hoc basis.

In 2007, there were 10 training courses organised for local administrations; under the 'Making gender mainstreaming work' project there were three training courses and after that (based on the methods developed under this project) there were six training courses for different ministries' public servants. The number of beneficiaries varied in these programmes and often depended on the presence of high level officials. There was a higher presence of female staff who participated in the voluntary training courses.

The financial resources available for gender training courses are limited. The economic crisis not only had a large impact on gender training, but also on the gender equality policy in the country.



ABOUT THE STUDY

This factsheet summarises research findings for Slovenia 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 training course by the Office for Equal Opportunities.** This gender training course (2006) was an intermediate level, stand-alone workshop.

The course, delivered by the Office for Equal Opportunities, was aimed at national and local level coordinators, responsible for the implementation of the national gender equality strategy in their ministries or municipalities, as part of the 2002 Act on Equal Opportunities for Women and Men.

Its objective was to provide the beneficiaries with an overview of the Office's goals and knowledge on issues such as: sex and gender; gender stereotypes; work/family life; and social inclusion.

Overall, 15 female coordinators participated in the workshop.

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

The Ministry of Labour, Family and Social Affairs: <http://www.mddsz.gov.si/si>

The Office for Equal Opportunities: <http://www.arhiv.uem.gov.si/si/index.html>

Resolution on the national programme for equal opportunities for women and men for the period 2005–13:
http://www.uem.gov.si/fileadmin/uem.gov.si/pageuploads/ReNPEMZM_EN.pdf

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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