



POLICY FRAMEWORK

In Spain, gender mainstreaming and training for gender mainstreaming is required by law, according to Article 61 (paragraph 1) of the 2007 law, on equality between women and men. The same law stipulates a requirement in entrance examinations to civil service to test applicants' knowledge of the principle of equality between women and men.

In addition to the legal requirements introduced by the abovementioned law on gender mainstreaming/training, Spain has policy commitments to gender training and mainstreaming at national, ministry and local level.

The national plan for training on equality of opportunities between women and men reiterates gender training provisions in the law on equality between women and men. Several training programmes for employees of public administration are provided by the Instituto de la Mujer (hereafter, the Institute). In the action plan (2008–11), gender training was referred to in various chapters.

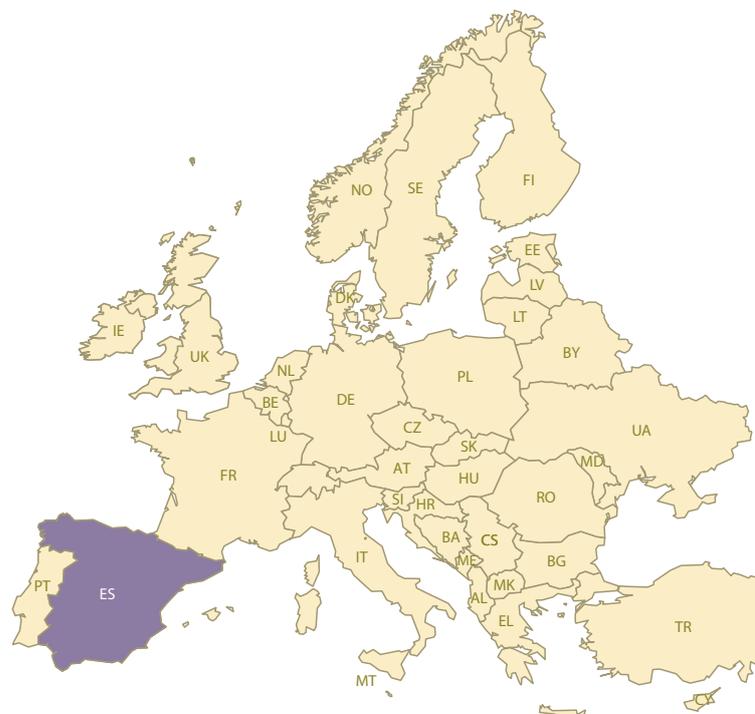
At a ministry level, two examples of policy commitment to gender mainstreaming/training were identified in the Ministry of Health and the Ministry of the Interior. With respect to the Ministry of Health, the 2008–11 plan stipulates, as an objective, 'to initiate awareness-raising and training among the technical personnel and managers of health services, in order to integrate a gender perspective in their work and, to promote a gender perspective in the continuous training of all national health service staff'.

At a local level, the Basque Country ensures that its entire staff receives basic, progressive and permanent training in material relating to gender equality.

GENDER TRAINING IN PRACTICE

The Instituto de la Mujer assumes overall responsibility for the provision of gender training programmes.

In 2011, the Institute began to provide training for all personnel in each of the ministries' equality units (these units are foreseen in Article 15 of Spain's 2007 Equality Law). The training that was provided was continuous and based on ministerial needs. Further, in 2012, the Institute began training the



Strategic Group for Equal Opportunities, which manages the European Social Fund in Spain (located in the Employment Ministry). The aim is for this group to subsequently train personnel within ministries who implement ESF projects.

Gender training is provided at numerous levels for persons who work within Spain's civil service. It is compulsory for all new entrants into the civil service.

Further, continuous training is provided on a voluntary basis to existing civil servants. However, the take up rate seems to vary considerably. Training, which covers both general and more specialised courses, is provided to those individuals who work within the equality units of each ministry.

At a local level, the Basque Public Administration develops and implements gender equality training plans and ensures experience and/or specific training of technical staff who promote, design programmes and provide advice on gender equality material.



ABOUT THE STUDY

This factsheet summarises research findings for Spain 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.

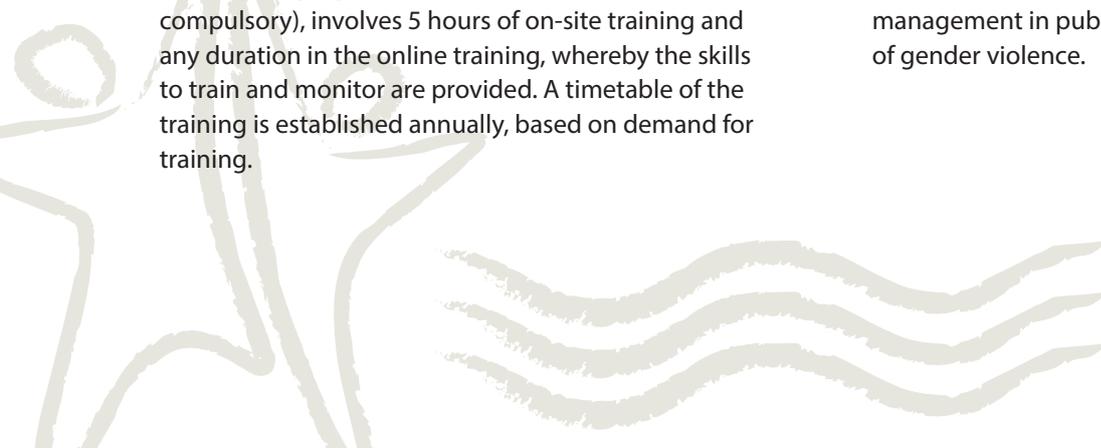
The information is based on desk research and stakeholder interviews conducted between February and April 2012 by ICF GHK. The interviews included representatives of national ministries tasked with the coordination of gender mainstreaming, other ministries and public organisations at national, regional 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>

According to the Institute, it is estimated that 17 000 civil servants have signed up to gender equality training in 2012. The number of training courses on-site and online continues to grow.

EXAMPLES OF GENDER TRAINING PROGRAMMES

- **Gender mainstreaming programme of the Instituto de la Mujer.** As a part of the operative programme of technical assistance, transnational cooperation and interregionalism of the ESF, the gender mainstreaming programme's main objectives include promoting gender mainstreaming across Spain's public administration and in Spain's management of ESF projects.
- The programme aims to implement a gender mainstreaming process through the transfer of skills, methodologies, tools and authority to provide gender equality training to individuals working in the equality units of each of the government departments/ministries and those working in the strategic group on equality of Spain's ESF.
- The training, funded by part of the mainstreaming budget and targeted at individuals working in the equality units (for whom training is voluntary), as well as directors, technical staff and administrative staff of the strategic group of Spain's ESF (for whom it is compulsory), involves 5 hours of on-site training and any duration in the online training, whereby the skills to train and monitor are provided. A timetable of the training is established annually, based on demand for training.
- So far, 23 women and four men from the equality units, and 16 women and two men among administrative staff of the strategic group have received the training.
- **Training of public administration personnel.** This training is provided in cooperation with the National Institute of Public Administration, at an introductory level and a specialised, more advance level.
- The basic course, 'Equal opportunities for women and men as social value', is targeted at civil servants and professionals from different areas of intervention, in order to integrate gender mainstreaming into everyday work. The training is a 20-hour course and focuses on the social value of gender equality; social diagnosis of political and economic participation of women and men; gender equality public policies and proposals for the integration of gender mainstreaming in the Public Administrations.
- The specialised courses last between 15 and 25 hours and are targeted to civil servants and professionals from different fields of intervention. In order to provide them with skills to be able to mainstream gender in their work area, these courses focus on training on gender indicators; the gender impact report on the regulatory provisions; gender budgeting; gender mainstreaming in the interventions financed by Structural Funds; social intervention with women; gender as a factor of quality management in public administration; and, prevention of gender violence.





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

Instituto de la Mujer: <http://www.inmujer.es/en/home.htm>

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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