



POLICY FRAMEWORK

A new strategy for gender equality in Denmark was launched in February 2013. The Danish inter-ministerial gender mainstreaming project action plan (2007–11) made reference to the actions that needed to be introduced at Ministry level to train members of staff on creating more opportunities to effectively mainstream gender in various policy areas. All ministries were required to prepare a plan (before 2011) and set specific goals regarding building competencies internally. Additionally, the plans included an awareness-raising strategy on gender mainstreaming.

'Developing competency and understanding of the relevance of gender mainstreaming' of different ministries' staff was a key goal of the Danish inter-ministerial gender mainstreaming project action plan. Research in Denmark highlighted that gender training is provided at all levels of governance, even though there are no policy commitments to gender training at ministry or regional and local level.

GENDER TRAINING IN PRACTICE

The Department for Gender Equality is a key training organisation, providing training seminars as well as developing online tools and e-learning courses that support public authorities and others in integrating gender equality elements into their work. The department gives advice to ministries and presentations on gender mainstreaming; holds training days and courses for state-employed staff; develops inter-ministerial tools; and keeps the state administration informed about ongoing activities and courses. At a regional level, the cities of Copenhagen and Aarhus have been most proactive in providing gender mainstreaming training for their staff.

EXAMPLES OF GENDER TRAINING PROGRAMMES

- A gender mainstreaming course is offered through the central administration, which covered a number of different areas, including gender equality evaluation of resource allocation, gender-segregated statistics and data as well as gender in communication and campaigns.
- The Department for Gender Equality has developed



an online tools and an e-learning course on gender mainstreaming to support public authorities and institutions in integrating gender equality elements into their work (<http://www.miliki.dk>).

- Gender training is organised for around 1 000 people a year in partnership between the biggest three trade unions in Denmark and the Trade Union Congress, including training for people in the public sector. The courses available are diverse, ranging from 1 day to 48 days, covering topics such as equal pay, violence, quotas and women's leadership, to name a few.

USEFUL LINKS

Ministry of Gender Equality:
<http://www.miliki.dk>

Public reporting system:
<http://www.ligestillingidanmark.dk>

Danish Centre for Information on Gender, Equality and Ethnicity: <http://forside.kvinfo.dk>



ABOUT THE STUDY

This factsheet summarises research findings for Denmark 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>

FACTS AND FIGURES

- The Department for Gender Equality estimates that training programmes for 10 to 15 ministries have been organised since 2005, including the Ministry of Health, the public employment services and the Ministry of Foreign Affairs.

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>

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.

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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