

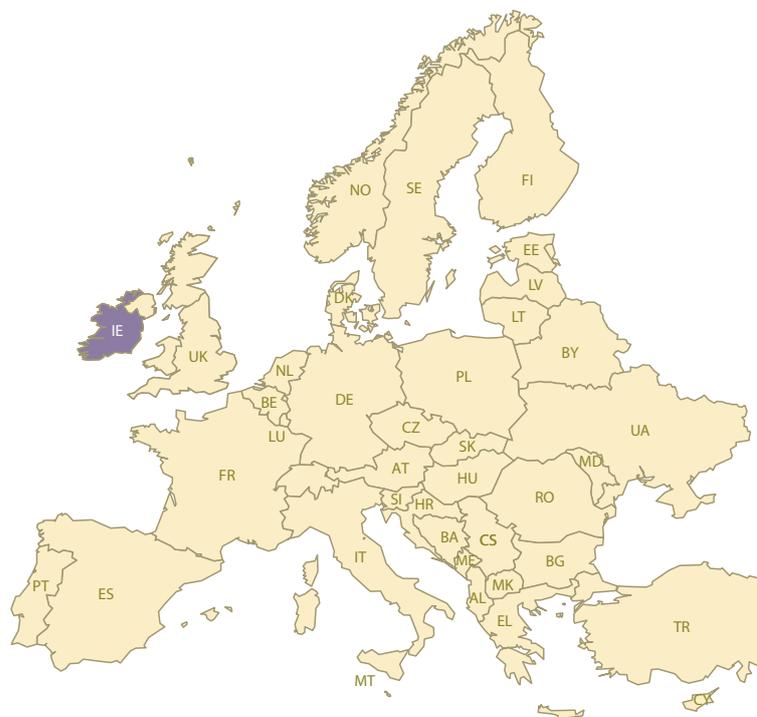


# Ireland

## POLICY FRAMEWORK

The national women's strategy (2007) set out 200 actions under three main themes: equalising socioeconomic opportunities for women and men; ensuring well-being of both genders; and engaging women as equal and active citizens. This strategy, prepared by the Gender Equality Division of the Department of Justice, sets the 'implementation of gender mainstreaming as the principal instrument for the achievement of gender equality in Ireland' (Objective 18).

Seven actions were identified towards gender mainstreaming including re-establishing the Gender Equality Unit as the central body for gender mainstreaming and setting up formal gender mainstreaming support in government departments, with training and support to departments. Departmental strategy statements were to link with the national women's strategy as a cross-departmental initiative and the departments were given guidance to prepare gender impact assessments. Training on gender mainstreaming was to be included as an intrinsic part of training programmes and consideration given to the introduction of gender budgeting.



## GENDER TRAINING IN PRACTICE

Due to the economic crisis in Ireland the Gender Equality Unit was closed in 2008 and many of the commitments to gender training and gender mainstreaming were not implemented. The 2009 progress report on the national women's strategy, under Objective 18, concluded that, 'consideration will be given to further work in this field as resources permit'. However, streamlining to achieve costs reductions necessitated by the Croke Park Agreement (1) limited the scope for action and led to restructuring in government departments.

The Gender Equality Division of the Department of Justice has an advisory role in relation to gender mainstreaming.

## EXAMPLES OF GENDER TRAINING PROGRAMMES

- A pilot research project carried out by the Gender Equality Unit, with funding from the EU's 'Progress' programme, concluded that there was a need for competence training on the gender mainstreaming process. Gender training activities were organised between 2005 and 2007 by the Gender Equality Unit.
- Although the Gender Equality Unit closed in 2008, some training activities have continued under the national women's strategy. The focus has been on training initiatives to promote women's entrepreneurship and their labour market engagement (in line with the economic goals and the Europe 2020 strategy).

(1) Public service agreement <http://per.gov.ie/croke-park-agreement>



## 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 Equality Authority of Ireland  
[www.equality.ie](http://www.equality.ie)

Irish Congress of Trade Unions  
[www.ictu.ie](http://www.ictu.ie)

National Women's Council of Ireland  
[www.nwci.ie](http://www.nwci.ie)





## ABOUT THE STUDY

This factsheet summarises research findings for Ireland 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>

---

## 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:

[eige.europa.eu](http://eige.europa.eu)

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

[twitter.com/eurogender](https://twitter.com/eurogender)

[youtube.com/eurogender](https://youtube.com/eurogender)



Publications Office

doi:10.2839/90031

ISBN 978-92-9218-289-2



9 789292 1182892