



Luxembourg

POLICY FRAMEWORK

The gender equality policy framework in Luxembourg is guided by the national plan for equality. The plan covers the priorities of the Beijing Platform for Action as well as priorities formulated by EU institutions and the Council of Europe, and recognises gender mainstreaming as a key priority.

The Ministry of Equal Opportunities is responsible for coordinating the national plan at the national level. An interministerial level committee is also in place.

The national plan includes a commitment to further develop gender mainstreaming training as part of the training offer developed by the National Institute for Public Administration (INAP) in charge of initial and continuing training for civil servants.

The national plan covers commitments at a ministerial level, and encourages all ministries to implement actions to develop gender mainstreaming. Internal action plans are overseen by 'gender units' in each ministry

GENDER TRAINING IN PRACTICE

A network of gender equality delegates was created as part of continuous training within public administrations at national and regional level, following a change in the direction of the Ministry of Equal Opportunities in 2010.

The provision of gender training is relatively new. INAP has responsibility for developing and coordinating training programmes. From April 2011, a compulsory training module in gender equality was introduced for all new civil servants as part of the initial training delivered by INAP in cooperation with the Ministry of Equal Opportunities. The training consists of two modules (3 hours each) and provides a general overview of the challenges for gender equality and gender mainstreaming.

EXAMPLES OF GENDER TRAINING PROGRAMMES

- The 'Gender equality policies' programme (Politiques d'égalité des femmes et des hommes) is offered as part of civil servants' initial training. The initiative is funded by INAP and began in April 2011.



- The aim is to familiarise participants with the concept of gender equality, while at the same time raising their awareness about gender issues and the need for gender mainstreaming. The training is provided at an introductory level.
- The training consists of two 3-hour modules offered to new employees each month (around 20–30 participants per group). The sessions are designed to give the participants a basic knowledge about gender equality issues. The training is delivered by staff from the Ministry of Equal Opportunities.



ABOUT THE STUDY

This factsheet summarises research findings for Luxembourg 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>

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.





FACTS AND FIGURES

- Since the establishment of gender equality training as part of civil servants' initial training in April 2011, two or three groups of civil servants begin their initial training each month and it is estimated that around 60–70 participants take part in a module each month. Evaluation of the compulsory training will be published in the 2012 annual report of the Ministry of Equal Opportunities.

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

Ministry of Equal Opportunities: <http://www.mega.public.lu>

Content of training courses for careers in state employment:
http://www.fonction-publique.public.lu/fr/formations/FG-employes/FG-employes_contenus/index.html

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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