



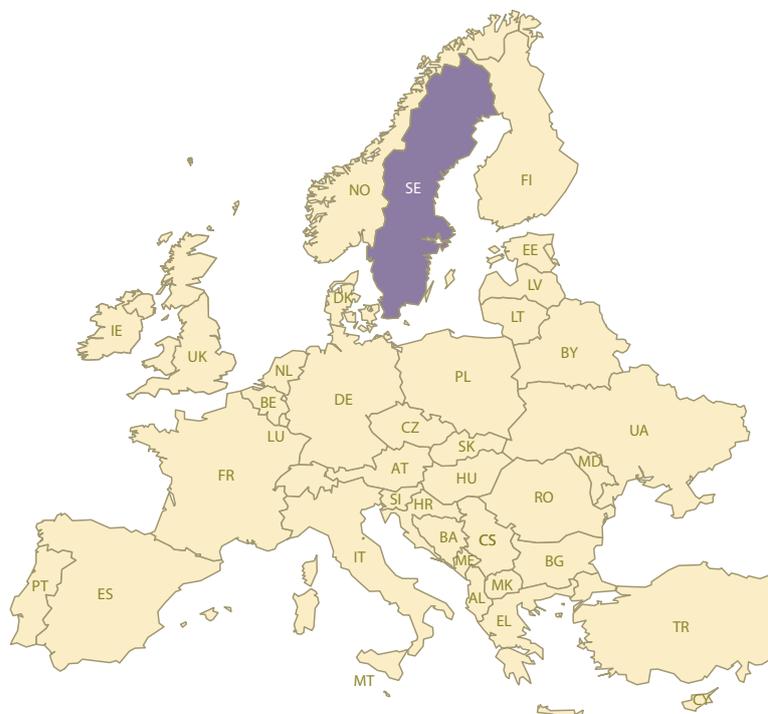
# Sweden

## POLICY FRAMEWORK

Gender mainstreaming has been the main strategy to achieve national gender equality objectives in Sweden since 1994. In 2012 the government launched a new strategy which reaffirmed the policy commitments for gender mainstreaming within government departments ('Strategy for gender mainstreaming in the Government Offices (2012–15)').

The Prime Minister has ultimate responsibility for the implementation of the strategy. Ministries are required to develop action plans for gender mainstreaming in their respective areas of responsibility. Education and training is a core element of the strategy, usually implemented as part of staff training, compulsory and on-demand education and training; and guidance manuals.

Policy commitments to gender mainstreaming and training also exist at the local and regional levels. The Swedish Association of Local Authorities and Regions (SALAR) put in place the programme for sustainable gender equality (2008–13) in order to ensure that services and activities at the municipal and regional level respond to both men's and women's interests and needs. The County Administrative Boards support gender mainstreaming at a regional level.



## GENDER TRAINING IN PRACTICE

The Minister for Gender Equality has responsibility for coordinating, developing and following up on gender mainstreaming work, at the national level. The Division for Gender Equality within the Ministry of Education and Research manages and coordinates gender mainstreaming training within government offices. Examples of training provided by the Division for Gender Equality include: training in gender impact assessment for all committees that are conducting governmental enquiries; longer on-demand tailor-made training courses for ministries or departments within ministries, and, short ad hoc training courses at ministerial level.

Gender mainstreaming is part of initial staff training for new ministry staff at all levels and in all policy areas. A 30-minute, basic training seminar on gender mainstreaming is part of introductory training and new managers in government offices receive a 45-minute gender mainstreaming module as part of their management training.

At the local and regional level, gender training is given to civil servants under SALAR's programme for sustainable gender equality. A gender mainstreaming web portal has also been set up, which has training resources and training tools for use by local and regional authorities.



## ABOUT THE STUDY

This factsheet summarises research findings for Sweden 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

- A programme for gender mainstreaming at state level was delivered by the National Secretariat for Gender Research at Göteborg University in 2008–10. The main activities included: four conferences; eight workshops; 17 seminars; a summer school; a higher education course; and development of a national website portal. Training was delivered by external trainers and attended by beneficiaries on a voluntary basis (around 2 000 staff are estimated to have taken part).
- The programme for sustainable gender equality aims to mainstream gender into decision-making and activities in municipalities, county councils and private companies. Introductory and intermediate level training is offered. 46 municipalities (out of 290), 13 regional governments (out of 20), nine regional associations, and three private companies have taken part. An online platform has been set up with tools for gender mainstreaming, and a forum to share experiences is being developed.

## 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

- The number of gender training programmes is likely to be extensive. For example, one ministry had tailor-made and mandatory gender mainstreaming courses on seven occasions during 2010.
- SALAR's programme of training at local and regional level has provided gender training courses for 66 000 civil servants.

### 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

Swedish Secretariat for Gender Research:  
<http://www.genus.se/english>

Swedish Association of Local Authorities and Regions:  
<http://english.skl.se>

Jamstall.nu — About gender mainstreaming:  
<http://www.jamstall.nu/inenglish>

## 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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