



POLICY FRAMEWORK

In the United Kingdom, the Equality Act 2010 provides the legal framework for promoting equality and tackling discrimination. The main policy commitments in this area and commitments to gender mainstreaming are outlined in the equality strategy — building a fairer Britain.

The public sector responsibilities linked to equality were established by the Equality Act 2010. The document consists of a general equality duty which requires all public authorities to eliminate discrimination, harassment and victimisation, to advance equal opportunities and foster good relations between persons with a protected characteristic (including gender) and those without it.

Responsibility for the equality strategy and legislation is assigned to the Home Office's Government Equalities Office (GEO), which operates across government and takes the lead on issues relating to women, sexual orientation and transgender equality matters.

At a ministerial level, gender training is usually combined with other training courses provided to civil servants. Such courses are voluntary, but are considered as a key part of a civil servant's development.

At a local level, there are no particular policy commitments in the area of gender mainstreaming. However, the Equality Framework for Local Government sets out several areas of performance in the field of equality (including gender) for local government.

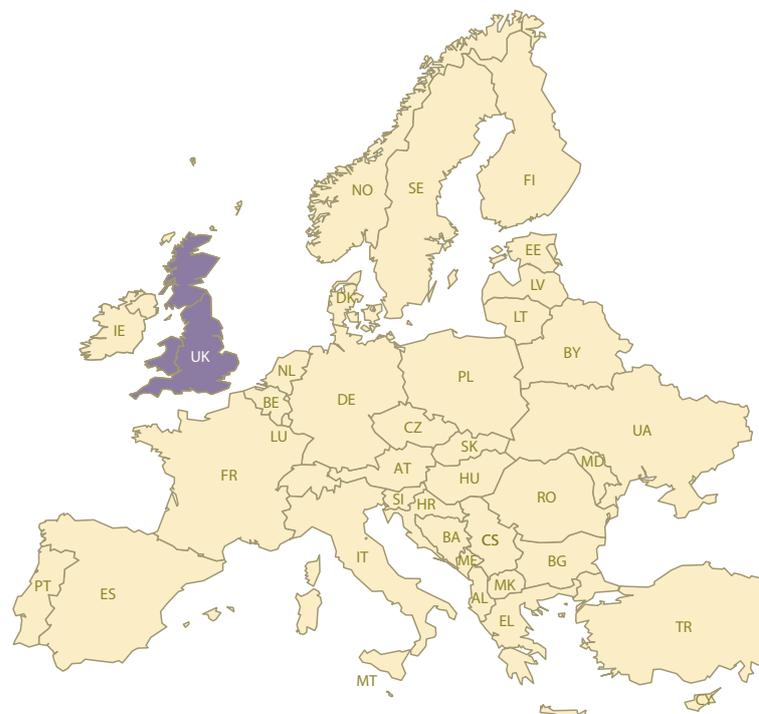
GENDER TRAINING IN PRACTICE

There is little evidence of any formal gender training taking place at the central government level.

Gender training appears to be 'mainstreamed' into the impact assessment training provided to civil servants.

The Government Equalities Office offers some ad hoc consultancy/advisory activities to civil servants in other departments.

At a local level, the Equality Framework for Local Government sets out several areas of performance in the field of equality, which includes a 'peer challenge'. The 'peer challenge' is a meth-



od to assess the extent to which the organisation meets the goals established by the framework.

According to the Government Equalities Office, the number of formal gender training courses that have taken place since 2005 is rather low.

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

Home Office Equalities: <http://homeoffice.gov.uk/equalities>



ABOUT THE STUDY

This factsheet summarises research findings for the United Kingdom 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.

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

facebook.com/eige.europa.eu

twitter.com/eurogender

youtube.com/eurogender



doi:10.2839/95277

ISBN 978-92-9218-303-5



9 789292 183035