



Best of Gender Equality Training

A collection of good examples
of gender equality training
in Europe

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Dear reader!

We can learn a lot from each other when training gender equality in Europe.

For example from Iceland - the paradise for gender equality; or from Lithuania, where the European Institute for Gender Equality EIGE is located; or from Croatia - the youngest member state of the European Union; or from Austria, situated in the middle of the geographical axis in Europe.

In our project **GenderStrat4Equality** we have collected and analysed successful examples of gender equality training to provide you with the experiences of experts throughout Europe. They are available for all interested persons and organisations, decision makers, programme committees, educational institutions and administration at national, regional and European level.

The aim of the best practice collection is to encourage and inspire you to use these experiences to create your own gender equality training. We are providing information and advice about possible content and different forms of gender equality training developed for specific target groups with specific aims. We also explain the criteria identified to have led to the success of the respective training event.

You are invited to select an appropriate example and adopt it to the training needs of your target group. We explicitly encourage you to develop your training design following our examples - and we would appreciate your valuable feedback.

Several of these examples are mentioned - together with some more methodological information - in our **Gender4Equality Curriculum Portfolio** available at www.noel.gv.at/genderstrat. Some more examples might be added in the next years. Your own successful exemplar would be most welcome, too!

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Counteracting discrimination based on gender in media and politics An Icelandic train-the-trainer workshop in Warsaw

Extra strain is put on gender equality trainers when a training has to be conducted not in their native language. How this can be achieved? Through thorough preparation and good coordination with the contracting authority.

The training was a part of the project “Strong together” that the Centre for Gender Equality in Iceland was working on as partner with the Congress of Women in Poland. The project was funded through EEA grants. The workshop was held at the office of the Congress of Women in Warsaw.

Goals: To familiarise participants with the basic concept of gender mainstreaming (GM) principles; to provide examples of how GM has been used in Iceland and explain why the connection of GM with the discourse on gender in media and politics is so important; to plan further workshops for the target groups in the project “Strong together”.

Target group: Persons who were selected in the project “Strong together” to be future trainers for politicians, students of political science, media staff and media students in gender mainstreaming.

Trainer: Ingibjörg Elíasdóttir, a lawyer; Bryndís Elfa Valdemarsdóttir, special advisor for gender equality; both trainers were employed by the Icelandic Centre for Gender Equality.

Content

- Gender equality in Iceland. Is Iceland a gender equality paradise?
- Gender mainstreaming: Introduction, examples from Iceland
- Tools for gender mainstreaming, models for basic awareness etc.
- Gender in the media and politics - why is it important to discuss this together with gender mainstreaming?
- Women and men in the media. Hate speech, statistics etc.
- Planning workshops: What works – what does not work?

Success factors

Ingibjörg and Bryndís were well prepared for the training in Warsaw. They thoroughly gathered information about their target group from the contracting authority,

As the trainees were very well familiar with gender equality issues, the trainers focused on issues which probably would be new for the participants from Poland - the **Nordic way of achieving gender mainstreaming**. They provided Icelandic and Swedish examples and gave information on various handbooks and useful material available on the internet.

At the beginning of the workshop the trainers had the participants do **a little quiz on gender mainstreaming** in small groups. That was a good start because then these experts knew right from the beginning that they could still learn something from the training. This worked very well.

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Survivors of sexual violence in war

Training for the employees in Zagreb who support survivors of sexual violence in war

The Croatian Ministry of Veterans planned to implement a programme for the victims of sexual violence in the war, recognising the importance of gender training as crucial to deal with victims/survivors of sexual violence.

The training corresponded with the National Strategy of Protection Against Domestic Violence 2011-2016, the National Policy for Gender Equality 2011-2015, the Gender Equality Act, the Criminal Procedure Act, the Rules of Procedure in the case of sexual violence; the National Action Plan for the Implementation of the UN Security Council Resolution 1325 (2000) on Women, Peace and Security and related resolutions (2011 to 2014).

The training was organised and financed by the Croatian Ministry of Veterans and the United Nations Development Programme (UNDP) Croatia in the Clinical Hospital Centre Rebro.

Target group: Employees from the Croatian Crisis Centres affiliated to the central hospitals from four cities, medical doctors, psychiatrics and nurses, with a quite high percentage of men of 40 %.

Goals: To broaden the knowledge of professionals in medical fields for gender issues and to provide insights into a feminist approach working with victims of sexual violence in war.

Content

A first part of the training covered the basic understanding of sex/gender roles and the feminist approach to violence. Key notions were explained, e.g. domination/violence, gendered war violence, support to victims/survivors. The second part of the training dealt with stereotypes and prejudice concerning rape with an introduction to feminist therapy concerning rape, explaining types of myths and facts on sexual violence.

The organisation Women's Room (Centre for Sexual Rights) helped in the group work and how to counsel women survivors. Experts covered topics from legal issues (presenting the new Act on Rights of Victims of Sexual Violence in War) to aspects of work with trauma and models of psychosocial support and therapy.

On the second day an introduction on understanding the issue of sexual violence in peace and war time (30 min.) was followed by a group work in recognising myths, stereotypes and prejudice concerning sexual violence, recognising forms of sexual violence and feedback, time for discussion and questions.

Self-evaluation on gender-knowledge (stereotypes and prejudice on rape) and experiences on gender equality objectives important when working with victims of sexual violence were discussed as well as information on resources and further learning were presented.

Trainer: Rada Borić, a feminist activist from the Centre for Women's Studies in Zagreb, co-facilitated by Marijana Senjak, an independent consultant, psychologist and therapist.

Success factors

The presentation on gender and feminist approach to violence as introduction to the issue of war violence generated a good understanding on the topic and raised awareness. The group work offered interesting interaction between the participants of different professions and from different cities who would cooperate in the future.

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Gender equality - equality of sexes

A training seminar for public administration in Croatia

A typical training seminar for the state administration, developed by the Governmental Office for Gender Equality in Croatia and provided by the National School for Public Administration.

The name of the training is "Gender equality". The Croatian language differentiate between terms sex and gender, which is usually used term for gender equality in Croatian legal documents. Since 2012 special programmes (including the programme on gender equality) include training that refer to the implementation of the measure defined within any of the Croatian national strategies and the action plans created for its implementation. Participation on this training is on a voluntary basis, non mandatory.

The training was organised by the National School for Public Administration in cooperation with the Governmental Office for Gender Equality. Facilities for the training are financed out from the income of the National school, but in 2015 the trainer performed the training on voluntary basis, due to the lack of funds.

Target group: Civil servants and appointed officials at the national level, gender equality coordinators from ministries and offices of state administration bodies in the counties.

Goals: To increase the knowledge of participants on gender equality principles and gender mainstreaming and to support the creation of action plans (obligation prescribed by the Gender Equality Act). It was a generic training for participants who were not familiar with the subject of the training.

Content

- Basic definitions connected with gender equality: sex/gender, gender equality, definitions of the types of discrimination, equal treatment/equal opportunities
- National and EU legal framework important for implementation of gender equality
- Prevention of discrimination on the grounds of sex/gender; legal mechanisms of protection
- Concept of gender mainstreaming and its tools such as gender analysis, gender impact assessment, gender budgeting, including gender sensitive statistics and gender sensitive language
- Gender mainstreaming in public administration vs. positive actions (pointing to the importance of the adoption of the action plans for gender equality in state administration bodies)

Trainer: Tamara Šterk, adviser at the Office for Gender Equality of the Croatian Government, psychologist.

Success factors

Taking into account previous knowledge on the topic participants have had before the training, interactive work and discussion with participants were very successful. The trainer noticed that participants more easily internalized those contents that are relevant to their job descriptions. The vividly demonstrated mandatory character of the international documents on gender equality turned out to be also helpful.

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Capacity building for gender mainstreaming on local and regional level Five trainers, five regions, one common goal

A regional approach with new methodology, high quality execution and the common work of five women's/feminist organisations - the evaluation and later monitoring process showed that 95 % of participants are using the knowledge and tools gained from the seminar in their daily work.

The training was organised by Croatian feminist/women's non-governmental organisations in cooperation with the County Commissions for Gender Equality (CCfGE), financially supported by the Governmental Office for Gender Equality, the Balkan Trust Fund for Democracy and the CCfGE.

Target group: 125 members of the CCfGE and county councillors from 12 (out of 21) counties of Croatia.

The training was a set of two-day training or one-day workshops. Every training or workshop was based on the same methodology developed by the project team. They lasted eight hours per day. Altogether there were eight training and three workshops.

The trainers: Experts from the Croatian feminist/women's non-governmental organisations CESI, Babe, Delfin, CGI and Domine. The trainer team had a two-day workshop for the creation of agenda, exercises and training materials so every trainer had the opportunity for peer education in this particular training program.

Goals: To improve skills and knowledge of CCfGE and county councillors for gender mainstreaming and the implementation of the National policy for Gender Equality; to develop action plans to be used in daily work.

Content

- Introduction to the gender perspective and main terms used
- Basic concepts of gender analysis and gender theory
- Gender analysis, identification of gender roles and exercises
- Strategies for achieving gender equality, introducing legal and institutional framework in Croatia
- Good practices in the EU
- Action plan to prevent social exclusion of unemployed women, gender based violence and to mobilise more local women to be active in local community activities especially in decision-making positions

Success factors

It was the innovative method of the working together of five NGOs with institutions which led to the success of the training series. Through discussions on gender roles and power structures the participants raised concerns about the size of the problem.

The value of this project is the work on drafting action plans that enabled the participants to use the methodology of gender analysis in daily practice but also to leave the training with a concrete output. Regarding the methodology, the combination of 20% of theory and 80% of practice was very effective because it brought dynamic and enabled participants to learn by doing.

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Equality for Local Development and Social Cohesion: Gender Mainstreaming in Municipalities A series of seminars for local authorities in Lithuania

To systematically applying methods with a lot of space for practical exercises and discussions provides participants with a much better understanding of gender in/equality and its presence in their everyday work.

The training was organized by the Center for Equality Advancement in Lithuania in four two-days long training sessions in different regions.

Target group: Representatives of local authorities from different levels of management and different fields of work from legal department, social affairs, education. The same persons took part in all four events.

Trainers: Margarita Jankauskaitė and Vilana Pilinkaitė Sotirovič, employees of the Center for Equality Advancement and gender experts with an academic background.

Goal: To provide broader knowledge on European and national policy on gender equality, improve competences on the implementation of gender mainstreaming and gender budgeting and enhance the promotion of gender equality on local level.

Content

The first session centered around general definitions related to gender equality in the public sector, prevailing stereotypes, EU legal acts, principles of gender equality and an initial presentation of the 3R method. Right from the beginning the participants were involved in active group work; identifying problems, looking for solutions, noticing media stereotypes.

During the second session the gender awareness of the participants was raised further by the explicit knowledge of the 3R method, providing numerous examples. The lecturer presented the gender role divide in public and private sectors, the notion of gender mainstreaming, the principles of gender equality.

The third session focused on the issue of gender budgeting and the R3-Realia in a small-scale investigation carried out by the participants.

The fourth session summed up the work done, presented the legal gender equality system in Lithuania (by the representative from the Office of Equal Opportunities Ombudsperson) and a presentation of gender in the education process. The 3R investigations were finalised and the groups worked on gender action plans. They received information on ruler techniques and resistance to gender equality work.

Success factors

Elaborated methods for gender mainstreaming (in this case -3R method) can successfully reduce resistance to the Gender Equality issues among municipal employees. To achieve the objective of changing attitudes of municipal employees, it is important to work with the same group of participants for a certain period and to give them time to achieve deeper knowledge.

Personal experience is the best means for changing attitudes based on gender stereotypes.

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Gender Equality – implementation in the own field of work A training seminar for future decision makers in public administration

This example refers to future decision makers in public administration, who are at medium and long term a key target group for change at the administrative level. In Austria the main legal basis for Gender Mainstreaming is defined in the Austrian Constitution, Article 7, Paragraph 2 of the Federal Constitutional Law, stating the obligation and commitment for gender equality.

The training was organised and financed by the Gender Mainstreaming Task Force of the Lower Austrian Government. For the implementation of the Gender Mainstreaming Strategy in Lower Austria this special task force has been established in the public administration, processing and delivering information and tools for the administration as well as conducting pilot projects. The legal basis for these measures is the resolution for the implementation of Gender Mainstreaming of the Lower Austrian State Parliament and the Lower Austrian Government, committing the members of the two institutions to Gender Mainstreaming as a key objective of the Lower Austrian politics in all sectors of the public administration.

Integral part of this obligation is training and further education, in which the seminar was provided.

Target group: Graduates and participants of the executive training programme of the provincial government.

Trainer: Sabine Hilbert, civil servant, supported by Susanne Karner, an external gender expert.

Goal: To teach executive management trainees the basics on gender mainstreaming and to attain a higher degree of responsiveness for the topic of gender equality to implement the strategy of gender mainstreaming in their own field of work.

Content

- Definition and history of gender mainstreaming
- Legal and institutional embodiment of gender mainstreaming
- Implementation of gender mainstreaming:
 - Gender-related administration: the Lower Austrian GM-Matrix
 - Equality objectives
 - Tools: gender-inclusive formulating, gender-sensitive statistics and data management
- Integration of gender mainstreaming in the own field of work

Success factors

What worked very well was the development of practical examples. The top-down approach at European level often is received too abstract, there is still a lack of understanding how the implementation of gender mainstreaming can be done consistently and in some fields of work adequate tools are still missing. Enough time to answer individual questions is the key to success.

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Gender Equality - a European Perspective

A 2,5-hours lecture integrated in a study programme for future European human resource manager

This example shows how you can integrate important basic knowledge on gender equality in Europe even into a 2,5-hour's lecture when the framework is set accordingly - like in this study programme for European human resource manager. It also shows that the European angle demands for quite an intercultural knowledge beyond the general issue of gender equality in Europe.

The training was organised/financed in the frame of a study programme for European human resource manager at the University of Applied Sciences in Vienna. Knowledge about gender equality and antidiscrimination is imperative for human resource management. So the University of Applied Sciences in Vienna includes a training element for gender equality in the module for European Laws and Directives of the European Union in their study programme for future European human resource manager.

Target group: Students of the study programme, coming from different European countries. The age of participants varied from approx. 20 to approx. 35. About two thirds of the participants were female. Only a few participants have been already working in a professional job and only two out of the 35 participants have been active in a civil society organisation.

Trainer: Christiana Weidel, a European civil society expert, trainer and lecturer.

Goal: To deepen the knowledge of participants towards requirements and obligations of gender equality in Europe and sensitize them for gender equality issues in their work as human resource managers.

Content

- Definition of the used terms gender, gender equality, gender analysis, gender mainstreaming, gender budgeting and the role the EU plays in the implementation of gender equality in the member states
- A short overview of the recent historical background for gender equality
- An overview of thematic priority areas of the European Commission's current work programme
- Information where to find relevant statistics, sources, funding opportunities, manuals and indices concerning gender equality

Success factors

Basic knowledge of gender equality can be easily put into a simple power presentation when it is followed by enough time for a group work based on relevant questions for the future profession of the participants. A series of activating questions ("Who of you...") were used to make visible existing experiences of participants and to draw the attention to the personal relevance of the issue. These activating methods ensured the attention of the participants.

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Gender Budgeting Information Day

An internal training for public administration

This example of a gender training was selected to show how people responsible for budgeting processes in different departments of administration can be provided with gender equality knowledge. In this case they were introduced to the issue of gender mainstreaming, they were specifically trained and qualified to implement gender budgeting in their future planning activities.

The training was arranged by the Gender Mainstreaming Task Force of the Lower Austrian Government. Gender Budgeting and its implementation through the provinces and municipalities is part of the national Federal Budget Reform. The information day has been the starting point for the implementation and the analysis of expenditures of the Lower Austrian provincial government

Target group: Selected employees of the Lower Austrian administration, who undertook a gender budgeting analysis for their respective department.

Trainer: Sabine Hilbert, gender equality expert Dr. Sabine Hilbert, an employee of the Lower Austrian provincial administration, supported by an expert from the financial department.

Goal: To sensitise for the mediation of gender-know-how in budgeting processes, to enable employees with various backgrounds to conduct a gender budgeting analysis and to implement gender mainstreaming as a horizontal issue.

Content

- **30 minutes** warm up with introduction, self-evaluation on gender-knowledge and sharing own experiences
- **Two hours** input by means of power point presentation including one major exercise on gender equality objectives in working groups, time for discussion and questions: definition of gender, gender mainstreaming, gender equality objectives, provincial, national and international regulations of GM and GB, gender budgeting, projects and experiences with GB
- **Three hours** input with power point presentation on the GB process including four exercises in working groups and discussion. This part concentrated on the future tasks of the participants. The presentation of the GB process focused on “lessons learned” in the pilot project and projects of the past year.

Success factors

The training focused on “lessons learned” in pilot projects. With this focus participants have been positively reached to generate an understanding on the topic of gender equality.

The training was followed by various informal meetings to discuss and solve problems that had evolved during the process at the information day.

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