



MINISTÈRE DE L'ÉGALITÉ
DES CHANCES



No. 142718-LLP-1-2008-1-LT-LEONARDO-LMP
www.gedplan.eu

International seminar: Vilnius, 24 September 2009

Integration of the gender dimension into national policies by training

**Simone Gruhlke-Geimer, Senior Inspector
Ministry for Equal Opportunities, Luxembourg**



Education and Culture DG
Lifelong Learning Programme



MINISTÈRE DE L'ÉGALITÉ
DES CHANCES

Integration of the gender dimension into national policies by training

**Project of the Ministry for Equal Opportunities,
Luxembourg**

November 2008 - October 2009

**Supported by the European Community:
Programme for Employment and Social Solidarity
PROGRESS**



Integration of the gender dimension into national policies by training

Main objectives:

- **develop a concept to integrate gender dimension into initial training and lifelong learning for civil and local servants**
- **improve the knowledge about the gender concept**
- **elaborate tools, teaching material and methodologies for the trainers of the national institute of public administration**
- **raise awareness among the trainers about gender sensitive training**
- **organize a gender specific basic course for all civil servants**



Integration of the gender dimension into national policies by training

➤ **Project partners**

- **Ministry for Public Service**
- **Ministry for Internal Affairs**
- **National Institute of Public Administration**

➤ **Target groups**

- **civil servants in the ministries, public administrations and municipalities**
- **staff of the National Institute of Public Administration**
- **trainers at the National Institute of Public Administration**



Integration of the gender dimension into national policies by training

➤ Tools

- handbook about gender equality in training**
- booklet with guidelines for trainers**
- gender specific basic course for civil servants**



Integration of the gender dimension into national policies by training

gender sensitive training

- **aspects to consider within gender sensitive training**
 - **content**
 - **methods**
 - **communication**
 - **organizational issues and training conditions**
 - **gender competence**



Integration of the gender dimension into national policies by training

gender sensitive training

➤ terms of reference for trainers

- training skills and experience:

- communication skills**
- experience of a variety of teaching techniques**
- ability to meet the specific needs of the organisation and trainees**



Integration of the gender dimension into national policies by training

gender sensitive training

- **terms of reference for trainers**
- **specific gender competences:**
 - **gender knowledge**
 - **conscious dealing with language and knowledge of gender specific communication behaviour**
 - **understanding of different views, perspectives, life experiences and different learning styles of women and men**
 - **ability to deal with diverse audiences**



Integration of the gender dimension into national policies by training

Basic gender training

- **Basic gender awareness**
 - Knowledge about gender, gender equality, diversity
- **Gender assessment skill**
 - Analysis of public policies and their impact on gender
- **Gender skill to implement policies**
 - Improvement of the effectiveness and the impact of public policies
 - Knowledge of national and international frameworks
- **Mandatory training for civil and local servants**