



# Quality Criteria for Gender Equality Training

## Guiding principles

European quality standards  
for the tendering process, the selection and  
the assessment of gender equality training

Co-funded by the  
Erasmus+ Programme  
of the European Union



# Are you organising a gender equality training?

## Three steps to consider

### Step 1

#### Be aware - why should you hold a gender equality training?

- Gender equality is a question of democracy, human rights and social justice
- Gender equality holds a core part of the EU and UN legislation
- Gender equality should be treated as public good to ensure the quality of life for men and women
- Gender equality training at the workplace is creating a safe and friendly working environment

### Step 2

#### How can GenderStrat4EQuality assist you?

- The portfolio has been developed by European experts in gender equality training
- It gives a unique perspective on gender equality training applicable to all EU and EEA countries
- It can be used by both beginners and expert trainer
- It has both a theoretical and practical approach

### Step 3

#### How to choose a good gender equality trainer?

These are standard quality criteria for a professional gender equality trainer. Tick the boxes according to his or her experiences. A trainer needs:

- to have broad knowledge of the development of gender equality and human rights of women, including having a multicultural dimension and advocating for diversity
- to have a gender perspective - understanding the development of gender roles
- to know the main international conventions and declarations on gender equality and human rights
- to have knowledge of the respective terms related to gender equality
- to know the legal and political framework for gender equality in Europe
- to have knowledge of methods and tools in the implementation of gender equality
- to know where to find statistics of gender equality in Europe and examples of best practises
- to have a good understanding and appreciation of our multicultural society and human diversity
- to have performance and facilitation skills, knowing icebreakers and interactive methods
- to be aware of the local context and wider socio-cultural conditions

The GenderStrat4EQuality Curriculum provides valuable knowledge for a gender equality trainer.

The whole portfolio is available at the website [www.noel.gv.at/genderstrat](http://www.noel.gv.at/genderstrat)

## Quality characteristics of a good gender equality training

Objectives, topics, methods and results: check relevant boxes for your training

### Objectives

The overall objective of a gender equality training is to enable the participants to gain knowledge and competences for the implementation of Gender Mainstreaming:

- Knowledge about implementing European objectives to reach gender equality
- Knowledge about implementing the National Strategy for gender equality
- Competence to draft an action plan for gender equality
- Competence to draw up a road map to promote special gender equality objectives as e.g. the reduction of the gender pay gap or the combat of violence against women

### Recommended topics

- The legal and political framework for gender equality in Europe
- The role of the United Nations and the European Union in the implementation of gender equality
- National legal requirements for gender equality
- Definitions of gender equality, gender mainstreaming and gender budgeting
- Tools for the implementation of gender equality: gender analysis, 3R/4R-method, gender assessment
- The European Gender Equality Index and its value for the national and regional level
- Reflexivity and self-awareness of gender roles

### Methods

Applied methods should follow a proven learning-circle:

1. Discuss the problem
2. Inform about facts, approaches and strategies
3. Train competences
4. Transfer the new knowledge into working routines

### Results

You can verify the success of your training by using a simple questionnaire:

- Satisfaction: are the participants individually satisfied with the results of the training?
- Learning success: were the participants able to enhance their knowledge about gender equality?
- Transfer: will the participants be able, ready and willing to implement the new knowledge on gender equality in their daily work?



# Preparing high-quality training for gender equality

## Recommendation for the trainer

1. Evaluate the needs of participants and of the training before the beginning
2. Formulate the objective of the training according to the needs of the participants
3. Get a clear picture of the contextual dimension of the target group
4. Develop sensitivity about the context of where the trainings is taking place, examples to choose etc.
5. Choose mixed methods and interactive elements with regard to the objective of the training
6. Allow time for discussion and reflection, time frame depending on the availability of the group
7. Structure the training in specific stages: introduction and ice-breaker, theoretical elements and information, interactive group engagement, evaluation of training at the end of the event

### How can you measure the success of your training?

Quality criteria can be assessed through evaluation. In this case, the grades (ranging from 1- 5, where 5 means excellent) are the indicators of quality of the training.

## Recommendation for the organiser

### Where can you find an experienced gender equality trainer?

In the frame of the project GenderStrat4EQuality a virtual pool of gender equality trainers is made available with profiles of trainers in European countries to establish quick contact: [www.noel.gv.at/frauen](http://www.noel.gv.at/frauen)

GenderStrat4EQquality  
Strategic Partnership

© Strategic Partnership GenderStrat4EQuality, 2016  
Coordinator of the project: Government of Lower Austria,  
department generations, women's issues and gender equality



This project has been co-funded with support from the European Commission. The publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.