



Netherlands

POLICY FRAMEWORK

The Dutch public administration emphasises two gender aspects: gender as part of policymaking and gender as part of human resources.

The emancipation policies for 2008–11 and 2012–15 were developed to promote equal rights, equal opportunities, equal liberties and (shared) responsibilities for women and men. However, gender training is not addressed as a priority, despite the emphasis, by these documents, on gender as a policymaking theme.

GENDER TRAINING IN PRACTICE

According to e-Quality, a Dutch information and research centre for gender, family and diversity issues, there is a low demand for gender trainings from the public service sector.

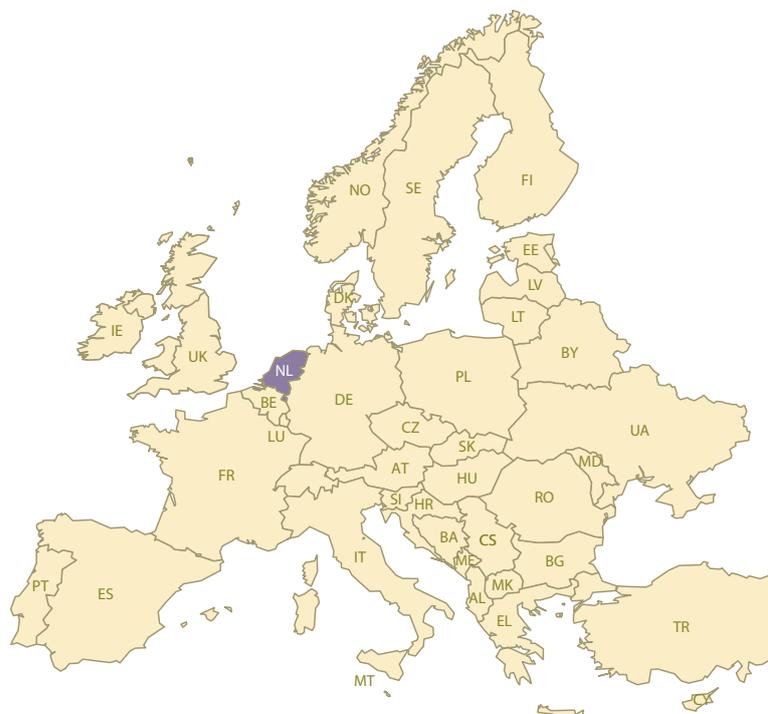
In the past training courses on issues such as gender mainstreaming and gender budgeting have been offered occasionally at ministry level and for the Hague and Delft municipalities.

Gender training is usually covered by diversity training focused on human resources aspects.

In terms of the public service's human resources practices, the focus has shifted towards 'diversity'. Diversity training courses are offered to staff to ensure the employment of a diverse workforce. Several projects are implemented by the public administration to integrate diversity into the field of human resources.

EXAMPLES OF GENDER TRAINING PROGRAMMES

No examples of gender training courses have been identified, as of yet.



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; how to construct gender-sensitive indicators.



ABOUT THE STUDY

This factsheet summarises research findings for the Netherlands 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>

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

E-Quality: <http://www.e-quality.nl>

Emancipation policies 2011–15: <http://www.rijksoverheid.nl/documenten-en-publicaties/kamerstukken/2011/04/08/hoofdlijnen-emancipatiebeleid---vrouwen--en-homo-emancipatie-2011-2015.html>

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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