

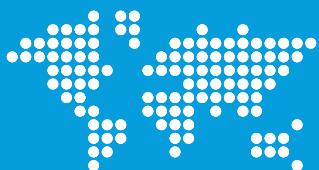
# TRAINING FOR GENDER EQUALITY:

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# TWENTY YEARS ON

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A review of how training for gender equality has evolved from Beijing Platform for Action in 1995



UN WOMEN TRAINING CENTRE  
JUNE 2015





# Training for Gender Equality: Twenty Years On

**A review of how training for gender equality has evolved from Beijing Platform for Action in 1995**



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June 2015



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# FOREWORD

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**BY CLEMENCIA MUNOZ-TAMAYO,  
CHIEF OF UN WOMEN TRAINING CENTRE**

This paper was commissioned to contribute to the UN Women Training Centre's work on improving training for gender equality through evidence-based practice. Using the Beijing review process as its central theme, this report explores the key developments in training for gender equality since 1995. We consider this paper to be a first step in mapping training for gender equality and identifying remaining gaps in knowledge.

Through close analysis of a range of relevant documents, the paper maps out key developments and issues in training for gender equality. The overall aim is to advance knowledge and understanding on training for gender equality in order to develop strategies for moving forward in this field. This involves reflecting on what has worked well and what challenges remain, based on substantive empirical evidence and rigorous analysis.

The findings of this report demonstrate the importance of training to the wider gender equality agenda. Training is highlighted as an essential tool for achieving each of the twelve Critical Areas of Concern of the Beijing Platform for Action. It has been conducted in some form in almost every critical area during each review process (+5, +10, +15 and +20). At the UN Women Training Centre, we believe that training is an essential component of a transformative approach to gender equality. With this paper, we hope to offer a broader contribution to the field of training for gender equality with the aim of improving standards and effectiveness.

# ACKNOWLEDGEMENTS

The Training Centre gratefully acknowledges the valuable inputs received from Lucy Ferguson on the development of this paper.

# EXECUTIVE SUMMARY

## PRESENTATION

This paper provides a preliminary review of how training for gender equality has evolved from the Beijing Platform for Action in 1995 to the present day. It can be considered a first step in surveying training for gender equality in the Beijing review process and broader literature. The overall aim of the paper is to advance knowledge and understanding on training for gender equality in order to develop strategies for moving forward in this field. This is done by reflecting on what has worked well to date, and what challenges still remain, based on substantive empirical evidence and rigorous analysis.

## Training for gender equality in the Beijing Declaration and Platform for Action

A range of types of training are envisaged in the PFA across the twelve critical areas of concern. In some areas, the focus is predominantly on skills training for women – namely poverty, the economy and the environment – without an explicit discussion of the role of training in gender mainstreaming within these fields. Other areas – notably education and the girl child – are concerned with non-discriminatory training. In the remaining critical areas, greater attention is given to

‘gender sensitive training’, more closely in line with the Training Centre’s focus on training for gender equality. Health, violence and human rights particularly highlight the need for gender sensitive training for personnel. In institutional mechanisms, proposed measures include staff training in designing and analysing data from a gender perspective, alongside training and advisory assistance to government agencies to help integrate a gender perspective in their policies and programmes.

## Training for gender equality in Beijing +5 (2000)

Training features frequently in the Beijing +5 Secretary-General’s report. In terms of achievements in implementation, it notes that a number of countries introduced awareness-raising and gender awareness

training in an effort to change institutional culture in agencies and departments. The report’s section on conclusions and further actions calls for the expansion of gender training.

## Training for gender equality in Beijing +10 (2005)

The Secretary-General's report on Beijing +10 underscores progress made in resource allocations for training, as well as a wide variety of training activities for government institutions, civil society, women's organisations and individual women. Its section on institutional arrangements and mechanisms for the advancement of women, notes that governments were urged to promote gender training for both women and

men in government ministries. Several states instigated training on gender-sensitive budgeting and responses from countries in all regions included information on capacity-building workshops and training programmes. These developments demonstrate the widespread use of training as a tool for gender mainstreaming by 2005, with training in several critical areas seeming to peak during this period.

## Training for gender equality in Beijing +15 (2010)

Training features strongly in the reports and analysis of Beijing +15. The Secretary-General's report concludes that many national machineries expanded their capacity-development and training functions for all members of government; that the availability of gender mainstreaming tools – including guidelines, checklists,

manuals, and guidance for conducting gender impact assessments – increased; and that specialised training, workshops and seminars were provided for staff in different ministries and government agencies, including for senior managers.

## Training for gender equality in Beijing +20 (2015)

Training in the (draft) Secretary-General's report is not discussed beyond its analysis of the critical areas of concern, with the most detailed reflection relating to institutional mechanisms. While some countries

of training and investment. Emphasising that much more needs to be done in this area, it highlights the particular need for greater knowledge and capacity in gender responsive budgeting, especially in the context

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