

# Study on gender training in the EU mapping, research and stakeholders' engagement -Malta- Country profile



## POLICY FRAMEWORK

The Ministry for Justice, Dialogue and Family coordinates gender equality policies in Malta. General training in the public administration domain under the Centre for Development Research and Training (CDRT), although the key gender training provider is the National Commission for the Promotion of Equality (NCFE). The NCFE is in contact with the different departments of the ministries to identify gaps and write recommendations on the implementation of gender training.

No policy commitments for gender training have been made at any level (national, ministerial or regional), since the termination of the 2006-10 gender equality action plan.

## GENDER TRAINING IN PRACTICE

The National Commission for the Promotion of Equality (NCFE) is the key gender training provider. NCFE carries out approximately 20 training sessions related to gender each year.

In addition, each department has a member of staff who is trained specifically on gender issues and is geared up to train the rest of the staff.

Local authorities decide on their own gender training needs, and sometimes approach the NCFE to provide them with ad hoc gender training. Most projects have been financed or co-financed from European funds, such as Progress and ICFE.

According to interviews, 23 trainee projects have been carried out in the public sector including nine that focused on gender mainstreaming and gender impact assessment.

## EXAMPLES OF GENDER TRAINING PROGRAMMES

- Gender mainstreaming in practice:** an EU co-funded project to train public employees and stakeholders to establish a common level of understanding of gender mainstreaming. The project includes establishing a network within national ministries of staff who are empowered to implement gender mainstreaming and support each other in this task, the development of tools to ensure the creation of policies that address the



needs of women and men, assistance in integrating gender considerations in their day-to-day work, a bilateral meeting with high level officials to plan them, of the needs and benefits of gender mainstreaming, and one-to-one information and advice services. Specific outputs include a good practice symposium, two mapping studies, gender impact assessment study of local policies, a train the trainer workshop, training workshops for public employees and stakeholders and a final conference.

- Gender mainstreaming in practice – Train the trainer workshop:** a stand alone, 3 day advanced training programme in October 2011, with support from the EU's Progress programme using the 4R method and presentations, the training raised awareness of gender mainstreaming. The participants came from a range of roles including executive directors, senior policy and training executives, a projects specialist, a projects assistant officer, a research and EU international affairs officer, and a complaints and service support officer.

## Downloads


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