

Preconditions for effective gender equality training in the EU

Peer-to-peer exchange seminar

Vilnius, 21-22/11 2013



Agenda

- Introduction
- Part I: Overview of the study
 - Objectives
 - Key research questions
 - Methodology
 - Conceptual framework
- Part II: Preconditions for effective gender training
- Conclusions

Introduction

About the study

- **Two year project:** December 2011- December 2013
- **Three main components:** research, database development, networking and communication
- **Rationale:** Gender equality and gender mainstreaming are policy priorities in the EU but there are problems in the implementation due to knowledge and capacity gaps

The study examined how to build capacity in order to meet gender equality goals

General objective of the study

'... to develop a better knowledge base on gender training across the EU28 and foster the discussion on the development and acceptance of the minimum quality standards for gender training in the European Union'.

Specific objectives:

- Provide an overview of training provisions at international, EU and EU Member State level
- Examine more in-depth issues of effectiveness of gender equality programmes.

What and why of gender equality training?

Key research questions

- What are the critical success factors and preconditions for effective gender equality training?
- What is the impact of effective gender equality training programmes from an individual, organisational and societal perspective?
- Why gender equality training programmes are not always effective?

Case study research used to identify the preconditions and assess the effectiveness of gender equality training

Selection criteria

Gender equality training is institutionalised at a Ministry/public organisation level

- Legal requirements to gender mainstreaming

- Specific policies/actions for its implementation

- Resources allocated to support capacity development

Research methods

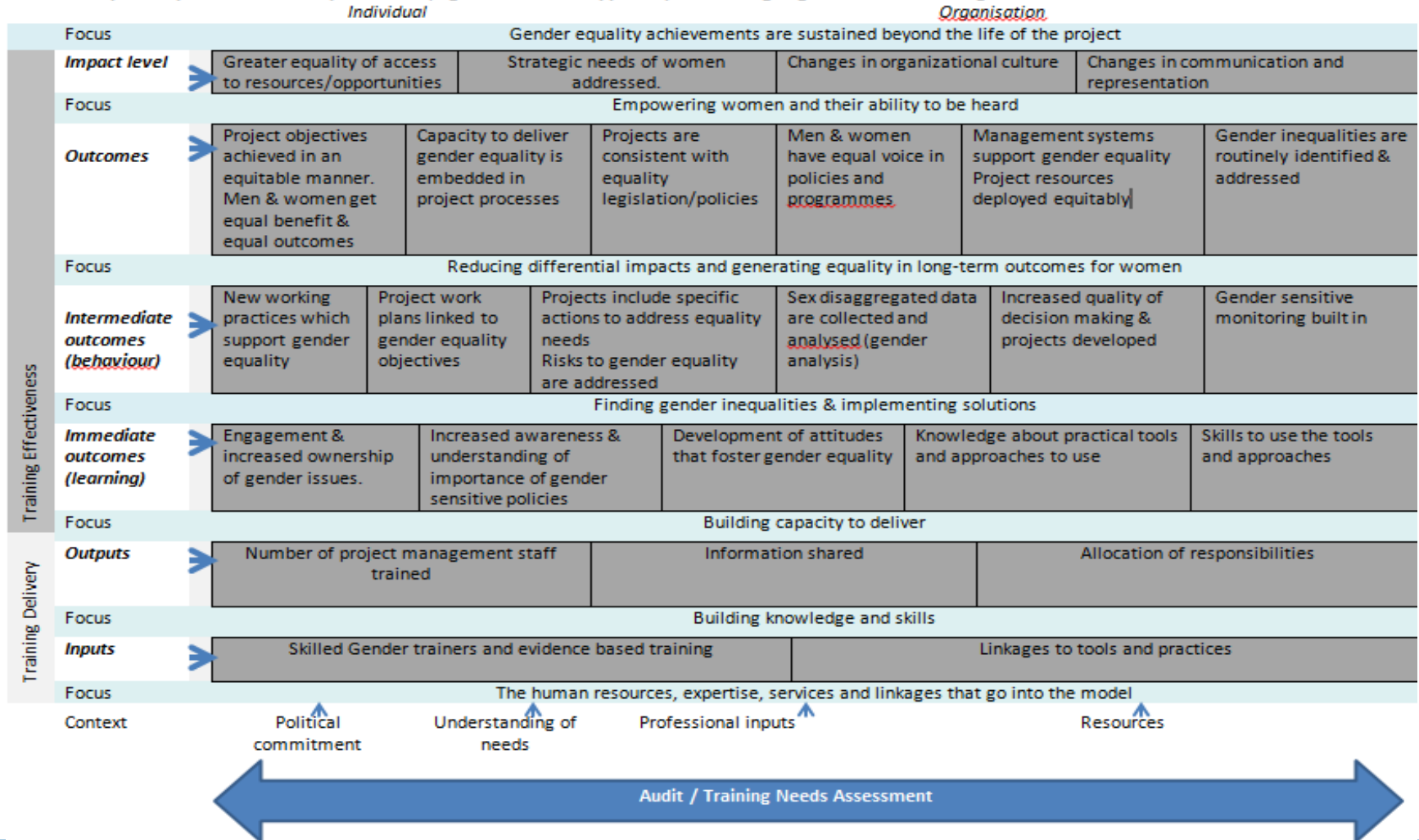
Selected case studies in Austria, Germany, Finland, Greece and Sweden

Desk research: policy reports, training material, academic studies, evaluations (?)

Interviewed commissioning authorities, trainers, training participants, researchers

Theory of change logic model provided the conceptual framework

Notional input, output, outcomes, impact model (logical framework approach) for training in gender mainstreaming



Eight preconditions for effective gender equality training

1. Develop a legal and policy framework for GM
2. Set up an organisational strategy for gender competence development
3. Provide enough funding to build gender competence
4. Actively encourage staff to attend gender equality training
5. Actively encourage managers to take ownership of the strategy and its fulfilment
6. Tailor gender equality training to the audience
7. Develop gender competence on an ongoing basis
8. Monitor and evaluate the programmes

Eight preconditions for effective gender equality training

Preconditions

1. Legal and policy framework
2. Organisational strategy
3. Funding
4. Staff participation

Evidence

1. Limited mainstreaming in policy documents
2. Training not systematically included in action plans
3. Lack of funding
4. Few incentives to attend training

Eight preconditions for effective gender equality training

Preconditions

5. Managers' ownership
6. Tailored training
7. Ongoing training
8. Monitoring and evaluation

Evidence

5. Limited ownership
6. Generic and introductory training
7. One-off training
8. No systematic monitoring beyond 'satisfaction surveys'

For more information

Pat Irving, Consulting Director (pat.irving@ghkint.com)

Katerina Mantouvalou, Managing Consultant
(katerina.mantouvalou@ghkint.com)

Thank you!



