



POLICY FRAMEWORK

The national programme for equal opportunities for women and men 2010–14 presents policy commitments to gender mainstreaming in Lithuania. The action plan for the implementation of the national programme makes specific reference to gender training for public sector employees.

All ministries are implementing the national programme, which foresees the organisation of seminars and other gender training activities for ministries. Gender training activities are also foreseen for local/regional public administration staff. In fact, the national plan has, as one of its objectives, to encourage municipalities/regional government to take actions for equal opportunities for women and men.

At ministry level, an Interministerial Committee of Equal Opportunities for Women and Men has been established and includes representatives from all ministries. Furthermore, most ministries have a staff training plan/strategy, in which only a small number of ministries has included gender training as regards their immediate needs.



GENDER TRAINING IN PRACTICE

The Office of the Equal Opportunities Ombudsperson has organised some gender training activities at national level.

At ministry level, the main providers of gender training activities are the training centre of the Ministry of Finance, though it has not organised any such training modules since 2007, and the Lithuanian Institute of Public Administration. The Civil Service Department also procures gender training at ministry level. It is this department's responsibility to approve training programmes; appraise legal persons seeking to train civil servants; and coordinate the implementation of the civil servant training strategy.

As a main provider of training at a local level, the Centre of Training and Consultation of the Association of Local Authorities has noted that, as of yet, it has not organised any training related to gender equality and gender mainstreaming.

Other organisations that provide training at local level are the Centre of Municipal Training and the Centre for Gender Studies. According to interviewees, it is difficult to provide an es-

timate for the training programmes organised between 2005 and 2011. This was also the sentiment demonstrated for the provision of figures regarding beneficiaries and levels of resources allocated to gender training during the same period.

For the training programmes organised and the number of participants that attended, only indicative data is available at ministry and regional level. The Ministry of the Interior appears to have organised the greatest number of courses, including: nine courses which benefited 100 participants between 2006 and 2009; one international conference in 2007, which attracted 22 beneficiaries; and 29 training seminars, which benefited 434 participants in 2010. The Ministry of Environment held a round table in 2006, which benefited 51 civil servants, and held gender training courses during 2006–09 which were attended by 24 beneficiaries.

At a regional level, two round-table discussions have been held, which benefited 37 participants, between 2006 and 2009, and 32 participants attended two training seminars that were held during the same period.

As regards the level of resources, none of the streams of resources indicate the amount of funding specifically targeted



at gender training for civil service employees. However, according to interviewees, there have been considerable funding cuts to staff training in general since the end of 2008.

EXAMPLES OF GENDER TRAINING PROGRAMMES

Gender mainstreaming: from concept to action (2007–08). The overall aim of this programme was to increase awareness of gender mainstreaming and improve related competencies within various fields of public administration and policy decision-making.

Its key objectives included: the provision of training and tools for civil servants, in order for them to undertake gender mainstreaming initiatives; providing civil servants with knowledge on EU legislation and policies; and closing information gaps on various gender equality aspects within the public administration.

The training was delivered to 45 direct beneficiaries. It included various activities, such as: delivering pilot gender analysis in the field of competence of the state institutions with a focus on gender budgeting issues; organising a cycle of seminars for civil servants; and, in 2008, organising a national conference on gender mainstreaming and gender budgeting issues.

Gender mainstreaming in the public administration and management (2011–12). The programme targeted the members of the Interministerial Commission for Equal Opportunities, as well as other senior civil servants participating in the decision-making process at ministry level.

Three training seminars were provided in September and November 2011 and in February 2012. The training included the use of face-to-face training, interactive tools, round tables and Internet websites as methods of delivery. It was intended to provide training for 40 direct representatives of the target group and for 1 000 indirect beneficiaries.

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; and how to construct gender-sensitive indicators.





ABOUT THE STUDY

This factsheet summarises research findings for Lithuania 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 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

Office of the Equal Opportunities Ombudsperson:
<http://www.lygybe.lt>

Centre for Equality Advancement: <http://www.gap.lt>

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.

More information:

eige.europa.eu

facebook.com/eige.europa.eu

twitter.com/eurogender

youtube.com/eurogender



Publications Office

doi:10.2839/91343

ISBN 978-92-9218-292-2



9 789292 182922