



## POLICY FRAMEWORK

The Ministry for Justice, Dialogue and Family coordinates gender equality policies in Malta. General training in the public administration comes under the Centre for Development Research and Training (CDRT), although the key gender training provider is the National Commission for the Promotion of Equality (NCPE). The NCPE 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 2009–10 gender equality action plan.

## GENDER TRAINING IN PRACTICE

The National Commission for the Promotion of Equality (NCPE) is the key gender training provider. NCPE 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 NCPE to provide them with ad hoc gender training. Most projects have been financed or co-financed from European funds, such as Progress and ESF.

According to interviewees, 25 recent 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 ESF 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 alert 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 four 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, 2-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 an executive director, a senior policy and training executive, a projects executive, a projects assistant officer, a research and EU international affairs officer, and a complaints and clients' support officer.



## ABOUT THE STUDY

This factsheet summarises research findings for Malta 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>

## 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.





## FACTS AND FIGURES

- NCPE has provided training to a relatively large number of public servants since 2005, including 1 956 participants in project-based initiatives, and around 3 000 in other training.

### 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

National Commission for the Promotion of Equality (NCPE) website:  
[https://secure3.gov.mt/SOCIALPOLICY/SocProt/equal\\_opp/equality/welcome/front\\_pg.aspx](https://secure3.gov.mt/SOCIALPOLICY/SocProt/equal_opp/equality/welcome/front_pg.aspx)

Employment and Training Corporation (ETC):  
<http://etc.gov.mt/index.aspx>

Gender mainstreaming — In Practice:  
[https://secure3.gov.mt/socialpolicy/socprot/equal\\_opp/equality/projects/in\\_practice.aspx](https://secure3.gov.mt/socialpolicy/socprot/equal_opp/equality/projects/in_practice.aspx)

## 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: <http://www.eige.europa.eu>

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