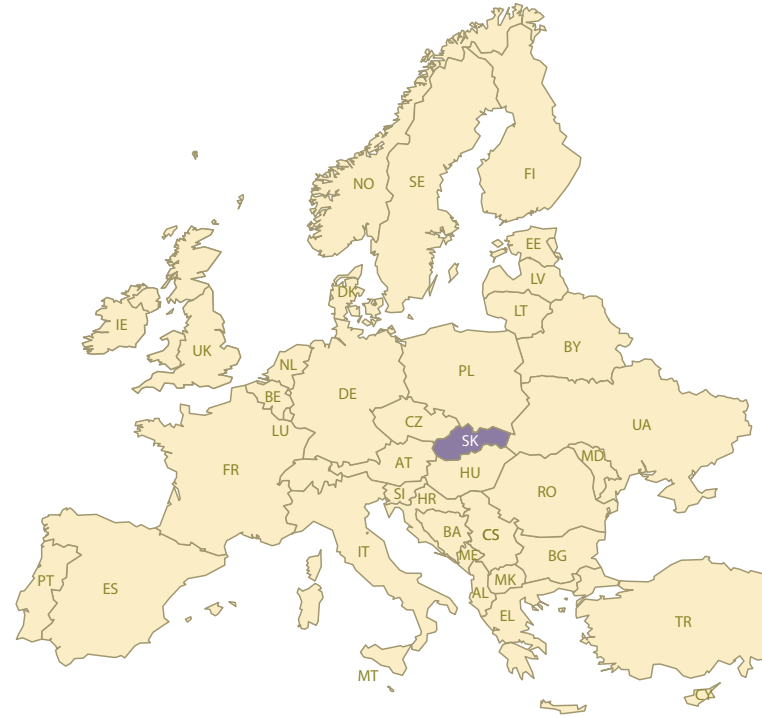




## POLICY FRAMEWORK

The national strategy for gender equality 2009–13 aims to eliminate direct discrimination and promote gender equality in Slovakia. The national action plan for gender equality 2010–13 outlines the activities to be implemented under four specific areas of intervention: economic and social policy; family policy; political participation and representation; and research, education, media and culture. The strategy makes explicit reference to gender mainstreaming and training, recognising that gender training is vital to achieving effective implementation of gender mainstreaming.

The national strategy identifies the key role that regional and local government play in the promotion of gender equality. As such, these authorities are responsible for developing regional gender policies, which take into account the differential impact of policies and resource allocations on women and men. Policy commitments to gender training also exist at local level.



## GENDER TRAINING IN PRACTICE

The Department of Gender Equality and Equal Opportunities, within the Ministry of Labour, Social Affairs and Family, is the main organisation for the coordination of the provision of gender training. Training is generally provided on an ad hoc basis at ministry, regional and local levels, and is usually optional for staff. The training is largely through stand-alone projects, although, in future, it is expected that a national project under the Institute for Gender Equality will be able to offer systematic training.

At a ministerial level, training is carried out by the Department of Gender Equality and Equal Opportunities in co-operation with gender experts from non-governmental organisations (NGOs) and universities. The department also runs an e-learning course on gender equality. NGOs provide training courses autonomously at an institutional, regional or local level. Eleven organisations offer accredited training focusing on gender equality, prevention of violence against women and women's empowerment in the labour market. Two provide specific gender sensitisation training. The number of non-accredited training providers is higher, depending on current programmes and projects.

The resources allocated to gender training has been stable since 2005, totalling about half a million euro. The financial crisis did not impact on gender training, primarily because funding is from EU and other foreign funds.

## EXAMPLES OF GENDER TRAINING PROGRAMMES

- One example of gender training provided to staff members in public administration is the national 'Gender equality institute' project of the Department of Equal Opportunities. This project has been allocated EUR 5 million, mainly from the European Social Fund. Its aim is to raise awareness about gender issues among the general public and civil servants. Gender training for people within the public administration (both at national and local level) and higher education students is among the specific activities of the project.
- An e-learning course on gender equality has been created for use particularly by public servants and students. Specific training modules are being developed and piloted, particularly focusing on public administration



## ABOUT THE STUDY

This factsheet summarises research findings for Slovakia 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>

and decision-makers. A group of 26 gender trainers is being prepared to deliver high-quality training, and standards for the gender training will be discussed among experts and introduced as an output from the project.

- The outcomes of the project will be known at the end of 2013.

### 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>

## 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

- One interviewee estimated that up to 1 000 people have received gender training since 2005.

## USEFUL LINKS

Department of Gender Equality and Equal Opportunities of the Ministry of Labour, Social Affairs and Family of the Slovak Republic: <http://www.gender.gov.sk/en>

The National Project: <http://www.institutrr.sk/en>

Database on gender equality resources (gender competence database): <http://www.gender.sk> (in Slovak)

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### 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:

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