



## POLICY FRAMEWORK

There is no overarching policy framework for gender training in Poland. Gender trainings constitute elements of various, mainly EU-funded, projects that have been or are being implemented at national level. These include above all: 'Gender index' (2004–06); 'Equal treatment — a standard of good governance' (2010–12); 'Gender mainstreaming as a tool for change' (2008–09) and its continuation 'Gender mainstreaming as a tool for a change on the labour market' (2010–12); operational programme technical assistance (2007–13); an agenda of activities to promote equal opportunities for men and women within the framework of the human capital operational programme (introduced in 2009); and the national programme on gender equality (being developed).

## GENDER TRAINING IN PRACTICE

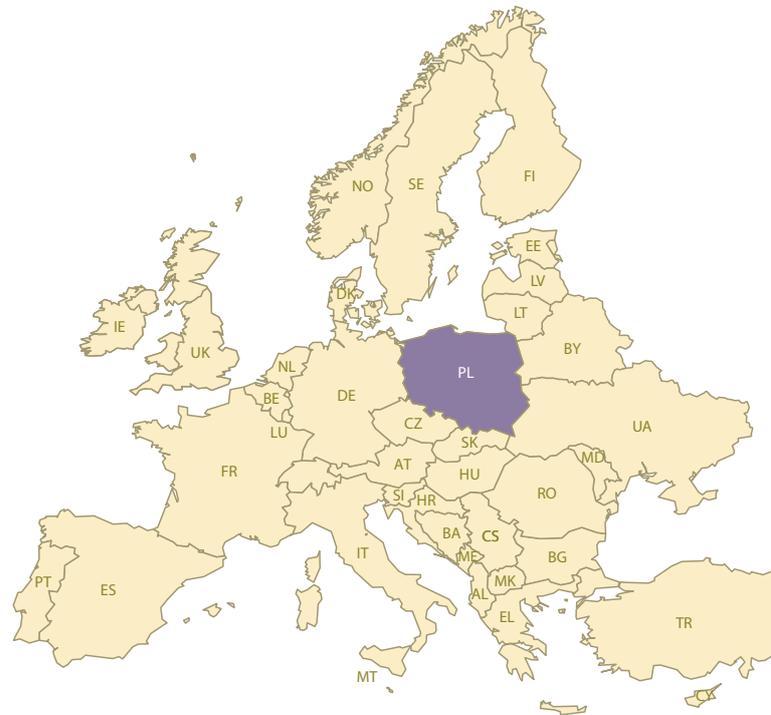
Gender training in Poland is not centrally coordinated. The main institutions involved in this area are the Ministry of Labour and Social Policy, the Office of Government's Plenipotentiary for Equal Treatment, and the Ministry of Regional Development.

Training programmes for public administrations are usually carried out by external trainers.

A group of advisors from regional European Social Fund (ESF) centres (ROEFS) provides advice on the equal opportunities principle in the ESF-funded projects.

The approach to gender training generally consists of awareness-raising activities for civil servants on gender mainstreaming, equal opportunities for men and women, and combating discrimination. It can be composed of two parts: a more general part, devoted to the question of gender, and a more specific part, targeting certain work or project practice. Themes emerging in gender training programmes revolve around a variety of issues, for instance gender mainstreaming, gender budgeting, combating sex-based discrimination, methods for increasing the participation of women on the labour market, opportunities to use the ESF for equal opportunities, and strategies, best practices and international programmes in the field of equal opportunities for women and men.

In addition to individually developed materials, gender trainers use a range of resources in their activities, such as those developed as a part of the joint project of the United Nations, the Cooperation Fund and the EQUAL Community Initiative — 'Network of gender



mainstreaming trainers in Poland'. Other resources include ESF guidebooks, reports and statistics on the situation of women and men in certain areas, examples of best practices, regulations and guidelines formulated by the European Commission, the Beijing Platform for Action's agenda and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).

The preferred form of gender training is a workshop based on interactive learning by experience. Popular tools employed by trainers are presentations, brainstorming, text analyses, group discussions, games and simulations, and role-play techniques. Other forms of gender training that have been applied so far in Poland include thematic conferences, telephone/Internet consultations and e-learning modules.

## EXAMPLES OF GENDER TRAINING PROGRAMMES

- The main objective of **gender training provided for key trainers from Regional ESF Centres (ROEFS)** in 2009–10 as a part of technical assistance within the framework of the human capital operational programme 2007–13 (HC OP 2007–13) was twofold: firstly, to familiarise the ROEFS' trainers with the concept of gender equality, and secondly,



## 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.

to train the trainers on how to apply it within the OP and to prepare them for providing training/information in this field to potential beneficiaries who wish to apply for funding from the ESF, as well as other employees from the regional centres.

Commissioned by the national ESF centre, the training was conducted by an external agency in the form of three 2-day long, basic-level workshops with elements of lecturing. It was attended by approximately 40 participants appointed at each of the ESF regional centres, who wanted to raise their awareness and specialise in the area of equal opportunities for men and women. In addition, a standard training programme for all ESF regional centres has been developed as a result of this initiative.

- **'Equal treatment — standard of the good governance'** is a government plenipotentiary's equal treatment project that ran throughout 2010–12 and was financed by the ESF. The overall objective of the project was to create a coherent and

effective system of anti-discrimination policies at all levels of government by creating a network of coordinators for equal treatment. In addition, the training was to provide training for 400 government employees at central, local and regional level in order to sensitise them, as well as to better develop their competence in the area of equal treatment, so as to increase the availability and quality of public services.

## USEFUL LINKS

Office of Government's Plenipotentiary for Equal Treatment:  
<http://rownetraktowanie.gov.pl>

Ministry of Labour and Social Policy: <http://analizy.mpips.gov.pl/index.php/gender-mainstreaming.html>

Ministry of Regional Development: <http://www.mrr.gov.pl/ministerstwo/organizacja/Strony/DZF.aspx>

Idea of Change (Idea Zmiany): <http://www.ideazmiany.pl>

Gender Equality Advisory Group (Grupa Doradcza Równość Płci):  
<http://www.rownosc-plci.pl>

Women's Rights Centre (Fundacja Centrum Praw Kobiet): <http://www.cpk.org.pl>

Fundacja Feminoteka (Feminoteka Foundation): <http://www.feminoteka.pl>

Association for Anti-discrimination Education (Towarzystwo Edukacji Antydyskryminacyjnej — TEA): <http://www.tea.org.pl>

## 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>



## ABOUT THE STUDY

This factsheet summarises research findings for Poland 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>

## FACTS AND FIGURES

- Gender training is not offered to all public administration representatives and on a regular basis. In 2005–07 the low awareness of the 'gender mainstreaming' perspective was accompanied by a shortage of training provided in this area. In 2008–10 the number of trainings increased drastically in response to the implementation of the EU's operational programme requirements. Since 2011 the number of trainings has decreased.
- While it is difficult to present accurate data on the number of gender training beneficiaries, the following overview provides some information collected from desk research and interviews:
  - about 2 254 representatives of the intermediary institutions were trained on the issue of equal opportunities in the EFS (2009–10);
  - 79 staff members and 33 executives from the Prime Minister's office received training on combating discrimination and harassment (2009);
  - 399 employees from the institutions involved in the implementation of European funds were trained in the field of equal opportunities (2007–13);
  - approximately 400 experts in ESF-project assessment were provided with an obligatory e-learning training on the principle of equal opportunities (2010);
  - 60 representatives of the Working Group on Equal Opportunities for Men and Women instructed on (in)equality in social problems and the OP HC priorities (2010);
  - approximately 1 000 representatives of the labour market institutions were trained on equal opportunities in access to employment (regional and district labour offices).

## 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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