



# Romania

## POLICY FRAMEWORK

The national strategy 2010–12 foresees Romania's policy commitments to gender mainstreaming. Although it makes no reference to gender training for staff within the public administration, it does include a commitment to gender training within the education sector.

The previous national strategy 2006–10 included, amongst its strategic objectives, the aim to provide initial and continuous training of the staff involved in the equal opportunities area as part of the European Social Fund-supported capacity-building and gender mainstreaming strategy.

At ministry level, there have been no policy commitments to gender training identified, nor has there been any information to suggest commitments to gender training at local/regional level.

## GENDER TRAINING IN PRACTICE

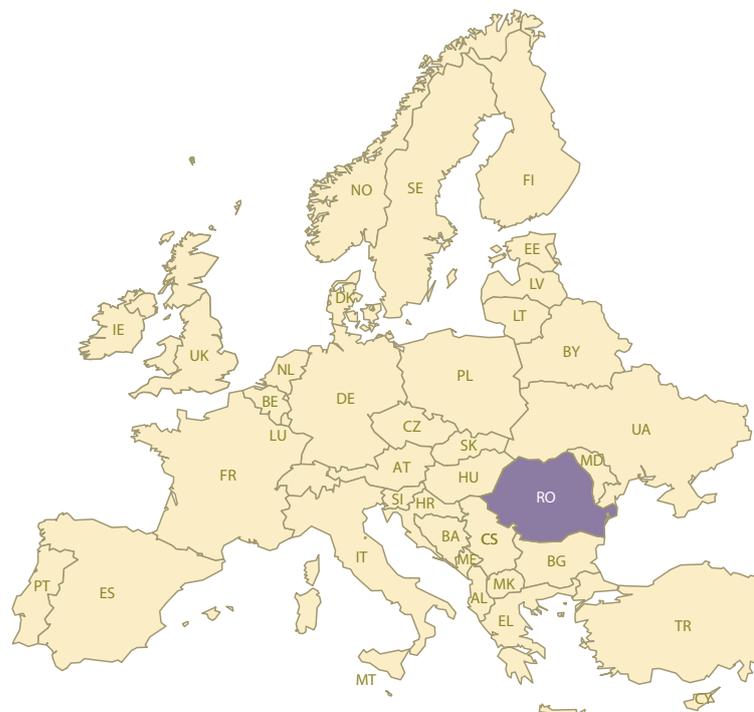
The National Agency for Equal Opportunities between Women and Men (ANES), part of the Ministry of Labour, Family and Social Protection (MiLFSP), has been developing gender equality training programmes since 2005. In 2010, ANES was dissolved due to the recent economic crisis and, instead, the Department for Equal Opportunities between Women and Men was established in the same ministry.

According to the National Agency for Public Servants, gender training seems to be part of larger programmes on equal opportunities and treatment.

Evidence shows that gender training is delivered by a small number of trainers and training organisations on an ad hoc basis.

Public servants working on equal opportunities issues have, in the past, benefited from more comprehensive gender training.

According to the Department of Equal Opportunities, approximately 50 % of the training programmes are delivered by the National Agency of Public Servants but this is an estimate only. Other sources suggested that the most significant providers of gender training for employees in public admin-



istration in Romania have so far been NGOs and international organisations.

The National Agency of Public Servants has noted that their professional training courses are part of the complex area of equal opportunities and treatment; the courses are delivered upon request from public authorities, as well as planned by agency staff. In 2008, three programmes were planned on equal opportunities and treatment; in 2009, five training programmes were organised and delivered to 15 participants; in 2010, one programme was organised; and, in 2011, three programmes with 59 participants. These numbers should not be taken to represent the total number of training activities in Romania, but purely those organised by the national agency.



## ABOUT THE STUDY

This factsheet summarises research findings for Romania 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>

## EXAMPLES OF GENDER TRAINING PROGRAMMES

- Between 2005 and 2006, training courses on gender equality were organised through a PHARE twinning project for Romania and Spain. The training was provided to civil servants at central (MiLFSP, labour inspectors from the Labour Inspection) and local level (members of the departmental commissions for equal opportunities between women and men and labour inspectors). The courses aimed to offer information and skills to public officials regarding the terminology in the field, forms of discrimination under the law, anti-discrimination legislation and legal procedures for finding and punishing various acts of discrimination.
- In the context of the projects developed under the sectoral operational programme, 'Human resources', funded by the European Social Fund, most beneficiaries have included public institutions, private companies, NGOs, trade unions and employers associations. Measures related to gender equality training are provided under various priority axes, such as Priority Axis 5 'Promoting active employment measures' or Priority Axis 6 'Promoting social inclusion'.

## 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.





#### 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 Agency for Public Servants: <http://www.anfp.gov.ro>

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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.

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