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SOCRATES PROGRAMME
TRANSNATIONAL CO-OPERATION PROJECTS

WO-MEN
GENDER EQUALITY CREATES DEMOCRACY

No. 109771-CP-1-2003-1-LT-GRUNDTVIG-G1

**Needs analysis on lifelong learning training
on gender equality.
*Survey Report***

LITHUANIA, 2005

NEEDS ANALYSIS ON LIFELONG LEARNING TRAINING ON GENDER EQUALITY

WO-MEN: GENDER EQUALITY CREATES DEMOCRACY

No. 109771-CP-1-2003-1-LT-GRUNDTVIG-G1

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This survey analyses awareness and needs for education in gender quality in Europe by analysing data from seven European countries (Austria, Bulgaria, Czech Republic, United Kingdom, Finland, Lithuania, Romania). It also analyses views of different target groups on gender equality education needs, different topics and their motivation. On the basis of this survey project partners will create training course "Gender equality education for decision makers, educators and leaders of NGOs". This explains why it was very important to know what kind of knowledge has to be included in the training course, and how we can stimulate the demand for lifelong learning on gender equality issues.

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Welcome to the EU Socrates project “Wo-Men: Gender Equality Creates Democracy”

This survey “Needs analysis on lifelong learning training on gender equality” is one of the results of co-operative activities of partners of the EU Socrates project “Wo-Men: Gender Equality Creates Democracy”.

The project aims to promote European values on gender equality and democracy through lifelong learning and develop quantitative and qualitative instruments to monitor the application of gender sensitive policies. The sustainable, democratic development of society cannot be realised without gender-balanced policies taking into account representation, resources and results. The project therefore targets policy and decision makers, adult educators and leaders of NGOs, who have the ability to influence and improve gender-balanced policies at local, regional and national levels, which address the needs of people facing gender-based discrimination.

This project will also contribute to EU enlargement by enabling the sharing of good practice with regard to gender equality structures and policies between Western countries, (where this process started more than twenty years ago) and the accession countries, (in which gender equality policies exist only at a conceptual stage). The main activities are orientated towards stimulating the demand for lifelong learning on gender equality and developing social partnerships between organisations from civil society and the government/decision makers, in order to bring about gender equality initiatives for the most disadvantaged people.

The main outputs of the project are:

- A Comparative analysis of the structures of gender equality machinery in the countries involved (Austria, Bulgaria, Czech Republic, Finland, Lithuania, Romania and the United Kingdom);
- A Good practice guide on the implementation of innovative measures in the partner countries to promote gender equality through lifelong learning;
- A Survey report on qualitative and/or quantitative indicators of gender equality/inequality;
- Needs analyses on lifelong learning training on gender equality for decision and policy makers, educators and managers of adult education organisations, as well as leaders of NGOs;
- A Curricula and electronic manual on CD-ROM "Gender equality education for policy and decision makers, adult educators and leaders of NGOs";
- A Trans-national training course for the further training of adult education staff to work with the prepared CD-ROM, matching this course to a Grundtvig 3 programme;
- A Project Website;
- Leaflets about the project activities, outcomes and results;
- An International seminar "Promoting Gender Equality through Social Partnership and Education";
- A Conference "Gender Equality Creates Democracy".

Introduction

The aim of this document is to analyse awareness and needs for education in gender equality in Europe by analysing data from seven European countries (Austria, Bulgaria, Czech Republic, United Kingdom, Finland, Lithuania, Romania). It also analyses views of different target groups on gender equality education needs, different topics and their motivation. On the basis of this survey project partners will create training course “Gender equality education for decision makers, educators and leaders of NGOs”. This explains why it was very important to know what kind of knowledge has to be included in the training course, and how we can stimulate the demand for lifelong learning on gender equality issues.

The methods used in this research are document analysis and mathematical statistical analysis of a quantitative survey. The conclusions of the survey offer different aspects concerning the needs for gender education and point to a possibility of a gap between the EU policy and programs and the general public awareness on gender equality.

The Treaty of the European Union obliges Member States to promote equality between women and men. Over the years, the principle of gender equality has been reinforced by legislation. In the 90s, the policy of Gender Mainstreaming was introduced. This new strategy strives to include gender equality issues in all activities – in the “mainstream”. The Gender mainstreaming calls for all EU policies to take into account different situations of women and men.

The EU has a structural approach to achieving gender equality. Its five-year plan – the Community Framework Strategy on Gender Equality (2001–2005) – covers equality in economic, social and civil life, equal participation and representation, and changing gender roles and stereotypes. A series of actors, including the European Parliament, the Council, and the Commission, cooperate to deliver the objective of gender equality. Non-government organisations advise the Commission through the Advisory Committee.

However, a survey presented in this document, reflecting the views of respondents from the 7 EU and accession countries, demonstrates that the official policy may be rather distant from the real knowledge and understanding of the issue among people. It also points out a real need for education and lifelong learning in the issues of gender equality.

Gender Equality and Lifelong Learning Survey Results

Methodology

In the framework of Socrates/Grundtvig a project “Wo-Men: Gender Equality Creates Democracy” research on Gender Equality and Lifelong Learning was performed in 7 countries (Lithuania, Czech Republic, Bulgaria, Romania, Finland, the United Kingdom and Austria).

The main parts of the questionnaire were discussed during partners meeting, where representatives of all partners’ organisations and experts took part. It was very important to develop framework of the questionnaire during the meeting, because in such case all partners had possibility to contribute to it with their experience and develop common idea for the research. It was agreed that questionnaire should contain following parts:

- Introduction (demographic information about respondents);
- Personal knowledge about gender equality issues (questions concerning general knowledge of the respondents about gender equality issues);
- Training on gender equality (GE) issues (information concerning training on gender equality in which respondents took part, availability of such courses and the need for trainings on different topics of gender equality);
- Motivation (main aim of this part was to collect information why adults would participate in courses on gender equality issues).

First draft of the questionnaire was developed by the expert in August 2004 and sent to partners for review. After their feedback final version was developed and sent to partners together with instructions and template of Excel table to which partners needed to encode data from returned questionnaires.

During the partner meeting it was agreed, that each participating organisation will send at least 100 questionnaires to different target groups: decision and/or policy makers, educators and/or managers of adult education organisations and leaders of NGOs. Part of the questionnaires was sent in electronic format, part was filled-in in printed form. Different channels of distribution were used: questionnaires were sent to the organisations with which project partners are cooperating, to local municipalities, decision makers, adult education centres, were distributed during special events, etc. It was agreed that 25 percent of the questionnaires would be sent to decision and policy makers (representing all levels: local, regional and national, if possible), 50 percent - to educators and managers of adult education organisations and 25 percent - to leaders of NGOs. It was also suggested, that all partners should keep gender balance: 50 percent of respondents should be female and 50 percent - male.

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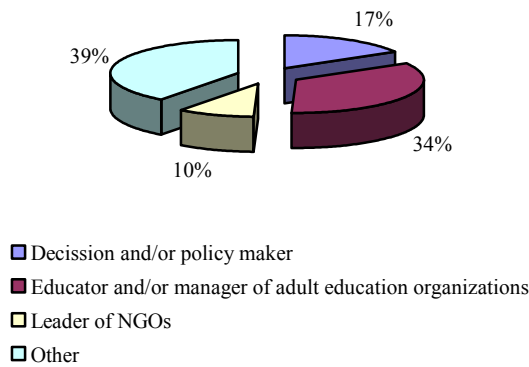


Fig. 1. Typology of respondents

More than 900 questionnaires were sent to different organisations and respondents, while 459 (more than half) of them were returned (85 from Lithuania, 53 from Czech Republic, 50 from Bulgaria, 102 from Romania, 89 from Finland, 32 from the United Kingdom and 48 from Austria). The most effective was distribution of the questionnaire during some special events (seminars, workshops,

conferences, etc.) or sending to the people or organisations with which project partners were cooperating. Questioning was taking place during 4 months: from September to December 2004. Partners were responsible for collection of the questionnaires from respondents and imputing their answers to the Excel table. The questionnaire contained information about the respondents, their personal knowledge about gender equality (GE) issues on both: national and international levels, their participation in training on GE issues and their opinion about necessity and future participation in training on GE issues.

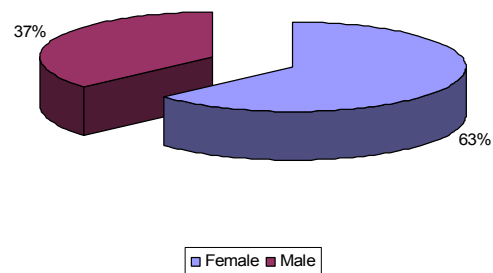


Fig. 2. Distribution by gender

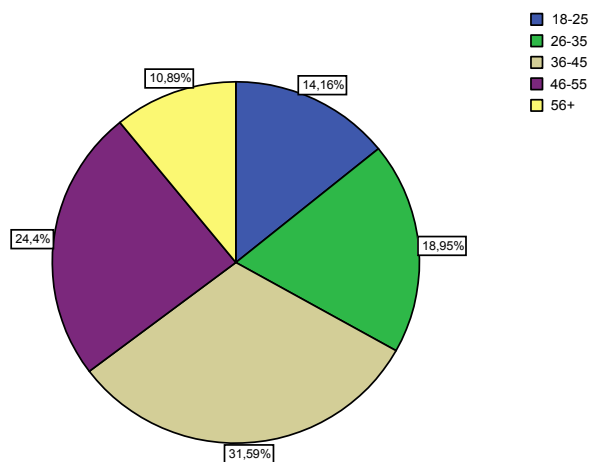


Fig. 3. Distribution by age

The Target Respondents

The questionnaire (*Annex 1*) was designed in order to get opinion from decision and/or policy makers, educators and/or managers of adult education organisations and leaders of NGOs. 16.6 percent¹ of them described themselves as decision and/or policy makers, 33.8 percent – as educators and/or managers of adult education organisations, 9.7 percent – as leaders of NGO's. (*Fig. 1*) Majority of the respondents (63.2 percent) were women (*Fig. 2*). Majority of the respondents (31.6 percent)

¹ All percentages are calculated from valid answers only (only those answers are counted which had responses).

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belonged to the age group between 36 and 45 year, the age of the second biggest group (24.4 percent) was between 46 and 55 years (Fig. 3). Majority of the respondents (90.4 percent) are working in the organisations that are serving both men and women, only a few (7.8 percent) in organisations that serve only women and some (1.8 percent) – only men (Fig. 4).

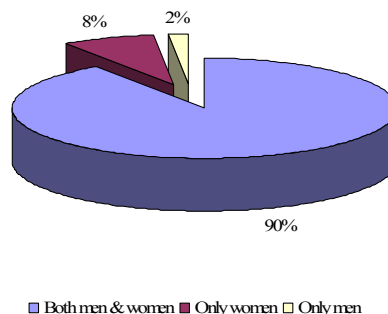


Fig. 4. Target groups served by the organisations

Knowledge about gender equality issues

The next set of questions was focusing on respondents’ knowledge of different gender equality issues.

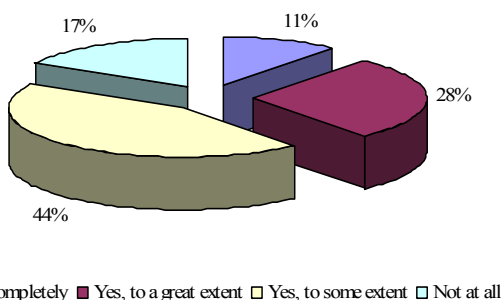


Fig. 5. Being familiar with the gender equality legislation in home country

The majority of the respondents (44 percents) only to some extent are familiar with the gender equality legislation in their countries. 17.1 percent of them have indicated that they unfamiliar with this issue (Fig. 5). Answers to this question in different countries had different distribution, the same was noticed analysing these answers according to the type of work, age and target groups served – no tendencies can be noticed².

The same tendencies can be noticed in answers to the question if respondents are familiar with gender equality policy in their country. However, in this case 1/4 of the respondents (25.8 percent) have indicated that they are not familiar and 38 percent, that they are familiar to some extent (Fig. 6). It shows that more than half of the respondents know very little about this topic.

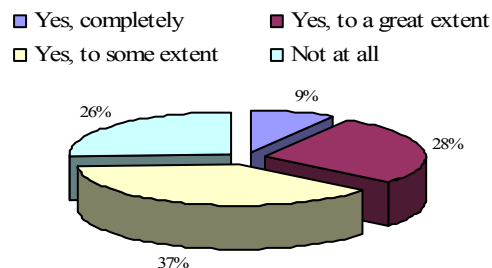


Fig. 6. Being familiar with the gender equality policy in home country

Even worse situation can be noticed speaking about the organisations/institutions, which exist in different countries to implement gender equality issues: only 10 percent of the respondents are completely familiar with these institutions and 26 percent – to a great extent. The distribution of the answers differs according to the country, type of work, age group and main target groups

² Value of χ^2 criteria p=0.

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served as well and no tendencies can be noticed. More than half of the respondents (55.1 percent) do

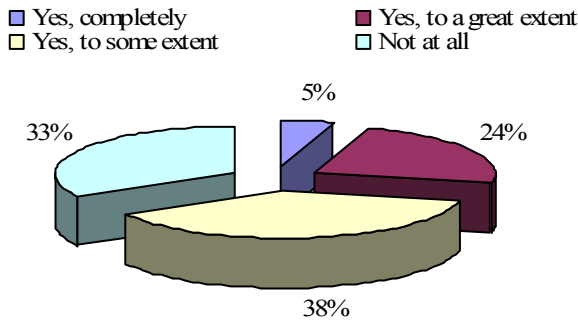


Fig. 7. Being familiar with the gender equality legislation in EU

not know any statistical publications on gender equality issues in their countries. 2/3 of the respondents (63 percent) do not use such publications in their work. Concerning the knowledge of the EU issues of gender equality, it was noticed, that the situation is considerably worse than on national levels. Only 4.8 percent of the respondents are completely familiar with the European legislation on gender equality and only 23.5 percent – to a great extent (Fig. 7). Distribution of the answers differs according to the country, type of work and main target groups served by their organisations. Almost the same situation can be noticed speaking about the Dual Approach (Gender mainstreaming and positive actions in the areas of concern) to Gender Equality: 10.5 percent of the respondents are completely familiar with it, 18.1 percent – to a great extent.

No tendencies can be noticed analysing answers by country, type of work and main target groups served by the institutions, however, significant tendencies³ can be noticed analysing answers by gender – answers of both females and males are almost the same (ex. 9.3 percent of female and 12.4 percent of male are completely familiar with this question and 19.3 percent of female and 16 percent of male – to a great extent). Less number of the respondents is familiar with the EU institutions/organisations dealing with equal opportunities for women and men: 9.6 percent are completely familiar and 15.5 – to a great extent. It should be noticed, that even 71.6 percent of Romanians have no idea about such institutions on European level, when the total percentage of those who do not know anything is 39.7 percent. Most of the NGOs leaders (52.3 percent) are familiar with these institutions completely or to a great extent. About 1/3 of the respondents have indicated that they either are completely (11.3 percent) or to a great extent (19.4 percent) familiar with the *UN Convention on elimination of All Forms of Discrimination against Women and its Optional Protocol* and more than 2/3 of them (68.1 percent) do not know which *EU Treaty has introduced Dual Approach to the Gender Equality*. Almost the same number (57.5 percent) has never heard about Community Framework

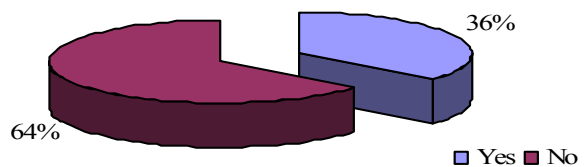


Fig. 8. Participation in training on gender equality issues

³ Value of χ^2 criteria p=0.383.

Strategy on Gender Equality (2001-2005). Most of the respondents are not aware of the European Parliament Committee on Women’s Human rights and Equal Opportunities (49.8 percent) and the Advisory Committee on Equal Opportunities for Women and Men of the European Commission (65.6 percent).

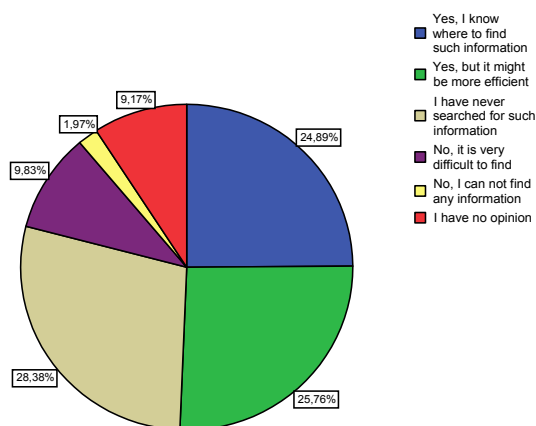


Fig. 9. Accessibility of information about available adult education courses

Participation in trainings and type of the courses

The next set of questions were collecting answers on past participation in trainings, offer of the courses and opinion about the content of the courses. Only slightly more than 1/3 of the respondents (35.9 percent) took part in any training on gender equality issues (Fig. 8). 38.9 percent of them have done it only once and 41.4 percent – 3 and more times. Only 9.9 percent of the respondents think that the offer of courses on gender equality in their countries is sufficient and

even 49.8 percent have no opinion about that. No tendencies can be noticed analysing answers by country, type of work and gender. It should be noticed, that tendency can be noticed⁴ analysing answers by age groups: only few have indicated that the offer is sufficient (9.5 percent of 18-25 years old, 8.0 percent of 26-35, 9.7 percent of 36-45, 7.3 percent of 46-55 and 20 percent of 56 and older).

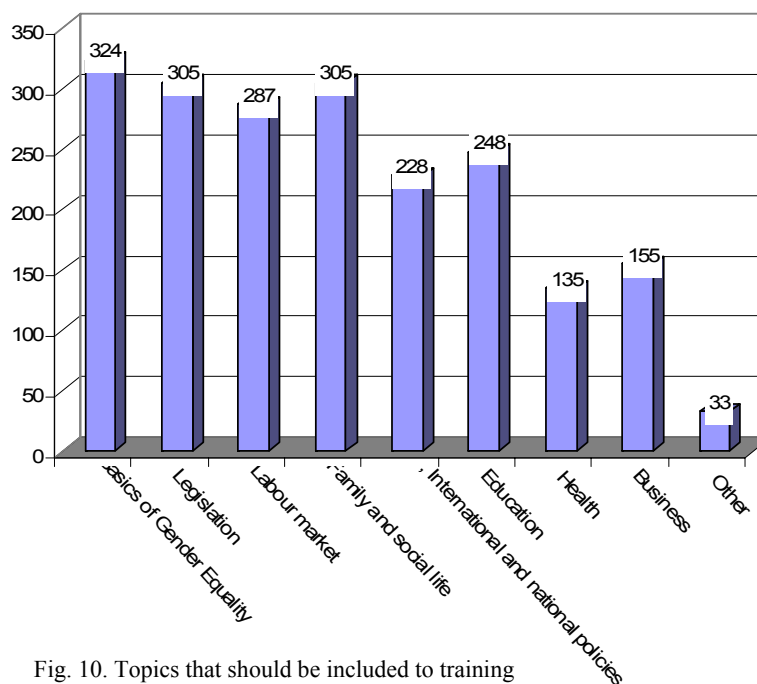


Fig. 10. Topics that should be included to training course on Gender Equality

More than 1/2 of the respondents are familiar with the information about available courses for adults. Half of them indicated that they know where to find information about adult education courses (24.9 percent from total number of

⁴ Value of χ^2 criteria $p=0.078$.

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respondents), but another half are thinking that such information might be more efficient (25.8 percent

- Short intensive face-to-face course
- Only E-learning course
- E-learning with face-to-face meetings
- No opinion

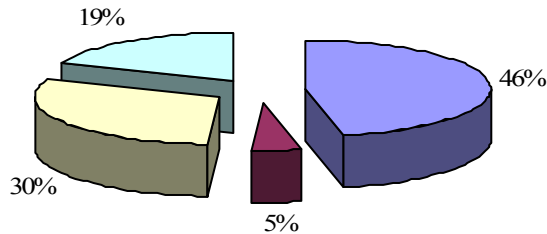


Fig. 11. The most appropriate form of studies

from total number of respondents). However, even 28.4 percent of the respondents have never searched for such information (Fig. 9). It should be noticed, that the most optimistic approach to this question is in the UK – 59.4 percent of the respondents know where to find such information while only 8.8 percent of Romanians have the same opinion. Analysing answers by age groups the same situation as in the previous question can be noticed – the answers are more or less homogeneous⁵. Most of the respondents

(80.7 percent) think that training on GE is important for gender-balanced development of the society. The most important topics that should be included to the training course on gender equality are: Basics of Gender Equality (70.6 percent of respondents⁶), Legislation (66.4 percent), Family and Social Life (66.4 percent), Labour Market (63.2 percent), Education (54 percent) and the EU, International and National Policies (49.7 percent) (Fig. 10). Almost 2/3 of the respondents (71.2 percent) would like to know about the gender equality assurance structures in other European countries. Significant number (64.6 percent) would like to learn about the lifelong initiatives of implementation gender equality in Europe. Almost half of the respondents (46.4 percent) think that a course on gender equality issues should be a part of another in-service training course and that the most appropriate form for studies would be a short intensive face-to face course (46.4 percent) or e-learning course with face to face meetings (30 percent of the respondents) (Fig. 11).

Motivation

The following section will analyse motivation of the participation in gender equality courses. Most of the respondents (69.25 percent) have indicated that they would participate in such a course. The main reason for the participation would be improvement of the self-knowledge in this topic (25.8

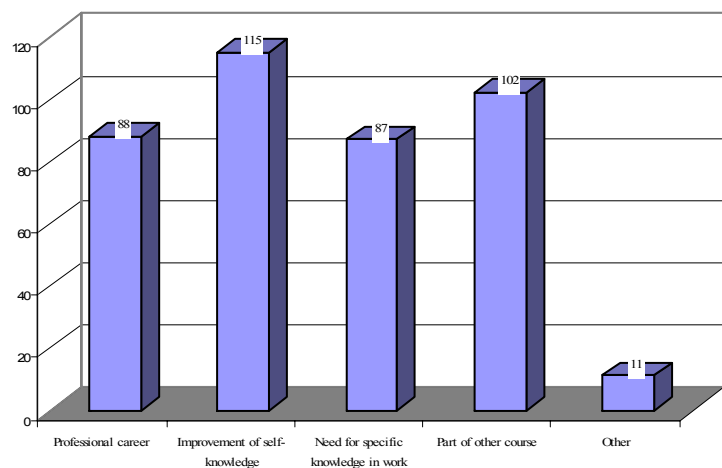


Fig. 12. Motivation for participation in GE course

⁵ Value of χ^2 criteria p=0.105.

⁶ This was multiple-choice question and the percentage is calculated per each choice.

percent fully agree and 29.8 percent agree to a great extent). The other main reason for participation would be if such training was a part of another in-service training course (24.1 percent fully agree and 29.7 percent agree to a great extent).

Concerning the formal need for the professional career as a motivating factor, clear tendencies in the answers can be seen analysing them by type of work⁷ where more than 1/3 of all respondents (36.9 percent) refer to this motive partially and only decision makers have stronger doubt in this answer (46.6 percent) (Fig.12). Same tendency can be seen in answers about the need for the specific knowledge

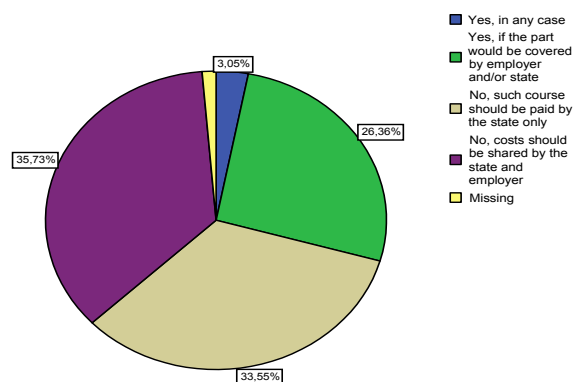


Fig. 13. Payment for the course

in every day work being a sufficient motive to participate in the trainings (analysing answers of different positions value of χ^2 criteria p=0.102). Another very important and sensitive issue speaking about the participation in any training would be payment for the course (Fig. 13). Most of the respondents (36.2 percent) think that the costs should be shared by the state and employer, only few less think that course should be paid by the state only (34 percent) and only few (3.1 percent) would be able to pay for the course in any case.

Conclusions

Training on gender equality in all European countries is a basic competence for stakeholders and policy makers, since the Amsterdam treaty was adopted. Gender equality policies are in continuous development. In the beginning they were almost exclusively orientated towards women, and run by specific organisations. Nowadays, new actors are entering the scene, and policies are increasingly orientated to both women and men, to all society.

Training in gender equality has to face these changes and needs within its programming. There is a need of a wider offer according to the diversity of the training participants, as well as to the training methodologies (face-to face, distance, e-learning and etc.).

Tendencies for change have also been noticed in the survey done in 7 European countries, leading to the following conclusions:

- There is a need for lifelong learning on gender equality issues, since more than half of the respondents have insufficient knowledge about legislation concerning this issue. Knowledge decreases when questions are raised about more specific issues: institutions working in this field on both national and international level.

⁷ Value of χ^2 criteria p=0.445.

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- Bigger focus should be given on information about European legislation and structures, since majority of the respondents (more than 1/3) have very little knowledge in this field.
- Participation in trainings on gender equality issues is rather low – only 35.9 percent of the respondents took part in it. As one of the reasons might be that the information on such courses is insufficient (opinion of 40.3 percent of the respondents). Another very important issue is that almost half of the respondents (49.8 percent) have no opinion in this issue – it means that they do not care about this issue and awareness among these people should be raised.
- The overall level of awareness about adult education courses is not very high – only 24.9 percent of the respondents know where to find information about it. Even 28.4 percent have never been searched for such information, which means, that almost 1/3 of the respondents is not interested in participation in adult education.
- The most important topics that should be included into a training course on gender equality are: Basics of Gender Equality; Legislation, Family and Social life; Labour Market and Education (more than 50 percent of the respondents indicated them).
- The most appropriate form of the course would be being a part of another short intensive face-to face in-service training course or a e-learning with face-to face meetings.
- Despite the fact that half of the respondents are not interested in gender equality issues, 69.5 percent would like to participate in such course.
- The main motivation for the participation in a course on GE issues would be improvement of the self-knowledge.
- The majority of the respondents think that such course should be free of charge and costs should be either shared by the state and employer or by the state only.

Recommendation

Following the results of the needs analysis, following recommendations could be drawn for the development of the training course on gender equality:

1. Most of the respondents are not familiar with national and especially EU legislation and policy on gender equality. The course should have overview of both: national and EU legislation. Besides that an introduction to gender machinery should be done.
2. Majority of the respondents have not participated in any training on GE equality issues and most of them think that offer of such courses is insufficient. Before starting the course wide publicity campaign should be launched in order to attract as much potential learners as possible. One of very important issues is making aware about availability of such courses on the market.
3. Course should include following topics (50 and more percent of respondents indicated them):
 - a. Basics of Gender Equality;
 - b. Legislation;
 - c. Family and Social Life;
 - d. Labour Market;
 - e. Education;
 - f. EU, International and National Policies;
 - g. Gender equality assurance structures in other European countries;
 - h. Lifelong initiatives of implementation gender equality in Europe.
4. The course on gender equality issues should be designed in such way, that it could easily be part of other in-service training course (it was one of the main motives for the participation in the course). It would be advisable to create it as a module that could easily be part of other training programme.
5. The most acceptable for of the course would be intensive face-to-face course or e-learning course with face-to-face meetings.
6. Course should be free of charge for the participants. Two models could be used for covering of course participation costs:
 - a. Costs could be shared by the state and employer or
 - b. All costs should be paid by the state.
7. The tendency shown in the previous recommendation clearly indicates, that for successful implementation of the course additional funds of funding should be found.

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5. <http://www.europa.eu.int/>

Annexes

1. Questionnaire
2. Results of Statistical Analysis

QUESTIONNAIRE

Needs analysis on lifelong learning training on gender equality for decision and policy makers, educators and managers of adult education organisations, as well as leaders of NGOs.

The main aims of this **Questionnaire** are:

- ✓ to define the content of the training course "**Gender equality education for decision makers, educators and leaders of NGOs**"
- ✓ to define ways in which lifelong learning on gender equality issues could be stimulated effectively.

We cannot expect gender-balanced sustainable development of society without educating members of society through collective thinking, active dialogue, and social partnership. That is why we need your opinion. As individuals perhaps responsible for the implementation of gender equality policy, the education of society on gender equality issues, or have an active influence on society, your answers will allow us to build bridges between organisations from civil society and the political world, and will strengthen social partnerships to work towards the application and implementation of gender sensitive policies to meet the needs of gender-discriminated people.

Your opinion is important to us and we hope that you will find **10 – 15 minutes** of your valuable time to complete this questionnaire.

1 part. Introduction.

1.1. You are (check only one answer)

- Decision and/or policy maker
- Educator and/or manager of adult education organizations
- Leader of NGOs
- Other (please specify) _____

1.2. You are

- Female
- Male

1.3. You are aged

- 18-25
- 26-35
- 36-45
- 46-55
- 56+

1.4. Main target group served by your organisation

- Both men & women
- Only women
- Only men

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2 part. Personal knowledge about gender equality issues**National level (please rate each question).**

	4 - Yes, completely	3 - Yes, to a great extent	2 - Yes, to some extent	1 - Not at all
2.1. Are you familiar with the gender equality legislation in your country?				
2.2. Are you familiar with gender equality policy in your country (National programmes, plans etc?)				
2.3. Are you familiar with the organisations/institutions, which exist in your country to implement gender equality issues (in Parliament, governmental and non-governmental levels).				

2.4. Do you know of any statistical publication in your country on gender equality issues?
 Yes No
2.5. If Yes, do you personally use this publication in your work?
 Yes No
European and International levels (please rate each question).

	4 - Yes, completely	3 - Yes, to a great extent	2 - Yes, to some extent	1 - Not at all
2.6. Are you familiar with the European legislation on gender equality?				
2.7. Are you familiar with the Dual Approach (<i>Gender mainstreaming and positive actions in the areas concern</i>) to Gender Equality?				
2.8. Are you familiar with the EU institutions/organisations dealing with equal opportunities for women and men?				
2.9. Are you familiar with the UN Convention on Elimination of All Forms of Discrimination against Women and its Optional Protocol?				

2.10. Which EU Treaty has introduced Dual Approach to the Gender Equality?
 Treaty of Rome Treaty of Amsterdam Don't know
2.11. Do you know about the European Parliament Committee on Women's Human rights and Equal Opportunities?
 Yes, I collaborate with the members of the Committee;
 Yes, I know about the Committee, but I have never collaborated with them;
 No, I am not aware of this Committee.

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2.12. Do you know about the Advisory Committee on Equal Opportunities for Women and Men of the European Commission?

- Yes, I collaborate with the members of the Committee;
- Yes, I know about the Committee, but I have never collaborated with them;
- No, I am not aware of this Committee.

2.13. Are you familiar with “Community Framework Strategy on Gender Equality (2001-2005)”.

- Yes, I have read this document
- Yes, I heard about this document
- No, I have never heard about this document.

3. Training on gender equality (GE) issues.

3.1. Have you participated in any training on gender equality issues?

- Yes
- No

3.2. If yes, how many training sessions did you get on GE during last 5 years:

- 1
- 2
- 3 and more

3.3. Is the offer of courses on GE in your country sufficient?

- Yes
- No
- No opinion

3.4. Is the information about available adult education courses easy accessible?

- Yes, I know where to find such information.
- Yes, but it might be more efficient.
- I have never searched for such information.
- No, it is very difficult to find.
- No, I can not find any information.
- I have no opinion.

3.5. Do you think that training on GE is important for gender-balanced development of society?

- Yes
- No
- I have no opinion

3.6. In your opinion, what topics should be included to the training course on gender equality (you can mark more than one topic):

- Basics of Gender Equality
- Legislation
- Labour market
- Family and social life
- EU, International and national policies
- Education
- Health
- Business
- Other (please specify) _____

3.7. Would you like to know about the gender equality assurance structures in other European countries?

- Yes
- No
- No opinion

3.8. Would you like to learn about the lifelong learning initiatives in implementation gender equality in Europe?

- Yes
- No
- No opinion

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3.9. The course on gender equality issues should be:

- An independent course (separate from other courses);
- A part of other in-service training course (for example, for public administration course, or other);
- I have no opinion.

3.10. What form of studies would be most appropriate for gender equality training course?

- Short intensive face-to face course
- Only E-learning course
- E-learning with face-to face meetings
- No opinion

4. Motivation.

4.1. Would you participate in the course on gender equality issues?

- Yes
- No
- No opinion

What would be the main reasons for you to participate in a gender equality course? (please rate each question)

	4 - Yes, fully agree	3 - Yes, agree to a great extent	2 - Yes, agree to some extent	1 - Not at all
4.2. Formal need for the professional career.				
4.3. Improvement of the self-knowledge in this topic.				
4.4. Need for the specific knowledge in everyday work.				
4.5. If this course was part of other in-service training course.				
4.6. Other (please specify) _____ _____				

4.7. Would you be able to pay for gender equality training course?

- Yes, in any case
- Yes, if the part of the expenditure would be covered by employer and/or state.
- No, such course should be paid by the state only
- No, costs of such course should be shared by the state and employer.

Thank you for taking the time to respond! Please return this questionnaire to the organisation that gave it to you.

Results of Statistical Analysis

Country

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Lithuania	85	18,5	18,5	18,5
	Finland	89	19,4	19,4	37,9
	Bulgaria	50	10,9	10,9	48,8
	Romania	102	22,2	22,2	71,0
	Czech Republic	53	11,5	11,5	82,6
	United Kingdom	32	7,0	7,0	89,5
	Austria	48	10,5	10,5	100,0
	Total	459	100,0	100,0	

Type of work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Decision and/or policy maker	75	16,3	16,6	16,6
	Educator and/or manager of adult education organizations	153	33,3	33,8	50,4
	Leader of NGOs	44	9,6	9,7	60,2
	Other	180	39,2	39,8	100,0
	Total	452	98,5	100,0	
Missing	System	7	1,5		
Total		459	100,0		

Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Female	290	63,2	63,2	63,2
	Male	169	36,8	36,8	100,0
	Total	459	100,0	100,0	

Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18-25	65	14,2	14,2	14,2
	26-35	87	19,0	19,0	33,1
	36-45	145	31,6	31,6	64,7
	46-55	112	24,4	24,4	89,1
	56+	50	10,9	10,9	100,0
	Total	459	100,0	100,0	

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Main target group served by your organisation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Both men & women	407	88,7	90,4	90,4
	Only women	35	7,6	7,8	98,2
	Only men	8	1,7	1,8	100,0
	Total	450	98,0	100,0	
Missing	System	9	2,0		
Total		459	100,0		

Are you familiar with the gender equality legislation in your country?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes, completely	50	10,9	10,9	10,9
	Yes, to a great extent	128	27,9	28,0	38,9
	Yes, to some extent	201	43,8	44,0	82,9
	Not at all	78	17,0	17,1	100,0
	Total	457	99,6	100,0	
Missing	System	2	,4		
Total		459	100,0		

Are you familiar with gender equality policy in your country?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes, completely	39	8,5	8,5	8,5
	Yes, to a great extent	127	27,7	27,7	36,2
	Yes, to some extent	174	37,9	38,0	74,2
	Not at all	118	25,7	25,8	100,0
	Total	458	99,8	100,0	
Missing	System	1	,2		
Total		459	100,0		

Are you familiar with the organisations/institutions, which exist in your country to implement gender equality issues?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes, completely	46	10,0	10,0	10,0
	Yes, to a great extent	119	25,9	26,0	36,0
	Yes, to some extent	190	41,4	41,5	77,5
	Not at all	103	22,4	22,5	100,0
	Total	458	99,8	100,0	
Missing	System	1	,2		
Total		459	100,0		

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Do you know of any statistical publication in your country on gender equality issues?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	201	43,8	44,9	44,9
	No	247	53,8	55,1	100,0
	Total	448	97,6	100,0	
Missing	System	11	2,4		
Total		459	100,0		

If Yes, do you personally use this publication in your work?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	139	30,3	37,0	37,0
	No	237	51,6	63,0	100,0
	Total	376	81,9	100,0	
Missing	System	83	18,1		
Total		459	100,0		

Are you familiar with the European legislation on gender equality?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes, completely	22	4,8	4,8	4,8
	Yes, to a great extent	108	23,5	23,5	28,3
	Yes, to some extent	177	38,6	38,6	66,9
	Not at all	152	33,1	33,1	100,0
	Total	459	100,0	100,0	

Are you familiar with the Dual Approach (Gender mainstreaming and positive actions in the areas concern) to Gender Equality?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes, completely	48	10,5	10,5	10,5
	Yes, to a great extent	83	18,1	18,1	28,5
	Yes, to some extent	122	26,6	26,6	55,1
	Not at all	206	44,9	44,9	100,0
	Total	459	100,0	100,0	

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Are you familiar with the EU institutions/organisations dealing with equal opportunities for women and men?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes, completely	44	9,6	9,6	9,6
	Yes, to a great extent	71	15,5	15,5	25,1
	Yes, to some extent	162	35,3	35,3	60,3
	Not at all	182	39,7	39,7	100,0
	Total	459	100,0	100,0	

Are you familiar with the UN Convention on Elimination of All Forms of Discrimination against Women and its Optional Protocol?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes, completely	52	11,3	11,3	11,3
	Yes, to a great extent	89	19,4	19,4	30,7
	Yes, to some extent	140	30,5	30,5	61,2
	Not at all	178	38,8	38,8	100,0
	Total	459	100,0	100,0	

Which EU Treaty has introduced Dual Approach to the Gender Equality?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Treaty of Rome	10	2,2	2,2	2,2
	Treaty of Amsterdam	134	29,2	29,6	31,9
	Don't know	308	67,1	68,1	100,0
	Total	452	98,5	100,0	
Missing	System	7	1,5		
Total		459	100,0		

Do you know about the European Parliament Committee on Women's Human rights and Equal Opportunities?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes, I collaborate with the members of the Committee	5	1,1	1,1	1,1
	Yes, I know the Committee, but I have never collaborated	225	49,0	49,1	50,2
	No, I am not aware of this Committee	228	49,7	49,8	100,0
	Total	458	99,8	100,0	
Missing	System	1	,2		
Total		459	100,0		

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Do you know about the Advisory Committee on Equal Opportunities for Women and Men of the European Commission?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes, I collaborate with the members of the Committee	6	1,3	1,3	1,3
	Yes, I know the Committee, but I have never collaborated	151	32,9	33,0	34,4
	No, I am not aware of this Committee	300	65,4	65,6	100,0
	Total	457	99,6	100,0	
Missing	System	2	,4		
Total		459	100,0		

Are you familiar with "Community Framework Strategy on Gender Equality (2001-2005)"?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes, I have read this document	35	7,6	7,7	7,7
	Yes, I have heard about this document	159	34,6	34,9	42,5
	No, I have never heard about this document	262	57,1	57,5	100,0
	Total	456	99,3	100,0	
Missing	System	3	,7		
Total		459	100,0		

Have you participated in any training on gender equality issues?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	164	35,7	35,9	35,9
	No	293	63,8	64,1	100,0
	Total	457	99,6	100,0	
Missing	System	2	,4		
Total		459	100,0		

If Yes, how many training sessions did you get on GE during last 5 years?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	63	13,7	38,9	38,9
	2	32	7,0	19,8	58,6
	3 and more	67	14,6	41,4	100,0
	Total	162	35,3	100,0	
Missing	System	297	64,7		
Total		459	100,0		

Is the offer of courses on GE in your country sufficient?

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		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	45	9,8	9,9	9,9
	No	183	39,9	40,3	50,2
	No opinion	226	49,2	49,8	100,0
	Total	454	98,9	100,0	
Missing	System	5	1,1		
Total		459	100,0		

Is the information about available adult education courses easy accessible?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes, I know where to find such information	114	24,8	24,9	24,9
	Yes, but it might be more efficient	118	25,7	25,8	50,7
	I have never searched for such information	130	28,3	28,4	79,0
	No, it is very difficult to find	45	9,8	9,8	88,9
	No, I can not find any information	9	2,0	2,0	90,8
	I have no opinion	42	9,2	9,2	100,0
	Total	458	99,8	100,0	
Missing	System	1	,2		
Total		459	100,0		

Do you think that training on GE is important for gender-balanced development of society?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	368	80,2	80,7	80,7
	No	26	5,7	5,7	86,4
	I have no opinion	62	13,5	13,6	100,0
	Total	456	99,3	100,0	
Missing	System	3	,7		
Total		459	100,0		

Topics, that should be included to the training course on gender equality: Basics of Gender Equality

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	135	29,4	29,4	29,4
	Yes	324	70,6	70,6	100,0
	Total	459	100,0	100,0	

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Topics, that should be included to the training course on gender equality: Legislation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	154	33,6	33,6	33,6
	Yes	305	66,4	66,4	100,0
	Total	459	100,0	100,0	

Topics, that should be included to the training course on gender equality: Labour market

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	169	36,8	36,8	36,8
	Yes	290	63,2	63,2	100,0
	Total	459	100,0	100,0	

Topics, that should be included to the training course on gender equality: Family and social life

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	154	33,6	33,6	33,6
	Yes	304	66,2	66,4	100,0
	Total	458	99,8	100,0	
Missing	System	1	,2		
Total		459	100,0		

Topics, that should be included to the training course on gender equality: EU, International and national policies

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	231	50,3	50,3	50,3
	Yes	228	49,7	49,7	100,0
	Total	459	100,0	100,0	

Topics, that should be included to the training course on gender equality: Education

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	211	46,0	46,0	46,0
	Yes	248	54,0	54,0	100,0
	Total	459	100,0	100,0	

Topics, that should be included to the training course on gender equality: Health

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	324	70,6	70,6	70,6
	Yes	135	29,4	29,4	100,0
	Total	459	100,0	100,0	

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Topics, that should be included to the training course on gender equality: Business

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	304	66,2	66,2	66,2
	Yes	155	33,8	33,8	100,0
	Total	459	100,0	100,0	

Topics, that should be included to the training course on gender equality: Other

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	423	92,2	92,8	92,8
	Yes	33	7,2	7,2	100,0
	Total	456	99,3	100,0	
Missing	System	3	,7		
Total		459	100,0		

Would you like to know about the gender equality assurance structures in other European countries?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	327	71,2	71,2	71,2
	No	48	10,5	10,5	81,7
	No opinion	84	18,3	18,3	100,0
	Total	459	100,0	100,0	

Would you like to learn about the lifelong learning initiatives in implementation gender equality in Europe?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	296	64,5	64,6	64,6
	No	56	12,2	12,2	76,9
	No opinion	106	23,1	23,1	100,0
	Total	458	99,8	100,0	
Missing	System	1	,2		
Total		459	100,0		

Type of the course on gender equality issues

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	An independent course	161	35,1	35,5	35,5
	A part of other in-service training course	210	45,8	46,4	81,9
	I have no opinion	82	17,9	18,1	100,0
	Total	453	98,7	100,0	
Missing	System	6	1,3		
Total		459	100,0		

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What form of studies would be most appropriate for gender equality training course?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Short intensive face-to face course	212	46,2	46,4	46,4
	Only E-learning course	22	4,8	4,8	51,2
	E-learning with face-to face meetings	137	29,8	30,0	81,2
	No opinion	86	18,7	18,8	100,0
	Total	457	99,6	100,0	
Missing	System	2	,4		
Total		459	100,0		

Would you participate in the course on gender equality issues?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	315	68,6	69,5	69,5
	No	55	12,0	12,1	81,7
	No opinion	83	18,1	18,3	100,0
	Total	453	98,7	100,0	
Missing	System	6	1,3		
Total		459	100,0		

Main reason for participation in GE course: Formal need for the professional career

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes, fully agree	88	19,2	19,9	19,9
	Yes, agree to a great extent	107	23,3	24,2	44,1
	Yes, agree to some extent	163	35,5	36,9	81,0
	Not at all	84	18,3	19,0	100,0
	Total	442	96,3	100,0	
Missing	System	17	3,7		
Total		459	100,0		

Main reason for participation in GE course: Improvement of the self-knowledge in this topic

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes, fully agree	115	25,1	25,8	25,8
	Yes, agree to a great extent	133	29,0	29,8	55,6
	Yes, agree to some extent	124	27,0	27,8	83,4
	Not at all	74	16,1	16,6	100,0
	Total	446	97,2	100,0	
Missing	System	13	2,8		
Total		459	100,0		

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Main reason for participation in GE course: Need for the specific knowledge in everyday work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes, fully agree	87	19,0	19,7	19,7
	Yes, agree to a great extent	109	23,7	24,7	44,4
	Yes, agree to some extent	170	37,0	38,5	83,0
	Not at all	75	16,3	17,0	100,0
	Total	441	96,1	100,0	
Missing	System	18	3,9		
Total		459	100,0		

Main reason for participation in GE course: If this course was part of other in-service training course.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes, fully agree	102	22,2	24,1	24,1
	Yes, agree to a great extent	126	27,5	29,7	53,8
	Yes, agree to some extent	138	30,1	32,5	86,3
	Not at all	58	12,6	13,7	100,0
	Total	424	92,4	100,0	
Missing	System	35	7,6		
Total		459	100,0		

Main reason for participation in GE course: Other

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes, fully agree	11	2,4	64,7	64,7
	Yes, agree to a great extent	2	,4	11,8	76,5
	Not at all	4	,9	23,5	100,0
	Total	17	3,7	100,0	
Missing	System	442	96,3		
Total		459	100,0		

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Would you be able to pay for gender equality training course?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes, in any case	14	3,1	3,1	3,1
	Yes, if the part would be covered by employer and/or state	121	26,4	26,7	29,8
	No, such course should be paid by the state only	154	33,6	34,0	63,8
	No, costs should be shared by the state and employer	164	35,7	36,2	100,0
	Total	453	98,7	100,0	
Missing	System	6	1,3		
Total		459	100,0		