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EVALUATION OF THE EFFICIENCY, EFFECTIVENESS AND IMPACT OF GENDER EQUALITY TRAININGS AND OTHER PROACTIVE ACTIONS IMPLEMENTED UNDER THE PRIORITY AXIS I OF 2007-2013 OPERATIONAL PROGRAMME FOR HUMAN RESOURCE DEVELOPMENT

Summary

For:

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1. Aim and Objectives of the Evaluation

In the 2007-2013 programming period, the Ministry of Social Security and Labour of the Republic of Lithuania (*hereinafter - the Ministry*) implemented 6 measures under the Priority Axis I of the Operational Programme for Human Resource Development (*hereinafter - the OP*). These measures included the requirement for their project promoters to organize trainings and/or other proactive actions aimed at gender equality promotion (*hereinafter - gender equality promotion actions OR interventions*).

The main aim of the evaluation was **to assess the efficiency, effectiveness and impact of gender equality promotion actions** implemented under the abovementioned measures, in order to improve gender mainstreaming in the interventions funded from the EU Structural Funds in the 2014-2020 programming period.

In order to achieve this aim, 5 research tasks have been carried out:

- **Scope** and **effectiveness** of the selected model for gender equality promotion (i. e. gender equality promotion actions carried out under the measures of the Priority Axis 1 of the OP), as well as the **quality of the content** of gender equality promotion actions and the **competence of lecturers**, were assessed;
- **Impact** and **efficiency** of the interventions were evaluated;
- **Sufficiency** of the interventions, in terms of influencing significant changes in the attitude and behaviour of the target groups, was assessed (by employing a method of Theory-based Evaluation);
- **Good practice examples** of gender mainstreaming in the projects financed from EU Structural Funds in other countries were analysed;
- **Recommendations** for improving the model for gender equality promotion in the 2014-2020 programming period were developed.

2. Scope of the Evaluation

The scope of the evaluation encompassed 6 measures under the Priority Axis 1 of the OP which included gender equality trainings and other proactive actions. The following measures were analysed:

- “Human resource development in enterprises” (No. VP1-1.1-SADM-01-K);
- “Human resources INVEST LT+” (No. VP1-1.1-SADM-11-V);
- “Promotion of social dialogue” (No. VP1-1.1-SADM-02-K);
- “Promotion of youth employment and motivation” (No. VP1-1.2-SADM-05-V);
- “Fight against discrimination and prevention of social issues in the labour market” (No. VP1-1.3-SADM-01-K);
- “Integration of persons at risk of social exclusion in the labour market” (No. VP1-1.3-SADM-02-K).

According to the descriptions of financing conditions for projects under the measures “Promotion of social dialogue” and “Human resource development in enterprises” (i. e. second call for proposals), priority and additional scores in the project selection were given to projects that include gender equality

trainings and/or other proactive actions. Meanwhile, inclusion of the latter was compulsory in the projects of the measures “Human resources INVEST LT+”, “Promotion of youth employment and motivation” and “Integration of persons at risk of social exclusion in the labour market”. Gender equality promotion actions are among the main activities of the projects implemented under the measure “Fight against discrimination and prevention of social issues in the labour market”. However, for projects that do not include such activities, a requirement to carry out gender equality trainings and/or other proactive actions is also set.

3. Methodology of the Evaluation

The main evaluation methods employed encompass analysis of primary and secondary data sources, analysis of monitoring data, online and phone surveys of project promoters and participants of gender equality promotion actions, case studies, roundtable discussion, as well as theory-based impact evaluation.

In the analysis of primary and secondary data sources, relevant national and EU strategic documents, descriptions of financing conditions for projects, data provided in the official webpage of EU Structural Funds in Lithuania www.esparama.lt, as well as relevant secondary sources were analysed.

By employing widely known online survey software www.surveymonkey.com, the surveys of project promoters and participants of gender equality promotion actions were carried out. The latter took place in the period of 7 to 21 December 2015. The level of representativeness of the surveys was satisfactory in accordance with the standards set for social sciences. The number of responses in the survey of participants of gender equality promotion actions was sufficient to ensure the confidence level of 95 per cent at the least and margin of error of 10 per cent at the most, while the number of responses in the survey of project promoters was sufficient to ensure the confidence level of 90 per cent and margin of error of 9 per cent at the most.

1 project under the measure “Promotion of youth employment and motivation”, 2 projects under the measures “Human resource development in enterprises”, “Human resources INVEST LT+” and “Fight against discrimination and prevention of social issues in the labour market”, 3 projects under the measure “Promotion of social dialogue” and 4 projects under the measure “Integration of persons at risk of social exclusion in the labour market” were selected for case studies. In carrying out the latter, interviews with the representatives from the enterprises or organisations having implemented gender equality promotion actions were conducted and requests to provide material used in gender equality promotion actions and information regarding lecturers (educational/professional background and experience) were made.

4. Review of the Evaluation Results

4.1. Scope of the Interventions

The evaluation has revealed that 72 per cent (199 out of 278) of the projects under the measures analysed included gender equality promotion actions. The latter mostly encompassed day- or 8-academic-hours-long trainings. However, other activities, such as organization of lectures, consultations, discussions, workshops, quizzes, film screenings, presentations, distribution of informational material, implementation of publicity measures, inclusion of provisions regarding gender

equality in collective agreements, broadcasting of radio and TV programs, issuing of publications and leaflets, were also carried out. All the projects implemented under the measures “Human resources INVEST LT+” and “Fight against discrimination and prevention of social issues in the labour market” included gender equality promotion actions. Absolute majority - 98 per cent and 88 per cent, respectively - of the projects implemented under the measures “Human resource development in enterprises” (i. e. second call for proposals) and “Promotion of social dialogue” included gender equality promotion actions. The smallest shares of the projects - 50 per cent and 46 per cent, respectively - including gender equality promotion actions were carried out under the measures “Promotion of youth employment and motivation” and “Integration of persons at risk of social exclusion in the labour market”.

Nevertheless, it is important to note that the share of persons having participated in gender equality promotion actions out of all people targeted by the measures analysed is rather small, constituting only approximately 18 per cent (15.756 out of 87.870 persons). The largest share - 38 per cent - of all people participating in the projects got involved in gender equality promotion actions in the case of the measure “Human resources INVEST LT+”, while the smallest share - 15 per cent - took part in similar actions in the case of the measure “Integration of persons at risk of social exclusion in the labour market”.

In addition, regardless of the requirement for projects to include gender equality promotion actions or priority and additional scores given for their inclusion, compliance with the latter was not always properly assessed in the project selection. For example, in spite of the requirement to include gender equality promotion actions, only 1 out of 2 projects implemented under the measure “Promotion of youth employment and motivation” complied with the abovementioned requirement.

4.2. Quality, Impact and Efficiency of the Interventions

4.2.1. Measure “Human Resource Development in Enterprises” (No. VP1-1.1-SADM-01-K)

The model for gender equality promotion in the framework of this measure was considered efficient, since more than 70 per cent of all project promoters would not had included gender equality promotion actions, hadn't there been such a requirement.

The quality of gender equality promotion actions implemented under this measure was assessed as good - activities carried out in as much as 95 per cent of the projects reflected the existing needs in the enterprise/organisation in question, even though in most cases such needs had been identified on the basis of personal opinions of the management. While planning gender equality promotion actions, employees were consulted in approximately half of the projects.

The overall quality of gender equality promotion actions was assessed as good by both their participants and the project promoters. The average score on the scale from 1 to 5, where 1 means „very low“, 5 means „very high“, assigned to the quality of the interventions amounted to 3.95 points, according to the participants, and 4 points, according to the project promoters. Both the quality of the content and qualification of lecturers were assessed as good by both groups of respondents. The quality of the content was assigned 3.9 points out of 5 by the participants of gender equality promotion actions and 4.06 points by the project promoters, while qualification of lecturers was assigned 3.98 points out of 5 by the participants and 4.28 points by the project promoters.

Regardless of the good quality of gender equality promotion actions and sporadic cases in which their impact on the enterprise or organisation in question was significant, neither participants, nor project promoters considered the interventions useful or very useful. The usefulness of gender equality promotion actions was assigned 3.47 points out of 5 by their participants and 3.56 points by the project promoters.

According to the participants of gender equality promotion actions, the latter had only had a modest impact on the individual level – had led to only partial changes in the attitude towards gender equality and related issues, and behaviour. The respondents indicated to have been rarely applying in their everyday life information and knowledge acquired as a result of gender equality promotion actions.

Opinions of the participants and the project promoters differed regarding the impact of gender equality promotion actions on the organisational level. The majority of the participants of the interventions either claimed that gender equality promotion actions had not influenced any changes in the enterprise/organisation in question (i. e. gender equality principle was not being implemented more efficiently as a result), or could not provide assessment regarding this aspect. Meanwhile, the majority of the project promoters indicated that gender equality promotion actions had at least partially contributed to the changes in the enterprise/organisation in question (i. e. gender equality principle was being implemented more efficiently as a result).

The majority of the respondents could not identify any changes as a result of gender equality promotion actions or could identify only minor changes, since gender equality principle had already been respected in the enterprise/organisation in question and, thus, no problems related to discrimination based on gender had existed prior the interventions.

The fact that the majority of the respondents had not felt the need for gender equality promotion actions and that the latter had not had significant impact could be explained by the demographic characteristics of the respondents. Even though almost equal shares of men and women (47.9 per cent and 52.1 per cent, respectively) participated in the surveys, the majority of the respondents consisted of young (26 to 35 years old) people, having attained higher education (bachelor's or master's degree), living in the largest cities (more than 77 per cent of the respondents were from Vilnius and Kaunas).

4.2.2. Measure "Human Resources INVEST LT+" (No. VP1-1.1-SADM-11-V)

As well as in the case of the previous measure, the model for gender equality promotion applied in the framework of this measure was considered efficient, since as much as 75 per cent of the project promoters have not had included gender equality promotion actions, hadn't there been such a requirement.

The quality of gender equality promotion actions implemented under this measure was also assessed as good - activities carried out in 75 per cent of the projects reflected or partially reflected the existing needs in the enterprise/organisation in question. The overall quality of gender equality promotion actions was assessed as good by both their participants and the project promoters. The average score on the scale from 1 to 5, where 1 means „very low“, 5 means „very high“, assigned to the quality of the interventions amounted to 4 points, according to their participants, and 3.75 points, according to the project promoters. Both the quality of the content and qualification of lecturers were assessed as good by both groups of respondents. The quality of the content was assigned 3.91 points out of 5 by the participants of gender equality promotion actions and 3.75 points by the project promoters, while

qualification of lecturers was assigned 4.09 points out of 5 by the participants and 4.5 points by the project promoters.

Regardless of the good quality of gender equality promotion actions, the majority of their participants and project promoters did not consider the interventions useful or very useful. The usefulness of gender equality promotion actions was assigned 3.55 points out of 5 by their participants and 3.5 points by the project promoters. Both the participants and the project promoters considered the interventions only slightly more useful than useless.

Gender equality promotion actions had only had a modest impact on the individual level - slightly more than 63 per cent of their participants indicated that interventions had caused only partial changes in their attitude towards gender equality and related issues. According to only over 36 per cent of the participants, gender equality promotion actions had partially influenced their behaviour at work and in communicating with partners, co-workers, family members.

Opinions of the participants and the project promoters differed regarding the impact of gender equality promotion actions on the organisational level. 72.8 per cent of their participants either indicated that the interventions had not had any impact on the organisational level or could not provide assessment regarding this aspect. Meanwhile, according to 75 per cent of the project promoters, gender equality promotion actions had at least partially contributed to the changes in the enterprise/organisation in question. An even larger share - 54.6 per cent - of the participants expressed the view that the interventions had allowed to better ensure the application of gender equality principle in the enterprise/ organisation in question.

As well as in the case of the measure “Human resource development in enterprises”, the majority of the respondents could not identify significant changes on the individual or organisational level as a result of the interventions, since gender equality principle had already been respected in the enterprise/organisation in question and, thus, no problems related to discrimination based on gender had existed prior the interventions. In addition, case studies have revealed rather sceptical attitude of some project promoters towards requirement to include gender equality promotion actions in the similar projects. According to these respondents, activities implemented under the measure targeted foreign-capital enterprises operating in Lithuania which tend to uphold advanced work culture, *inter alia*, emphasizing the importance of gender equality. Consequently, in their case no additional gender equality promotion actions are necessary.

The fact that the majority of the respondents had not felt the need for gender equality promotion actions and that the latter had only had a modest impact could be explained by the demographic characteristics of the respondents. The majority of them consisted of young people, having attained higher education and living in the largest cities.

4.2.3 Measure “Promotion of Social Dialogue” (No. VP1-1.1-SADM-02-K)

The model for gender equality promotion applied in the framework of this measure was considered less effective, in comparison with the ones applied in the case of the aforementioned measures. On the one hand, almost 67 per cent of the project promoters indicated that they would have included gender equality promotion actions, hadn't there been such a requirement. On the other hand, it is obvious that the need to include gender equality promotion actions was relatively more relevant in the projects implemented under this measure.

The quality of gender equality promotion actions carried out under this measure was assessed as good. Activities of all the projects of the measure reflected or partially reflected the existing needs in the enterprise/association/organisation in question. Almost half of the project promoters identified such needs by carrying out surveys of employees/members of the association/organisation, while the rest relied on publicly available studies, laws in force or integrated gender equality promotion actions as obligatory activities of the project. The average score on the scale from 1 to 5, where 1 means „very low“, 5 means „very high“, assigned to the overall quality of gender equality promotion actions amounted to 3.92 points, according to both their participants and the project promoters.

The quality of the content was assigned 4.17 points out of 5 by the project promoters and 3.85 points by the participants, while qualification of lecturers was assigned 4.25 points by the project promoters and 4 points by the participants.

Both the project promoters and the participants of gender equality promotion actions carried out under this measure assessed the usefulness of the interventions more favourably than the respondents of the measures “Human resource development in enterprises” and “Human resources INVEST LT+”. The usefulness of gender equality promotion actions was assigned 3.69 points out of 5 by their participants and 4 points by the project promoters. Relatively more favourable assessment of this aspect can be explained by the central role of gender equality promotion actions among the activities of the projects.

In spite of the good quality and usefulness of gender equality promotion actions, their impact on the individual level was rather limited. Almost half of the participants of gender equality promotion actions indicated that the interventions had caused only partial changes in their attitude towards gender equality and related issues, and only 14.6 per cent of them provided positive answer to the question regarding changes in the attitude due to the interventions. The impact of gender equality promotion actions on the behaviour of their participants at work and in communicating with partners, co-workers, family members was even less significant. The absolute majority - slightly more than 57 per cent - of the respondents indicated that the interventions had had no impact on their behaviour.

Respondents who indicated that gender equality promotion actions had had an impact on their attitude and/or behaviour specified that interventions had provided useful insights on the problems related to discrimination based on gender in Lithuania, increased individual tolerance and awareness of gender-based differences, allowed to more easily identify gender-based stereotypes in everyday life, helped to understand that not only women but also men can be discriminated on the basis of gender.

Some participants of gender equality promotion actions pointed out that the interventions had allowed to notice the cases of discrimination against women more easily, provided useful information on the laws regulating gender equality, broadened view of gender equality issue, drew attention to everyday issues, helped fight the existing gender-based stereotypes and understand that women should not be considered the weaker ones in work environment.

Even though the impact of gender equality promotion actions was rather insignificant on the individual level, relatively larger shares of the respondents (42.5 per cent of the participants and 75 per cent of the project promoters), in comparison with those under the measures “Human resource development in enterprises” and “Human resources INVEST LT+”, considered the interventions to had had at least partial impact on the organisational level. According to 42.2 per cent of the participants and 83.7 per cent of the project promoters, as a result of the interventions gender equality principle was at least partially being implemented more efficiently in the enterprise/organisation/association in question.

On the one hand, differences between the measure “Promotion of Social Dialogue”, on one side, and the measures “Human resource development in enterprises” and “Human resources INVEST LT+”, on the

other, can be explained by the nature of the first measure. Activities carried out under the latter, such as negotiations regarding and drafting of collective agreements, are often closely related to the implementation of gender equality principle. On the other hand, differences between the abovementioned measures can be attributed to the different characteristics of their respondents. Even though the respondents under the measure “Promotion of Social Dialogue” are mostly people having attained higher education and living in the largest cities, the majority of them are relatively older (belong to the age groups of 45-55 years old (41.3 per cent) and 36-45 (26.1 percent)), in comparison with the respondents of the measures “Human resource development in enterprises” and “Human resources INVEST LT+”. Thus, it is reasonable to assume that the respondents of the measure “Promotion of Social Dialogue” were less familiar with the subject of gender equality and, therefore, gender equality promotion actions were more relevant for them - provided more new information and had had more significant impact on their attitude.

4.2.4 Measure “Promotion of Youth Employment and Motivation” (No. VP1-1.2-SADM-05-V)

Even though there was a requirement to include gender equality promotion actions in all the projects carried out under this measure, compliance with the latter was not properly assessed in the project selection. Thus, gender equality promotion actions were only included in 1 out of 2 projects implemented under this measure.

According to the promoters of the project “Voluntary Youth Service” (which included gender equality promotion actions and reflected the overall nature of the measure), activities aimed at gender equality promotion would have been carried out even if there hadn’t been such a requirement. Therefore, the model for gender equality promotion applied in this case is considered inefficient.

Project promoters assessed the overall quality of gender equality promotion actions, the quality of their content and qualification of lecturers as average. The expert evaluation of lecturers’ CV and training material revealed that neither qualification of lecturers, nor the content of the training was sufficient to attain the objectives of gender equality promotion. Accordingly, the quality of the interventions carried out under this measure is considered average.

The pilot phone surveys of the participants of the interventions revealed that the subject of gender equality had not been clearly distinguished in the trainings of the project or insufficient amount of time was devoted to the subject. Thus, it is not possible to separately assess the impact of gender equality promotion actions and it is concluded that the interventions carried out under the measure had not had any impact on the target group.

4.2.5 Measure “Fight against Discrimination and Prevention of Social Issues in the Labour Market” (No. VP1-1.3-SADM-01-K)

The model for gender equality promotion in the framework of this measure was considered inefficient, since gender equality promotion actions were among the main activities of the projects implemented under the measure and, therefore, a requirement to include additional gender equality promotion actions was irrelevant for the majority of its projects.

Gender equality promotion actions reflected the existing needs in the case of all projects. In most cases, such needs were identified taking into account the nature of the target groups, publicly available statistical data and public manifestations of gender inequality.

According to both the project promoters and the participants of the interventions, the quality of gender equality promotion actions was assessed as good. The average score on the scale from 1 to 5, where 1 means „very low“, 5 means „very high“, assigned to the overall quality of gender equality promotion actions amounted to 4.11 points, according to the participants, and 4.86 points, according to the project promoters. The quality of the content was assigned 4.10 points by the participants and 4.71 points by the project promoters, while qualification of lecturers was assigned 4.22 points by the participants and 4.86 points by the project promoters. It is important to note that the projects of this measure were mostly implemented by non-governmental organizations often possessing sufficient experience in the field of gender equality promotion. In such cases gender equality trainings or other proactive actions were carried out by the staff of the project promoters' organisation, partially explaining more favourable assessments by the project promoters. Nevertheless, taking into account the high scores assigned by the participants and the results of the expert evaluation of lecturers' CVs and training material, the quality of the training, its content and qualification of lecturers is considered good.

The impact of gender equality promotion actions on the target groups of the projects implemented under this measure was also significant. Over 78 per cent of the participants indicated that the interventions had contributed or partially contributed to the changes in their attitude towards gender equality and non-discrimination principles and related issues. The highest share - 28.7 per cent - of the respondents among all the measures analysed claimed that gender equality promotion actions had significantly altered their attitude towards the principles of gender equality and non-discrimination.

A slightly smaller share - 57.8 per cent - of the respondents indicated that gender equality promotion actions had at least partially contributed to the changes in their behaviour at work, in communicating with partners, co-workers and family members.

In particular, the participants of gender equality promotion actions pointed out that the interventions had provided new information or deepened knowledge regarding the principle of gender equality, encouraged to draw more attention to the cases of gender-based discrimination, control one's behaviour and manner of speaking in terms of respecting gender equality, taught to identify everyday cases of gender-based discrimination and contribute to fighting this issue.

On the one hand, favourable assessments of usefulness and impact of gender equality promotion actions can be explained by the fact that such actions were among the main activities of the projects carried out under this measure, conditioning the pre-selection of the target groups for which gender equality promotion is relatively more relevant. On the other hand, demographic characteristics of the respondents also have to be taken into account. The majority (88 per cent) of the respondents under this measure constituted of women, therefore, it seems reasonable to believe that they perceived gender equality promotion actions as relatively more relevant.

4.2.6 Measure "Integration of Persons at Risk of Social Exclusion in the Labour Market" (No. VP1-1.3-SADM-02-K)

As well as in the case of the measure "Fight against Discrimination and Prevention of Social Issues in the Labour Market", the model for gender equality promotion in the framework of this measure is considered inefficient. According to the project promoters, they would have carried out gender equality promotion actions even if there hadn't been such a requirement. Nevertheless, it has to be noted that the scope of gender equality promotion actions carried out under this measure is the smallest among all the measures analysed, amounting to only 46 per cent of the projects. Therefore, it is likely that the

model for gender equality promotion had had a more significant impact than the project promoters suggest.

Gender equality promotion actions implemented under this measure were considered useful (the average score on the scale from 1 to 5, where 1 means „very low“, 5 means „very high“, assigned to the overall usefulness of the interventions amounts to 4 points) and their quality - good.

Both the overall quality of the interventions and the quality of the content were assigned 4.17 points out of 5, while the qualification of the lecturers was assigned an even higher score - 4.5 points.

Nevertheless, the majority of the project promoters indicated that the impact of gender equality promotion actions had been rather modest – according to almost 67 per cent of the project promoters, the interventions had only partially influenced the attitude or behaviour of the target groups.

Case studies have revealed certain obstacles of gender mainstreaming in the projects which could have determined relatively insignificant impact of the interventions. Some project promoters indicated lack of help from the Ministry and the institution responsible for the implementation of the measure. Since the measure targets specific group, i. e. people at risk of social exclusion, involvement of professional psychologists and social workers able to provide the information in a form most acceptable for the target group is necessary. Accordingly, in the case of this target group, lectures by external gender equality specialists are not the most appropriate form of awareness raising regarding gender equality. However, in the cases where the project promoters carry out gender equality promotion actions themselves, another problem arises – project promoters tend to lack the necessary knowledge and competence in the field of gender equality, as well as reliable information and guidelines regarding adaptation of gender equality promotion actions to the needs and capacities of the target group.

4.3 Theory-Based Impact Evaluation

A method of theory-based impact evaluation (TBE) was applied in order to assess the overall sufficiency of gender equality promotion actions to achieve the tangible impact. TBE has revealed that the interventions had not led to the initial objective – changes in the attitude and, consequently, behaviour regarding the principle of gender equality.

After examining the manifestation of the assumptions within the theory of change, obstacles limiting the impact of the interventions were enumerated. First of all, 1 of 2 theoretical assumptions for changes in the attitude had not been satisfied - the interventions had not created significant added value, therefore, were not perceived as important by their participants. Secondly, other obstacles limiting the impact of the interventions were present, including limited relevance of the subject of gender equality for some of the target groups, as well as lack of differentiation of gender equality promotion actions by target groups. In other words, not only the quality of the interventions but also their form and relevance matter. Furthermore, due to the limited impact of the interventions on the changes in the attitude, no changes in the behaviour could be possible. Even though the usefulness of gender equality promotion actions were assessed as sufficient, it was not enough for their participants to change their behaviour, since the relevance of the interventions, as well as their forms are questionable. In addition, even if gender equality promotion actions had resulted in significant changes in the attitude and behaviour of their participants on the individual level, the scope of the interventions was too small to ensure the sufficient dispersion of the impact on the organisational or the target group level. Therefore, the potential of the interventions to significantly contribute to the long-term objective - equality among women and men in the labour market - is very limited.

5. Conclusion

Firstly, the evaluation has revealed that the inclusion of the requirement for gender equality promotion actions in the projects might lead to relatively large scope of gender mainstreaming. As much as 72 per cent (199 out of 278) of the projects carried out under the measures analysed included gender equality promotion actions. However, it has to be noted that mere inclusion of such requirement is not enough – it is also important to ensure proper assessment of the compliance with the latter in the project selection. Moreover, it is important to determine the goal of gender equality promotion actions and, accordingly, clearly define the requirements for gender mainstreaming in the projects. Mere inclusion of the requirement for gender equality promotion actions is sufficient only in terms of increasing the number of such activities. However, in order for the interventions to target wider audience, an additional requirement for the share of the project participants that take part in gender equality promotion actions should be set. Without such requirement, in the case of the measures analysed, only 18 per cent (15 756 out of 87 870) of the project participants got involved in the activities aimed at gender equality promotion.

Furthermore, the evaluation has revealed that the quality of gender equality promotion actions was good. In the case of the majority of the projects, the quality of their content was good and the qualification of the lecturers was sufficient. Nevertheless, ensuring a good quality of gender equality promotion actions seemed to be easier in the case of the measures under which the involvement of external gender equality experts conducting gender equality trainings is a suitable form. In contrast, it is more difficult in the case of the measures targeting specific target groups requiring professional assistance and adaptation of activities to their needs and abilities. In order to achieve an even higher quality of gender equality promotion actions, support for project promoters (for example, in the form of guidelines on adapting specific topics related to gender equality to the needs of different target groups, easily accessible training material on gender equality, regular consultations in preparing project applications and implementing the projects) should be provided. The survey of the project promoters and case studies have revealed general lack of support in gender mainstreaming for project promoters.

Moreover, the evaluation has revealed that the relevance of gender equality promotion actions was not the same for different target groups. Some of the participants and project managers indicated that the impact of the interventions had been limited, since gender equality principle had already been respected and, thus, no problems related to discrimination based on gender had existed in the enterprise/organisation in question prior the interventions. In the case of other measures, gender equality promotion was among the main activities of the projects, thus, additional promotion of gender equality was excessive, and, therefore, inefficient. In other cases, the interventions had not had significant impact, due to lack of innovation in the forms of awareness raising on gender equality and lack of adaptation of gender equality promotion actions to the needs of the target groups. Even though gender equality trainings are considered the most common and convenient form of promoting gender equality, it is not always the most suitable one. However, project promoters tend to lack innovative ideas regarding gender mainstreaming.

Due to limited relevance of the issue of discrimination based on gender, thus, the subject of gender equality, as such, for some target groups, as well as lack of differentiation of forms of awareness raising on gender equality by target groups, the interventions had not created significant added value and, therefore, were not considered important by their participants. These factors conditioned that the interventions have not generated the planned impact – changes in attitude, and, consequently, behaviour, in terms of respecting gender equality, of their participants.

In spite of the limited impact of gender equality trainings and other proactive actions, the majority of the project promoters indicated that the subject of gender equality is generally important, thus, the requirement to mainstream it in the projects funded from the EU Structural Funds should remain in the 2014-2020 programming period. On the conditions that such requirement is applied only in the case of relevant target groups, topics and forms of gender equality promotion actions are adapted to the needs of different target groups, and the necessary support for project promoters is provided during both project application and their implementation, gender mainstreaming could have more significant impact on the changes in attitude and behaviour of the target groups.