

Attitudes and Approaches Towards more Gender- Sensitivity in Youth Work!

2nd partner meeting in Aegina
24 – 25 April 2019



Gender
Sensitive
Approaches IN YOUTH WORK



cmo stamm.

Evangelische Jugendsozialarbeit
EJSA

INSTITUTE
OF PERSONAL
AND VOCATIONAL
GUIDANCE
IEKEP

ska
Sozialkritischer Arbeitskreis
Darmstadt e.V.

Skellefteå
kommun

san viator
sopuerta

YES
FORUM



Co-funded by the
Erasmus+ Programme
of the European Union



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INTRODUCTION

Thank you all for being part of the 2nd Transnational Project Meeting of our project ***Attitudes and Approaches Towards more Gender-Sensitivity in Youth Work*** which took place on the 24th and 25th April 2019 at *Danae Hotel, Aegina, Greece*.

This report aims to summarize what happened during the two days.

For more information please check the documents available:

- General PPT
<https://my.huddle.net/workspace/38622437/files/#/70500246>
- PPT Questionnaire II
<https://my.huddle.net/workspace/38622437/files/#/70500330>
- PPT Finances
<https://my.huddle.net/workspace/38622437/files/#/70498936>
- Updated project timeline:
<https://my.huddle.net/workspace/38622437/files/#/70258797>
- Work programme, brief explanations on IOs, trainings and TPMs
<https://my.huddle.net/workspace/38622437/files/#/65629497>








Or contact:

- BAG EJSA – kaeppler@bagejsa.de
- SKA Darmstadt – christine.schubart@ska-darmstadt.de
- YES Forum – annett.wiedermann@yes-forum.eu



Day 1: 24th April

WHO WAS THERE?

| Project Partners | | |
|------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------|
| | Organisation's work | Members present |
| Darmstadt SKA e.V. (DE)  | Freelancer of youth welfare and provides counseling, education and social work in Darmstadt and the surrounding area. | Christine Schubert Patricia Perez Rodrigez Sewit Haileab |
| BAG EJSA e.V. (DE)  | Nationwide association of protestant institutions of youth social work (represent the political interests of members, lobby for disadvantaged young people, promote gender equality). | - |
| IEKEP (GR)  | A private non-profit organization in the region of Attica as an accredited vocational training center. | Nick Christakos Lilika Trikalinou |
| Skelleftea kommun (SE)  | Skelleftea Municipality. | Stefan Schönfeldt |
| CMO STAMM (NL)  | Knowledge center for societal issues, working for residents, institutions and organizations of Groningen and Drenthe. | Maud Dimer Lisette Trinks |
| Centro San Viator (ES)  | School and center for professional training. | Ainhoa de la Cruz Alfredo Garmendia |
| YES Forum (DE)  | European network of organizations in EU member states or programme countries working with and for young people who face disadvantages or discrimination. | Annett Wiedermann Diana Neugebauer Sophie Brandes |

PARTNER'S UPDATE - WHERE DO WE STAND?

All partners

Greece – IEKEP

- Women empowerment as a topic
- Many needs that need to be addressed first before gender can be addressed
- Find out how different needs interrelate – looking at how gender and other inequalities interrelate
- Working with newly arrived migrants as a challenge

Sweden – Skelleftea Kommun

- School workshops: 8th graders, met 9x: Worked with media, e.g. let girls take “male” selfies and vice versa to start discussion
- Schools were very eager to participate as bullying because of gender is one of the most widely spread forms of bullying identified in national school report

Germany –SKA Darmstadt

- Gender Suitcase: Available in youth centres, use short videos to introduce topic and use pictures too
- Met 4-5x with youth group to make “Instagram stories” about what gender means to them

Netherlands – CMO Stamm

- Gender education in primary schools
- Rainbow zebra crossing that shows the importance of gender equality for the municipality
- Hotline for gender discrimination (also other forms of discrimination), targeting people over 18: Register the discrimination, support people, also contact with police possible

Spain – Centro San Viator

- Strong young women’s movement since 2 years, encouraged pupils to go to strike on 8th March
- Educational workshops leading up to this event at the school
- Anti-movement that makes the gender/women’s movement stronger, but also concerning

FIVE PROJECT THESES FOR GENDER-SENSITIVE YOUTH WORK

Christine Schubert

Moving towards a **Common Ground** that will be:

- a result of our discussions
- a skeleton
- an introduction for IO 1 and for the work on IO 2
- For the final report in 2020

Christine presented “5 Theses from our discussions in Stuttgart”:

- **Social media** have an incredibly far-reaching effect on young people
- **Sexism** in everyday life, in language, in music and the media is omnipresent and on the rise
- We all feel the **changes in the political landscape**, the increase of **right-wing politics**, connected with this the public marginalization of minorities and disadvantaged sections of society
- We all perceive an **increase in traditional role models**, **exclusion** of women and all people beyond conservative notions, LGBTIQ...
- **Growing up in rural areas** means being more exposed to traditional family and role concepts and having less personal role models

How do project partners deal with these challenges?

→ Good Practice Examples

Ideas mentioned:

Sweden – Skelleftea Kommun:

- Own project: “Macho Factory”

Germany –SKA Darmstadt:

- Positive role models:
 - Marie Sophie (famous influencer) shared video of coming out as lesbian
 - “About You” Awards for influencers: example of positive role model in their “thank you” speeches
- “Gender Kicker” – Table football: Figures were re-designed by young people

Netherlands – CMO Stamm:

- Rainbow Zebra Crossing
- Anti-Discrimination Hotline

Questionnaire II – group work

Some impressions:

- Definition Gender Equality: “To be equal in everything, but keeping your differences”
- How do we create a safe environment for all young people?
- Important role of networks as safe, encouraging spaces for women

TO DO: BAG EISA provides template until end of May: Each partner describes a concrete example of gender sensitive youth work that they work with. Not more than one page.



INTELLECTUAL OUTPUT 1: IDEAS FOR FINAL PRODUCT

Aim: Guidelines for youth workers and toolbox with concrete examples

Deadline: beginning of 2020

Draft structure:

1. Introduction / Common Ground

As discussed above

2. The situation in Europe regarding gender equality

Results of discussion: Perhaps first part about European Gender Equality Index as general introduction; then detail the situation in your country/in your settings from your point of view. Focus on the same points as Lilika's woman's project: Statistics, Policy & Practise, and Needs.

3. Target groups of gender-related youth social work

- Target groups
- situation of girls *, young women *, boys *, young men * and LSBTTIQ teenagers
- steps

It was a little unclear here, what the content will be

4. Professional and structural standards of gender-sensitive work

5. Structural and conceptual safeguarding

Preparation: Template to be filled in by partners, *information will follow by email.*

This will include:

- how many words for each chapter,
- guiding questions,
- space for photographs

Tips for writing and content:

- Keep it simple for the reader, but also be precise
- Include links to resources (such as videos, further reading & links)
- Focus on simple tools

Fine-tuning & Discussion: Schedule time at next TPM in the Netherlands (19-20 Sept 2019)

Name: "Guidelines"? "Tips & Tricks"/ "Tips & Tops" (tips and tops is a Dutch feedback method where the tops represent what you did well and the tips are recommendations)?

- Welcoming title and subtitle including the word "guidelines"
- Addressing: Practitioners

INTELLECTUAL OUTPUT 1: IDEAS FOR FINAL PRODUCT (continued)

Use training in Munich to present and test tools: Each organisation to demonstrate two tools in Munich (on Wed & Thurs): 5 workshops, 2 hours each (one per practical youth work partner)

TO DO:

- **BAG EISA to provide template**
- **Write according to template; draft ready by September;**
- **Prepare two tools to demonstrate at training in Munich (17-21 June 2019)**



TRAINING IN MUNICH

- **Use training in Munich to present and test tools: Each organisation to demonstrate two tools in Munich (on Wed & Thurs): 5 workshops, 2 hours each (one per practical youth work partner)**
- Focus on simple tools
- SKA Darmstadt: idea to make Instagram stories as one of the tools

Logistics

- See Annett's slides
- 3 participants per organisation (do not have to be directly from your organisation, but with a meaningful connection to the topic and your organisation)

TO DO:

- ***until end of May (31.05.): Send the name of your workshop & short description, max. 2 h, for 15 people (project participants)***
- ***remember to include reflection & discussion***
- ***YES Forum/SKA/ BAG EJSA: Upload preliminary timetable to huddle***



Day 2: 25th April

SKELLEFTEA KOMMUN – EXAMPLE OF HOW TO CONNECT THE PROJECT WITH THE ORGANISATION

- “Normstorm” framework that existed in Sweden was used
- 60 young people
- 8 meetings & evaluation meeting
- Some tension: „This is gay school“ → Talk every time about goal of programme
- Photos taken by young people: Unsafe places in school
 - Why is it an unsafe place? What norms are in place there?
 - Thinking about this: Changed the way these places were seen and used
- Exercise: Privilege Walk “Take a step forward”
- The Iceberg Modell: Visible differences, deeper differences (below the surface)
- Stereotyping with pictures/photos: Describe pictures that were focusing on Gender, then hear the “solution” about who s/he really is → links to pictures turning gender around will be put on huddle by Stefan




INTELLECTUAL OUTPUT II – IDEAS & EXPECTATIONS

The IO 2 is the “creative” Intellectual Output that will be created with the young people and show their perspectives on the topic of gender.

Needs to be related to the training with young people (9-13th March 2020 in Berlin): side product of the training

(See [here](#) for description of IOs in English)

Christine: To upload links to *cartoon-making apps* on huddle for *inspiration*



Something done *with the young people for the young people* to introduce the topic of gender

Young person from Sweden as creative facilitator?

Great cartoonist, but shy

→idea: invite him to the next TPM to *get to know group*



FINANCES AND REPORTING

Please refer to the **PowerPoint** for further information.

- **Time sheet:**
 - In huddle: Break down of number of hours per organisation
 - Upload the scanned timesheet to huddle
- **Mid-term report:**
 - Diana will send excel table to be filled in about travel costs
 - Upload on huddle your travel receipts (tickets, boarding passes, etc.) in your respective file on huddle: <https://my.huddle.net/workspace/38622437/files/#/folder/45773877/list>
 - Please name your uploaded document including your name and organisation, e.g. 'YES_Sophie_Ticket_TPM1' or 'YES_Sophie_Ticket_C1'
 - Document on huddle „Gender project financial procedures“ explains what to do: <https://my.huddle.net/workspace/38622437/files/#/65629499>
 - If any questions arise for mid-term report e.g. what the organisations are doing, then Diana will be in contact with you

Deadline for mid-term report: 31st July 2019. Please hand in all your receipts from project start up until 30th June 2019.



NEXT STEPS AND FEEDBACK

Next steps:

- ☑ Receiving Minutes of the meeting
- **8 May:** meeting SKA, YES Forum and BAG EJSA
- **31 May:**
 - contribution with best practice example
 - idea for contribution to Munich staff training
 - Christine: To upload links to cartoon-making apps on huddle
- **End of June:**
 - draft agenda for 3rd TPM, 19-20/9/2019, Drenthe
 - Mid-term report, documents which are not confidential in Huddle: „Admin – Finances“ → file for each partner
<https://my.huddle.net/workspace/38622437/files/#/folder/45773877/list>
 - Reporting period: **all expenses until 30th June**, deadline 31st July
- Please become **friends on Facebook with Lilika**, so that she can link your organisations to the project's Facebook page! <https://www.facebook.com/lilika.trik>

Feedback:

- Output 2: More details in English needed
- Output 1: is clearer now
- Consider well-being in trainings!
- Comment to National Agency: spend more money than the lump sums on travel costs, cannot be covered by organisations, is very difficult for organisations



THANK YOU FOR YOUR COLLABORATION! 😊