

ATTITUDES AND APPROACHES - TOWARDS MORE GENDER-SENSITIVITY IN YOUTH WORK



SHORT TERM JOINT STAFF TRAINING

17-21/6/2019, Munich (DE)

Report



“We would have more energy.” “We would have more time.” “We would live!”... Just a few of the statements from the project’s first TPM about what the world would be like if gender was not a problem. Because we are passionate about making this reality, we organised a Short Term Staff Training from 17-21 June 2019 in Munich, Germany.

Not only in discussions and reflections, but also by trying out different methods from the field, participants were able to get a grasp of gender sensitive work with young people. Inputs from external experts ensured that participants not only explored gender concepts within the field of youth work, but rather gained a broader understanding of the role of gender in the society as a whole.

Important Links

You can find the Powerpoint Presentations that were held at the different sessions during the training in this folder:

<https://my.huddle.net/workspace/38622437/files/#/folder/45903842/list>

You can find summaries of the workshops held by project partners here:

<https://my.huddle.net/workspace/38622437/files/#/71181195>

We would like to thank all project partners and external guests for their commitment during the training!

Summary of the Training Days

Day 1 – Monday 17th June

Gender Ideas: Key Note by Robert Lejeune

Introduction to www.meintestgelände.de, a gender magazine by young people

- The project online gender magazine is for young people to raise their opinions and voices regarding gender issue.
- The aim of the project was to get boys talking more about gender questions, but now it is used by all genders. Users are between 18-24 years old according to google. 1/3 male and 2/3 female
- There are five people working with the project, the project is financed by the federal government.
- #Gelände – An Event week once a year with workshops, film, poetry slam and writing. Is central for the project.
- The homepage has different categories where the youths can publish videos, music, articles. Topics are homophobia, gender, sexism, self-confident, stereotypes, diversity and future. They have published 700-800 articles, now they publish one article a week. The homepage has about 5000 visitors, social media is used to publish their work too
- Every article or video are the youths own words and work, but the project leaders examines them before being published
- Some of the videos and poetry that we saw are linked in Huddle



Day 2 – Tuesday 18th June – CONFERENCE “New Perspectives in Gender-Sensitive Youth Work”

Input I: Participation and Gender Role Expectations – Comparing participation of young people in politics and society by gender

Martina Gille, German Youth Institute (DJI)

- On the question of discrimination, age is the most given answer. Gender is also often mentioned by woman
- Women are more interested in environmental issues, men more in power and political engagement. Overall health, safety and living standards are most important to both genders (the period 2016-2018 is not tested yet)
- The political interest of woman is growing atm. Examples are Green politics and being against Brexit in uk
- “controversial” slide about the important areas of life 12-29 (Male= politics, clubs versus Woman= family, health, arts)
- Political interest of German youth always goes up and down, regardless of gender

Conclusion:

- There are structural barriers for girls and young woman to participate in institutionalized areas (sports)
- Less educated people feel more distance
- It is important to raise and promote political awareness. Also in education.
- Regarding minorities in general, we might need a Quota system.



Input 2: Working with boys: Presentation of current approaches in social work with boys in Germany

Michael Schirmer, Federal Working Group on Working with Boys (LAG Jungenarbeit Baden-Württemberg)

- Its very import to ensure people professionalise in working with boys specifically
- Our main goal is to achieve a society which implements gender justice in all fields of life for young people. To achieve that we focus on boys in a much broader sense
- Reflected Masculinity is a “Must”. As a Social worker you also have to confront them about subjects as Sexist language.
- Target groups: Boys who are not content with their body, Father and son moments among migrants, perpetrators or victims of male violence

Discussion

- In Greece it has been very though to talk with boys about this topic.
- The outcome of this talk might be different with only men or only woman in this group.



ROUND TABLE:

Promoting gender-sensitive concepts in businesses, public administration and (non-profit) associations

Guests: Ute Zankl, Gabriele Nuß, Lissi Meßner, Stefan Schönfeldt (see participant list at end of document for more details on speakers)

- Gender sensitivity is a business necessity, diverse teams score better!
- As a political task we need to merge topics as gender and the position of woman. We need to focus on Gender Budgeting on a city level
- The gender issue is not a female issue, it’s both.
- In regards to hashtag MeToo, there is a lot of attention for the problems that women face. In Sweden, men organized to talk about the problems that come with this new trend. For instance the group called MEN.



Open Discussion: Promoting gender-sensitive youth work: What are key factors for success? Which concepts work for which target group?

- It’s not supported by society and the political system that the men can the caregiver
- In Iceland its mandatory for the men to also stay at home, by that way you can break barriers
- A Quota will improve a lot
- Gender Marketing,
- A technical approach for woman regarding woman in technical jobs
- Role Modelling

Important Quotes Tuesday:

- Qualitative results will most likely be different, you will not get these answers over a telephone call
- You can’t be a victim, that’s the last thing (working with boys)
- I see 2 babies, (instead of seeing a boy and a girl)
- Boys are convinced that watching porn is masculine from around age 14
- The feminist group also opens up for men
- I have to except that I look like a Woman. Because that’s how my target group receives me.
- People who work with Gender sometimes tend to focus on their own work. As a result this will not lead to a network
- It doesn’t work if you are a 100 percent a mom and a 100 percent a businesswoman.
- If a man has a picture of his kids in his office, he is a family man. But when a woman does it people wonder, can she focus on her work?

Day 3 – Wednesday 19th June

Please refer to the programme attached.



Lisa and Anna from Swedish partner Skelleftea Kommun during their workshop



The Mystery Guest workshop by Maud and David from Dutch partner CMO Stamm



Kristina Gottlöber and Christine Schubert discussing after the presentation of "Safe Oktoberfest", an inspiring initiative to keep women and girls safe during Munich's biggest event.



Day 4 – Thursday 20th June

The morning was used to visit the traditional Fronleichnam procession in Munich. The experience was later reflected in the group.



Workshop 3: Examples of gender-sensitive youth work: Patricia and Sewit, SKA

Patricia and Sewit presented two movies that can be easily used universally given the absence of language for the sensitization towards sexual orientation/gender equality. For the second part of the workshop they presented experiential exercises along with a small “toolbox” in the form of a small suitcase. The whole group was very impressed especially with the movies and had lots to discuss for the tools that were presented.

Workshop 4: How to improve our educational methods linked to the transverse incorporation of the gender perspective? LAN ESKOLA: an example of inclusive teaching and innovative learning processes: Ainhoa, Jugatx and Alfredo, Centro San Viator

The presentation had two parts, the first was a detailed presentation of a project that aims at combating unemployment and the second part was the presentation of a short film that had to be discussed afterwards in groups. Mainly two issues were the focus: the first had to do with the accomodatin of women with special needs (the combination of gender and learning difficulties) and the second had to do with gendered perspectives and stereotyping.

Navigating the jungle. A needs-based view of gender sensitive youth work from the ground

New attitudes and perspectives – collating content for a guide for professionals



For the project to smoothly proceed we divided in groups in order to answer the following questions:

If the topic of gender was a jungle

1. How would you describe it? What are the trees, the poisonous plants etc? Where is the beauty?
2. How can we navigate in this jungle? What support do we need? Where can we leave the beaten track? What will help us get there?

All groups tried to come up with specific answers to the questions provided, however it was commonly agreed upon that the issue that we are dealing with is a varied one and there are a great number of difficulties and definitions that we need to understand in order to proceed. One of the main things that was discussed was the need for understanding our own differences as countries and organizations and the need that we all have for more effective tools for the issue of gender.

Important Messages Thursday

One of the most important and interesting issues that was greatly discussed was the need that we all have as professionals and organizations to share our knowledge and our tools in order to create effective „interventions“ on the topic of gender. It was greatly discussed within the day –also in the cultural visit in Munich- the fact that there is such strong stereotyping between the genders. Additionally, it was mentioned many times that we need more time to explore what each other is doing and discuss how we all proceed with our daily work on the subject.

The discussions following the workshops were the most interesting ones but unfortunately as was mentioned during the day there was not enough time to either see the complete way that the tools presented are being used nor to discuss the specificities of each tool.

Day 5 – Friday 20th June

Please refer to the programme attached.



What connects us as youth workers? What do we need to be able to work gender-sensitively? Brainstorming session.



Having fun during group work in Greek partner IEKEP's workshop

Programme

Day 1 – Monday 17th June

12:30 – 13:45	<i>Arrivals and Lunch</i>
13:45 – 14:25	Welcome and introduction of new participants Presentation of the week's programme
14:25 – 14:30	<i>Short Break</i>
14:30 – 16:00	Gender Ideas I : Key Note by Robert Lejeune Introduction to www.meintestgelände.de , a gender magazine by young people Robert Lejeune
16:00 – 16:15	<i>Break</i>
16:15 – 17:45	Gender Ideas II : Key Note by Robert Lejeune (continued) Interactive input on activities and content of the gender magazine presented Robert Lejeune
17:45 – 18:00	<i>Break</i>
18:00 – 18:30	Where do we stand in the project – Update
19:00	<i>Dinner at venue</i>

Day 2 – Tuesday 18th June – CONFERENCE “New Perspectives in Gender-Sensitive Youth Work”

08:00	<i>Breakfast</i>
09:00 – 09:15	Welcome and introduction to the day Elke Bott-Eichenhofer and Hans Steimle, BAG EJSA
09:15 – 10:15	Input I: Participation and Gender Role Expectations – Comparing participation of young people in politics and society by gender Martina Gille, Director Competence Team for long-term studies; German Youth Institute (DJI)
10:15 – 10:45	Discussion
10:45 – 11:00	<i>Break</i>
11:00 – 12:00	Input 2: Working with boys: Presentation of current approaches in social work with boys in Germany Michael Schirmer, Educational Officer, Federal Working Group on Working with Boys (LAG Jungenarbeit Baden-Württemberg), www.lag-jungenarbeit.de
12:00 – 12:30	Discussion
12:30 – 13:30	<i>Lunch Break</i>

13:30 – 13:45	Introduction to ROUND TABLE Warm Up
13:45-14:45	ROUND TABLE: Promoting gender-sensitive concepts in businesses, public administration and (non-profit) associations: pitfalls and steps for progress Ute Zankl (Publicis Sapient, Munich) Gabriele Nuß (Gleichstellungsstelle, office for equal opportunities City of Munich) Lissi Meßner (Fortbildungsreferentin, training officer EJSB Bavaria) Stefan Schönfeldt (Skellefteå kommun, Sweden)
14:45-15:00	<i>Break</i>
15:00-16:00	Open Discussion: Promoting gender-sensitive youth work: What are key factors for success? Which concepts work for which target group?
16:00	<i>End of conference day / Break</i>
16:30-17:00	Evaluation of conference day
19:00	<i>Dinner in Biergarten (partner's own budget)</i>

Day 3 – Wednesday 19th June

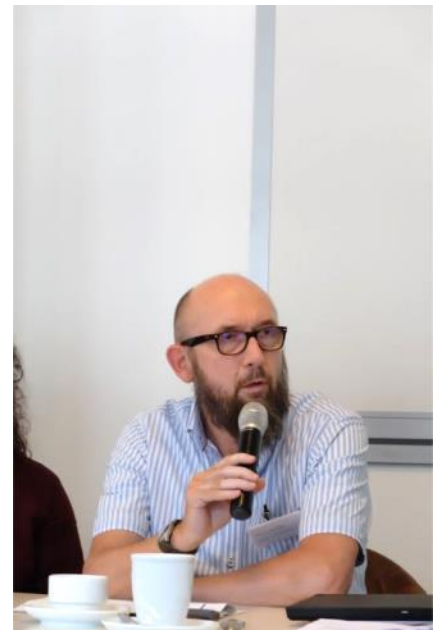
08:00	<i>Breakfast</i>
09:00 – 09:15	Welcome and introduction to the day
09:15 – 10:45	Workshop 1: Norm Storm Including discussion of tool presented Skellefteå Kommun
10:45 – 11:00	<i>Short break</i>
11:00 – 12:00	Workshop 2: The Mystery Guest Including discussion of tool presented CMO Stamm
12:00 – 13:00	<i>Lunch Break</i>
13:30 – 15:30	Managing diversity and gender politics in global business Keynote and discussion with Michel Langhammer, Siemens AG, Human Resources, People and Leadership, Diversity and Inclusion
15:30-19:00	Project visit in Munich Safe Oktoberfest (Project "Sichere Wiesn" https://sicherewiesn.de/)
19:00	<i>Dinner in Biergarten</i> Augustiner am Dante, Dantestraße 16, 80637 München <i>(partner's own budget)</i>

Day 4 – Thursday 20th June

08:00	<i>Breakfast</i>
09:00 – 12:00	Exploring local culture
12:00 – 13:00	<i>Lunch Break</i>
13:00 – 15:00	Workshop 3: The Gender Suitcase Including discussion of tool presented SKA Darmstadt
15:00 – 15:15	<i>Short break</i>
15:15-16:45	Workshop 4: Lan Escola: an example of inclusive teaching and innovative learning processes Including discussion of tool presented Lan Escola / Centro San Viator
16:45 – 17:00	<i>Short break</i>
17:00 – 18:30	Towards more gender sensitive approaches in European youth work <i>New attitudes and perspectives – collating content for a guide for professionals</i>
19:00	<i>Dinner at venue</i>

Day 5 – Friday 21st June

08:00	<i>Breakfast and Check-out</i>
09:30 – 11:00	Towards more gender sensitive approaches in European youth work <i>New attitudes and perspectives – format and design a guide for professionals</i>
11:00 – 11:15	<i>Short break</i>
11:15 – 12:30	Workshop 5: Warm Ups, Life-Work-Balance & Family Responsibilities Including discussion of tool presented IEKEP
12:30 – 13:30	<i>Lunch Break and Goodbye</i>
13:30	END



Participants

Organisation	Country	Members Present	Contact
Darmstadt SKA e.V.	DE	Christine Schubert Patricia Perez Rodriguez Sewit Haileab	christine.schubart@ska-darmstadt.de
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CMO Stamm	NL	Maud Dimer David Bakker Gwen Birza Jelle Mulder Jeffrey van Dooren	m.diemer@cmostamm.nl
Centro San Viator	ES	Ainhoa de la Cruz Alfredo Garmendia Jugatx Menika	ainhoa.delacruz@sanviator.com
YES Forum	DE	Annett Wiedermann Sophie Brandes	annett.wiedermann@yes-forum.eu

Guests and speakers

Federal Working Group on Working with Boys (LAG Jungenarbeit Ba-Wü)	DE	Michael Schirmer, Educational Officer
www.meintestgelände.de Online Gender Magazine	DE	Robert Lejeune
CJD Bodensee-Oberschwaben	DE	Elke Bott-Eichenhofer
German Youth Institute (DJI)	DE	Martina Gille, Director Competence Team for long-term studies
Publicis Sapient, Munich	DE	Ute Zankl
Gleichstellungsstelle, Office for Equal Opportunities, City of Munich	DE	Gabriele Nuß
EJSa Bavaria	DE	Lissi Meßner Training Officer

Field Visit

Sichere Wies'n für Mädchen und Frauen // Safe Oktoberfest for Women and Girls

DE

Kristina Gottlöber (IMMA e.V.)

<https://sicherewiesn.de/wordpress/en/welcome-to-sichere-wiesn-fuer-maedchen-und-frauen/>

