

Inside GEcel

Transnational Project Network:
Civic Education and Learning
for Gender Mainstreaming



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European GMI handbook: a great help!

Interview with Cornelia Schmitz, project manager of GEcel.

The project partners want to support the implementation of the Gender Mainstreaming Strategy in the New EU member States. What were the reasons to develop a handbook for trainers?

Cornelia Schmitz: During our exchange on the state of the arts on GM implementation in Europe, in almost every EU member state difficulties have been seen in finding really good gender trainers on the practical level. In order to provide help, we devoted our project to collecting, testing and adapting existing modules and models of good practice in our countries. The results will be put down in a handbook for trainers in order to gain as much dissemination as possible.

What kind of knowledge a trainer should have already when using the handbook, or can anyone be a trainer for GMI, who reads the handbook?

Cornelia Schmitz: The handbook is not designed as a reading-seminar for trainers-to-be, but as a helpline and concrete inspiration for those who design, steer and organise an implementation process in their organisation. Reading the handbook will improve knowledge, if you know in principle, what GM is all about! The book concentrates on the legal and organisational frameworks, the required methodologies, learning environments and concrete demands for the implementation process.

Members

of the GEcel Project-Network

- Federal Agency for Civic Education, Bonn, Germany
- Strategy 21, Bonn, Germany
- FIAB Research Institute for Labour, Education and Participation, Recklinghausen, Germany
- The Danish Research Centre on Gender Equality, Roskilde University, Copenhagen, Denmark
- The Women’s Training Center, Tallinn, Estonia
- Equal Opportunities Office of the City of Reykjavik, Iceland
- KETHI Research Centre for Gender Equality, Athens, Greece

Recent events & outcomes:

GMI northwest - testing the training in TALLINN, ESTONIA

The GEcel training went up high and northwest to the Baltic state of **Estonia**, one of the 10 New Member State of the European Union since the 1st of May 2004.

The host of the training: **WTC**, the Women’s Training Center of Estonia, a non-profit organisation, focusing on consultancy, coaching and mentoring for women AND men.

The WTC organises seminars, further education and events, especially for women involved in business start-ups. But also men in leadership are counselled when combining their professional work with family responsibilities.

The issues of equality of opportunities for,

and participation by, women form the guiding principle governing WTC’s work.

Building knowledge, step by step

After the training, **Riina Kytt**, leading manager of the WTC and active on the European level since many years, points out the challenge of implementing GM on the national basis:

“To implement GM is a huge and difficult task. And it definitively takes a lot of time for Estonians even to make the first steps. For me GM became a very important strategy - I think that it is like ‘building a wall’, adding with each new step a new brick to build the wall of knowledge of Gender Mainstreaming.”



WTC The Women’s
Training Center
(Naiskoolituse Keskus)
Turu 6a-13
10113 Tallinn
Estonia

Methodology counts: Train the trainers in GMI

Heidemarie Wünsche-Piëtzka (HWP) has developed for Strategy 21 a “ToT-module”, to teach trainers how to support the implementation of GM on the national level. Her success factor for GM-trainings: the principle of DUO work.

Working on GENDER asks for specific methods. With the DUO method trainers refer to each other and make transparent their differences and their work style as well as their common and mutual process of learning.

So, participants get ‘sensitised’ for male and female methodological and didactic approaches.

What advantages does a “ToT-module” have in the process of GMI?

HWP: “A ‘Train the trainers in GMI’ workshop offers learning arrangements for trainers to learn about the subject, tools and principles of Gender Mainstreaming. We discuss the conditions to implement GM, the methods to work with different target groups and how to use the method of DUO work of trainers in the setting of a GM training.”

You are using the principle of DUO work. What does it mean?

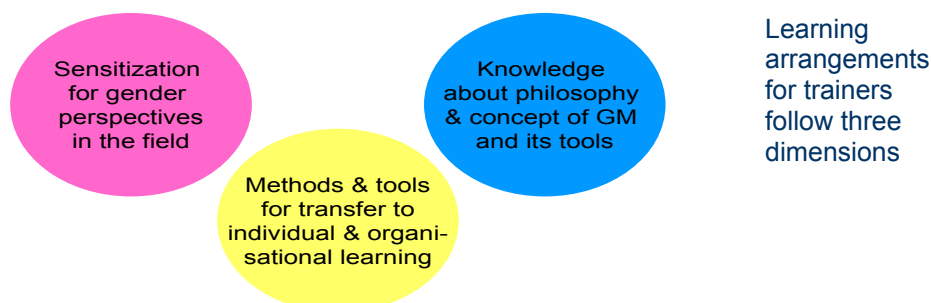
HWP: “Our DUO-working method means in the context of GM, to appoint a woman and a man as trainers, each of them an expert of GM and an expert in her or his special action field, to create a learning arrangement for the participants exercising dialogical interdisciplinary co-operation”

How does the DUO work?

HWP: “They feel enabled to recognise the benefit and the added value of various approaches, different styles of communication and behaviours in interactive and participatory learning arrangements.”

What effects does a DUO work have?

HWP: “The DUO builds synergies to solve the tasks and creating a learning atmosphere for change processes, for a new culture of individual and organisational learning and implementing GM as a part of respecting diversity. At the same time they contribute to further development of the GM concept and intercultural learning.”



Outcomes and benefits of the Talinn Training

Participant’s feed-back

Especially the methodologies used in the training were found very interesting and new. The participants will use the definitions and the list of tools in their own work in future:

Newcomers in GMI need tools & terms

Participants without a great knowledge about GMI at the beginning of the training e.g. found the ABC-list very useful and stated, they will use it in their practical work. Also, the relevance of thinking about the Estonian

terminology on GM was raised. It seems, that we have to be more aware of the challenges, citizens and activists are facing by transferring the concept of GM into the national understanding.

The trainer’s own experience

Heidemarie Wünsche-Piëtzka: “I got an interesting and deep insight into the difficulties & opportunities of the Estonian society and the Estonian political system to implement GM as a cross-sectoral policy.”

Facts & findings, GM country profile: Estonia

GM in Estonia: combating inequalities



The Republic of Estonia has committed itself to combating existing inequalities between women and men enshrined in different international instruments, e.g. through CEDAW (Convention on the Elimination of All Forms of Discrimination Against Women) since 1991. After the Beijing conference in 1995, a Bureau of Gender Equality was established at the Ministry of Social Affairs in 1996. In 2005, the bureau was transformed into a gender equality department with the staff of 5 employees. The department is responsible for coordinating activities targeted at eliminating gender inequalities, drafting legislation and promoting gender equality.

Actions taken

On the initiative of the government, an inter-ministerial committee on gender equality was established to draw up a National Gender Equality Plan up until 2008. After three years of numerous readings in the Parliament, the Gender Equality Act was finally passed in April 2004 and is in force since 1 May 2004, the day when Estonia joined the EU. It clarifies the terminology with regard to gender equality; defines and explicitly prohibits direct and indirect discrimination; and lays down relevant measures.

Survey demonstrates lack of knowledge

To identify the areas where intervention is most urgently needed in terms of raising awareness and developing skills necessary for implementing GM, in the early 2005, a 1,012-respondent survey was conducted among Estonian civil servants and government officials, demonstrating the lack of gender competence: 89 % of the respondents were not familiar with EU gender equality policies, 97 % did not know the strategic gender equality goals set in Beijing, 95 % had no knowledge of CEDAW, 80 % were not familiar with the Estonian Gender Equality Act. With 89 % of civil servants having never participated in any gender equality-related training, nearly 59 % said they were not interested in GM ... Building the knowledge-base necessary for implementing GM is a challenge for Estonia for many years to come. The planned handbook for trainers will be an important instrument, helping to promote effective learning and enhance professionalism of Estonian trainers of GM.



Time for reflection (left) and common learning: the Tallinn Training for GMI



GMI is a real challenge for Estonian gender trainers. A professional handbook for trainers will be most welcome!

Equality & Equity: understand the terms!

Terminology discussions regarding GMI always takes a lead in the discussion on the national level. To understand the concept of GM, is not enough. To transfer the meaning into the national language, is a major task. The first step: to understand differences in the terms used when talking about GM:

- Equality of men & women:** same rights, duties and opportunities for men and women / boys and girls in all social spheres.
- Gender equality:** normative anchored and guaranteed in a society of equal status and opportunities for male and female attributed life models, skills and activities.
- Gender equity:** equitable evaluation and equal value of male and female life models, skills and activities in a society.
- Equivalence:** equity respective and equality of male and female life models, skills and activities in a society.

Great help - the GEcel manual

The mission of the handbook

- ☞ To allow a learning process from the experiences of the project partners
- ☞ To provide adaptable, transferable modules/ models for GM implementation for different levels of administration, for different target groups and for different stages in the implementation processes
- ☞ To report back the progress of the EU-strategy, combining perspectives on a global and the EU-level
- ☞ To transfer important terms and their meanings into multiple languages

Content overview

The concept, the terms and the definitions around the Gender Mainstreaming Strategy of the European Union will be explained, a short historical and easy understandable theoretical background be given. Country reports will be reflecting the different national and organisational preconditions for GMI, like legislation, administrative capacity or political will. A chapter on methodologies in GM training will describe the methodologies used in the country-testings, as well as in other GM trainings. The role of the trainers will be discussed, on national and transnational level, as well as the process of learning. Valuable experiences from the testings in Germany, Iceland, Greece and Estonia will complement the handbooks overview on GMI.

The guide closes its chapters with a useful set of checklists for teaching GMI, also drawing some conclusions about learning in a trans-national/multicultural environment and about important lessons learnt:

- ☞ Criteria for the selection of trainers
- ☞ Pedagogical strategies, processes and chosen modules
- ☞ Basic information and analysis of the relevant gender realities

Timeframe of production

The first draft papers came in beginning of March 2005, they were first reviewed during the last project meeting in Berlin in April. The comprehensive review is being done at the moment by Karen Sjørup at The Danish Research Centre on Gender Equality, University of Roskilde, who has taken on the task of the complete handbook compilation within the project team. The english main body of the handbook will be translated over the summer period into 5 languages: Greek, Estonian, Icelandic, Danish and German. The handbook will be ready to use on national and European level by October 2005. The english version will be found for "printing-on-demand" on <http://www.bpb.de/gender>



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Have a delightful summer,
and a lot of joyful conversations!
The editors

