

## Inside GEcel

Transnational Project Network:  
Civic Education and Learning  
for Gender Mainstreaming



## Headlines

- GEcel goes South: Training KETHI in Athens
- Methodology counts! Didactics & role plays
- Facts & findings. GM country profile: Greece
- GMI in adult education: Do YOU have the right arguments ready?

## Interim results of GEcel ?

*The GEcel-team has been developing the project's objectives now for quite some time. During three project meetings the partners have intensively worked together. Cornelia Schmitz, project manager of GEcel, has some details, what results have been reached so far:*

**Schmitz:** "It has become very clear, mainly during the testings of modules for GM-teaching in Germany, Iceland, Greece and Estonia, that this European strategy forms an integral part of civic education. It touches a whole lot of areas, politically as well as for the society. Many participants have learned for the first time about GM and its implications. It had been a valuable experience both for the organising host and for the 'flying experts' – project members, accompanying the testings scientifically."

*Have the national training structures or the methodologies used by the partners been changed in a significant way by the GEcel experience?*

**Schmitz:** "Yes, I am sure. During project meetings and testings, a lively exchange took place about introducing new methodologies for learning, the importance of a good learning atmosphere, common learning through exchange, preconditions for the success of learning, and so on."

*Will GEcel be implemented on national level in the partner's countries?*

**Schmitz:** "This depends on national structures, how civic education is organised. But with the testings we will be able to deliver some helpful quality standards, that we can say already at this stage of the project."

## 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 Training in ATHENS

Two seminars took place at KETHI's main building in Athens, in the beginning of October, for KETHI's staff, men and women working for KETHI all around Greece:

Counselors like lawyers, social workers and psychologists for women on matters of career orientation. Also some external associates joined the training, working on the Operational Program of Education and Initial Vocational Training that includes teachers raising awareness and intervention strategies in education for the promotion of gender equality and for the "EQUAL ANDROMEDA" project, a Development Partnership of 22 organizations promoting GM into enterprises and/or branches of economic activity.

The structures of the two programs differed according to the needs of the participants.

Generally, KETHI's staff used the opportunity to raise questions and worries regarding feminism and gender issues in Greece.

### GEcel: The first step for "newcomers"

It became clear that introductions of complex European issues like the GEcel seminar, should be the first step in future for newcomers in gender institutions like KETHI, to step into the world of Gender Mainstreaming. It allows important reflections and useful discussions with experts and actors in the field.

This was supported also by the two German lecturers Karin Derichs-Kunstmann and Gabriele Thiesbrummel, who inspired the participants to express themselves, to work in groups and to discuss the results, especially in the role playing sections.

### Conclusions?

The participants of the Greek trainings felt that the GEcel seminars delivered in a satisfactory manner sensitization and information for Gender Mainstreaming related issues.

# Methodology counts!

## **Motivation to attend the training**

*Participants of the training in Athens were not only interested in getting general information, but also concrete ideas on how to inspire persons and organisations to implement GM and how to cope with resistance.*

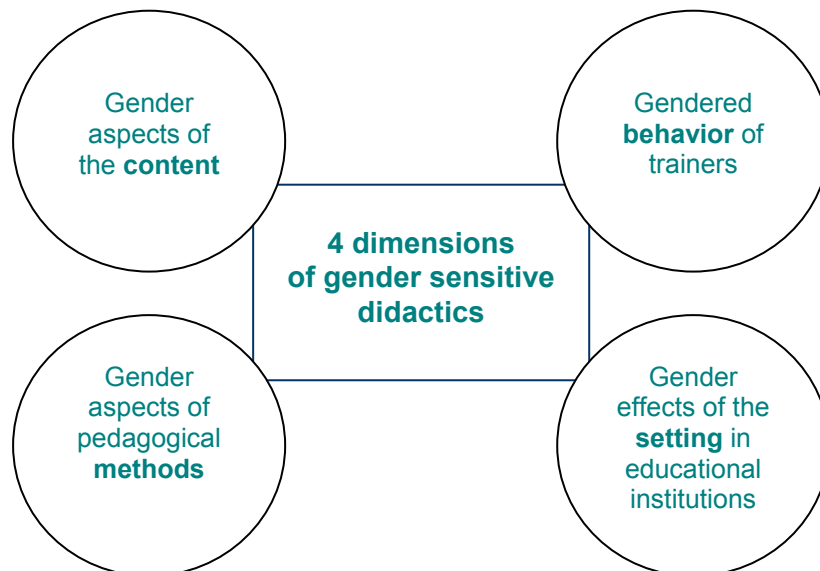
Dr. Karin Derichs-Kunstmann from the FIAB Research Institute for Labour, Education and Participation in Recklinghausen, Germany, led the training of KETHI in Athens. For her, implementation of GM starts in **adult's education**:

“Male and female teachers or trainers in adult education have to be sensitised for gender aspects in their professional work. This regards the concept of gender sensitive didactics as well as the development of practical ideas for the transfer into the educational practice of the trainers themselves.”

She illuminated the different dimensions of education for Gender Mainstreaming:

- Structure: the gender hierarchy in institutions or organisations
- Profession: gender related consequences of the professional activities
- Person: critical approach to the own gender role

The 4 dimensions of gender sensitive didactics were put into graphs:



## **Testing new methods**

To make trainers aware of gender role stereotypes and in order to de-construct gender, **role plays** can be integrated into a training.

“This method is very good for a playfull starting into the discussion about gender roles, gender relations and their allocating processes”, Derichs-Kunstmann says.

Although you might find it difficult sometimes, to involve men into a role play, it is worth trying it out, Christiana Weidel confirms, having participated in such a role-play at the occasion of another GM seminar in 2004: “I still remember myself sitting in a imaginary bus, together with other participants, trying to act like a ‘real’ woman ...”

Contact the FIAB-Website:  
[www.ruhr-uni-bochum.de/fiab/](http://www.ruhr-uni-bochum.de/fiab/)

## GM and Equal Opportunities: The legal framework in Greece



The legal framework of Greece regarding gender equality was established quite early by the Greek Constitution in 1975 (art. 4 parag. 2).

In 1982, an advisor to the Prime Minister on Gender equality was appointed and in 1985, the General Secretariat for Gender Equality was established. At the same time other institutions were created, such as the Prefectorial Committees for Gender Equality, and only recently, the Regional Centres for Gender Equality in the 13 Regions of the country, to address equality matters on the regional level.

The Research Centre for Gender Equality (KETHI), a Legal Entity under Private Law, was founded in 1994.

In the period of 1999-2000 and 2000-2006 in Greece, gender mainstreaming was one of the 6 priorities of the National Action Programme of the General Secretariat for Equality. In order to carry out this priority, a series of actions and policies were developed and the General Secretariat for Equality actively participated in designing actions for the Third Community Support Framework and the National Action Plan on Employment. This cooperation had significant results since many of the actions for gender equality were integrated into Operational Programmes, such as those of the Ministry of Labour, Development, Education and Agriculture.

In 2000, following the introduction of the qualified minister, Mrs. Vasso Papandreou, by the Prime Ministers Decision (FEK 870) an Inter-ministerial Committee for Gender Equality was established, like in most of the EU-members. It will be responsible for coordinating the gender equality actions of all ministries, as well as actively promoting gender mainstreaming in general.



*German-Hellenic exchange of experts (from left to right):  
Karin Derichs-Kunstmann, Fotini Sianou and  
Gabriele Thiesbrummel at the Athens Seminar on GMI*

*"It was fascinating to learn, that despite all differences between Germany and Greece, in the end, the structure of the problems is the same!"*

*Karin Derichs-Kunstmann after the Athens training*

### Impressions from the participants

"I would like to be able to describe, right from the first day on, in very few words, what gender mainstreaming **really means** and why this fundamentally meets the civilised social life", a participant expressed before the training.

The seminar was felt very helpful in that sense: "The training contributed in a very creative way in my understanding of GM. It was well structured, gave ideas and it helped in **clarifying** what GM is about."



# Do you have the right arguments ready for GMI in adult education?

1. Democratic reason: Gender democracy is a **duty** in democratic societies!
2. Sociological reason: In our societies we have different living spaces and **living conditions** for men and women. They have to be part of the content in adult education!
3. Pedagogical reason: Men and women interact together in a ‚gendered‘ manner, ‚doing gender‘ takes place in all seminars.



## Have a guess!

### What is the difference between EQUALITY and EQUITY?

- There is no difference – equality and equity are the same thing
- Equality refers to identical treatment in dealings, quantities or values. Equity refers to fairness, or the equality of outcomes, and involves changing aspects of the system that have disadvantaged particular groups.
- Equity refers to the absence of discrimination, and equality refers to equal treatment for all people
- Equity and equality are interchangeable terms.

If you want to find out the right solution or if you are curious to learn more about terms and differentiation, visit the Australian website:

[www.ecu.edu.au/equity/quizzes/equity/index.php](http://www.ecu.edu.au/equity/quizzes/equity/index.php)  
and have a guess!

Or write to us, we will tell you if your answers were right.

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