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Review on the challenges of the first year of GemTrEx

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GemTrEx offers further education as well as exchange of know-how and experiences among gender experts in training, research and management consultancy on a European level. From the very beginning of the project, as early as in its concept and planning phases, the main target of the project GemTrEx has always been to initiate a common process of professionalization for the emerging market of "gender workers".

During the first year of the project, the partners have been looking for quality criteria referring to activities in the area of Gender Mainstreaming and gender training. As had been expected, only little relevant material has been found. A big step forward was made by introducing the **"European Qualifications Framework" (EQF)** into the project, as a reference point to define what "gender workers" should be able to do.

Different to the traditional approach with its focus on learning inputs (length of learning experience, type of institution etc.), the EQF emphasizes learning outcomes. *"As an instrument for the promotion of lifelong learning, the EQF encompasses general and adult education, vocational education and training, as well as higher education ... The EQF will function as a type of translation device to make relationships between qualifications and different systems clearer."* (http://ec.europa.eu/education/policies/educ/eqf/index_en.html)

The further development of quality criteria for the activities of gender workers will remain a challenge for the second year of the GemTrEx project. The criteria will function as a professional base for GemTrEx learning and training offers in the future.

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Next meeting:

London
28-29 January 2008

The Gemtrex study visit to Newham College will take place from 28 and 29 January 2008. The programme will include presentations on diversity and the way Newham College implements the legal framework. Sessions will take place at Boardman House and East Ham Campus with a visit to Stratford Campus. There will be a focus on learning and achievement, and arrangements will be made for participants to sit in on some classes.

Partners of the project

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Expected outcomes: criteria concept + theory & practice set

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Criteria concept for certification

The expected outcome is an international certificate which comprises quality criteria for the improvement of "gender workers". The first draft of the criteria concept was based on the main results of the GemTrEx Needs Analysis Report and it was targeted to the Recommendation of the European Parliament and of the council on the establishment of the **European Qualifications Framework (EQF)** for lifelong learning. The criteria concept will serve as a guideline for the development of the GemTrEx Training Course. Therefore target group, scope and requirements for participants have to be discussed and agreed upon within the network of the GemTrEx project members. The reflection of the units presented at GemTrEx Pilot Modules are based on the "descriptors" indicating the learning outcomes in the EQF.

Compendium of Theory, Practice and Quality Standards for Gender Trainers and Experts

This compendium is dedicated to the participants of the train-the-trainers course. It will provide information about the character of the course, the different modules and a selection of methods. In detail and among others, the compendium is expected to cover the following topics: Organisational Development and Gender, Gender and Diversity as integral parts of Equality Management in Organisations, Intersectionality between Gender and Sexual Orientation, Gender Analysis, Gender Mainstreaming as strategy for the Implementation of Gender Equity, Sustainable Participation and Gender Governance, Gender Mainstreaming and Men, Gender and Personal Development.

The main chapters of the compendium will relate to the modules with reference to the Criteria Catalogue and Curriculum Development. Here the reader will find information on the structure for each chapter/module, its theoretical background (material), the didactical approach and methodological concept and a selection of suggested methods and the envisaged target groups.

A separate part will include related literature and data sources as well as contact/partner information.



Gender Loops Project

Tools, resources and strategies to deal with gender issues. For teachers in early childhood education and for trainers of teachers.

The gender loops project enters in the second year. During the first year has been analyzed the gender mainstreaming in the universities and vocational schools that they training the future infant teachers. In this second year the project will propose some methodologies and strategies to introduce gender in the infantile school. More information: www.genderloops.eu

News + announcements

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Innovativ - kooperativ - geschlechterdemokratisch

GenderWerkstätte Graz www.genderwerkstaette.at

Austria National Training Course:
Gender Competency and Gender Mainstreaming in Adult Education.

Five modules refer to: development of personal skills / gender analysis in organizations / gender mainstreaming implementation processes / managing gender&diversity in social systems / development of quality criteria for individual gender work places.
 Course language: German (Grundtvig 3 – funding for participants from European Countries)
 Start: November 28th, 2007
 Information: www.genderwerkstaette.at
 Contact: genderwerkstaette@genderwerkstaette.at

Ljubljana meeting

Third GemTrEx meeting in Ljubljana

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The steering group of the GemTrEx project held its third meeting in the library of the Peace Institute in Ljubljana on 26 and 27 of September. The main focus was on the development of the curriculum, related required steps and strategies for GemTrex, which also resulted in the clarification and the common use of the term gender worker.

On 27 and 28 September 2007 others joined for the pilot module for gender workers. The pilot module included the following sessions:

- The difference between the concepts of intersectionality and managing diversity
- Soziogram of sex, gender & sexual orientation
- Theoretical implications of gender awareness training – Theory of Difference and Equality
- Gender Mobility – Reflections on traffic and personal behaviour from a gender perspective

During the pilot module various approaches and methods were introduced, followed by individual reflections as well as lively discussions in the group. The project group among many profits of the whole meeting put forward the importance of the experience and knowledge exchange, also the good work atmosphere and the development in the common products.

The fourth GemTrEx meeting will take place at Newham College London (a study visit) in January 2008.

GemTrEx Pilot_Module II - Program (Methods & workshops)

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9.30 – 11.00

The role of a gender expert – building up standards

Lecture: Jeff Edwards (Newham College) (1)

As a first step towards building a set of standards for “Gender Experts and Trainers” alternative methods of capturing professional expertise (knowledge, skills, attitudes and values) were explored. Both the traditional “syllabus” approach and the more recent “occupational standards” approach were considered, the latter being more in keeping with the European Qualifications Framework. The revised title of “Gender Worker” was proposed. Ideas were shared, and broad agreement reached, on the type and range of professional activities such a specialist would typically engage in.

11.30 - 13,00

The Difference Between the Concepts of Intersectionality and Managing Diversity

Lectures: Elli Scambor (Research Institute at Men's Counselling Center Graz) & Ziva Humer (Peace Institute, Ljubljana) (2)

Since feminist researchers have been aware of the limitations of gender as a single analytical category, a new concept developed, that fostered the extension of the analytical focus towards the relationship among multiple dimensions as a central category of analysis – Intersectionality was born.

Managing Diversity is a multidimensional management approach that focuses on the perception, utilization and support of diversity among staff members.

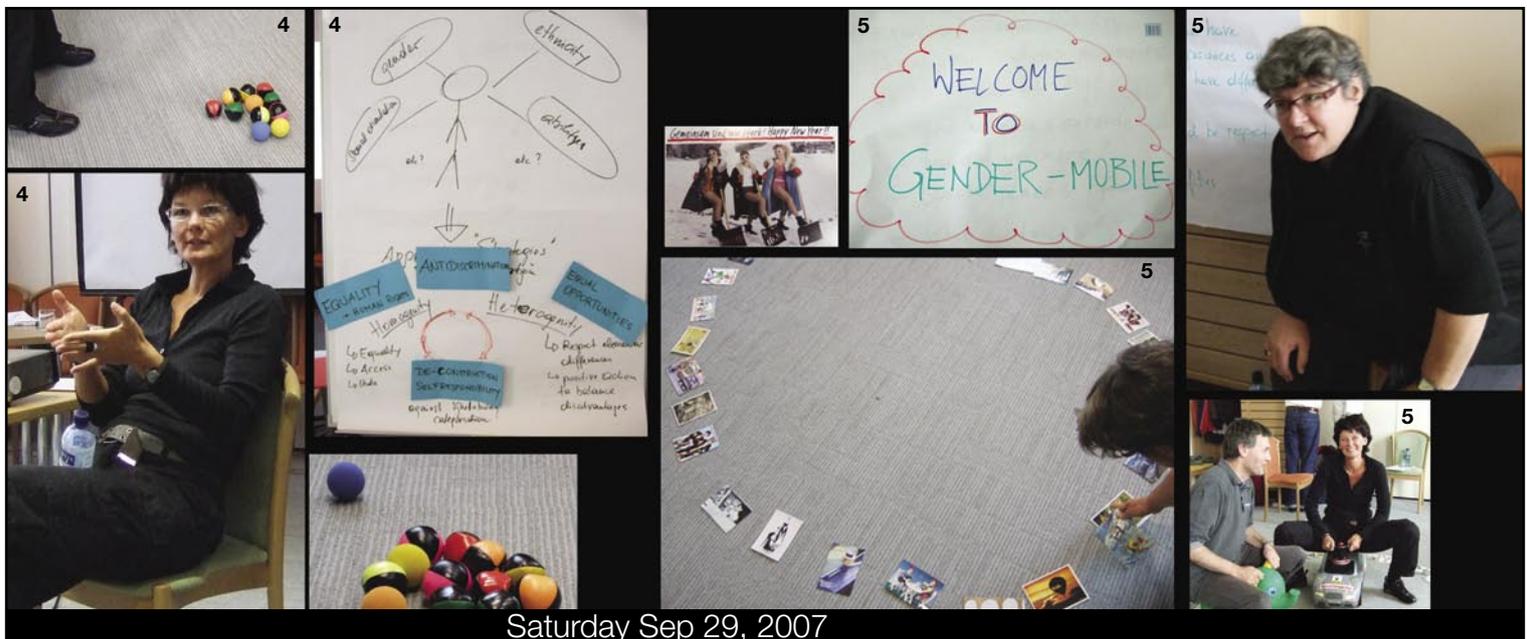
In order to differentiate these theoretical concepts referring to multidimensional approaches, a detailed view is necessary. What makes the difference on the structural, methodical and inter-categorical level of analysis?

14.30 – 16.00

Soziogram of sex, gender & sexual orientation

Lecture: Paco Abril (Girona University) (3)

This input is the second part of sex, gender and sexual orientation module started in May in Barcelona in the first pilot module. In this case the input was more practical than theoretical; the participant drew a map about his/her relationship between sex, gender and sexual orientation. Later, in small groups, each participant could reflect on his/her own sex, gender and sexual orientation (personal and social) structure.



Saturday Sep 29, 2007

9.30 – 11.00

Theoretical implications of gender awareness training – Theory of Difference and Equality

Lecture: Sigrid Fischer (Frauenservice Graz) (4)

“Gender” is a multidimensional discourse which integrates social theories of difference / equity / diversity / deconstruction. Strategies towards human emancipation (e.g. equal opportunities, anti-discrimination, individualization) are linked to these theories, and create images and ideas of humans as male and female - or beyond being male or female - in our society. Gender work is based on these theoretical backgrounds. Approaches referring to homogeneity and heterogeneity have different impacts, chances and limitations that gender workers must be aware of. Furthermore, skills to structure the complexity of discourses are basics for gender workers.

11.30 - 15,00

Gender Mobil – Reflections on traffic and personal behaviours from a gender perspective

Lecture: Stephanie Hüffell (Dissens/genderWerk) (5)

The participants drew pictures about their current and biographical behaviour of using personal and public transport. The results were deepened under gender reflective perspectives in tandem workgroups and in the plenum. The structures of the public and private transport system in rural and urban areas were examined under possible gender relevancies.

16.00 - 17.00

Open questions, dates, deadlines. Evaluation