



## Gender & Diversity in Vocational Education and Training (VET)

Materialising gender mainstreaming and diversity issues from theory into educational practice  
A transfer system into three different European societies

*Executive summary:*

*Manual  
for  
Slovenia* ↙



## Gender & Diversity in Vocational Education and Training (VET)

is a LEONARDO DA VINCI PROJECT that brings together 7 partners from 6 European countries targeted at the TRANSFER OF INNOVATION.

These partners are:



This product has been achieved by the contributions of all partners. It may be downloaded from the project website for non-commercial purpose: [www.gender-and-diversity.eu](http://www.gender-and-diversity.eu) free of charges until November 2011.

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## P r e f a c e

Gender & Diversity in Vocational Education and Training (VET) aims at offering attractive ways of introducing gender equality and key elements of managing diversity into educational practice in Romania, Slovenia and Turkey.

Furthermore, its aim is to sensitize at the political level, by including key organisations and stakeholders into the Strategic Advisory Committee and Strategic Advisory Group in those three countries.

The methodology applied is the transfer of innovative practice for personal development of female and male learners by introducing gender equality into the vocational education, training and counselling services in Romania, Slovenia and in Turkey. This transfer of innovation project focuses on the specific requirements arising in those three target countries.

The project partnership has developed the "Guidelines" as a complementary product for adult education organisations and vocational training institutions and, in addition, educational and vocational counsellors and tutors.

The objective is to offer didactic guidelines practical ways to incorporate the materials from the manual into the frame of existing teaching schemes considering the specific requirements of the respective target countries - in particular the specific learning cultures and the requirements of vocational training providers in Romania, Slovenia and Turkey.

The main product is the "Manual for introducing gender mainstreaming into the daily practice of vocational education and training". Its purpose is to inform those responsible for the design and organisation of adult education measures as well as stakeholders in education policy on how to raise awareness to gender and diversity issues. It shall also provide information on how to implement various activities and measures into vocational education training, enriching existing learning contents.

The collection of materials and methods can thus be used together for a wide variety of measures and interactions.

The products can be downloaded for free, for non-commercial purpose, from the project's site: [www.gender-and-diversity.eu](http://www.gender-and-diversity.eu) .



## “Gender and Diversity in VET Manual” - Introduction

The purpose of the “Gender and Diversity in VET Manual” is to present a concept of socio-cultural differences and gender equality and their impact on the labour market and on vocational education and training.

With its content the “Gender and Diversity in VET Manual” addresses trainers, mentors, teachers and counsellors in the field of vocational education and training as well as the main training providers on the labour market. Its main purpose is to serve as an instrument for developing and implementing different types of training programmes in the field of gender equality and diversity.

The following specific groups are targeted by this manual:

- Teachers and trainers in the field of vocational education and training, who will, with their advanced awareness and an applied approach enhance an adequacy and quality of their work in the field of gender equality
- Vocational and carrier counsellors, who will be able to use this manual in their everyday work
- Training providers, who can improve the quality of their measures and activities by applying this manual
- Key actors in the field of lifelong learning in Slovenia, Romania and Turkey, who have access to the key documents, portals and data base available to their users
- Others, who are responsible for designing training tailored to the needs of labour market.

In principal, the Gender & Diversity in VET Manual addresses trainers in the field of vocational education and training, however, its final beneficiaries are those

included in vocational education and training, therefore the participants. The main objective of the “Gender and Diversity in VET Manual” is to enable trainers, teachers, mentors and carrier counsellors to become acquainted and trained for dealing with the issues of gender equality and diversity.

During the preparation and organisation of training programmes, you can use the whole manual or only some of its parts, depending on what you want to introduce and share with the participants. Some examples:

- 2-3 days training programmes focused on a content of gender equality and diversity
- Training programmes for trainers, teachers, mentors and carrier counsellors
- Lectures delivered in a frame of training programmes that are aimed at discussing key competences in the field of gender equality and diversity.

Training and other activities can be organised as follows:

- Individual training
- Group training
- Training in small/large groups

According to the concept and the content the main characteristics of the manual are based on the following:

- Key principles of adult education and training
- Different and diversified approaches in education, training and counselling
- Activities which are based on different education strategies and which can be applied for different groups, e.g. vulnerable groups

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- The process of learning and training is focused on an individual; this provides more opportunities for reflection and for building-up own learning pathways
  - The manual's original purpose is to contribute to the development of competences in the field of gender equality and diversity, however, it also helps influencing the following:
    - to become acquainted with a detailed examination of the characteristics of specific occupations
    - to develop basic and general competences and among them particularly socio-cultural competences that are essential for critical thinking in the field of gender equality and diversity
  - Participants are responsible for their own education and training, and hence for planning, implementation and evaluation of their learning achievements
  - Education and training bases on life experience; each individual can contribute according to his/her abilities as well as with his/her understanding of the world
  - The activities described in this manual are not only theoretically conceptualised, they have also an immediate impact on the individual's professional life.

## **1. Part**

In this part we want to introduce what a concept of Gender Equality and Diversity implies. Therefore we will talk about the definition of gender equality and diversity, how this has been influenced by globalisation and how this field is regulated in Slovenia.

## 2. Part

In this part we want to emphasise how important an enforcement of the principle of Gender Equality in the field of vocational education and training is, and how an individual's way of thinking, his/her ideas, prejudices and stereotypes maintained through the generations can be influenced by certain contents. Furthermore, we concentrate on the following:

- (i) the methodology for an implementation of education and training programmes,
- (ii) what should attract a special attention of mentors, trainers, teachers and counsellors and
- (iii) a learner and his/her interests as a centre of attention as well as
- (iv) an introduction of others, non traditional methods of learning and teaching.

## 3. Part

The content of this part is focused on different workshops which are divided according to the topics. They relate to the thinking and reflecting of the individual's behaviour in regard to "gender equality and diversity." Within different kind of workshops one can easily recognise those aimed at encouraging certain desired behaviour; in this respect the body language is an important factor. In addition, in this part of the "Gender and Diversity in VET Manual" one can also find some helpful »role plays«. In the simulation based situation one can become aware of his/her own way of thinking and behaving.

## 4. Part

In the previous part we more or less focused on trainers/mentors/teachers, but this part is dedicated to the role of carrier counsellors. In particular, what should attract attention of counsellors even before the counselling process begins. It is an individual with his/her desires and abilities who is important in this process. A carrier counsellor should therefore always focus on providing support in order to achieve one's desires and interests.

## **5. Part**

This part shows the importance of continuous professional education and training as a vital factor for successful work of all involved actors, from trainers/mentors/teachers to counsellors. They have to constantly strive for their progress and professional growth, particularly in regard to gender equality and diversity as a rather sensitive field, which can easily be dominated by subjective thinking.

