



Gender & Diversity in VET

Materialising gender mainstreaming and diversity issues
from theory into educational practice

A transfer system into three different European societies

Executive summary:

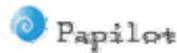
Manual

for

Turkey ←

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.



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The aim of the manual is to provide an insight on gender equality and diversity in social and cultural dimensions and bring out the importance of gender equality and diversity into VET and work life.

The target group of this manual is the **VET providers, teachers and counselors in Turkey**. This will be a tool of developing the programmes of implementation of diversity and gender integration into VET programmes.

More specifically, the VET providers in Turkey are;

- *With their increased awareness of the importance of a gender/diversity sensitive approach, VET teachers and trainers who will increase the appropriateness and quality of their teaching, training and counselling activities*
- *VET guidance counsellors who will be in the position to use gender/diversity sensitive guidance material in their daily practice*
- *Training providers: They can immediately improve the quality of their VET measures*
- *Key actors for lifelong learning policies in Turkey: They have access to sensitisation materials in their language for integrating them into their respective web sites and data bases and making them available to their users.*
- *People responsible for the design of labour market oriented guidance and qualification*

Although the manual primarily addresses the VET trainers, the final beneficiaries of this material are the people who attend vocational training courses, the final aim of this material being in fact to sensitise professionals regarding the issue of diversity and gender and their implication in the vocational activity.

For its elaboration the LEONARDO DA VINCI programme network GenderNet – European network for assessment, validation and dissemination of gender mainstreaming strategies (A/02/B/F/NT/124.223): GenderNet Guidelines and Toolbox and Respecting Diversity Guidelines and Toolbox have been taken into consideration. The three target countries of this Transfer of Innovation project, Gender & Diversity in Vocational Education and

Training (VET): Romania, Slovenia and Turkey have improved and adapted the original products to the identified needs and characteristics specific to each target country, obtaining in this manner a national product on their own.

The innovation transfer has been achieved by means of cooperation of the partners within teamwork (tandems), thus a draft in English, which also contains the approach of the gender and diversity issue at European level was achieved.

In Turkey, the manual was tested with the experts of:

- Ministry of National Education, General Directorate of Technical Education for Girls
- Prime Ministry The General Directorate of Woman's Status
- Çankırı Karatekin University Technical and Business College

As a result of the testing process, the required changes were done which means that the scenarios in the 3rd part (description of parts see below) were changed, or omitted due to the structure of the Turkish society and new scenarios were included to add value.

The "Manual for introducing gender mainstreaming into the daily practice of vocational education and training" consists of six parts. Each part focuses on relations of gender equality and diversity in VET, counseling services and other involved institutions.

PART 1:

The first part introduces the terminology of the gender equality and diversity for VET trainers. It also deals with the formal status of disadvantaged groups in the EU labor market. Then it suggests alternative solutions to gender and diversity problems where diversity management and gender equality has not been successfully implemented. Overview on VET and existing practices are included in the first part in addition.

PART 2:

In the second part, the manual tries to help VET trainers to reflect upon diversity and gender issues to make it possible to prepare a learning environment, where diversity is appreciated and individuals, irrespective of ethnic or religious background, disability, age, gender or sexual orientation have equal opportunities. In addition to this, there is some information about women and girls education in Turkey and related institutions.

PART 3:

The third part of the manual provides VET trainers with attractive alternatives and materials for diversity and gender sensitive training. It introduces the key elements for managing the learning environment. The learning materials (toolbox) are included in this part and the way to use them in education is described, recommendation on preparing new learning materials is given.

PART 4

The fourth part consists of gender and diversity issues of interest to educational and vocational counsellors. The guidelines include a checklist for counseling projects to assess the level of their diversity and gender relevance. There are recommendations about preparing, managing and assessment of courses on gender and diversity to counselors.

PART 5:

In the fifth part there are training programs and learning materials defined to abolish gender and diversity problems. And there is also a two days course on gender equality and diversity management prepared to offer an example course delivery. The objectives, topics and the process of assessment are added as an annex.

PART 6:

In the sixth part which is the last resources in Turkey and link to web sites are offered.

Anticipating the need of some trainers to find out more information regarding gender and diversity issues and wanting to offer a subtle and adaptable manual, we have included two categories of resources:

- Thematic materials, attached to the main section in the manual, which have the role to offer information, statistics and facts or to offer exercises for clarifying the theoretical aspects;
- Resource list, bibliographic resources, as well as electronic resources, which aim at offering the VET trainers and counselors the chance to document themselves additionally.

The manual wants to be a useful working instrument for VET teachers, trainers and counselors offering a sufficient theoretical basis for those who are less familiarized with the theme, as well as to provide practical instruments for implementing the specific activities within vocational training programmes.

Hoping that this manual will prove to be useful to VET teachers, trainers and counselors in training new competences, we recommend the users to use it in a professional and personal manner, so that it maximizes its benefits and it is congruent with the training needs of the trainers/teachers as well as of the counselors and their learners.

The other products elaborated within this Transfer of Innovation projects are:

The “Gender & Diversity in VET didactic Guidelines”. This complementary product for adult education organisations and vocational training institutions and, in addition, educational, vocational counsellors and tutors aims at offering didactic guidelines on how to incorporate the materials of the “Manual for introducing Gender Mainstreaming into the daily practice of vocational education and training” within the framework of existing teaching schemes considering the specific requirements of the respective target country - in particular the specific learning cultures and the requirements of vocational training providers in Rumania, Slovenia or Turkey.

The “Gender & Diversity in VET Implementation Concept” provides a structured action plan for the localisation and organisation of putting the project results into practice. It sets up organisational models, suggests training delivery structures and provides a basis for assessing the potentials for introducing gender & diversity issues in various learning practices. The main target group for this product are policy makers, stakeholders in education and VET providers/ associations.

