

Gender & Diversity in der beruflichen Fort- und Weiterbildung

RO/07/LLP/LdV/TOI/016

<http://www.adam-europe.eu/adam/project/view.htm?prj=5946>

Projektinformationen

Titel: Gender & Diversity in der beruflichen Fort- und Weiterbildung

Projektnummer: RO/07/LLP/LdV/TOI/016

Jahr: 2007

Projekttyp: Innovationstransfer

Status: abgeschlossen

Land: RO-Rumänien

Marketing Text: Das europäische Projekt Gender & Diversity in der beruflichen Bildung und Ausbildung (VET) zielt darauf ab, attraktive Alternativen für die Einführung der Gleichstellung der Geschlechter und die wichtigsten Elemente des Managing Diversity in der pädagogischen Praxis in Rumänien, Slowenien und die Türkei.
Vorgeschlagene Lehre / Ausbildung Methoden und Techniken sind innovative, up-to-date und notwendig, um die Zielgruppe der gebildet: Lehrer, Ausbilder und Berater, zuständig bei der Ausbildung und menschlicher Ressourcen in den Unternehmen in einer Vielzahl von Kontexten, sondern auch an die Endbegünstigten, die Auszubildende

- "Handbuch für die Einführung von Gender Mainstreaming in die tägliche Praxis der beruflichen Aus- und Weiterbildung"
- "Leitlinien",
- Umsetzung Konzept, einen strukturierten Aktionsplan für die Lokalisierung und die Organisation der Umsetzung der Projektergebnisse in die Praxis

Zusammenfassung: The main objective of this transfer project is to sensitise and inform VET teachers in Romania, Slovenia and Turkey about gender mainstreaming and diversity issues and to enable them to introduce these aspects into their teaching practice. The specific objectives are:

- To transfer, adapt and validate training concepts and materials that contain innovative gender mainstreaming approaches and strategies and methods into three European countries, i.e. Slovenia, Romania and Turkey
- To indicate the organisational and structural framework which is required when gender mainstreaming and diversity aspects are to be implemented in VET measures
- To spread the project contents and results through a variety of valorisation activities, including third parties such as, e.g., educational policy organisations and social partners in the target countries

The outputs will be

- guidelines for gender sensitive education as well as exercises and training materials necessary to introduce gender mainstreaming and diversity issues in Slovenian, Romanian and Turkish language. They will be adapted to the specific learning cultures of the countries mentioned above and to the requirements of vocational training providers.
- didactic guidelines and recommendations how to introduce these materials within the framework of existing teaching schemes, with relation to the specific demand and need of individual users and to the specific learning cultures of the countries mentioned above and to the requirements of vocational training providers
- an implementation concept how to put these materials into the learning practice, i.e. raising the interest of educational policy makers and the respective organisations

The short term impact concerns the partners in the benefiting countries that are also training providers. They can immediately improve the quality of their VET measures and /or offer new training measures which are based on the project results. Through inclusion of a number of strategic multipliers, the long term impact will be an increasing awareness and understanding of the educational value of gender mainstreaming and diversity management and consequently, an improvement of adequate VET training methods

Beschreibung: The overall objectives of the project are

- to transfer innovative practice for personal development of female and male learners by introducing gender equality into the vocational education, training and counselling service in Romania, Slovenia and in Turkey
- to sensitise VET teachers, trainers and counsellors, their organisations and key

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actors of VET funding policy in Romania, Slovenia and Turkey about the importance of gender sensitive approach in daily VET practice

- to provide relevant didactic concepts and innovative practical materials in order to respectively improve the quality of VET systems and practices for continuous training in European countries
- to spread the project contents and results through a variety of dissemination activities, including third parties such as, e.g., labour market policy organisations and social partners.

The specific objectives are:

- to transfer, adapt and validate existing guidance manuals, guidelines, and training materials into Slovenian, Romanian and Turkish language
- to modify and customise these contents by taking into account not only linguistic aspects, but also sociological and cultural aspects in the three target countries
- to adapt the materials by adding didactic guidelines for VET teachers, trainers and counsellors of how to introduce gender sensitive teaching materials within the framework of existing teaching schemes, with relation to the specific demand and need of individual users and to the specific learning cultures of the above mentioned countries and to the requirements of vocational training providers
- to produce, for each target country, an implementation concept of how to put these materials into the learning practice, i.e. raising the interest of educational policy makers

Themen: *** Chancengleichheit
 ** Qualität
 ** Sonstiges
 ** Berufsorientierung und -beratung
 ** Zugang für Benachteiligte
 ** Weiterbildung
 * Lebenslanges Lernen

Sektoren: *** Erziehung und Unterricht
 * Öffentliche Verwaltung, Verteidigung; Sozialversicherung
 * Gesundheits- und Sozialwesen

Produkt Typen: Programme/Curricula
 Lehrmaterial
 CD-ROM
 DVD
 Homepage

Produktinformation: The project partnership developed as one of the main products the “Manual for introducing Gender Mainstreaming into the daily practice of vocational education and training” primarily to inform people responsible for the design and organisation of adult education measures as well as stakeholders in education policy on how to sensitise vis à vis gender and diversity issues as well as 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 for a wide variety of measures and interactions. Another product of the Gender & Diversity project are the “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 from the “Manual” within the framework of existing teaching schemes considering the specific requirements of the respective target countries. The Gender & Diversity Implementation Concept provides a structured action plan for the localisation and organisation of putting the project results into practice.

Projektwebseite: <http://www.gender-and-diversity.eu/>

Vertragnehmer

Name: Fundatia romano-germana de pregatire si perfectionare profesionala in domeniul constructiilor
Stadt: Timisoara
Land/Region: Vest
Land: RO-Rumänien
Organisationstyp: Weiterbildungseinrichtung
Homepage: <http://www.frgtim.ro>

Kontaktperson

Name: Cernei Nicolae
Adresse: 300291 Calea Aradului Nr. 56
Stadt: Timisoara
Land: RO-Rumänien
Telefon: 0040256426780,0040256495774
Fax: 0040256495774
E-Mail: ncernei@frgtim.ro
Homepage: <http://www.frgtim.ro>

Koordinator

Name: BEST Institut für berufsbezogene Weiterbildung und Personaltraining GmbH
Stadt: Vienna
Land/Region: Wien
Land: AT-Österreich
Organisationstyp: Weiterbildungseinrichtung
Homepage: <http://www.best.at>

Kontaktperson

Name: Helmut KRONIKA
Adresse: Mariahilfer Strasse Nr. 8
Stadt: Vienna
Land: AT-Österreich
Telefon: ++43/ 1 585 50 50
Fax: ++43/ 1 585 50 50 77
E-Mail: projekte@best-training.com
Homepage: <http://www.best.at>

Partner

Partner 1

Name: TEKNKER ETM KÜLTÜR SALIK VAKFI TEKSAV
Stadt: Ankara
Land/Region: Ankara
Land: TR-Türkei
Organisationstyp: Verband/nicht regierungsgebundene Organisation
Homepage: <http://www.teksav.org>

Partner 2

Name: PAPILOT - Zavod za vzpodbujanje in razvijanje kvalitete življenja
Stadt: Ljubljana
Land/Region: Slovenija
Land: SI-Slowenien
Organisationstyp: Weiterbildungseinrichtung
Homepage: <http://papiilot.sisplet.org>

Partner 3

Name: IAL Emilia Romagna
Stadt: Modena
Land/Region: Emilia-Romagna
Land: IT-Italien
Organisationstyp: Gewerkschaftsorganisation
Homepage: <http://www.ialemiliaromagna.it>

Partner 4

Name: Rogaland Kurs og Kompetansesenter RKK
Stadt: Stavanger
Land/Region: Agder Og Rogaland
Land: NO-Norwegen
Organisationstyp: Weiterbildungseinrichtung
Homepage: <http://www.rkk.no>

Partner

Partner 5

Name: GLOBAL ETM ve DANIMANLIK A..
Stadt: Istanbul
Land/Region: Istanbul
Land: TR-Türkei
Organisationstyp: KMU - Klein- und Mittelunternehmen (bis zu 250 Mitarbeiter)
Homepage: <http://www.globalegitim.tr>

Produkte

- 1 Manual for introducing gender mainstreaming into the daily practice of vocational education and
- 2 GUIDELINES
- 3 Implementation Concept

Produkt 'Manual for introducing gender mainstreaming into the daily practice of vocational education and training'

Titel: Manual for introducing gender mainstreaming into the daily practice of vocational education and training

Produkttyp: Lehrmaterial

Marketing Text: 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

Beschreibung: The Manual follows the concept of gender sensitive vocational guidance. This can be identified very clearly in the chapter about the trainer reflection and the manual for trainers. The insights into gender aspects during transition from school to work can be found in part one when general definitions are presented and the history of gender work is explained. The chapter about segregation specifics and the chapter about gender pay gaps are another sign that the expected results can be turned into actual results. The summary of important methods, approaches and exercises and the guidelines and checklists for counsellors, as well as the didactical background information, gives the country specific manuals a very user-friendly layout.

The country specific Manuals are:

MANUAL pentru abordarea integratoare a genului i diversitii socio-culturale în practica zilnic a educaiei i pregtirii profesionale în România

Pririonik za uvajanje naela enakopravnosti spolov v vsakodnevno prakso poklicnega izobraževanja in usposabljanja

Mesleki ve Teknik Eitimde Cinsiyet Eitlii ve Çeitlilik konularn Teoriden Uygulamaya Aktarılmas - El Kitab

In English, the summarising Manual is named: Manual for introducing gender mainstreaming into the daily practice of vocational education and training.

The manual contains didactical background of gender topics, practical information, various exercises and checklists. These methods are relevant in every day's counselling and teaching routine bringing the rather theoretical level of gender mainstreaming "down" to reality

Zielgruppe: More specifically, the target group to which this manual addresses is made up of:

- VET teachers and trainers who will, with their improved awareness of the importance of a gender sensitive approach, increase the appropriateness and quality of their teaching and training activities
- VET guidance counsellors who will be in the position to use gender 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 Slovenia, Romania and Turkey: They will 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

Resultat: printed and electronic versions

Anwendungsbereich: The manual has been conceived in order to be used by VET teachers, trainers and counsellors, responsible with the training or human resources in the companies in a

Produkt 'Manual for introducing gender mainstreaming into the daily practice of vocational education and training'

Anwendungsbereich: wide variety of contexts, the manual is not only a teaching instrument, but also a counselling instrument

From the point of view of the organisational context, the manual can be implemented, partially or completely into the following contexts:

In training programmes especially conceived on this purpose – trainings of socio-cultural diversity or gender that cover two-three days of training;

In programmes of trainer training or training of teaching or counselling skills – TOT trainings, programmes of school and vocational counsellor trainings, training and authorization programmes, development programmes, etc.

In the properly vocational training, as independent module of fundamental competence training, the diversity and gender issue developing the interpersonal and civic competences of the learners.

In the training at the workplace, where the preventive training of the employees regarding the gender and diversity aspects has a prevention role as well as a legal requirement, for the employee and the employer at the same time.

From the point of view of the forms of organisation of the training and/or counselling activity, the manual can be used:

In activities of individual training and/or counselling

In activities of group training and/or counselling

Homepage: <http://www.gender-and-diversity.eu/>

Produktsprachen: Rumänisch

product files

manualro-summaryinen.pdf

<http://www.adam-europe.eu/prj/5946/prd/1/1/manualro-summaryinen.pdf>
manualro-summary_en language

Products

gd-romanualrum.pdf

<http://www.adam-europe.eu/prj/5946/prd/1/2/gd-romanualrum.pdf>
manual_romania

gd-slomanualslv.pdf

<http://www.adam-europe.eu/prj/5946/prd/1/2/gd-slomanualslv.pdf>

gd-trmanualtur.pdf

<http://www.adam-europe.eu/prj/5946/prd/1/2/gd-trmanualtur.pdf>
manual_turkey

manualro-summaryinen.pdf

<http://www.adam-europe.eu/prj/5946/prd/1/2/manualro-summaryinen.pdf>
Manual-romania_en

manualsi-summaryinen.pdf

<http://www.adam-europe.eu/prj/5946/prd/1/2/manualsi-summaryinen.pdf>
Manual_slovenia_EN

manualtr-summaryinen.pdf

<http://www.adam-europe.eu/prj/5946/prd/1/2/manualtr-summaryinen.pdf>
Manual_Turkey_EN

product files

Produkt 'GUIDELINES'

Titel: GUIDELINES

Produkttyp: Lehrmaterial

Marketing Text: 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 counselors 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

Beschreibung: This didactic guide aims at introducing you to the gender & diversity concepts and the importance of these considerations for the labour market as well as for vocational training. The paper has been designed as a „Didactic guide” regarding the practical ways of implementing the materials from the manual into the existent teaching schemes taking into consideration the specific requirements from the named target countries – especially the specific learning cultures and the requirements of the vocational training institutions in Romania, Slovenia and Turkey. This material aims at clarifying the practical modalities for implementing the “Manual for introducing gender mainstreaming into the daily practice of vocational education and training”.

Zielgruppe: The Guidelines has been conceived in order to be used by VET teachers, trainers and counsellors, responsible with the training or human resources in the companies in a wide variety of contexts

Resultat: printed and electronic versions

Anwendungsbereich: The guidelines provide a basis on how to incorporate the materials within the framework of existing teaching schemes. It has to be pointed out that the project partnership respects the multicultural use of this product. The specific requirements of the country as well as the specific learning cultures of the target countries and to the requirements of vocational training providers are reasonably considered.

Homepage: <http://www.gender-and-diversity.eu/>

Produktsprachen: Rumänisch

product files

Guidelines

gd-roguidelineseng.pdf

<http://www.adam-europe.eu/prj/5946/prd/2/2/gd-roguidelineseng.pdf>

gd-roguidelinesrum.pdf

<http://www.adam-europe.eu/prj/5946/prd/2/2/gd-roguidelinesrum.pdf>

gd-sloguidelineseng.pdf

<http://www.adam-europe.eu/prj/5946/prd/2/2/gd-sloguidelineseng.pdf>

gd-sloguidelinesslv.pdf

<http://www.adam-europe.eu/prj/5946/prd/2/2/gd-sloguidelinesslv.pdf>

product files

gd-trguidelineseng.pdf

<http://www.adam-europe.eu/prj/5946/prd/2/2/gd-trguidelineseng.pdf>

gd-trguidelinstur.pdf

<http://www.adam-europe.eu/prj/5946/prd/2/2/gd-trguidelinstur.pdf>

Produkt 'Implementation Concept'

Titel: Implementation Concept

Produkttyp: Verfahren zur Analyse und Prognose des Berufsbildungsbedarfes

Marketing Text: In order to carry out and put into mainstream the learning practices and at the same time to raise the interest of social partners and employer organizations, an implementation concept is necessary. An implementation concept must define the necessary framework conditions for making it possible for the instruction to be operable and fulfillable by all employees, employers and social partners/ educational stakeholders

Beschreibung: The Gender & Diversity Implementation Concept provides a structured action plan for the localization and organization of putting the project results into practice. It sets up organizational models, suggests training delivery structures and provides a basis for assessing the potentials for introducing gender & diversity issues into various learning practices. It also suggests possible partnerships for deployment. One of the main aims of the implementation concept is to offer advice and ideas on how to put the project products into mainstream and how to raise the interest of stakeholders, social partners and employer organisations

Zielgruppe: The Gender and Diversity Implementation Concept addresses members of the following three different groups:

- Public/ private training suppliers (such as training providers, their tutors and course designers etc.)
- Public/private umbrella organisations (such as associations, unions, guidance networks etc.)
- Policy making authorities

Resultat: printed and electronic versions

Anwendungsbereich: Group at policy making level includes ministries, governmental organisations in educational strategy building and similar stakeholders. They are key actors for lifelong learning and for programme designs in VET organisations. They could take part as strategic members of national steering committees
VET counselling organisations, networks or unions and similar bodies. Their main role is to work as umbrella organisation and foster the mainstreaming of the gender & diversity ideas. They should be involved in the dissemination process.
The public/ private training delivery level includes the target group of training providers, teachers and tutors, course designers and similar professions and organisations.

Homepage: <http://www.gender-and-diversity.eu>

Produktsprachen: Rumänisch

product files

IC

gd-rolImplementationconceptseng.pdf

<http://www.adam-europe.eu/prj/5946/prd/3/2/gd-rolImplementationconceptseng.pdf>

gd-rolImplementationconceptsrum.pdf

<http://www.adam-europe.eu/prj/5946/prd/3/2/gd-rolImplementationconceptsrum.pdf>

product files

gd-sloimplementationconcepteng.pdf

<http://www.adam-europe.eu/prj/5946/prd/3/2/gd-sloimplementationconcepteng.pdf>

gd-sloimplementationconceptslv.pdf

<http://www.adam-europe.eu/prj/5946/prd/3/2/gd-sloimplementationconceptslv.pdf>

gd-trimplementationconcepteng.pdf

<http://www.adam-europe.eu/prj/5946/prd/3/2/gd-trimplementationconcepteng.pdf>

gd-trimplementationconcepttur.pdf

<http://www.adam-europe.eu/prj/5946/prd/3/2/gd-trimplementationconcepttur.pdf>

Veranstaltungen

Multiplier conference

Datum 13.10.2009

Beschreibung The "Gender & Diversity" partnership presented the project in terms of its objectives, approaches and outcomes. European experts, together with Turkish strategic partners and invited policy makers, discussed the results of country analyses and pilot tests carried out in the project. In several workshops, they exchanged ideas about implementation and exploitation issues, as well as practical approaches in different VET contexts and structures

Zielgruppe More than 50 representatives from 12 different countries, european experts, Turkish strategic partners and invited policy makers, partners of the project

Öffentlich Öffentliche Veranstaltung

Kontaktinformation Tekniker Eitim Salk Kültür Vakf (TEK-SAV), Ankara, Turkey
<http://www.teksav.org/>
Riza Gurbuz

Zeitpunkt und Ort Ankara on October 13th, 2009.
<http://www.hotelickale.com/tr/rezerv.html>
Address: Hotel ckale, Gazi Mustafa Kemal Bulvari No: 89 Maltepe Ank.