

Project:      **Development and implementation of strategies for the foundation and optimisation of local instances of gender equality**



**Report**

**International Seminar: 14-16 September 2007**  
**Bucharest, Romania**

Project Partners:

Base – Frente Unitaria de trabalhadores / Portugal  
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Lithuanian Work Federation (LDF) / Lithuania  
Centro Social de Trabajadores (C.S.T.) / Spain  
Arbeiter-, Freizeit- und Bildungsverein (AFB) / Italy (South Tyrol)  
Democratic Trade Union Confederation of Romania (CSDR) / Romania  
Fondazione Luigi Clerici (FLC) / Italy  
Koepel Van Christelijke Werknemersorganisaties (ACW) / Belgium



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## **1) Context of the seminar**

The educational concepts and recommendations for action worked out during previous seminars were supposed to be discussed and finished during this seminar with the aim to complete the publication before the European Global Conference where it will be presented and made available to the invited stakeholders from different countries.

## **2) Contents of the seminar**

### **Current state of the project**

After Carmen Ionesco, the project coordinator of CSDR, and the Romanian expert Agnieska Ghinararu had welcomed the participants and explained some organisational details, EZA's Vice-President and project responsible Francisco Rivas Gómez and the project manager Sabine Möller spoke to the participants, focusing on the topical aspects of the seminar in order to make good progress with regard to reaching the final objectives. The development of planning, steering, education and assessment instruments for the foundation and optimisation of local instances of gender equality should always remain in the centre of attention.

The contents of the seminar was, on the one hand, the review of the educational concepts and recommendations for action in the three working groups for their subsequent presentation and discussion in the plenary. On the other hand, the discussion about the Global Conference in Portugal was on the agenda plus the review of the preparative document for the Global Conference, above all by means of cooperation with the colleagues from Portugal. With the further progress of the project in mind, the working plan also comprised the presentation of a strategy concept reflecting the results achieved to date in Portugal. A detailed working paper was supposed to be prepared for the guests invited to the Global Conference with forms of action, schedules and check-lists for planning. In addition, the coordination group was supposed to meet and sort out administrative details.

### **Presentation of the final work on the educational concepts in the working groups**

#### **1<sup>st</sup> Working Group: Gender training for teachers in the form of seminars**

Title: Snow White and the Others

The first working group presented a course for teachers at schools and nursery schools.

The educational concept consists of 4 sessions:

- Word association games, introduction into the vocabulary of gender equality (interactive)

- Identification of the problem (through analysis and reflection): Gender stereotypes in childhood literature, language sexism (theoretical)
- Games, exercises (practical)
- Creation of own didactical materials (creative)

The number of participants should range between 8 and 15 teachers from nursery, primary and secondary schools.

The aim of the course is to make teachers more sensitive to an equal opportunity culture, offering them the means to recognise stereotyped images and symbols in childhood literature and language.

## **2<sup>nd</sup> Working Group: Raising gender awareness among trade union activists - men and women**

The second group presented the design of a seminar to raise gender awareness among trade union activists.

The main objectives include raising gender awareness among male and female trade union activists and to prepare them to work more effectively in their committees.

The seminar is divided into 7 sessions, while a working paper is available for each to ensure an optimal preparation. Every session is supposed to last 1 ½ to 2 hours. The sessions cover the following topics:

- ⇒ Introduction into the seminar
- ⇒ Gender - Basic topics
- ⇒ Equality in society
- ⇒ Equality at work
- ⇒ Promotion of gender equality on local level
- ⇒ Promotion of gender equality on local level - continued
- ⇒ Evaluation and end of the seminar

## **3<sup>rd</sup> Working Group: Local politicians and civil protagonists**

Problem outline: How can we optimise gender policies and practices at local level?

Objectives:

- Increase and support female representation in decision-making bodies and processes, with a view to balanced participation;
- Development of gender sensitive policies;
- Intensification and optimisation of the Social Dialogue;
- Phrasing of the Equality-Charter (12 May 2006, The Council of European Municipalities and Regions/ CEMR).

The target groups are composed of local politicians, newly elected female local politicians, civil servants and representatives of local social organisations and movements.

The following instruments are suggested to improve local policies:

- ⇒ Sofia Politica
- ⇒ Gender Toolkit (round tables)
  
- ⇒ DIGMA database
- ⇒ Power Training
- ⇒ Assessment systems
- ⇒ Lobbying

These instruments will be used in the seminar with the above mentioned target groups. A possible title of the seminar would be: "Optimise gender in Local Governance".

To achieve the aim of raising gender awareness among local politicians and provide support to female politicians, the seminar contents is divided into three parts: Definition and concept of gender equality and equal rights, the issue of optimising gender policies at local level as well as concrete summaries and commitments. The methods to be used include lectures, best-practice examples, the presentation of databases (like DIGMA), questionnaires, discussions plus individual and pair work or small group work.

A possible programme of such a seminar is annexed to the concept.

It is very important that such a seminar should be scheduled in a way that working parents are enabled to attend (e.g. in the evening, from 19:00 to 22:00 hrs).

### **Presentation of Carmen Iaver from the National Agency for Equal Opportunities in Romania**

ANES (National Agency for Equal Opportunities) is the most important agency to implement gender equality in Romania. Founded at the beginning of 2005 in the course of a cooperation between Romania and Spain - the agency, composed of representatives from employees' federations, trade unions, NGOs and politics, has an advisory function and coordinates 42 regions in Romania with the aim of strengthening gender equality at regional level.

The tasks of the regional committees comprise gender mainstreaming, monitoring the implementation of gender policies, giving recommendations to authorities, making calls for the exchange of information, encouraging local strategies and disseminating information to the media.

### **Presentation and discussion of the strategy concept to pass on the results to the stakeholders**

Sabine Möller presented the idea of a folder containing three envelopes each, one for every educational concept, with 15 cards each, plus a brochure with the strategy concept.

The cards are meant to be application-oriented tools for moderators, trainers and organisers of seminars.

In addition they can also be passed on separately to particular target groups. The cards should be formulated in a concise and unambiguous manner to ensure that our results are passed on successfully.

The brochure and/or the strategy concept should present the contents of the project and might have the following layout:

- ◆ 1. Preamble / Preface
- ◆ 2. Introduction
- ◆ 3. Project presentation (partners, etc.)
- ◆ 4. Definitions - Gender Equality
- ◆ 5. Current situation of instances of gender equality in the countries that participated in the project (short version of country reports and best-practice examples from the seminars in Madrid and Italy)
- ◆ 6. Objective: Foundation and optimisation of local instances of gender equality
- ◆ 7. Strategies / Reference to the educational concepts
- ◆ 8. Links / Contacts

The last page might contain a mini disk or CD with the complete educational concept, country reports and other materials. Then the problem of the different languages was discussed, because due to the high translation costs the educational concepts will probably be published in the original language only (English). Stakeholders and staff members of communal instances might have problems because of the language.

As an arrangement of three different media (cards, brochure, CD), such a folder would be a good advertisement for the project and make a difference with regard to similar documents published before.

These folders should be distributed to the stakeholders from the individual countries already at the Global Conference in Portugal. On this basis it is planned to develop an action plan in Portugal together with the stakeholders specifying how these results can be used and implemented at local levels; this action plan was supposed to be prepared during this seminar.

It was suggested to ask the stakeholders for their feedback about the cards produced by then.

In addition their help should be requested to adopt a declaration for local politicians.

On the whole, the idea of the folder was warmly welcome. It was seen as a suitable product that differs from the previous one.

### **Preparation of the content of the cards**

1<sup>st</sup> Working Group: Transfer of the existing presentation about the educational concept to the cards.

2<sup>nd</sup> Working Group: The most important results are summarised on 15 cards (target groups, objectives, concept, definition, etc.).

**Draft recommendations for action and draft action plan  
in preparation of the Portugal Global Conference**

To prepare the recommendations for action and the action plan the participants were divided into three working groups, by language:

- German
- English
- Spanish/Portuguese

The task to give 5 recommendations for action/calls for three target groups (stakeholders of trade unions, schools and political instances) as concrete recommendations apart from the educational concepts led to a discussion about the further procedure.

During the subsequent meeting of the coordinating group that needed to sort out administrative details, the experts held a parallel meeting to discuss the action plan.

### **Meeting of the coordinating group to sort out administrative details**

During the discussion of administrative details, organisation-related questions were answered regarding the settlement of accounts with regard to different costs.

### **Evaluation of the mood throughout the seminar**

To evaluate the mood throughout the seminar three dart boards were drawn on paper and fixed to the wall. The participants were expected to answer the respective questions anonymously, while the centre of the boards (1-2) represented a good score, the next ring (3) represented a neutral and the outer rings (4-5) a less positive score.

This form of evaluation served as an additional possibility to give a voluntary feedback and to incorporate positive or negative criticism and other aspects in the subsequent evaluation. The answers to the individual questions are listed below:

How did I feel during the seminar?

1	2	3	4	5
2	7	4	3	

How did I feel during the work in the working groups?

1	2	3	4	5
	7	5	2	1

How did I like the methods of the seminar?

1	2	3	4	5
1	1	8	2	3

### **Lookout to the next meeting**

#### **Where & when:**

Portimão, Algarve, Portugal  
02-04 November 2007

#### **International Conference in Portugal**

##### **Programme:**

- A copy of the preliminary programme was presented and explained to the participants.
- Working Groups: The working groups on Friday afternoon are formed according to languages. The preparative work for these working groups was done during this seminar in Romania. It is for this purpose that the participants were divided into three working groups (see above).

From every group a moderator was chosen who shall guide the corresponding working group at the Global Conference and present the results in the plenary.

- Recommendation for action and action plan "Language": Heidi Hintner/ Nisa Punnampambil - Wolf
- Recommendation for action and action plan "Violence": Agnieska Ghinararu / Kirsten Peirens
- Draft of the "Portimão Declaration": Helder Sousa/ Jesus Casado

#### Organisational details:

Flights: Flights should be booked in time. The next airport is Faro/Portugal. The participants must not forget to inform the Portuguese colleagues of their time of arrival, so the shuttle service can be arranged. Transfer from the airport to the hotel takes about half an hour.

#### Problems:

Possibilities to save costs regarding flight costs and the number of participants were discussed.

- The number of stakeholders per country was reduced from 7 to 5.
- The participants to the Global Conference have been asked to book their flight tickets in time to save costs. This should be taken into account for the sake of the host organisation.