Call for Partners

Training course For Key Action 1 – Learning Mobility of Individuals:

by all partner organisations for mobility actions in the youth field;

***enGENDERing differences***

**A journey for youth workers to explore gender in our society**

Milano, Italy 31.8-7.9/2015

Hello everybody,

A new innovative Training Course about Gender is coming your way!

We, Barbara Caputo from Pluriversi (Italy), Sandra Östensson from A-Net (Sweden) and Dominique Verschuren from Connected Elephant (Belgium), organize the international Training Course “*enGENDERing differences*. A journey for youth workers to explore gender in our society”. The TC will take place in Milano, Italy between the 31/8-7/9 2015 and will involve 3 participants from 10 different European Union member and partner countries (totally max. 30 participants). Pluriversi Italy will apply for the TC under Key Action 1 with the 4/02/2015 deadline.

**Background and theme of the training course**

Youth work is a platform for non-formal and informal learning were young people are given the opportunity to learn and build up social relations and develop their self-identity during the transition period between adolescence and adulthood. In this process, youth workers can play an important role for young people. Therefore, the youth workers awareness of inequality based on gender is crucial in order to provide equal support and to be aware of the structural power inequalities that exist in the society, both in the private and public sphere. Gender identity is a person's private thing, but at the same time gender identity underline the relationship with the society around.

Gender identity includes the norms and values which affects individuals during the socialization process. This gender identity also defines, in terms of symbolic and cultural codes, the field of possibilities for individual expressions, life choices and actions. Moreover gender identity construction plays a important role in the symbolic representation. The symbolic representation is based on unwritten constructions of social roles of women and men. The attribution of differentiated gender roles in the private and public spheres have severe consequences on individuals opportunities to be their fully potential.

Moreover, an intersectional understanding of gender inequality is essential. The concept of intersectionality aims to highlight the connection with multiple inequalities such as ethnicity, class, nationality, sexuality, age, (dis)ability etc and processes of discrimination..

In this training course we want to explore the connection between the meaning of the personal gender and the social field where we co-exist everyday. What influence has the society on the fully potential of individuals in the way they want to be? And furthermore why is gender equality so difficult to tackle?

**What is the need?**

The freedom of a mixture of gender is limited. The two classical gender categories still dominate, also in policies and practice. For many youngsters it's still difficult to express their own identity when they're feeling not to fit in one of the classical gender categories. A lot of youngsters are limited because of their gender because of the expectations in the society. What they need are adults around them who can support them in reflecting about their questions and personal norms about gender and identity.

We belief that the youth worker has an important role in this development. In this context it’s important that youth workers are aware of their values concerning gender. There is a need among youth workers to emphasis the freedom of speech and experiences about gender identity. It's up to them to play a role in breaking out of the classical prejudice and create a consciences that personal choices of gender experiences are allowed in our society.

It is also important for youngsters to think about and process their values, thoughts and knowledge in the area of gender and relationships. The overall aim of creating a safe environment where this topic can be discussed is to help young people to find their strength to express in any cases their own personal gender feelings.

On the other hand in the popular youngster culture more and more overlapping between the two classical genders appears, especially in fashion. Also some societies have [third gender](http://gender) categories that can be used as a base for a gender identity by people who are uncomfortable with the gender that is usually associated with their sex. This symbolic representation in society requires attention.

With this training course we want to extend the subject of gender identity beyond information and widen the perspective of the matter and connect gender to identity and discover values and norms in connection to gender on a personal, societal, European, and organizational level.

**Overall aim**

The overall aim of the TC is exploring the connection between personal gender experiences and the norms in the society. We want to improve the capacity of gender analysis among youth workers in supporting young people to explore the gender situation in the private and public spheres.

**Objectives**

* Discover which norms we have in connection to gender and identity.
* Develop capacity to gender analysis on an organizational and societal level
* Investigate how society and myself sees gender stereotypes and how it influences young people and how people fits in their gender role
* Exchange good practices, raise awareness and develop competences in key concepts for incorporating gender analysis in youth work
* Raise awareness of your own identity in general and resources
* Discover the new Erasmus Plus - Youth in Action program and create a network for future cooperation

**The approach and methodology**

This training course will be based on non-formal and informal education with a self-directed learning approach. The training course will be developed from the expectations and needs of the participants and the experience and knowledge from the trainers. The training course will be characterized by highly participatory, interactive and experiential methods. The working methods will include case studies, working in pairs and small groups, team building activities, discussions, workshops developed by the participants and self-assessment.

A special method in this training course will be the contribution of a professional artist/photographer who will work with the participants for one day on an exercise about expressing gender in a visional way. This workshop will be completely integrated in the larger frame of the training course.

**Dissemination**

In order to disseminate the project in an accurate way an documentation will be produced in order to analyze the methods used in the project. An anthropologist with competences in analysis of group dynamics will do participant observation during all the training. She observers to understand how processes of self-reflexivity first and then the artistic performance will allow the participants to get more conscious about gender identity. And also to take a distance from their cultural, linguistic, symbolic, embodied, conscious and unconscious classifications, in order to achieve a more conscious knowledge of their and others gender identity, dynamics and classifications. The process, in which people become able in deconstructing their categories, and in dealing with their and others people vulnerability, shame and inconvenient feelings, will be observed.

**Target group**

Youth workers, youth leaders, trainers, teachers working with young people. The participants are willing to go on an intensive journey where they explore gender and discover various views on this topic. The participants will also have a multiplyer role, in other words: they will adapt what they learn in this training course to the context of working with young people. The participants learning needs and contributions will play an important role. We are looking for participants who are familiar with the topic and who can reflect about it from an holistic point of view. The amount of participants will be maximum 30. They would be open to experience a learning journey. So for us it's important to have dynamic, open-minded and authentic participants. We will encourage the partner organizations to send one female and one male youth worker in order to have a gender balance in the group.

**Partner organizations profile and role:**

The partner organisations work around gender and wants to invest in a better and more clear dissemination of information about gender to young people. The role of the partner organizations will be to select the participants for this TC, support the participants with booking travel and other practical issues, and to carry on the dissemination process of the training in their local communities.

**Venue**

The training course will take place in Milano, Italy

**Eligible countries**

EU Programme Countries and Partner Countries

**TC Language**

English

**Organizers**

Pluriversi (Italy)

**Trainers**

Sandra Östensson from A-net (Sweden) and Dominique Verschuren from Connected Elephant (Belgium)

**Financial conditions**

The food and accommodation will be provided and paid by the organizers. Travels costs will be counted by distance calculator provided by European Commission and reimbursed by bank transfer after the course.

**Short description of the applying organization:**

PluriVersi ("Many Direction") is an association aiming at psychophysical well-being of people, and to the good quality of dwelling (inhabiting places). PluriVersi deals with promotion of culture, urban and cultural heritage and social inclusion. PluriVersi has an multidisciplinary and multicultural approach, using anthropology, psychoanalysis, ethno-psychology, literature, arts, creative methods and non formal education.

PluriVersi deals with social and cultural phenomenons in a broad sense, mainly health and illness; subjectivity and psychological dimension; agency (capability of taking initiative) and empowerment; biographical and self-biographical dimension; symbolic and cultural values; dynamics of cultural change; migration and interculturality; cultural hybridization; gender identities; bodily dimension and sensoriality; space in its multidimensionality; places as a foundation of being-in-the-world.

Are you are interested in being our partner in this project?

In the attachment you find the Partner Identification Form and the Mandate. We kindly ask you to fill out the Identification Form from your organization and sign, scan and send the partner Mandate. Send them us back before the **15th of December**. You can send them to: **pluriversi@gmail.com**

If you have any questions don't hesitate to contact us!