



I&D training for assessors

Mock application -
Mobility of youth workers

Erasmus+ Key Action 1

This mock application is developed for the training session on supportive assessments for Inclusion & Diversity in Erasmus+ Youth and the European Solidarity Corps (2022). It goes hand in hand with the I&D tool for assessors 'Let ID blossom' that you can find at:

WWW.SALTO-YOUTH.NET/IDTOOLASSESSORS

ANY SIMILARITY TO EXISTING PROJECTS AND ORGANISATIONS IS PURELY COINCIDENTAL.

Mock application - Mobility of youth workers

WOMAN

APPLICATION

Programme: Erasmus+
Action Type: KA153 -YOU-Mobility of youth workers
Call: 2021
Round: Round 2

CONTEXT

Project Acronym: WOM
Project start- & enddate: xx/xx/xxx - xx/xx/xxx
Project total duration: 18
NA of applicant organisation: NA
Language used: ENG

APPLICANT ORGANISATION

Legal Name: E-Quality
Country: A

PARTNER ORGANISATION

Legal Name: Changement
Country: B

PARTNER ORGANISATION

Legal Name: Amarena
Country: D

PARTNER ORGANISATION

Legal Name: Multi Aktion
Country: C

Participating organisations

Legal Name	E-QUALITY
Country	COUNTRY A
Is the organisation a public body?	X
Is the organisation a non-profit?	V
Type of Organisation	NON-GOVERNMENTAL ORGANISATION/ ASSOCIATION
Main sector of activity	OFFERING PARTICIPATION IN YOUTH- LED EVENTS AND YOUTH PARTICIPATION ACTIVITIES

BACKGROUND AND EXPERIENCE

PLEASE BRIEFLY PRESENT YOUR ORGANISATION/THE GROUP.

E-Quality is a non-governmental organization non-profit, independent, and focused on education training and culture that have social and humanitarian purposes working with young people in various fields. Our activities that are based on a set of values developed during the time are increased by the experience of our team: multiculturalism, volunteerism, tolerance, personal development, teamwork. From the beginning, we aimed to create concrete opportunities for young people in order to develop and adapt themselves to current and future challenges.

E-Quality is also a local training centre, providing information and advice in project management. We are one of the main actors working in the field of culture and youth in our region. We develop a lot of cultural activities, social and civic works, many educational actions for young people like arts and culture. We organize activities that support volunteering action, a lot of games, expositions, workshops and other events on topics chosen.

Our activities, which help children deprived of parental support and free training on how to live a healthy and stress free life. It prepares EU funded partnership, grant projects, local projects on education and guide the schools and institutions about the projects.

WHAT ARE THE ACTIVITIES AND EXPERIENCE OF THE ORGANISATION IN YOUTH WORK? PLEASE PROVIDE INFORMATION ON YOUR ORGANISATION'S / GROUP'S REGULAR YOUTH WORK ACTIVITIES.

We are experienced in the field of democracy and human rights and we are aware how necessary it is, especially for the women. We want youngsters take part actively in democracy and also want to support them about expressing their opinions freely. To promote the equality between women and men, we cooperate with other NGOs. We have some deficiencies about this field but we want to develop ourselves by cooperating with other partners.

Our organisation aims to develop programs and projects each year towards integration of people from different cultural backgrounds, with fewer opportunities or disabilities. Through the projects initiated we desire to offer a chance to integrate these social groups of youngsters and adults and to facilitate an active dialogue with young people from other European countries. We initiated over the past years numerous projects that promote social inclusion, encouragement of entrepreneurship, intercultural education and cultural heritage, international exchanges between adults and young people, we involved young and adult Roma, young people with disabilities. We work in our projects with the local community having partnership agreements for the implementation of numerous actions with organizations and public institutions of culture or training such as: NGOs, schools, cultural centres...

Locally, we furthermore organize various workshops, debates and other events and meetings initiated mainly by the young people from the local community themselves, with topic on health education, social inclusion, civic education.

E-Quality already has experience in managing programs LLP, Erasmus +, national funds.

PLEASE GIVE INFORMATION ON THE KEY STAFF/PERSONS INVOLVED IN THIS APPLICATION AND ON THE COMPETENCES AND PREVIOUS EXPERIENCE THAT THEY WILL BRING TO THE PROJECT.

All staff have a relevant experience as project managers in the frame of both European and local funding. This ensures specific and strong expertise in project management, the capacity to coordinate an international partnership as well as a clear understanding of the overall objectives, priorities and technical aspects of the Erasmus+ programme.

We have trainers and facilitators experienced in non-formal education, with a focus on nonviolent community development, active citizenship, human rights and intercultural dialogue. We have a dynamic team with extensive training and experience in formal and non-formal adult education. All the members of our team have benefited in the last couple of years from in-service training in ICT, heritage, European identity and communication strategies. Some of our key competences are:

- ✓ select participants that correspond to the requirements of the project
- ✓ provide team-building activities for the participants before project, and evaluation meeting after the completion of the project;
- ✓ ensure that all administrative issues related to the project are dealt with promptly and appropriately;
- ✓ provide assistance to participants in regard to any other necessary or helpful preparations for travel and the project;

Angela is the president of the NGO and she has been working for European funded projects. She conducted 5 youth projects, 2 regional partnership projects, 1 Grundtvig partnership, 1 LDV and some investment projects. Nader deals in our organisation with the EU projects. She has been in different projects such as COMENIUS, GRUNDTVIG and YOUTH in ACTION.

Action Type	As Applicant		As Partner or Consortium Member	
	Number of project applications	Number of granted projects	Number of project applications	Number of granted projects
Youth mobility (KA105)	11	4	0	0
Accredited projects for mobility of learners and staff in adult Education	1	0	0	0



PARTNER ORGANISATIONS

PARTNER ORGANISATION DETAILS

Legal Name	CHANGEMENT
Country	B
Is the organisation a public body?	X
Is the organisation a non-profit?	V
Type of Organisation	NON-GOVERNMENTAL ORGANISATION/ ASSOCIATION
Main sector of activity Other (specify)	OFFERING PARTICIPATION IN YOUTH- LED EVENTS AND YOUTH PARTICIPATION ACTIVITIES

BACKGROUND AND EXPERIENCE

PLEASE BRIEFLY PRESENT YOUR ORGANISATION/THE GROUP.

Changement is a local organization which manages projects, activities and actions in order to promote personal development, skills and competences of Youth and Adults through Non-Formal Education.

LOCAL LEVEL: It develops project about personal development (It performs workshops in schools and Youth Centres about Life skills, organize national camps, workshops and Training Courses and creative/artistic projects and events. It cooperates with many entities and organizations working in Youth work and providing Youth services, in order to set up a global strategy for empowering youth and adults.

INTERNATIONAL LEVEL: It organizes Youth Exchanges, Seminars, Training Courses and Strategic Partnership projects KA2 within the frame of Erasmus+ Programme. It works also in Adult Education projects and in educational field with teachers providing Trainings on nonformal tools and methods. It works a lot on Human rights, conflict management and discrimination and on psychological methods of personal development and communication (Transactional Analysis). It has accreditation as Sending and Coordinating Organization for EVS projects. We have sent 60 youth in different projects all over Europe. The Staff is composed by 9 persons: an experienced Trainer and coordinator and 2 experienced Youth workers, all working on innovations, 1 accountant and about 5 active young volunteers (our trained youth) and about 50 members joining activities every year.

WHAT ARE THE ACTIVITIES AND EXPERIENCE OF THE ORGANISATION IN YOUTH WORK? PLEASE PROVIDE INFORMATION ON YOUR ORGANISATION'S / GROUP'S REGULAR YOUTH WORK ACTIVITIES.

Changement has a long experience in International project management and organization, especially in the field of Training Courses: we have organized 11 International Training Courses/Seminars in Youth in Action/ Erasmus+ and 10 Youth Exchanges taking care of the quality before of all. We have coordinated a KA2 project in Adult Education and we are currently partner in 3 KA2 projects. We are active in the field of education for youth and adults and we have also worked as School education provider in Trainings KA1 for Teachers. We work especially on emotional management and communication.

PLEASE GIVE INFORMATION ON THE KEY STAFF/PERSONS INVOLVED IN THIS APPLICATION AND ON THE COMPETENCES AND PREVIOUS EXPERIENCE THAT THEY WILL BRING TO THE PROJECT.

Changement cares about professionalism and training of the staff. All the members, coordinators and youth workers attend trainings in national level and more of all in international level. We never feel satisfied about learning and we want always discover more about education tools, trainings and personal skill development. Each person in the staff has different competences and attitudes and all together are fundamental for the good flowing and the success of the local and international activities.

Davina is an International Trainer, facilitator and Youth worker She has a degree as Professional Counselor too and her focus in Trainings is especially on youth/adult personal development and skills and on motivation. She uses Transactional Analysis as a psychological method for self-awareness and clearness in communication and relationships. She is in the Pool of Trainers for EVS Mid-Term Evaluation Trainings.

Larissa is Psychologist and Psychotherapist. She works with youth groups on educational issues like conflict, discrimination, gender, communication. She also works on job/school orienteering especially in the school environment.

Action Type	As Applicant		As Partner or Consortium Member	
	Number of project applications	Number of granted projects	Number of project applications	Number of granted projects
Youth mobility (KA105)	31	15	0	0
Strategic Partnerships for youth (KA	0	0	9	5



PARTNER ORGANISATIONS

PARTNER ORGANISATION DETAILS

Legal Name	MULTI AKTION
Country	C
Is the organisation a public body?	X
Is the organisation a non-profit?	V
Type of Organisation	NON-GOVERNMENTAL ORGANISATION/ ASSOCIATION
Main sector of activity Other (specify)	OFFERING PARTICIPATION IN YOUTH- LED EVENTS AND YOUTH PARTICIPATION ACTIVITIES

BACKGROUND AND EXPERIENCE

PLEASE BRIEFLY PRESENT YOUR ORGANISATION/THE GROUP.

Multi Aktion is a national association and operates with 7 active members and 25 volunteers. It was established to support social, cultural and educational activities, to support cooperation between relevant public and private institutions, and to support students.

The association carries out the following activities to achieve this goal:

- ✓ Organizing conferences, seminars, workshops and study courses throughout the country,
- ✓ Informing people about historical, cultural and linguistic issues,
- ✓ Publishing bulletins and sharing experiences with other organizations in order to raise awareness of individuals on social, cultural and educational activities,
- ✓ Supporting, partnering and collaborating with projects that will provide educational, social and cultural benefits,
- ✓ To complete the education of students at home and abroad, to raise their cultural level, to support their foreign language education,
- ✓ In order to realize the goal, joint projects are carried out with public institutions and organizations, if necessary.

WHAT ARE THE ACTIVITIES AND EXPERIENCE OF THE ORGANISATION IN YOUTH WORK? PLEASE PROVIDE INFORMATION ON YOUR ORGANISATION'S / GROUP'S REGULAR YOUTH WORK ACTIVITIES.

Our organisation has had some education about how to use democracy, women rights and equality of genders effectively and we are still working on a Project about this field. Our NGO tries to find solutions to the problems that exist in the local area and also works towards universal problems.

We organize activities to inform young people who are the architects of our future and society, also on gender issues. At the same time, we aim to integrate young people with each other through our activities.

PLEASE GIVE INFORMATION ON THE KEY STAFF/PERSONS INVOLVED IN THIS APPLICATION AND ON THE COMPETENCES AND PREVIOUS EXPERIENCE THAT THEY WILL BRING TO THE PROJECT.

Mohamed is contact person. He speaks French, English, Spanish and German. He studied child development, and is specialized in communication and diction, and worked on child education. He worked for a while as an international relations director in an international NGO. He participated in a youth exchange.

Dorian speaks German, Spanish and English. He is a graduate of Theology. He has been working as an animator in field of Education for 11 years. He carries out national and international mobility and student oriented education activities. He is a good person whose working spirit with the group is very high and has a good determination of succeeding a job. He knows well the psychology of the young and the students.

Yildiz and Hernanda are founder members of our NGO. They will support the staff at the project.

Action Type	As Applicant		As Partner or Consortium Member	
	Number of project applications	Number of granted projects	Number of project applications	Number of granted projects
Youth mobility (KA105)	1	1	0	0



PARTNER ORGANISATIONS

PARTNER ORGANISATION DETAILS

Legal Name	AMARENA
Country	D
Is the organisation a public body?	X
Is the organisation a non-profit?	V
Type of Organisation	NON-GOVERNMENTAL ORGANISATION/ ASSOCIATION
Main sector of activity Other (specify)	OFFERING PARTICIPATION IN YOUTH- LED EVENTS AND YOUTH PARTICIPATION ACTIVITIES

BACKGROUND AND EXPERIENCE

PLEASE BRIEFLY PRESENT YOUR ORGANISATION/THE GROUP.

Amarena is a platform for educational opportunities, mobility, entrepreneurial projects, realizing causes and initiatives, aimed at creating a positive impact in the community, as well as globally. Amarena is a nongovernment organization, created for public benefit in 2007, with the aim of supporting and motivating young people to develop and realize their personal, social and professional potential, to foster active participation and engaged civic participation in matters related to their own lives, career path and prosperity. Amarena is a crossing point, setting new directions and opportunities for action. It is a space for sharing a common vision, values and ideas, because they are the canvas of success. Together we weave the magic fibers of relations and create the solder of a community of like-minded people, based on friendship, empathy and tolerance, mutual respect and support. The organization has 39 members, of which 10 people with disabilities. The association participates in national and international projects and networks, develops specialized educational and training programs with innovative design, provides trainings in the field of human rights, active youth participation, social inclusion, youth employability, (social) entrepreneurship, democratic citizenship, promoting volunteering, multicultural dialogue, informational, media and digital literacy, etc. The activities of the association are aimed at young people of different professional, social and ethnic groups – school students, University students, post graduates, youths from rural areas and young people with visual disabilities. We work with volunteers trained in Volunteering Working Group and engage them in our activities. Amarena focuses efforts on creating its own training programs, engaging an experienced and professional training and expert team, to respond to the constantly changing needs for developing the competences of youths and civil organizations, engaged in solving their problems. The program design includes a complex of methods, based on non-formal education, learning through experience, coaching, storytelling, marketing, improvisational theatre, etc. The interdisciplinary approach, which is followed, contributes to the development of a palette of qualities, laying down the personal foundation, upon which one can build.

WHAT ARE THE ACTIVITIES AND EXPERIENCE OF THE ORGANISATION IN YOUTH WORK? PLEASE PROVIDE INFORMATION ON YOUR ORGANISATION'S / GROUP'S REGULAR YOUTH WORK ACTIVITIES.

We work with young people with different educational, professional, social and ethnic status and according to their needs and interests we develop activities in the areas of: human rights, educational and social inclusion, European citizenship, democratic values, (social) entrepreneurship, activities for youth employment, volunteering, media and so on.

Amarena develops and implements its own international projects under the YiA and now Erasmus+/Youth program. The priority in our project work is to provide training courses, in order to increase the level of competences among youth workers and to support the development of organizational capacity.

You can find more about our projects on amarena.org. Till now Amarena has sent more than 250 youngsters and youth leaders in more than 20 exchanges and training courses.

PLEASE GIVE INFORMATION ON THE KEY STAFF/PERSONS INVOLVED IN THIS APPLICATION AND ON THE COMPETENCES AND PREVIOUS EXPERIENCE THAT THEY WILL BRING TO THE PROJECT.

Camilla, President of the Board of directors. PhD in “Public sciences and information sciences”, screenwriter, media expert, communicator, teacher. Has over 12 years of experience in the civil field as a project manager, consultant and trainer. Author and editor. Responsible for the management of the projects, networking, partnership building and cooperation. Could consult the implementation of the project on every stage, in order for the aims and quality to be guaranteed.

Jesus. Project coordinator. Graduate student in the field of “Public communications and information sciences”. Participates in the organization as a coordinator for international projects, creates informational content.

Responsible for the communication with the partners and participants, preparation, mentoring, dissemination activities.

Experts We have 3 experts, responsible for project development and project management. They also give consultancies to other NGOs, local authorities, SMEs, etc. how to prepare their project proposal and how to apply following the requirements.

Pool of trainers We have 5 trainers specialized in different topics, such as:

- ✓ Team Building and group
- ✓ dynamic;
- ✓ Outdoor activities;
- ✓ (Digital) storytelling and digital competences;
- ✓ Effective communication,
- ✓ Partnership Human rights;
- ✓ Media literacy and so on.
- ✓ Volunteers 25 young people 19-25 years old.

Action Type	As Applicant		As Partner or Consortium Member	
	Number of project applications	Number of granted projects	Number of project applications	Number of granted projects
Youth mobility (KA105)	12	5	0	0

Project Rationale

AIMS

WHY DO YOU WANT TO CARRY OUT THIS PROJECT? PLEASE DESCRIBE THE IDEA OF YOUR PROJECT, INCLUDING THE NEEDS AND OBJECTIVES.

Equality between men and women means that men and women have the same rights and obligations and that everyone has the same opportunities in society. Equality between men and women also implies justice and responsibility sharing, both within the family and in society. If gender prevents us from seeing the strengths and weaknesses of the individual, this can lead to discrimination and limitation of opportunities for the individual.

Although the constitutions of European countries are shaped in different historical, political, social and cultural conditions, all of them contain provisions on equality, gender equality or prohibition of gender discrimination.

Even though the European countries have included the concept of equality in the constitutions since the 1980s, the points they remain in the theory still exist, and in practice, the equality between men and women is violated and discrimination and unfair attitudes are at stake. Women and men do not have the same rights in practice. Social, political, economic and cultural inequalities persist, for example wage inequality and insufficient representation in political life. These inequalities are the result of social fictions built on existing stereotypes in the family, education, culture, media, business and social organization. There are many areas to take action by adopting a new approach and making structural changes.

Our training will focus on gender discrimination, social and individual reasons that create an environment, problems related to gender inequality in different countries and solutions.

In this context, our general objective; increasing the competence of youth workers to fight against gender inequality and discrimination.

Specific objectives are:

- ✓ To develop empathy to understand the opposite sex.
- ✓ To teach the reasons of social inequality to youth workers.
- ✓ To teach the prejudices and social patterns underlying inequality and to adopt the concept of equality.
- ✓ To develop new solutions to reduce inequality between women and men.
- ✓ This Training wants to offer a path of reflection on ourselves and a guide to more awareness on inequality in order to develop skills that can also support the youth we work with.

PLEASE ALSO MENTION HOW THE PROJECT FITS THE NEEDS OF THE PARTICIPATING ORGANISATIONS.

The project fits the needs of the 4 participating organisations, already cooperating in previous projects, united in the intents and aims of the Training. E-quality: Thanks to our experiences in youth work we realized how much Youth work can do for young people also in terms of understanding opposite sex. Through this project we want to gain tools and methods for our youth workers to support young people in gender issues.

CHANGEMENT: There is a need to raise awareness on gender issues amongst our youth workers. Participating in this training course will give them the necessary tools to reflect on themselves. These participants can then also pass this on to our other colleagues and to other volunteers. In addition to learning and experiencing certain tools and methods, we also find it important that our participants learn how other European countries deal with this. In these ways we hope that we can learn new things from other cultures and integrate them into our own operations.

MULTI AKTION: The trainers and youth workers of our organizations work and are interested in topics like gender and mental health. This Training course would be a great opportunity for our youth workers to improve their skills, gain knowledge and expertise in new methods and tools regarding these topics.

AMARENA: This training will be fundamental for provoking the members of our team to rethink their role in the youthwork, more specifically when it comes up to gender equality.

HOW HAVE THE NEEDS BEEN IDENTIFIED AND HOW DOES YOUR PROJECT TACKLE THEM?

These needs were identified through the training programs each organisation carries out, in the comments of the participants as well as the team of coaches. The training will give motivation and new tools for the personal and professional life, and will create a solid ground to support the youth we work with and to pass the tools into the organisations to empower them in working on gender issues.

HOW DOES YOUR PROJECT LINK TO THE OBJECTIVES OF THE ERASMUS+ PROGRAMME AND THOSE OF YOUTH WORKERS MOBILITY?

Objectives of the E+-Program:

- ✓ Women-Men Equality: Our project aims to benefit from all rights equally in all genders. The theme of our training is based on this strategic goal.

Objectives of Youth Workers Mobility:

- ✓ Support the professional development of those working in training and youth work with a view of improving the quality of training and youth work across Europe
- ✓ Enhance the role of youth workers and the international dimension of youth activities through the promotion of mobility and cooperation between international organisations
- ✓ Equip youth workers with competences and methods needed for transferring the common fundamental values of our society and preventing violent radicalisation of young people as well

TARGET GROUP

WHAT ARE THE MAIN TARGET GROUPS OF YOUR PROJECT

The main target groups will be: participants, their organisations, Youth (as indirect beneficiaries).

Participants are youth workers and educators working for, or highly involved, in the partner organisations, motivated to work on professional and personal competences in order to strengthen and empower themselves and to be able to support the staff and the youth of their organisations. Participants will be from 18 to 50 years old but without a real age limit, giving priority to their motivation and will to share experiences.

IMPACT

HOW WILL YOUR PROJECT BENEFIT THE YOUTH WORKERS AND THEIR ORGANISATIONS IN THEIR DAILY WORK WITH YOUNG PEOPLE, DURING AND AFTER THE PROJECT LIFETIME

The project will build solid bases on understanding the topic of gender equality. The participants will gain techniques for working on the topic with young people. This will be important for them as individuals and youth workers. They will pass the methods to their colleagues in their organisations. In their daily work with youth they will be able to show a change of attitude: more awareness on gender equality.

HOW DO YOU EXPECT TO CONTRIBUTE WITH YOUR PROJECT TO THE DEVELOPMENT OF YOUTH WORK IN GENERAL HOW WILL YOU ENSURE THE IMPACT OF THE PROJECT BEYOND THE PARTICIPANTS AND PARTICIPATING ORGANISATIONS, AT LOCAL, REGIONAL, NATIONAL, EUROPEAN LEVEL

We expect to contribute to the development of youth work providing methods for working on the topic of gender equality. Beyond the skills development of the participants and the empowerment of the organisations, our project has transversal social and political aims. About the impact of the project at different levels, we have developed a strategy.

Spreading good practices in Youth work at European level in general. Thanks to the partner organisations, it will promote the Erasmus+ Programme in a capillary way even among local organisations that in this way will be discovering an international level. Their planned actions of promotion and dissemination (through local workshops) will guarantee the results of spreading the knowledge of the Programme, European opportunities and good practices in Youth work. Methods, results, and exercises will be easily usable and re-adaptable for other groups of youth in different environments too (even in formal education environments, in Adult education,...). The website will provide a long lasting life. In this way the project along all its life, since its approval to its dissemination phase, will create impact, at local, national and European level.

TOPIC

PLEASE SELECT UP TO THREE TOPICS ADDRESSED BY YOUR PROJECT

- ✓ Democracy and inclusive democratic participation
- ✓ Human rights and rule of law
- ✓ Promoting gender equality

Project Details

ID	Activity type	Activity Title	Number of participants	Total Grant (EUR)
1	Professional development activities Programme Countries	WoMan	32	EUR

ACTIVITY 1

Country of destination	Country A
Duration excluding travel days	8
Total n° of participants	28
Out of which N° of Participants with Fewer Opportunities	0
N° of Accompanying Persons	0
N° of Trainers	4
Total grant (EUR)	EUR

PLEASE DESCRIBE THE PROFILE OF THE YOUTH WORKERS INVOLVED. PLEASE ALSO PROVIDE INFORMATION ON THE AGE OF THE PARTICIPANTS AND HOW GENDER AND COUNTRY BALANCE IS ENSURED.

We have taken very seriously the content of this training to make sure it's really useful for the participants and the young people they work with. But at the same time, and since the group dynamic and their contributions will be crucial for the development of the flow of the training, we wanted to bring participants who are ready for what this training is demanding from them. Therefore we have maintained several conversations and interviews with the partners, explaining to them how challenging this project will be and what kind of personal and professional outputs are expected. As a result of this process we have formed a group of 24 committed participants between 18 and 50 years old. For the intention of this training a good gender balance is required and we have established between the 4 partners the need to bring 3 men and 3 women to the training. We will make sure this happens once the project is confirmed and we get confirmations from the participants.

How will the participants be selected? How will you ensure that the profile of participants matches to the activities? How will the needs of the specific participants be taken into account?

The basic criterion for selecting the participants will be a personal aspiration, the motivation of youth workers to take part in the project, desire to learn. Priority will be given to youth workers, working on gender equality issues. Each partner is in charge to involve youth workers with this profile.

IF A TRAINER/FACILITATOR IS INVOLVED, PLEASE DESCRIBE HIS PROFILE AND HIS ROLE IN THE ACTIVITY.

- ✓ Trainer Z: Mental Wellbeing Coach & International Trainer. Expertise: nature-based practices, life coaching, emotional well-being, personal transformation. I'm always glad to accompany people in their learning process through both evidence-based experiences and more alternative and creative methods.
- ✓ Trainer Y: Free-lance Trainer in the Erasmus+ Program, Project designer and Project manager. Professional psychological Counselor on communication and relationships. Expertise: Non formal education methods,
- ✓ Emotional management, Communication, Transactional Analysis, Feedback.
- ✓ Trainer X: She is a Non Formal Educator, trainer, she has been involved in Non Formal Education as a volunteer since 2002 when she joined the scouts again as an educator. She's very passionate about personal development and has been involved in International educational events for more than 60.000 people and developed different tools about experiential learning.
- ✓ Trainer Q: Master in gender issues and experienced trainer in non formal education programs with young people and social workers.

PLEASE DESCRIBE THE ROLE AND INVOLVEMENT OF THE YOUTH WORKERS IN ALL PHASES (PLANNING, PREPARATION, IMPLEMENTATION OF ACTIVITIES AND FOLLOW-UP).

Each partner is responsible to select and guide their participants according to their needs and motivation, providing 2 preparation meetings and supporting them during all the project, facilitating the evaluation meetings, follow-up activities after the TC and outcomes diffusion.

In the preparation phase each youth worker will be responsible to fill in a form where the Trainers will collect his/her specific learning needs, expectations and contributions for the project. It will be a useful tool and information sharing for tailoring the sessions according to the specific needs of everyone and for checking the expectations of everyone. In this phase the Youth workers will start to get to know each other through the Facebook Group of the project, introducing themselves and exchanging materials on facilitation. In this phase they also will arrange their travel with their sending organisations and will have preparatory meetings into their organisations, to prepare materials for the project. In the implementation phase the Youth workers will be an active part of their learning: they will bring their experiences, and their needs in terms of gender equality which will be taken into account and a crucial part of the learning process.

In the follow up activities the Youth workers will organise a meeting in their local environments as part of the dissemination of the methods and tools of the TC. Trainers will support this action through 2 months of mentoring. They will share the workshops on their social media and on the website of their organisation. Furthermore they will disseminate the link of the final product of the TC. In this website of the project we will include all the outputs and needed documents for the project for easy access and for follow-up. Our expectation is also to create connections between facilitators from different countries in order to facilitate future cooperation and future partnerships of quality, keep track of the results achieved and improve the youth work of all with tips and tricks for the different realities.

HOW WILL THE YOUTH WORKERS COOPERATE AND COMMUNICATE BETWEEN THEM TO PREPARE AND FOLLOW-UP ON THE ACTIVITY?

We want the participants from each country to interact with each other before going to the training and to understand what we will work on beforehand. To facilitate this we have prepared some activities such as: "Guess who", where the participants will receive pictures of the chosen participants from the rest of the European countries and they will have to link those pictures with a short biography of them. These biographies will be a list of achievements, such as courses they have participated in, hobbies, jobs.... At the end of the meeting the partner organization will have a collage of all the project participants and this will be uploaded to the course Facebook group, this will serve to strengthen the first bonds and when the participants see each other some will be able to recognize each other. During the second preparatory meeting the participants will be able to use the Facebook comments to make the appropriate connections as well as to enjoy the creative collages made by the rest of the participants. The purpose of this method is to generate enthusiasm for the project, raise expectations and help participants increase their self-esteem when describing themselves and their personal achievements and challenges, it also teaches them not to judge people based on their appearance. The youth workers will have the chance to start to plan the follow-up actions on the last day of the Training Course. In this way, thanks to the common brainstorming on possible follow-up ideas, we can create more creative solutions and inspire each other.

WHICH LEARNING OUTCOMES OR COMPETENCES (I.E. KNOWLEDGE, SKILLS AND ATTITUDES/BEHAVIOURS) ARE TO BE ACQUIRED/IMPROVED BY YOUTH WORKERS IN THE ACTIVITY? PLEASE PARTICULARLY DESCRIBE THE SKILLS AND COMPETENCE APPLICABLE TO YOUTH WORK PRACTICE.

Participants who take part in this training will have a clear understanding on gender equality. They will have reflected on their beliefs and convictions and possible prejudices. They increase their capacity to deal with gender issues in their organisations and amongst young people. All these outcomes can be used to support and empower the group of youth they work with on a daily basis in their local environment.

How would you ensure that learning outcomes and competences acquired do transform the participating organisations' youth work, in relation to quality, innovation and recognition?

The whole training content has been created specifically to address the needs of the partner organisations and therefore they are already waiting for it to apply it to their realities. In order to do this with certain learning indicators we have included guidance, feedback and sharing methods in the flow of the training to ensure that all participants understand the process perfectly so they will be able to apply it to their organisations and to help other educators to achieve the proposed learning outcomes. A guide of the main activities and methods will be shared after the training and also uploaded to SALTO Toolbox so they can have access to a step by step guide and this could be useful too to other educators. A website collecting all the activities, photos, videos and documents of the project will be created to spread a bigger impact. Mentoring will be offered by the training up to 2 months after the project has finished and an online meeting will be the opportunity to share the achievements on local progress and to check on results and changes by using several online tools to support it.

WHAT ARE THE BASIC ELEMENTS OF THE ACTIVITY? PLEASE DESCRIBE AT THE VERY LEAST THE VENUE(S), WORKING METHODS USED, AIMS OF EACH SESSION ETC.

WoMan is a Training Course for Youth workers on gender issues. We will gather a participants group composed of 24 participants (6 from each country) + 2 trainers, 1 coordinator and 1 staff member in Country A, in a youth hostel center.

We will use NFE methods, aimed to stimulate self-reflection in participants and try out NFE methods to bring up the topic of gender issues in the own organisation:

- ✓ Equality Concepts and Discrimination Taboo: Taboo game on equality and discrimination concepts will be played.
- ✓ Identifying areas of social inequality: They will identify areas of social inequality through group work.
- ✓ Station work will be conducted on equality types, asset equality, equal opportunity, equality in conditions and legal equality.
- ✓ Gender Equality Development of Countries: Participating countries will be divided into groups and share their changes and developments on gender equality in their own countries from past to present with group presentations.
- ✓ Prejudice and stereotypes behind inequality: the participants will discuss and evaluate examples of prejudices and social stereotypes underlying inequality.
- ✓ Social Classification (Improvisation Theatre): They will exhibit improvised theater
- ✓ Male & Female Perspective: Brainstorming and evaluation will be done with short video demonstrations comparing the way the cases are evaluated on the male and female fronts and emphasizing the inequality of women and men.
- ✓ Interviews with local people will raise awareness on gender inequality.
- ✓ Visit to Gender Association: In order to see and examine the works carried out in this area to prevent gender inequality, a visit to the Association will be conducted and interviews will be conducted with the authorities.

Project Design

NON-FORMAL LEARNING

WHAT NON-FORMAL LEARNING METHODS WILL YOU USE IN YOUR PROJECT? WHAT WILL YOU DO TO BE SURE THAT THE METHODS ALLOWING THEM TO LEARN ARE OF HIGH QUALITY?

- ✓ Equality Concepts and Discrimination Taboo: Taboo game on equality and discrimination concepts will be played.
- ✓ Identifying areas of social inequality: They will identify areas of social inequality through group work.
- ✓ Station work will be conducted on equality types, asset equality, equal opportunity, equality in conditions and legal equality.
- ✓ Gender Equality Development of Countries: Participating countries will be divided into groups and share their changes and developments on gender equality in their own countries from past to present with group presentations.
- ✓ Prejudice and stereotypes behind inequality: the participants will discuss and evaluate examples of prejudices and social stereotypes underlying inequality.
- ✓ Social Classification (Improvisation Theatre): They will exhibit improvised theatre
- ✓ Male & Female Perspective: Brainstorming and evaluation will be done with short video demonstrations comparing the way the cases are evaluated on the male and female fronts and emphasizing the inequality of women and men.
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- ✓ Visit to Gender Association: In order to see and examine the works carried out in this area to prevent gender inequality, a visit to the Association will be conducted and interviews will be conducted with the authorities.

DO YOU FORESEE TO INCLUDE ANY VIRTUAL COMPONENT, BEFORE, DURING OR AFTER THE ACTIVITY?

The project will have some virtual and technological components. Before the TC Google forms for enrolment of participants; Creation of a Facebook Group to let participants, Trainers and staff to get to know each other and to send materials in advance; During the TC Use of videos; Final evaluation form as a Google form

After the TC Trainers will also create a shared Google Drive folder with the materials of the TC.

PREPARATION, SUPPORT AND FOLLOW-UP

HOW WILL YOU PREPARE THE PARTICIPANTS BEFORE THE START OF THE ACTIVITY (E.G. INTERCULTURAL, LINGUISTIC, RISK-PREVENTION ETC.) AND HOW WILL YOU SUPPORT THEM DURING AND AFTER THE ACTIVITIES?

BEFORE THE TC Participants will have at least 2 preparatory meetings inside their sending organisations. In these meetings they will debate with their coordinator the main topics of the Training, reflecting on methods and techniques already used, to propose, and/or questions or doubts to be solved for the benefit of the whole partner organisation. In the meeting they will also discuss the travel details (tickets, timetables, means of transport,..) and the risk-prevention.

They are Youth workers and we take for granted that they were selected because they are able to speak and understand at least a basic level of English. Participants can count also on the support of the Trainers and of the Coordinating organisation: they will receive the Infopack with detailed information about the Training venue, accommodation and travel, safety rules (at least 2 months before). A Facebook Group will be opened to share materials and to have a fast communication channel.

DURING THE TC The Trainers will offer full support to participants in facilitating their learning in every way, creating a non judgmental atmosphere, enhancing an open attitude to share in the group, guaranteeing space for all to express and talk, and being attentive to the involvement of everybody even simplifying the main parts of the activities in a basic English.

AFTER THE TC The Trainers will provide participants with a shared Google Drive folder with all the materials used during the Training sessions. Trainers will be always available for further questions and further materials even after the TC. The sending organisation will support their participants in actions of evaluation, follow-up and dissemination, offering counseling sessions, logistic support and promotion of the activities.

WHAT MEASURES WILL YOU PUT IN PLACE TO ENSURE THE SAFETY AND PROTECTION OF PARTICIPANTS?

A series of plans have been made to ensure the safety of the participants. Risk analysis: Before the activity, our team will determine the possible risks by meeting and then these risks will be discussed in a zoom meeting to be held and the opinions of the partners will be taken. Solutions will be taken from the leaders for the risks that arise and these suggestions will be followed by our support team.

Contact information of our team will be given to the participants in writing.

Having Insurance: According to the program rules, all groups will be instructed to ensure their participants. The areas to be covered by the insurance will be expressed in line with the program guide.

First aid team and first aid equipment: Our team has members who have received first aid training. In addition, first aid equipment will be readily available at the hotel.

WHAT ACTIVITIES ARE FORESEEN AFTER THE END OF THE PROFESSIONAL DEVELOPMENT ACTIVITY? HOW WILL THE PARTICIPANTS FOLLOW-UP ON THE ACTIVITY?

After the end of the Training, participants will be invited to follow-up the activity. In the last day of the TC, participants will be challenged in discovering and creating activity of follow-up to realise at their organisations. These will be informal/nonformal workshops proposing some of the methods used.

Two months after the project there will be an online gathering to check and share how was the impact in their realities, what methods worked better and tips and tricks on how to use them with young people will be shared and collected for further use.

RECOGNITION OF LEARNING OUTCOMES

HOW WILL YOU SUPPORT PARTICIPANTS TO BE AWARE OF WHAT THEY HAVE LEARNED AND WHICH COMPETENCES THEY HAVE DEVELOPED OR IMPROVED? PLEASE REMEMBER TO INCLUDE THE METHODS THAT SUPPORT REFLECTION AND DOCUMENTATION OF THE LEARNING OUTCOMES IN THE DAILY TIMETABLE OF EACH ACTIVITY.

The reflection on the learnings will be a fundamental part of the program

ONLINE FORM ON LEARNING NEEDS Before the Training, at least one month before, each participant will receive and fill in an online form to record their needs and expectations. In this way the trainers will have the chance to re-modulate the programme according to the specific needs of participants, and participants can have the opportunity to focus on their learning goals.

LANDING TIME During the Training, every day after the learning sessions, participants will have their time (30 minutes) for reflecting on the gained learnings/insights of the day. They will have time to do it individually and then in small groups . For this group reflection dimension we will provide a different tool every day.

MIDTERM and **FINAL EVALUATION** In the middle term of the Training we will propose a plenary evaluation and reflection, sharing the main learning each of them was getting so far. It will also be a way to check better the mood and the ongoing results.

The Erasmus Programme promotes the use of instruments/certificates like Youthpass or Europass , to validate the competences acquired by the participants during their experiences abroad.

THE ERASMUS PROGRAMME PROMOTES THE USE OF INSTRUMENTS/CERTIFICATES LIKE YOUTHPASS OR EUROPASS, TO VALIDATE THE COMPETENCES ACQUIRED BY THE PARTICIPANTS DURING THEIR EXPERIENCES ABROAD. WILL YOUR PROJECT MAKE USE OF SUCH EUROPEAN INSTRUMENTS/CERTIFICATES?

Yes

WHICH ONE(S)?

YouthPass

ARE YOU PLANNING TO USE ANY NATIONAL INSTRUMENT/CERTIFICATE? IF SO, PLEASE DESCRIBE WHICH ONE.

No

PARTICIPANTS WITH FEWER OPPORTUNITIES

ARE THERE PARTICIPANTS INVOLVED IN THE ACTIVITIES WHO FACE SITUATIONS THAT MAKE THEIR PARTICIPATION IN THE ACTIVITIES MORE DIFFICULT?

Yes

WHICH TYPES OF SITUATIONS ARE THESE PARTICIPANTS FACING?

Economic Obstacles

IF ANY, PLEASE EXPLAIN THE PARTICULAR MEASURES (ACCOMPANYING PERSON, REINFORCED PREPARATION ETC.) YOU WILL PUT IN PLACE TO CATER FOR THE SPECIFIC NEEDS OF THESE PARTICIPANTS AND/OR TO SUPPORT THEIR PARTICIPATION.

We will have 6 participants from 2 countries where the salaries are very low compared to the average European ones, and where the economic situation is particularly complicated. They wouldn't need extra efforts to be involved in the activities. The support that we and their sending organisations will give them is on purchasing their tickets (in order they don't have to anticipate money) or facilitating the timing of their reimbursement. For these participants, it can be hard to anticipate the money for the travel, especially for those who will have a long travel.

For this reason we decided not to have a Training fee for participants. Furthermore we will take particular care in supporting them in finding the cheapest flights and working so that their organisations can book the flights for them. We will be responsible for the reimbursement of the travel costs and we will do so as soon as possible after the TC (as soon as we receive the travel documents and proof of payment and after their personal evaluation is filled in).

HOW WILL YOU REACH OUT TO THESE PARTICIPANTS?

The partner organisations will select them within their staff (or in the staff of cooperating organisation of the same town/country) and they will take care to tackle the economic obstacles their participants can face, purchasing the tickets for them.

ENVIRONMENTAL FRIENDLY PRACTICES

WILL YOU INCLUDE SUSTAINABLE AND ENVIRONMENTAL-FRIENDLY PRACTICES IN YOUR ACTIVITIES?

yes

PLEASE DESCRIBE THEM AND MENTION HOW WILL YOU RAISE THE AWARENESS OF PARTICIPANTS ON THESE SUSTAINABLE PRACTICES.

- ✓ During trips, the train will take priority.
- ✓ The utilization of organic waste as fertilizer will be emphasized during the project's implementation phase.
- ✓ All participants will be encouraged not to drain water constantly, to minimize needless water use, and to turn off the electricity while leaving their rooms. Cautionary letters will be put in various locations and will be kept hanging during the project.

Project Management

HOW WILL YOU MANAGE THE PROJECT (AGREEMENTS WITH PARTNERS ETC.) AND MAKE SURE THAT IT IS DONE IN LINE WITH THE ERASMUS+ YOUTH QUALITY STANDARDS?

We will take care to keep high quality standards on all sides, with partners, participants, project team/staff. For this reason we will set up: 1.Partner Agreement 2. Participants Agreement 3.Team good practices

1. **PARTNER AGREEMENT** As soon as the project will be approved, E-Quality will take care to send a bilateral agreement to sign to each partner, in order that each one will be aware of duties, tasks, financial rules, safety rules, follow up and dissemination steps.
2. **PARTICIPANTS AGREEMENT** Participants will be all Youth workers from the partner organisations so they will have already clear the contents of the Training Course and the behaviour code. On the first day the Trainers will lead the group through a "Common ground", a presentation of the frame and shared "rules" of the Training (no-judgement, open expression, respect,..) to be signed. The document meets the need to create an agreement among people coming from different countries and backgrounds on delicate topics.
3. **TEAM GOOD PRACTICES** The Trainers Team and the Support Staff will work as one thanks to the previous cooperation among many of them. They will coordinate to work in the most cooperative and effective way through some activities.

HOW WILL YOU ORGANISE THE PRACTICAL AND LOGISTICAL PART OF THE PROJECT (E.G. TRAVEL, ACCOMMODATION, INSURANCE, VISA, SOCIAL SECURITY, MENTORING AND SUPPORT, PREPARATORY MEETINGS WITH PARTNERS ETC.)?

- ✓ **TRAVEL/VISA:** Chagement and the coordinator will be responsible for the purchase of travel insurance tickets through a travel agency. Partners shall agree to save bills and boarding passes in order to facilitate reporting of funds. Individual travel insurance for each participant, covering possible delays, cancellations, changes of holders and loss / damage in luggage etc. will be recommended. Each sending organisation can also choose to buy tickets for its own participants. If needed Chagement shall provide participants with all necessary documents for visa application.
- ✓ **MEDICAL INSURANCE:** All participants need to bring their EUHealth Card. Face masks and active prevention protocol will be applied based on regional and international recommendations.
- ✓ **ACCOMMODATION – MEALS:** The group shall be hosted in a youth centre hostel. Food will be provided following the dietary needs.
- ✓ **COMMUNICATION:** Before the activity, we will clarify all the practical and logistical details, share tasks and responsibilities among team members and shape the contents and programs of the activities according to the expectations, needs and skills of the participants and partners. Also, we will implement the regulations in force, ensuring minimal risk regarding the transmission of COVID19. Before, the participants will receive an Info-Pack with the relevant information necessary to prepare for the trip.
- ✓ **OTHER standards:** In none of our projects do we accept behaviours not based on respect of diversity and human rights. Any type of intolerant attitude (xenophobia, homophobia, etc.) will be reported. .
- ✓ **PREPARATORY MEETINGS WITH PARTNERS** In the preliminary phase we will have multiple with partners by email, Facebook and Skype. The partners are already communicating in the development of the application, ensuring all have the same purpose and objectives. Other meetings will be planned after the project approval for agreement signature, travel details, activities and participants selection and needs. We will have a Facebook group from before the project starts, in order to know each other and to share materials useful for the TC.

PARTNERSHIPS

HOW AND WHY DID YOU CHOOSE YOUR PROJECT PARTNERS? WHAT EXPERIENCES AND COMPETENCES WILL THEY BRING TO THE PROJECT?

Two of the partners are part of a network that our association's members kept on working with for years. Knowing our common needs, concerns and interests towards the topic's relevance we made a summary of the project and agreed with partner organizations to join and contribute to it. The other partner has been found through the publication of the course summary on social networks. With this new organization we want to establish new relations.

After selecting the associations that became part of the project, we shared the first idea for the project design and asked them for feedback. Based on common points we discussed how to improve the project quality and after many contacts, we made the final draft together. This means that we agreed on division on tasks and roles, discussed the profile and number of participants. Furthermore, we came to final daily program which implies to mechanism how the most we can involve them in the project in order to benefit as much as possible. Further, all partners have taken the responsibility to select and prepare the participants and to connect before and afterwards to the discussions. All have committed to organize follow up initiatives on their own local and national youth work level and share their knowledge and experience after the training course.

Our partners provide and bring different experiences and expertise to our project, Coordination, selection of participants, experience in the field of project experience in dissemination and exploitation of results.

HOW WILL YOU COMMUNICATE WITH THEM?

The role of the partners, their cooperation and communication with each other during the project will be active in all stages including the preparation, implementation and dissemination and exploitation of the project results.

Communication is done in all phases of the project through e-mail, phone and Skype. Before the project the associations were in contact with us for the development of the application form. When the project is approved, we will send an e-mail to all the project partners explaining the next steps.

During the project the partners, will be in contact with the participants and with us to see what they're doing through the social media (Facebook group) which will be created for the project.

Additionally we will be in contact with the trainers, which will be active during the preparation and development of the project.

HOW WILL YOU MONITOR AND COORDINATE THEIR CONTRIBUTION?

During the development phase of this form, all the partners agreed on a clear and consensual definition of the functions and tasks of each participating organization involved in the project, guaranteeing the effective application, monitoring and dissemination of the results obtained through the project in their Participants. For this reason once they have returned to their organizations, will carry out an evaluation with the participants to know if the objectives they had before leaving their country have been fulfilled, the cooperation and what they learned during the training course. Once the participants have returned to their sending organizations, we will send a questionnaire to send sending organizations, to know the impact, results and benefits of the project in the partner organizations and the participants, being able to evaluate the project in a quantitative and qualitative way.

WHICH OTHER ACTORS (ORGANISATIONS OR INDIVIDUALS) WILL BE INVOLVED AND HOW?

Women's Solidarity Association, Rainbow Solidarity Association, Democracy Association, Women's Rights Protection Association will be in the NGOfair to present their work to our participants.

EVALUATION

HOW WILL YOU EVALUATE YOUR PROJECT'S SUCCESS? WHICH ACTIVITIES WILL YOU CARRY OUT IN ORDER TO ASSESS WHETHER, AND TO WHAT EXTENT, YOUR PROJECT HAS REACHED ITS OBJECTIVES AND RESULTS?

Reflection is an important element in a learning process of individuals, as of the group as well. This will be a continuous process during the duration of the training, for them we will carry out different activities to evaluate if we have reached and in what degree the objectives and results of the project. **DAILY EVALUATION:** A daily evaluation will take place in small learning circles of the seminar in order to ensure the learning and reflection process, the inclusion and personal, emotional health of all participants. This moment gives them an opportunity to express their concerns and suggestions which will later be included in the discussions of the group leaders in a separate meeting.

- **MIDTERM EVALUATION:** Session for the evaluation of the preparation, performance, mutual support, the environment in the group, the relevance of the preparation for the realization of the activities, the logistics, the real needs discussion between organizers, coaches and participants and project improvements.
- **FINAL EVALUATION:** Session in which the evaluation will be divided into 2 parts, a first where we will use different methods and dynamic tools for the evaluation of different aspects of the project, objectives, things were learned, expectations. A second part where the participants through a questionnaire will evaluate all the activities, the organization, the food, the place, etc., with a score of 1 to 10. This will help us to know and if we have reached the marked objectives and in what degree, what are the things we have to improve and learn. The evaluation of the project will take into account two factors: Quantitative evaluation: With partner organizations we will evaluate the project indicating the estimated number of people who will benefit (staff, partners, stakeholders from each partner, people from local communities, beneficiaries from the adult education community, etc.) of the results of the project. Qualitative evaluation: With the daily, intermediate and final evaluations we will know the quality of the project, what the participants have learned and the overall quality of the project.

Through the Youthpass we will also evaluate the learning outcomes of the participants, if they have achieved their objectives and everything they have learned and improved during the project, using as a tool for their professional development and to improve their Curriculum, we will work the Youthpass every day.

SUSTAINABILITY OF THE RESULTS

WHAT WILL YOU DO TO MAKE SURE THAT YOUR PROJECT CONTINUES TO HAVE EFFECTS ALSO AFTER IT ENDS?

In terms of long-term sustainability of the project once the EU grant has been used up, the whole project conception has been prepared with a long-term perspective. All partners have committed to work effectively in order to make the project achievements lasting in time. All organizations foresee to carry out diverse type of activities and to explore the results of the project so that the effects touch the largest amount of target groups and are widely spread within the local communities. We will produce by all the partners a sustainability strategy with the steps from each organization after the

project. This strategy will be defined in the beginning of the project and after check in the end with all results. Will give opportunity during the duration of the project to check new cooperation, grants and involve different stakeholders to maintain the project and results alive. The project results and impact will be announced and linked to the online Erasmus+ dissemination platform and in this way, widely spread to diverse target groups so that sustainability in time will be ensured.

ARE YOU PLANNING MEASURES TO MAKE SURE THAT THE RESULTS PRODUCED ARE USED AND BENEFICIAL TO OTHERS BEYOND THE PROJECT'S LIFETIME? IF YES, WHICH ONES?

PROJECT MONITORING AND MULTIPLIER EFFECT:

- In reference to one of the long-term objectives of the training course, new projects under the E + Program will be developed on the last day with the activity of future projects.
- We hope that once participants return to their countries they will implement everything they have learned, being potential multipliers of the project, that means that the work done has been fruitful and important.
- We will be in contact with the partners to see how they have used what they learned in the course and which organizational habit they established and entered in practice.

DISSEMINATION OF PROJECT RESULTS

HOW WILL YOU MAKE YOUR PROJECT VISIBLE OUTSIDE YOUR ORGANISATION AND PARTNER ORGANISATIONS? HOW WILL YOU SHARE ITS RESULTS AND SUCCESS? WITH WHOM WILL YOU SHARE THE RESULTS?

Target group of dissemination: The project promoters and participants will carry out different actions to disseminate and share the experience of the training course.

The impact on European level will be achieved through the dissemination of the tangible results (video and articles) to European Youth NGOs and the European Youth Forum. The European Youth NGOs and the European Youth Forum are considered to be important stakeholders, not only because they can outreach to millions of young people all over Europe, but also because they consult the European Commission on topics related to young people and youth policy.

There are several activities planned to ensure the visibility and dissemination of project results: -

- ✓ Creation of online media materials where project publications will be made, all the results and photos will be posted. -Make an article/newsletter with the results of the project to send to local newspapers and use partner associations within the project to disseminate the results

-We will make a facebook group of the project so that participants can exchange materials, results and contacts. -Visibility of the project will be carried out mainly the logos and information about the E + Program will be placed in all the gadgets that we make for the training course.

The target group of the results will be 1. leaders of organizations and 2. their youth leaders benefitting from different activities and tools , methodologies and techniques tackling gender issues.

HOW WILL YOU INVOLVE PARTICIPANTS IN SUCH ACTIVITIES?

The project promoters and participants will carry out different actions to disseminate and share the experience of the training course. First, the project participants will have the opportunity to deepen their knowledge and skills, further building their capacities in order to continue exploring or even working in the field of gender issues. The partners will continue their cooperation, especially in the execution of future joint projects that are planned to be developed by the participants themselves, which will create the multiplier effect itself.

Project Summary

WHAT DO YOU WANT TO ACHIEVE BY IMPLEMENTING THE PROJECT? WHAT ARE THE OBJECTIVES OF YOUR PROJECT? PLEASE SPECIFY FROM THE PERSPECTIVE OF YOUTH WORK PRACTICE.

Equality between men and women means that men and women have the same rights and obligations and that everyone has the same opportunities in society. Equality between men and women also implies justice and responsibility sharing, both within the family and in society. If gender prevents us from seeing the strengths and weaknesses of the individual, this can lead to discrimination and limitation of opportunities for the individual.

Our project will focus on gender discrimination, solutions, social and individual reasons that create an environment, problems related to gender inequalities in different countries. In this context, our general objective; increasing the competence of youth workers to tackle these issues within their organisations with the young people they are working with.

Specific objectives are:

- ✓ To develop empathy to understand the opposite sex.
- ✓ To teach the reasons of social inequality to youth workers.
- ✓ To teach the prejudices and social patterns underlying inequality and to adopt the concept of equality.
- ✓ To develop new solutions to reduce inequality between women and men.
- ✓ This Training wants to offer a path of reflection on ourselves and a guide to more awareness on inequality in order to develop skills that can also support the youth we work with.

WHAT ACTIVITIES DO YOU PLAN TO IMPLEMENT? WHAT IS THE NUMBER AND PROFILE OF THE PARTICIPANTS INVOLVED?

The 4 countries involved in the project are: A, B, C en D. Each of the partner will send 6 participants (3 men and 3 women) for the project. Altogether the training will gather 24 participants + 3 trainers + 1 support staff. All together 28 people to participate in this training.

NFE Activities:

- ✓ Equality Concepts and Discrimination Taboo, Identifying areas of social inequality through group work, Gender Equality Development of Countries: Participating countries will be divided into groups and share their changes and developments on gender equality in their own countries from past to present with group presentations, Social Classification (Improvisation Theatre), Male & Female Perspective, Interviews with local people, NGOs meet / workshop?

WHAT RESULTS AND IMPACT DO YOU EXPECT YOUR PROJECT TO HAVE?

In general as a result of the training course participant 1. leaders of organizations and 2. their youth leaders. will:

- ✓ learn how to deal with gender issues in their organisation and society
- ✓ learn to implement methods tackling gender issues

The impact of the project will give effect in personal, organizational and community level. It will drive organizations and participants to become agents for change and inspiration by the knowledge, experience and practical implementation of methods and technics on Gender equality.