

# GENDER SENSITIZATION OF EDUCATION PERSONNEL

**Company name :** Ville de Dudelange

**Activity sector :** Administration publique

**Company category :** Secteur Public

## Description of the action

The City of Dudelange has set up a training project on the subject of gender entitled Gender4kids. Open to all the educational staff of the maisons relais on a voluntary basis, the training includes a basic module (compulsory) and four other themes (two of which are compulsory). The basic module introduces gender pedagogy, offers reflections on routines and one's own stereotypes and attitudes between men and women. Themes of the four complementary modules :

- Diversity and conflict management
- self-esteem, emotions and body
- games, books and play areas
- friendship and family relations (on request)

In order for the training to be recognized, each participant must conduct a gender project in his or her institution.

## Context

By signing the European Charter for Equality of Women and Men at Local Level and the Lëtzebuerg Diversity Charter, the City of Dudelange has committed itself to act for gender equality. It has chosen to address the youngest by deciding to train the staff who look after children aged between 4 and 12. This project brings together four partner municipalities alongside the City of Dudelange: Esch-sur-Alzette, Hesperange, Differdange and Bettembourg.

## Approach

The initiative was born out of a desire to work for the child users of the maison relais. It is part of the internal action plan and covers both the European Charter for Equality of Women and Men and the Lëtzebuerg Diversity Charter. The training has been tailor-made and is part of a sustainable approach: educational staff are trained to integrate diversity into their work. The creation of a project and the awarding of the diploma depending on the project put in place confirm the practicality and sustainability of the training.

## Objectives

The aim is to make educational staff understand what is at stake from a non-stereotyped point of view, to encourage them to reflect on these issues and to get them to act in favour of non-discrimination, to enable child users to flourish in an open and less gender-stereotyped atmosphere.

## Impact

The impact is very positive. The city of Dudelange has 20 participants, including one man. Five projects were carried out following the training. The educational staff now understand the issues surrounding gender and know how to act with children. The impact has been such that the parents of the children taken in by these staff have asked for training on this theme. This training is currently being prepared.

## « To do »

- To develop practical orientation and participatory character through accompaniment (expertise) and implementation of concrete actions (provision of materials and financial resources).
- Formally recognize the expertise acquired by the participants.
- Take into account the time and location constraints of the different professions.

## « Not to do »

- Do not impose a meeting place far from the work place.