



### Gender-Oriented Project Planning (GOPP)

- Target group(s):** Project groups, teams, executives (junior)
- Objectives:** Acquaint participants with Gender-Oriented Project Planning (GOPP) and practice its use on the basis of an example from one's own experience
- Method:** Group work
- Task:** The plenary session will start by collecting projects from the fields of work of the participants which can be dealt with by using GOPP. Three or four case studies (depending on the number of participants and their interests) will be selected. The working groups work on their case study according to the GOPP raster and note down their results on cards or a pin board.
- Variation:  
The gender trainers either go into the working groups as gender experts for a certain amount of time, or they can be summoned by the working groups as so-called "flying experts".
- Evaluation:** The results are presented in the plenary session, and amicably discussed. The evaluation is carried out along the following questions:
- What approaches are there in this case?
  - What difficulties are there?
  - What support is still necessary?
- Time:** 60 - 90 minutes in working groups, 45 - 60 minutes for evaluation
- Materials:** Rectangular metaplan cards, pins, pin board, thick markers
- Working tools see annex:  
"Overview: Gender-Oriented Project Planning (GOPP)"
- Note:** If the participants are not used to working with planning templates or do not master systematic project management, you will have to schedule plenty of time for this exercise. If possible, participants should specify case studies and provide project outlines beforehand so that they can be adapted by the training team in a gender-oriented way. Without appropriate preparation a lot of experience with the tool and the fields of work of the participants (expert and field competence) are necessary to go into the working groups as a "flying expert".



## Overview: Gender-Oriented Project Planning (GOPP)

Planning element	Content
<b>Measure or project</b>	<ul style="list-style-type: none"><li>• Summary of the measure or the subject matter of the project</li></ul>
<b>Stock-taking</b>	<ul style="list-style-type: none"><li>• Gender analysis of the starting conditions of the measure or project</li></ul>
<b>Goal setting</b>	<ul style="list-style-type: none"><li>• Description of the objectives of the measure or project</li><li>• Setting gender policy and gender-related goals</li></ul>
<b>Target group(s) analysis:</b>	<ul style="list-style-type: none"><li>• Gender-differentiated description of the target group(s) of the measure or project</li></ul>
<b>Approach</b>	<ul style="list-style-type: none"><li>• Description of the possibilities that arise from the achievement of the objectives with regard to the target groups. What gender policy and gender-related approaches are there?</li></ul>
<b>Indicators</b>	<ul style="list-style-type: none"><li>• Which benchmarks document the achievement of the objectives?</li></ul>
<b>Tools and methods</b>	<ul style="list-style-type: none"><li>• Which methods and tools are to be used? Which gender policy and gender-related tools can be used?</li></ul>
<b>Framework conditions</b>	<ul style="list-style-type: none"><li>• What are the framework conditions, and where applicable restrictions under which the realisation of the measure or project is taking place?</li></ul>
<b>Requirements and support</b>	<ul style="list-style-type: none"><li>• Which gender competence is necessary for the gender-democratic and gender-related development of the measure or project? What support is desired?</li></ul>



## Example

Planning element	Content
<b>Measure or project</b>	<ul style="list-style-type: none"><li>• Summary of the measure or the subject matter of the project</li><li>• Conference "Do we really need gender youth work (for girls and boys) in Europe?"</li></ul>
<b>Stock-taking</b>	<ul style="list-style-type: none"><li>• Gender analysis of the starting conditions of the measure or project</li><li>• Approaches to working with boys and girls in different European countries</li></ul>
<b>Goal setting</b>	<ul style="list-style-type: none"><li>• Description of the objectives of the measure or project</li><li>• Motivate international discussion about gender-sensitive youth work</li><li>• Share experiences about approaches to work with boys and girls in Europe</li><li>• Establish a reference to gender mainstreaming</li><li>• Setting gender policy and gender-related goals</li><li>• Promote the dialogue between women working with girls and men working in youth work</li></ul>
<b>Target group(s) analysis:</b>	<ul style="list-style-type: none"><li>• Gender-differentiated description of the target group(s) of the measure or project</li><li>• Multipliers (education)</li><li>• Representatives of political youth associations</li></ul>
<b>Approach</b>	<ul style="list-style-type: none"><li>• Description of the possibilities that arise from the achievement of the objectives with regard to the target groups. What gender policy and gender-related approaches are there?</li><li>• Introductory papers on</li><li>• "Working with girls"</li><li>• Working with boys</li><li>• Gender mainstreaming</li><li>• Workshops for various target groups</li></ul>



Planning element	Content
<b>Indicators</b>	<ul style="list-style-type: none"><li>• Which benchmarks document the achievement of the objectives?</li><li>• High percentage of male participants (initial thesis: women tend to participate in gender policy questions more than men)</li><li>• Satisfaction regarding the contents will be determined by means of a questionnaire : satisfaction regarding content and methods is high</li><li>• The dialogue space between male and female approaches was described as good by the majority of the women and men</li></ul>
<b>Tools and methods</b>	<ul style="list-style-type: none"><li>• Which methods and tools are to be used? Which gender policy and gender-related tools can be used?</li><li>• Moderated gender dialogue</li><li>• International composition was taken into account</li><li>• The lecture about working with girls was given by a man</li><li>• The lecture about working with boys was given by a woman</li><li>• Both enter into a moderated dialogue</li><li>• Gender mainstreaming lecture is given by a gender team</li><li>• The facilitator is gender-competent; key questions are prepared</li><li>• Written questions are handed in by the participants – it becomes evident whether the question is asked by a man or a woman, so that they can be asked in "zip merge"</li><li>• The composition of the workshops can be gender-homogeneous and gender-heterogeneous (please take international composition into consideration)</li><li>• Conclusions during the final event will be themed: "Does youth work need gender sensitivity? And who benefits from gender-sensitive youth work?"</li><li>• Evaluation questionnaire</li></ul>



<b>Planning element</b>	<b>Content</b>
<b>Framework conditions</b>	<ul style="list-style-type: none"><li>• What are the framework conditions, and where applicable restrictions under which the realisation of the measure or project is taking place?</li><li>• Financial framework conditions (budget – gender budget)</li><li>• The location must be conveniently accessible with public transport</li><li>• Child care (upon request)</li><li>• Preparation or guidance team: gender competence</li><li>• Conference languages must be clarified</li></ul>
<b>Requirements and support</b>	<ul style="list-style-type: none"><li>• Which gender competence is necessary for the gender-democratic and gender-related development of the measure or project?</li><li>• What support is desired?</li></ul>



Examples: evaluation of the wall newspaper of the "Fit for Gender" project

Projekt	Bestandsaufnahme Analyse	Ziele	Gender Ziele	Zielgruppe
Tagung "Brauchen wir wirklich eine Mädchen und Jungenarbeit in Europa?"	Ansätze von Jungen- und Mädchenarbeit in verschiedenen europäischen Ländern	Diskussion über geschlechter sensible Jugendarbeit anregen Erfahrungsaustausch über Ansätze und Praxis von Jungen- und Mädchenarbeit in Europa Bezug zu Gender Mainstreaming herstellen	Dialog zwischen Frauen in der Mädchenarbeit und Männern in der Jugendarbeit befördern internationalen Dialog über geschlechter sensible Jugendarbeit führen	Multiplikatorinnen und Multiplikatoren (Pädagogik) Vertreterinnen und Vertreter politischer Jugendverbände
<b>Ansatzpunkte</b>	<b>Indikatoren</b>	<b>Instrumente Methoden</b>	<b>Rahmenbedingungen</b>	
Einführungsreferate - Mädchenarbeit - Jugendarbeit - Gender Mainstreaming - Werkstätten für verschiedene Zielgruppen	hoher Prozentsatz männlicher Teilnehmer Fragebogen: - hohe Zufriedenheit bezogen auf Inhalte - Der Raum zum Dialog wurde von der Mehrheit der männlichen und weiblichen Teilnehmenden als gut bezeichnet	Vortrag Mädchenarbeit durch einen Mann Vortrag Jugendarbeit durch eine Frau Vortrag zu Gender Mainstreaming ♀ und ♂ im Wechsel gender-kompetente Moderation geschlechts-homogene und gemischte AG's Schlussfolgerungen - Braucht die Jugendarbeit Geschlechter-sensibilität	internationale Besetzung beachten Gender-Dialog (moderiert) Leitfragen durch die Moderation Schriftliche Fragen der Teilnehmenden Auswertungsfragebogen	Ort erreichbar mit öffentlichen Verkehrsmitteln Kinderbetreuung Konferenzsprache Übersetzung? Budget
<b>Anforderungen Unterstützung</b>				