



"The five most important questions"

Target group(s):	All employee groups of an organisation
Objective:	<p>To determine the position of the group and the gender team</p> <p>To establish equal levels of information on gender orientation and/or gender mainstreaming within the organisation</p> <p>To create foundation for further work on the issue of 'Gender in organisations'</p>
Method:	<p>Small groups (3-4 people)</p> <p>Variant: small gender-homogeneous groups</p> <p>Short presentation on upcoming questions</p>
Task:	Compile your five most important questions on the issue of 'gender orientation' (or gender mainstreaming) in your organisation on a flip chart paper.
Evaluation:	<p>Present, compare, and, if necessary, summarise and prioritise questions from the groups – technical input of training team in keeping with the list of priorities</p> <p>As a variation: consider differences between the questions from the gender-homogenous groups – demonstrate unsimultaneousness of the dialogue between men and women in the organisation!</p> <p>Second option for evaluation: Determine the position of gender mainstreaming – against the background of the different national contexts</p> <p>Evaluation table: see annex</p>
Time:	10-15 minutes for small groups, input depending on questions
Materials:	Flip chart papers and pens for small groups, pin boards
Note:	If further questions arise, input can easily become extensive. Therefore, limit input to what is necessary to carry on.



Exercises > Determination of Positions: Gender-Political Strategies > The five most important questions

Survey: Determination of positions

Political level	European Union – Implementation into national law - national legislation
Objectives	<ul style="list-style-type: none"> • Equal participation of women and men • Equal opportunities for women and men • Gender equity • Gender democracy <p><i>Note: target conflicts might arise at the political and organisation-specific levels!</i></p>
Strategies	<ul style="list-style-type: none"> • Gender mainstreaming • Women’s policy / women’s promotion • Men’s policy • Empowerment • Feminist approaches • Gender budgeting
Levels of gender mainstreaming	<ul style="list-style-type: none"> • Gender mainstreaming in the context of organisation development • • Gender mainstreaming in the context of HR development: development of gender competences • • Gender mainstreaming in the context of technical and implementation
Sustainability	<ul style="list-style-type: none"> • Gender-differentiated programme and project planning • ‘Flying experts’ as and when required • Gender training courses for executives • Gender training courses for staff
Framework conditions	<ul style="list-style-type: none"> • Concepts of the organisations