



# Methodological Action Framework

HERo – New narratives towards a gender equal society  
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<b>Activity</b>	<b>A3.1 - Development of a Methodological Action Framework for the trainings</b>
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## Introduction

The following document defines the structure and the contents of the trainings which will be implemented in the framework of the project **“HERo – New narratives towards a gender equal society”**. It is one of the milestone of the content development and – at the same time – a reference for the partnership in order to address the content development on the topic of gender equality in all the fields at the core of the project: 1) education; 2) media; 3) CSOs; 4) Public institutions.

## The Project

**HERo - New narratives towards a gender equal society** is aimed at supporting transformation of deeply entrenched patriarchal behavioral attitudes in society by fighting against the spread of gender and social discrimination in education, mass media, and applying an effective and productive response to gender-based discrimination, in line with Sustainable Development Goal 5. The project wants to support government bodies, civil society organizations, education institutions and the media in promoting gender equality and preventing gender discrimination, and disseminating positive gender narratives at all levels of society.

“HERo” is implemented by the Public Association “Social Technologies Agency” (Kyrgyz Republic) and the Center for Creative Development “Danilo Dolci” (Italy) with financial support from the European Union for 36 months, from 2019 to 2022 (European Instrument for Democracy and Human Rights – Country Based Support Scheme for Kyrgyzstan 2018 – 2019).

### PRIORITY AREAS

#### **Stereotype-free education**

Supporting the conduct of anti-discrimination and gender expertise of standards and training materials, as well as increasing the gender competence of educators in the Kyrgyz Republic.

#### **Gender-sensitive media standards**

Assistance in the development and implementation of standards of gender-sensitive journalism in Kyrgyzstan as well as methodological support to universities on the application of these standards in the training of journalism specialists, thus improving the cooperation between the media and gender experts & NGOs.

#### **Gender Policy Collaboration**

Supporting interagency cooperation to prevent and respond to gender discrimination and violence at the national and local levels by increasing the capacity of gender-responsive ministries, departments, local self-government, strengthening the capacity of civil society organizations to effectively interact with state bodies and local self-government in order to advance the gender equality agenda. This project is funded by the European Union



## Products and results

- Research and analytical reviews of the gender dimension in the priority areas of the project
- Normative legal documents on the regulation of gender issues in the framework of priority areas
- Methodical guides, manuals for target groups of the project in Kyrgyz and Russian languages
- Training modules, training courses, including online, in Kyrgyz and Russian Videos, educational materials, information campaigns and actions in
- Kyrgyz and Russian Raising-awareness events to spread the results and involve the target groups at all levels

## About this document

The contents of this document have been developed taking into account the **Standard Model** developed after the *Good Practice Collection* (A1.3 & A1.4) and the *report* (A.2.3) *gathering all the target groups' learning needs* identified by focus groups with the involvement of the members of the Transversal National Board (A2.2). For each of the 4 trainings foreseen by the project, the Partnership has identified: 1) objectives; 2) contents; 3) Learning Outcomes; 4) Needs to be met; 5) Methodology; 6) Evaluation approach; 7) what kind of SDGs is covered by proposed contents and if they are foreseen by national plan regarding gender equality. This document marks the beginning of a long process of content development: based on the identified results, the partnership will develop key documents for each training. Specifically:

**1. Guidelines on the procedure and methodology for the education sector (A3.2):** the document will be focused on an analysis of the regulatory framework of the educational standards, together with guidelines and recommendations on institutional and regulatory consolidation of anti-discrimination and gender expertise as well as guidelines to implement a methodology for anti-discrimination and gender expertise of educational-methodical complexes.

**2. Gender awareness chart for media & standards for gender-sensitive journalism (A3.3):** an analysis of the regulatory framework and practices to develop a gender-sensitive and awareness chart for journalism. The main reference document will be the UNESCO's Gender Sensitive indicators for Media as well as the task 31.3 of the National Action Plan on Gender Equality for 2018 - 2020.

**3. Value Paper for CSOs (A3.4):** a main document listing all the indicators and values to guarantee gender mainstreaming also in CSOs sector.

**4. Gender policy recommendations addressed to public offices (A3.5):** a document providing the framework of reference for the field, taking into account the UN Kyrgyzstan Gender Equality Strategy.

All the documents will be the starting point for the trainings involving all the targets of the project, which will be the following:

<u>Training</u>	<u>Target</u>
Training addressed to government bodies	TG1: 50 responsables for gender issues (RGI) employees of government bodies. TG6: 100 Civil servants/staff of local authorities, such as members from law enforcement, social protection, health authorities, cultural and information authorities.
Training addressed to CSOs	TG2: 140 Human rights CSOs, NGOs working on gender issues, civil society activists, gender experts Needs:
Training addressed to educational staff & textbook authors	TG4: 70 Educational experts from different job profiles and institutions such as experts of the Council on quality of education of the Ministry of Education and Science, teachers of schools, vocational lyceums, and pedagogical universities, specialists from the Institutes of Advanced Training for Teachers, authors of the academic and methodological complex (learning and teaching support kit), employees of publishing houses for developing and publishing textbooks.
Training addressed to journalists, press officers and media experts	TG5: 75 Journalists, social media managers, self-governing associations of journalists, the press services of parliament and ministries

In the following pages, the methodological action framework for each training is specified.



## 1. Training on the field of education - Gender-sensitive educational and methodological complexes

**Target: 70 employees of educational organizations, pedagogical universities and teacher training institutes**

<p><b><u>Objectives</u></b></p>	<ul style="list-style-type: none"> <li>- Raising awareness of participants on gender;</li> <li>- Acquaintance with the conceptual framework and methodology of anti-discrimination and gender expertise of teaching materials;</li> <li>- Increasing understanding of the importance and necessity of taking into account human rights issues, gender, social inclusion, non-discrimination in the teaching materials;</li> <li>- Practical mastering of anti-discrimination and gender expertise tools</li> </ul>
<p><b><u>Contents (Modules and sub-modules)</u></b></p>	<ul style="list-style-type: none"> <li>• Introduction to Gender:             <ul style="list-style-type: none"> <li>○ Changing attitudes towards social difference and equality</li> <li>○ The difference between social and biological sex</li> <li>○ Gender roles and their reproduction</li> <li>○ The triple role of a woman</li> </ul> </li> <li>• Equality and Discrimination: concept and practice             <ul style="list-style-type: none"> <li>○ Formation of prejudices and stereotypes</li> <li>○ Types and mechanisms of discrimination</li> <li>○ Equal rights - equal opportunities - equal results</li> <li>○ Gender issues in different areas (economics, politics, violence, harassment, education, etc.)</li> </ul> </li> <li>• Stages of promoting gender equality:             <ul style="list-style-type: none"> <li>○ International documents</li> <li>○ National legislation</li> </ul> </li> <li>• Methodology of anti-discrimination and gender expertise of teaching materials:             <ul style="list-style-type: none"> <li>○ Legal foundations of the methodology</li> <li>○ Results-based education</li> <li>○ Basic concepts and categories for examination</li> <li>○ General criteria for the examination of teaching materials in the field of gender equality and social inclusion</li> <li>○ Recommendations for the examination of educational standards</li> <li>○ ADGE indicators                 <ul style="list-style-type: none"> <li>▪ Indicators for assessing content</li> <li>▪ Indicators for assessing visual support</li> <li>▪ Explanation of the use of indicators</li> </ul> </li> </ul> </li> </ul>



	<ul style="list-style-type: none"> <li>○ Workshop on the application of tools for gender expertise of teaching materials</li> </ul>
<b><u>Learning outcomes</u></b>	<p>As a result of the training, participants will:</p> <ul style="list-style-type: none"> <li>● know key gender concepts</li> <li>● know the history, context of promoting gender equality</li> <li>● know the main provisions, requirements of international documents and national legislation to ensure gender equality, including the prevention of the reproduction of gender stereotypes in the field of education</li> <li>● aware of positive international and local experiences in gender-sensitive education</li> <li>● be able to identify gender biases and stereotypes</li> <li>● familiarized with the conceptual framework and methodology of anti-discrimination and gender expertise of teaching materials</li> <li>● to better understand the importance and necessity of taking into account human rights, gender, social inclusion, non-discrimination in teaching materials and in the learning process;</li> <li>● own tools of anti-discrimination and gender expertise of teaching materials</li> </ul>
<b><u>Needs to be met</u></b>	<ul style="list-style-type: none"> <li>● the need to raise awareness / understanding on gender equality, non-discrimination and social inclusion, mastering the tools of anti-discrimination and gender expertise of teaching materials</li> </ul>
<b><u>Methodology</u></b>	<ul style="list-style-type: none"> <li>● interactive teaching methods for adults (role plays, small group discussions, presentations, etc.)</li> <li>● viewing and discussion of video materials</li> <li>● reading and discussing handouts</li> <li>● power point presentations</li> <li>●</li> </ul>
<b><u>Evaluation</u></b>	<ul style="list-style-type: none"> <li>● Pre-test at the beginning of the training</li> <li>● Post-test at the end of the training</li> </ul>
<b><u>SDG5 covered / Strategic National Plan indications covered</u></b>	<p>SDG 4, SDG 5; Task 2.6 of the Action Plan for 2018-2020 on the implementation of the Strategy for the Development of Education in the Kyrgyz Republic for 2012-2020 (approved by the Decree of the Government of the Kyrgyz Republic of June 4, 2018 No. 270); Objective 4.2.2 of the National Action Plan for Achieving Gender Equality for 2018-2020 (approved by the Decree of the Government of the Kyrgyz Republic of November 19, 2018 No. 537).</p>





## 2. Training on media - Developing Gender Awareness in Media and Standards for Gender Sensitive Journalism

**Target: 75 people from journalists, social media managers, self-governing journalists associations, parliamentary and ministry press services**

<b>Objectives</b>	<ul style="list-style-type: none"> <li>- Raising awareness of participants about gender aspects of media work;</li> <li>- improving the skills of media staff on gender-sensitive coverage</li> </ul>
<b>Contents (Modules and sub-modules)</b>	<ul style="list-style-type: none"> <li>• Introduction to Gender:             <ul style="list-style-type: none"> <li>○ Changing attitudes towards social difference and equality</li> <li>○ The difference between social and biological sex</li> <li>○ Gender roles and their reproduction</li> <li>○ The triple role of a woman</li> </ul> </li> <li>• Stages of promoting gender equality:             <ul style="list-style-type: none"> <li>○ International documents</li> <li>○ National legislation</li> </ul> </li> <li>• Equality and Discrimination: concept and practice             <ul style="list-style-type: none"> <li>○ Formation of prejudices and stereotypes</li> <li>○ Types and mechanisms of discrimination</li> <li>○ Equal rights - equal opportunities - equal results</li> <li>○ Gender issues in different areas (economics, politics, violence, harassment, education, etc.)</li> </ul> </li> <li>• Standards for Gender Sensitive Journalism:             <ul style="list-style-type: none"> <li>○ International experience</li> <li>○ National experience</li> <li>○ Gender-sensitive journalism tools (content requirements, visualization of media materials, gender-correct language, gender statistics and gender data journalism)</li> <li>○ Gender Integration in Media Management Policy</li> </ul> </li> <li>• Workshop:             <ul style="list-style-type: none"> <li>○ on the application of tools for gender analysis of media materials</li> <li>○ on the preparation of gender-sensitive materials</li> </ul> </li> <li>• Interaction with government bodies and civil society organizations in the preparation of publications:             <ul style="list-style-type: none"> <li>○ Recommendations for sources and resources</li> <li>○ Expert recommendations</li> </ul> </li> </ul>
<b>Learning outcomes</b>	<p>As a result of the training, participants will:</p> <ul style="list-style-type: none"> <li>• know key gender concepts</li> <li>• know the history, context of promoting gender equality</li> </ul>



	<ul style="list-style-type: none"> <li>• know the main provisions, requirements of international documents and national legislation on ensuring gender equality, including in the field of mass media</li> <li>• aware of positive international and local experiences in gender-sensitive journalism</li> <li>• be able to identify gender biases and stereotypes</li> <li>• familiar with the standards of gender-sensitive journalism</li> <li>• improve their skills in preparing gender-correct materials</li> </ul>
<b>Needs to be met</b>	<ul style="list-style-type: none"> <li>• need to raise awareness / understanding on gender equality issues and master skills / use tools of gender-sensitive journalism standards</li> </ul>
<b>Methodology</b>	<ul style="list-style-type: none"> <li>• interactive teaching methods for adults (role plays, small group discussions, presentations, etc.)</li> <li>• viewing and discussion of video materials</li> <li>• reading and discussing handouts</li> <li>• power point presentations</li> </ul>
<b>Evaluation</b>	<ul style="list-style-type: none"> <li>• Pre-test at the beginning of the training</li> <li>• Post-test at the end of the training</li> </ul>
<b>SDG5 covered / Strategic National Plan indications covered</b>	<p>SDG 5, SDG 16; Targets 26.3, 31.3, 31.4 of the National Action Plan for Achieving Gender Equality for 2018-2020 (approved by the Decree of the Government of the Kyrgyz Republic of November 19, 2018 No. 537).</p>



### 3. Training with public institutions: Comprehensive gender approach in the activities of state bodies and local self-government bodies

**Target: 50 state and municipal officials responsible for gender issues in ministries and local self-government bodies**

<b>Objectives</b>	<ul style="list-style-type: none"> <li>- Raising awareness of participants on gender;</li> <li>- Familiarization with the conceptual framework and methodology of an integrated gender approach;</li> <li>- improving knowledge about gender aspects in different sectors of government;</li> <li>- improving skills in working with gender data, statistics, gender analysis tools, and gender-sensitive planning, budgeting, monitoring the activities of state bodies and local self-government bodies</li> <li>- raising awareness about the possibilities of expanding cooperation between government agencies, local self-government bodies and CSOs in the field of gender policy</li> </ul>
<b>Contents (Modules and sub-modules)</b>	<ul style="list-style-type: none"> <li>• Introduction to Gender:             <ul style="list-style-type: none"> <li>○ Changing attitudes towards social difference and equality</li> <li>○ The difference between social and biological sex</li> <li>○ Gender roles and their reproduction</li> <li>○ The triple role of a woman</li> </ul> </li> <li>• Stages of promoting gender equality:             <ul style="list-style-type: none"> <li>○ International documents</li> <li>○ National legislation, national strategic and program documents in the field of gender policy</li> </ul> </li> <li>• Equality and Discrimination: Concept and Practice             <ul style="list-style-type: none"> <li>○ Formation of prejudices and stereotypes</li> <li>○ Types and mechanisms of discrimination</li> <li>○ Equal rights - equal opportunities - equal results</li> </ul> </li> <li>• Express analysis (self-diagnosis) of each state body / local self-government body according to the level of implementation of a comprehensive gender approach</li> <li>• Gender mainstreaming in planning, budgeting and policy implementation             <ul style="list-style-type: none"> <li>○ Concept</li> <li>○ Legal framework</li> <li>○ Achievements and challenges</li> <li>○ Monitoring and Evaluation Tools</li> </ul> </li> <li>• Gender Policy in Kyrgyzstan: Achievements and Challenges             <ul style="list-style-type: none"> <li>○ Legislation, strategies, programs</li> <li>○ International obligations</li> </ul> </li> </ul>



	<ul style="list-style-type: none"> <li>○ Current situation by sector</li> <li>○ Gender statistics</li> <li>○ The role of ministries, departments, local self-government bodies in the development, coordination, implementation and evaluation of gender policy in these areas</li> <li>● Taking into account the gender aspects of the SDGs in activities in the activities of state bodies / local self-government bodies             <ul style="list-style-type: none"> <li>○ Presentation of the Manual / Instruction</li> <li>○ Overview of SDG Recommendations in Different Areas</li> </ul> </li> <li>● Planning next steps to promote an integrated gender approach in ministries, departments, local self-government bodies</li> <li>● Interaction of state bodies, local self-government bodies and civil society organizations in the implementation of gender policy:             <ul style="list-style-type: none"> <li>○ Recommendations for sources and resources</li> <li>○ Database of gender NGOs, experts</li> </ul> </li> </ul>
<b>Learning outcomes</b>	<p>As a result of the training, participants will:</p> <ul style="list-style-type: none"> <li>● know key gender concepts</li> <li>● know the history, context of promoting gender equality and gender mainstreaming</li> <li>● know the main provisions, requirements of international documents and national legislation on ensuring gender equality</li> <li>● are able to apply gender mainstreaming tools in their work</li> <li>● know how to find and how to use gender data and statistics are able to conduct a gender analysis of the sectoral activities of the state. bodies and draw up appropriate gender plans</li> <li>● informed about the possibilities of interaction with other government agencies. bodies, local self-government bodies and NGOs in the field of gender policy</li> </ul>
<b>Needs to be met</b>	<ul style="list-style-type: none"> <li>● the need to increase gender sensitivity</li> <li>● the need to deepen knowledge and improve skills in applying an integrated gender approach in the activities of ministries, departments, local self-government bodies</li> </ul>
<b>Methodology</b>	<ul style="list-style-type: none"> <li>● interactive teaching methods for adults (role plays, small group discussions, presentations, etc.)</li> <li>● viewing and discussion of video materials</li> <li>● reading and discussing handouts</li> <li>● power point presentations</li> </ul>



<b>Evaluation</b>	<ul style="list-style-type: none"> <li>• Pre-test at the beginning of the training</li> <li>• Post-test at the end of the training</li> </ul>
<b>SDG5 covered / Strategic National Plan indications covered</b>	<p>SDG 5, SDG 16; Objectives 29.2, 32.4 of the National Action Plan for Achieving Gender Equality for 2018-2020 (approved by the Decree of the Government of the Kyrgyz Republic of November 19, 2018 No. 537).</p>



#### 4. Training with CSOs: Promotion of gender equality policy through improved cooperation of CSOs with state bodies and local self-government bodies

**Target:** 140 representatives of civil society organizations on human rights, gender NGOs, activists, gender experts; members of Public Councils of ministries

<b>Objectives</b>	<ul style="list-style-type: none"> <li>- Raising participants ' awareness of gender and gender sensitivity;</li> <li>- Improving understanding of the role of CSOs and opportunities for cooperation with State and local governments to promote gender equality</li> </ul>
<b>Contents (Modules and sub-modules)</b>	<ul style="list-style-type: none"> <li>• Introduction to Gender:             <ul style="list-style-type: none"> <li>○ Changing attitudes towards social difference and equality</li> <li>○ The difference between social and biological sex</li> <li>○ Gender roles and their reproduction</li> <li>○ The triple role of a woman</li> </ul> </li> <li>• Equality and Discrimination: concept and practice             <ul style="list-style-type: none"> <li>○ Formation of prejudices and stereotypes</li> <li>○ Types and mechanisms of discrimination</li> <li>○ Equal rights - equal opportunities - equal results</li> </ul> </li> <li>• Stages of promoting gender equality:             <ul style="list-style-type: none"> <li>○ International documents</li> <li>○ National legislation, national strategic and policy documents in the field of gender policy</li> </ul> </li> <li>• Integrated gender approach in policy planning, budgeting and implementation             <ul style="list-style-type: none"> <li>○ Concept</li> <li>○ Legal framework</li> <li>○ Achievements and challenges</li> <li>○ Monitoring and evaluation tools</li> </ul> </li> <li>• Gender policy in Kyrgyzstan: achievements and challenges             <ul style="list-style-type: none"> <li>○ Legislation, strategies, programs</li> <li>○ International obligations</li> <li>○ Current situation by sector</li> <li>○ Gender statistics</li> <li>○ The role of ministries, departments, and Local Governments in the development, coordination, implementation, and evaluation of gender policies in these areas</li> </ul> </li> <li>• Integration of gender aspects of the Sustainable Development Goals in the activities of State bodies and local self-government bodies             <ul style="list-style-type: none"> <li>○ Presentation of the Manual / instructions</li> </ul> </li> </ul>



	<ul style="list-style-type: none"> <li>○ Review of recommendations on the Sustainable Development Goals in different areas of activity</li> <li>● Interaction of state bodies, local self-government bodies and civil society organizations on the implementation of gender policy:             <ul style="list-style-type: none"> <li>○ Public monitoring and evaluation</li> <li>○ Gender expertise of draft laws and regulations submitted for public discussion by state bodies\Local government bodies</li> <li>○ Participation in the implementation of national strategies and plans in the field of gender policy</li> <li>○ Joint planning and implementation of activities (e.g. 16-day campaign against violence against women, March 8 rallies, etc.)</li> <li>○ Preparation of national reports on the implementation of CEDAW and other conventions</li> <li>○ Budget hearings</li> <li>○ Participation in interagency working groups</li> </ul> </li> </ul>
<b>Learning outcomes</b>	<p>As a result of the training, participants will:</p> <ul style="list-style-type: none"> <li>● know key gender concepts</li> <li>● know the history and context of promoting gender equality and an integrated gender approach</li> <li>● know the main provisions, requirements of international documents and national legislation on gender equality</li> <li>● are able to apply the tools of an integrated gender approach in their work</li> <li>● are able to conduct gender analysis, monitor the activities of state bodies and OMSU</li> <li>● improve knowledge of gender perspectives in different sectors of public administration;</li> <li>● learn more about the possibilities of interaction with state bodies, OMSU in the field of gender policy</li> <li>● acquire skills in working with gender data, statistics, tools for gender analysis, and gender-sensitive planning, budgeting, and monitoring the activities of state and local governments</li> </ul>
<b>Needs to be met</b>	<ul style="list-style-type: none"> <li>● the need to increase gender sensitivity</li> <li>● the need to deepen knowledge and improve skills on the application of an integrated gender approach in their activities and in the activities of ministries, departments, local self-government bodies</li> </ul>
<b>Methodology</b>	<ul style="list-style-type: none"> <li>● interactive adult learning methods (role-playing games, small group discussions, presentations, etc.)</li> <li>● viewing and discussing video materials</li> <li>● reading and discussing handouts</li> </ul>



	<ul style="list-style-type: none"> <li>power point presentations</li> </ul>
<b>Evaluation</b>	<ul style="list-style-type: none"> <li>Pre-test at the beginning of the training</li> <li>Post-test at the end of the training</li> </ul>
<b>SDG5 covered / Strategic National Plan indications covered</b>	<p>SDG 5, SDG 16; Targets 17.3, 26.3, 31.3, 31.4 of the National Action Plan for Achieving Gender Equality for 2018-2020 (approved by the Decree of the Government of the Kyrgyz Republic of November 19, 2018 No. 537).</p>