



Nordic  
Culture Point



Nordic Council  
of Ministers

A stylized illustration of a diverse group of people sitting in a circle, engaged in conversation. The people are depicted in various colors and styles, representing different ethnicities and ages. The background is a light, warm tone with soft, abstract shapes.

# Report

**Gender journey and young  
women empowerment  
programme 2022-2023**

# Gender journey and young women empowerment programme 2022

## background

The Gender Journey and Young Women Empowerment Programme 2022 aimed to increase knowledge and awareness about gender equality among young people and reinforce their role in creating an inclusive and equal school environment. The programme focused on empowering young women and tackling gender-based discrimination.

## problem/issue



The problem/issue that the project aims to address is gender inequality and the challenges faced by young women. Despite progress in recent years, gender disparities persist in various aspects of life, including education, employment, leadership positions, and access to resources and opportunities. This creates barriers and limitations for young women, hindering their personal growth, development, and overall well-being.

The "Gender Journey and Young Women Empowerment Programme 2022" aims to address these problems/issues by increasing awareness, providing knowledge and skills, promoting empowerment, and creating a supportive and inclusive environment for young women. Through targeted interventions, the programme seeks to overcome these challenges and enable young women to fulfill their potential, exercise their rights, and actively participate in shaping a more equitable and inclusive future.

## current ideas



- Educational Workshops and Trainings. The sessions provided young women with knowledge and skills to challenge gender stereotypes, promote inclusivity, and advocate for their rights. Topics included gender-based violence prevention, leadership development, assertiveness training, and self-esteem building,
- Project involves people with different genders, with different ethnicities and economic backgrounds, this will strengthen them together with general tasks and challenges, they will have time to build trust, positive perspective on gender equality theme and important of acceptance of differences.
- Young people will join with a non-formal network of young activist promoting importance to be tolerant, diverse and be an agents of change who will build social cohesion within communities. Youth will have more trust in governmental institutions and a civil society organisations, who deals with gender equality, gender based violence, women empowerment.
- Learn into norm-critical and 4R method, and gain tools to evaluate their own school/organisations or in relation to, among other things, the Convention on the Rights of the Child, school legislation, and political goals concerning equal rights.

This summary report highlights the key activities, outcomes, and achievements of the programme.

# Project Timeline

## International training

gender equality and norm criticism norm criticism, 4R and active participation methods

15-17. September  
2022, Sweden,  
Göteborg

## First Youth & experts meeting

knowledge and skills on gender  
equality

17-20. October  
2022, Denmark,  
Copenhagen

## Second Youth & experts meeting

developing educational  
materials / toolkit

18-21. November  
2022, Tallinn,  
Estonia

05 -07. February  
2023, Helsinki,  
Finland

## International Youth Conference on Gender Equality and Human Rights

discussing gender equality in the  
education system and presenting  
project results and follow up activities.

# Local Workshops

August 2022 - September 2023 Sweden, Denmark, Finland and Estonia

<https://genderjourney.eu/workshops/>

The main goal of the local workshops was to teach young people a basic knowledge of gender equality, equal treatment, rights, and active participation. The workshops were designed to raise awareness among young people about gender inequality, stereotypes, and prejudices in everyday social contexts.

The objectives of the workshops include:

- Promoting awareness: The workshops aim to create an understanding of deep-rooted gender inequality and the stereotypes and prejudices that contribute to it.
- Reducing inequality: The workshops seek to develop tools and strategies which could be used to address and reduce gender inequality.
- Discussing gender roles and stereotypes: The workshops provide a platform for open discussions on gender roles and stereotypes, which are crucial for finding constructive solutions.
- Providing knowledge and skills: The workshops aim to equip participants with constructive knowledge and skills related to gender equality and equal treatment, particularly within the education system. This early intervention helps challenge and counteract prejudices and stereotypes.

Each partner in the programme has conducted three local workshops (min 60 participants per country). The workshops were tailored to the participant's specific needs and safety considerations, ensuring a sensitive and inclusive environment for discussion. While the workshops may not strictly follow a proposed agenda or use predefined methods and tools, they provided a basic overview of the themes and were designed to meet the target group's specific needs.



# International Training on Gender Equality

15-17th of September 2022, Göteborg, Sweden

<https://genderjourney.eu/training/>

During the meeting, participants discuss the impact of gender equality and equal treatment in policymaking, social life and their interrelation with formal and non-formal education and learning processes concerning the Sustainable Development Goals (SDGs) themes. The meeting content was based on norm criticism, 4R and active participation methods dedicated to enthusiastic young people & educators. Training has provided students and educators with the necessary basic skills and knowledge on gender equality and discovering the link between power relations and norms. We will combine norm criticism with other tools and methods (GET, the Staircase Models, or the 4R). One of the practical goals of the project was to create a Youth Network and a Gender Journey Toolkit & Web resource. Additionally, engage fully with educators to propose guidelines for youth and educational institutions on integrating gender equality at all levels. During this training, participants got new skills and knowledge, got answers to their questions related to practical approaches and generated new solutions y to systematise the bits and pieces of knowledge on gender-responsive education and facilitate the process of establishing an educational toolkit on gender equality guidelines for the youth organisations and educational institutions.

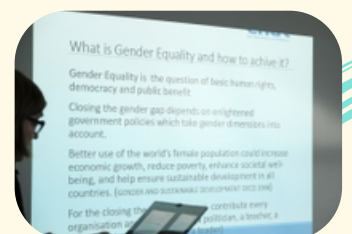
At the international training, constructive knowledge and skills on gender equality in the education system were provided to ensure early intervention in perpetuating prejudices and stereotypes. Young people expressed the importance of achieving success in this work, particularly in avoiding discrimination and bullying between students and educators. Additionally, young people are eager to create a gender-equal environment, regardless of gender, age, sexual orientation, race, ethnicity, or religious beliefs.



The content of the training were delivered by experts such as Malin Gustavsson, Laura Hagström, and Virve Savoila from Ekvalita (Finland); Annika Alm from Göteborg Univeristy and Susanne Kallanvaara, Annika Eklund from Burgårdens Gymnasium (Sweden); Ivan Vasilevskikh and Alejandra Cordero Hansen from Copenhagen Business Academy (Denmark); Reet Laja from The Estonian Women's Studies and Resource Centre in Estonia and Barbi Pilvre Strongard a researcher from Tallinn University (Estonia).

- The aim of the training was to provide students and teachers with the necessary basic skills and knowledge about gender equality and equal treatment. Also to reveal the connection between power relations and norms.

- Young people were deeply committed to learning new skills and contributing to fruitful conversations and discussions, develop own solutions and visions to improve gender equality and equal treatment at the local, state, and regional (Nordic-Baltic) levels. They also focused on transferring knowledge to other young people and creating a value-based society.



# First Youth & experts meeting

17-20. October 2022, Copenhagen, Denmark

<https://genderjourney.eu/denmark/>

The meeting was hosted by NGO Folkevirke (women organisation) who presented to us their own story and contribution in achievement of gender equality and women empowerment, Annamari Balle and Ivan Vasilevskih made an opening speeches and presented best practices and tools what they are using in their work. The Youth and experts meeting was aimed to continue developing project web-resource & educational gender journey toolkit and discuss the results of workshops, and share best practices, existing tools and resources for educational purposes. Young people and educators have discussed and formulated own recommendations how to integrate gender equality policies and diversity friendly policies into educational process and school environment. The proposals were well noted and taken into consideration for future discussion at the International Conference.

A keynote speech was conducted by Malmö & Tartu University researcher Ms. Anna-Liza Starkova (Norm Criticism at school and youth work and main principles of Gender Theory). She discussed the importance of critically examining and challenging societal norms and stereotypes that perpetuate gender inequality.



Mrs. Susanne Kallanvaara, head teacher from Burgårdens Gymnasium (Sweden) shared her practical experience and application of Norm Criticism at school class. She provided real-life examples and discussed how Norm Criticism can be implemented in various contexts, including educational settings.

After gaining inspiration from the expert presentations, the participants engaged in the first workshop. The focus of this workshop was on developing educational games and exercises that are relevant to the national context of each team. The participants explored the challenges and opportunities related to gender equality, identified the strengths and weaknesses in their respective countries, and considered the available resources and limitations. The aim was to create interactive and engaging activities that align with the principles of gender approach and norm criticism.



Overall, the Youth & experts meeting in Copenhagen served as a platform for sharing knowledge, exchanging ideas, and collectively working towards creating a gender-equal society. The participants were enthusiastic about contributing to the development of the project's practical outcomes and making a positive impact on gender equality and empowerment of young women.

During these sessions, the participants discussed best practices and proposed new rules and recommendations for educational institutions, NGOs, and local, regional, and national governments. Each team presented their ideas on effective educational techniques, principles to be implemented in educational institutions, and policies that governments should introduce at different levels. The goal was to provide concrete suggestions for promoting gender equality, fostering inclusive environments, and ensuring equal treatment within the education system.

# Second Youth & experts meeting

17-20th November 2022, Tallinn, Estonia

<https://genderjourney.eu/estonia>

Meeting provided an opportunity to consolidate the various pieces of knowledge on gender-responsive education and facilitate the process of establishing an educational toolkit on gender equality and guidelines for youth organizations and educational institutions.

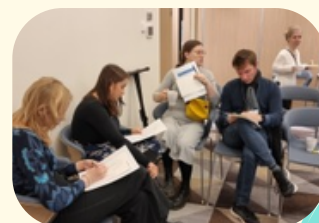
During the meeting, the participants gathered to finalise the development of the educational gender journey toolkit. They reviewed and discussed the results of the previous workshops, identified areas for improvement and refinement.

In addition to working on the toolkit, the participants also focused on developing a web resource, which will contain various educational materials (presentations, games, exercises, recommendations etc). The web resource would serve as a platform to share existing resources, such as articles, research papers, videos, and other relevant materials, related to gender equality and equal treatment. This resource would enhance the accessibility and dissemination of information on gender-responsive education.



The event emphasized the importance of sharing existing resources and proposals for the upcoming International Conference. The participants had the opportunity to exchange ideas and suggestions for presentations, workshops, and panel discussions that would contribute to the conference's objectives of promoting gender equality and empowering young women.

The second Youth & experts meeting served as a crucial platform for collaboration and progress in developing the educational toolkit, web resource, and sharing resources for the International Conference. It fostered the exchange of ideas and experiences, bringing together experts and young people who are dedicated to promoting gender equality and creating inclusive society.



# International Conference on Gender Equality & Human rights

5-7th February 2023, Helsinki, Finland  
Scandic Helsinki Aviacongress



[genderjourney.eu/finland](http://genderjourney.eu/finland)



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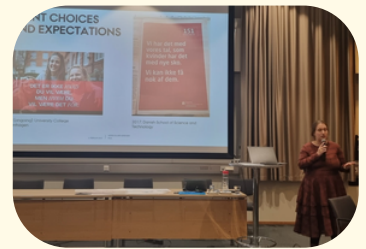
KÜSK National Foundation  
of Civil Society



The main goal of the international conference was to discuss gender equality in the education system and how to ensure early intervention in the perpetuation of prejudices and stereotypes. We were looking for constructive dialogue in the exchange of ideas, as well as a presentation of main project outcomes and acknowledgement of the main contributors and partners. The conference included keynote speeches, panel discussions, and workshops conducted by experts and youth.



The International Conference brought together 68 participants from Finland, Sweden, Denmark and Estonia.



The key presentations were delivered by following experts: Merja Kähkönen (The National Council of Women of Finland), Jenni Kauppila (UNA Finland), Evelyn Neudorf (Tallinn University), Reet Laja (The Estonian Women's Studies and Resource Centre), Susanne Kallanvaara (Burgårdens Gymnasium), Shamsul Alam (Vasemmistoliitto), and high level expert PhD Astrid Elkjær Sørensen from Aarhus University, who made a keynote speech on "Gender segregation in education and the labour market in Nordic Countries".



Evaluation of the conference received a positive rating of 8.7 out of 10. Participants found the conference engaging and effective in facilitating discussions and knowledge sharing. The conference communications were rated 9.2 out of 10, highlighting the effectiveness of the organizers in providing relevant information and facilitating communication among participants. The overall organization during the conference received an excellent rating of 9.6 out of 10, indicating that the event ran smoothly and efficiently.

- Participants have expressed their vision that diverse communities working together around common agendas will build trust and positive perspectives. During the project, participants gained new skills and positive experiences on gender equality and exchanged their own experiences and hopes for real change with each other.
- Moreover, young people will become multipliers by sharing their ideas and abilities with governmental stakeholders and mentors' friends on gender equality, as knowledge of it is essential to a democratic society.





# Partners and funders

We want to begin by thanking Nordic Culture Point and the Nordic Council of Ministers, which were supporting this initiative in the frame of Norden 0-30 Grant Programme by exchanging knowledge and experience within gender equality and by reinforcing young people's role in the creation of an inclusive and equal school/environment with a focus on increased youth active participation and women empowerment by tackling thought this project gender-based discrimination. We are happy that partners prioritised this project and contributed much time to finalising project outcomes by creating the collaboration network. Each partner took additional responsibility to continue working within a community and on an international level through created non-formal network.

## FINLAND

- UN Association of Finland
- The National Council of Women of Finland
- Helsinki University
- Metropolia University of Applied Sciences
- University of Turku
- The University of Eastern Finland
- Luksia, Western Uusimaa Municipal Training and Education Consortium
- Vasemmistoliitto
- Ekvälita
- Femina ry

## SWEDEN

- University of Gothenburg (Global Gender Studies)
- Burgarden Gymnasium
- ÖGAT
- Malmö University

## DENMARK

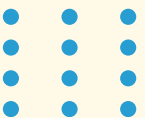
- Folkevirke
- Copenhagen Business Academy
- Aarhus University

## ESTONIA

- Office of Gender Equality and Equal Treatment Commissioner in Estonia
- Nordic Council of Ministers Office in Estonia
- Ministry of Social Affairs in Estonia
- Tallinn University
- Estonian Women's Studies and Resource Centre;
- Peace Child Estonia
- Sillamae Society for Child Welfare

# Materials

The project and educational materials for the Gender Journey and Young Women Empowerment Programme 2022 are available on the official website of the program, you can visit the website and explore the resources section or any specific pages dedicated to the materials. The official website should provide you with access to the materials, which may include educational toolkits, guidelines, reports, presentations, or other relevant resources related to gender equality and young women's empowerment.



# Project results

## During the project programm we completed the following:

- 12 local workshops (3 per country)
- 4 international events (an international training on gender equality in the education system and norm criticism to ensure early intervention in the perpetuation of prejudices and stereotypes).
- Two international youth and expert meetings for developing the project educational materials and to share best practices and experience and finally an international conference on gender equality to discuss on gender equality in the education system and present project outcomes.
- 410 people took part in the project activities.
- Project web resource was created: <https://genderjourney.eu/>
- We developed recommendations for educational institutions, NGOs, and local, regional, and national governments.
- Young people and engaged experts have gained the necessary skills how meaningfully participate in a democratic society.
- The project had an impact on project participants seeing a positive perspective of the gender equality theme and the importance of accepting differences.
- Young people have joined a non-formal network of young activists promoting the importance of being tolerant and diverse.
- Youth enhanced more trust in governmental institutions and civil society organisations, which deals with gender equality, gender-based violence, and women empowerment, so they are aware of where to turn for help.
- Young people have improved their skills in norms-criticism and the 4R method and gained tools to evaluate their own school/organisations or concerning the Convention on the Rights of the Child, school legislation, and political goals concerning equal rights.
- The project produced educational materials (assembled into a manual/toolkit) and advanced discussion on gender roles & gender equality in the education system to ensure early intervention in destroying prejudices and stereotypes.
- Participants expressed a strong commitment to achieving success in avoiding discrimination and bullying among students and educators.



# Conclusion:

The Gender Journey and Young Women Empowerment Programme 2022 has made significant progress in promoting gender equality and empowering young women.

Through collaborative efforts, the programme successfully increased knowledge and awareness, developed practical resources, and fostered a network of young advocates for gender equality.

The programme's impact on participants, experts, partners, and stakeholders was visible via the positive feedback, raised level of skills, gender-based approach to the education system, new habits and integration of equality-friendly policies. The programme serves as a valuable foundation for continued efforts in creating an inclusive and equal society for all genders.

