



O2 - Output 2 - TWOST - How to.PDF

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Dissemination level	Confidential
Description	Guidance will be developed as part of the TWOST project to provide information, concrete tips, good practice examples and strategies to put into practice a gender mainstreaming approach to advance towards equality between women and men in youth. This toolkit will support youth workers and managers to make their organisation, programmes and actions more gender sensitive.

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TWOST “How to” - Interactive Guidelines

Description

A pdf “**how to**” guidance will be developed as part of the TWOST project to provide information, concrete tips, good practice examples and strategies to put into practice a gender mainstreaming approach to advance towards equality between women and men in youth.

This toolkit will support youth workers and managers to make their organisation, programmes and actions more gender sensitive. The TWOST Interactive Guidelines are targeting youth workers on identification and prevention of stereotypes and gender-based violence and harassment. This intellectual output will include collection and analysis of existing literature, tools and best practices followed by recommendations to be implemented in practice. The database will be an online directory composed by recommendations and good practice realized in order to fight gender based stereotypes in youth. Pdf guideline, the same output on several formats, useful for youth workers in order to sensitize them on the need to focus and then to fight the gender-based stereotype.



TWOST “how to” FAQ GENDER

1. What is TWOST?

TWOST (Training Without Stereotypes) is an Erasmus+ KA2 project aimed to empower European youth through the challenge of gender stereotyping within youth organizations.

TWOST is aimed at preventing gender based discrimination towards youth.

The project addresses in particular a cross-sectorial cooperation, allowing for greater synergies across all fields of actions concerning young people, with a special focus on access to rights, autonomy, participation –including e-participation– and the active citizenship of young people, avoiding gender self-segregation phenomena and promoting common values of mutual respect between genders and without prejudice.

TWOST project is Co-funded by the Erasmus+ Programme of the European Union.

2. Why do we need TWOST?

If you want to give the same opportunities to boys and girls, and if you want to have the maximum equality in your organization, TWOST will help you! The project provides a chance to analyze your organization and to realise the weaknesses and strengths on gender equality.

TWOST project has developed an assessment tool to evaluate all kinds of organizations on gender equality and also has created a database where these organizations will be able to find all kinds of materials to improve their internal structure.





3. How can we know in which areas our organization needs improvement in terms of gender equality?

To be able to understand where our organization stands, we need to do a diagnosis that will allow us to find the blind spots, or the areas of improvement in terms of gender in our organization. TWOST project has developed a Self Assessment Tool in order to do this diagnosis.

4. What is this TWOST Self Assessment Tool?

The TWOST Self Assessment Tool is an online questionnaire that analyses the working conditions, the structure and many other aspects of the organizations.

This tool helps youth workers and organizations to develop competence and awareness on gender stereotyping and gender-based violence and harassment in their everyday work.

This diagnosis provides a personalized feedback according to different levels of progressions in order to improve their internal policies, and a reward (a quality label certified by TWOST Project Co-Funded By the European Union) which will recognise a certain level of gender equality in the organization.

5. Who can use the self assessment tool?



The TWOST Project has created the Self Assessment Tool for all types of youth educational organizations. So all youth organizations from schools and sports clubs to informal groups of young people can profit from this Tool.

6. Where can we find the Self Assessment Tool?

You can find this Tool in the following link: (<https://survey.cscs.it/index.php/478369?!lang=en>)

7. Which kind of organizations can take profit of the TWOST tool?

Sport Organizations, Youth organizations and informal group of young people.

8. How long does it take to finalize the TWOST self assessment TOOL?

The TWOST self assessment tool requires more or less 25 minutes to finish the questionnaire and to obtain the final result and a quality label as a reward for passing for your organization.

9. In which format do we obtain the results?

Once the questionnaire has been completed, it will provide the results. Each organization will receive a label (Gold, Silver or Bronze) proving gender equality and friendliness inside your organization.



10. Is it free?

It is absolutely free. The project has been Co-funded by Erasmus+ Programme of the European Union to create a tool available for every organization who wants to improve its structure, without any cost.

11. My organization is very small, could we also use the self assessment tool?

The self assessment tool is ready to be used by big and small organizations. It is personalized and so are the analysis and the final ideas and tools from our database.

12. Which information and documentation do I need to be able to fill up the questionnaire?

It is important to have an analysis of quantitative and qualitative data of the organization. As well as information regarding the staff members in terms of gender equality inside the organization. It could be useful to have information from a key person inside the organization.

13. How can TWOST project help our organization?

The TWOST project can help to bring awareness about gender issues, it can also help to see the weaknesses of your organization in terms of gender equality, and in addition it provides tools and resources to fight against it.





14. Which countries participated in elaboration of the TWOST Project?

7 partners from five different countries (Italy, N.Macedonia, Greece, Portugal and Spain) collaborated in this project. You can find all the information of each partner on our [website](#).

15. Can countries that are not in the EU take advantage of this tool?

Yes, the TWOST Self Assessment Tool is available for organizations from all around the world.

16. Having done the analysis how can we start implementing the actions to overcome the inequality?

Every case will be different, it would be interesting to see in which fields the organization can improve and to look for information and resources to take action. The TWOST Project offers a Database with many resources about the topic. (<https://twost.eu/database/>)

17. What is an equality plan?

An equality plan are a group of organized measures that comes from a diagnosis of each organization's situation, that tends to help the organization to achieve the equal treatment and opportunities between female and male and to abolish gender discrimination.



An equality plan fixates the specific gender equality objectives that need to be achieved, the strategies and methodologies to achieve so, and the efficient tracking systems as well as the evaluation of the marked objectives.

18. The staff members of our organization are very feminized, do we also need an equality plan?

Yes, the objective of an equality plan is to accomplish equal treatment and opportunity inside the organization, abolish any type of discrimination based on gender. It becomes a key factor to incorporate the culture of equality inside the organizations. Therefore, independently of which gender it is leaning towards, there should be measures to ensure equal opportunities.

19. My staff is mainly formed by women. Why should we have a protocol for the prevention and action against sexual harassment and gender harassment?

The fact that the staff members are the majority female is independent, because the protocol not only affects the staff members, but it also affects the clients, the children and the providers, etc. Everybody involved in the organization can take profit from these actions, not only the educators.

20. How long does it take to create an equality plan?

It depends on many different factors, but there is not a defined time frame.



Even so, we need to keep in mind that the creation and designing of an equality plan requires time, not only for the detail of the analysis but also for the necessary meetings of consent.

21. Which people should intervene in the Twost questionnaire fulfillment?

We recommend the creation of a commission, in charge of carrying on this process, where a gender expert could be incorporated and could give external support.

It is essential that all the stakeholders of the organization can be in contact: workers, coaches, participants, families, managers, board of directors...

22. How could we use the inclusive language inside our organization?

Language is one of the most important aspects, because some terminology could cause discrimination. It is recommended to use generic words such as people or staff members to include males, females and everyone who is not identified as neither.

In our database we can find some websites and resources that could help.

23. How can we join TWOST?

[JOIN US](#)

