



LEADERSHIP FOR EVERYONE



TRAINING COURSE IN TIRANA, ALBANIA

12-19 SEPTEMBER 2022

The first training course took place in Tirana, Albania, on 12-19 September 2022, with the participation of 15 youth workers/leaders and young people from Albania, Bosnia-Herzegovina and Italy. The TC aimed to train youth workers (5 per partner country) on how to support young women who struggle to enter the labour market, and how to involve men in their leadership and economic empowerment process.



Together for Life NGO, as the host organization in Albania, was in charge of planning and carrying out the detailed daily programme of the TC (with the objectives, methods, learning outcomes for all sessions) and also on arranging the practicalities and technical support (venue, hotel, local travel, cultural programmes) and support on site.

The training targeted youth workers from 4 partner countries: Albania, Bosnia Hercegovina, Italy and Lithuania. The focus of all the partners was to give priority to the youth workers that work with marginalized groups and who can take forward the learning in their organization or community or setting.

The TC was based on non-formal principles and a holistic approach, where attitudes and knowledge of participants were developed together with practical skills.

ACTIVITIES

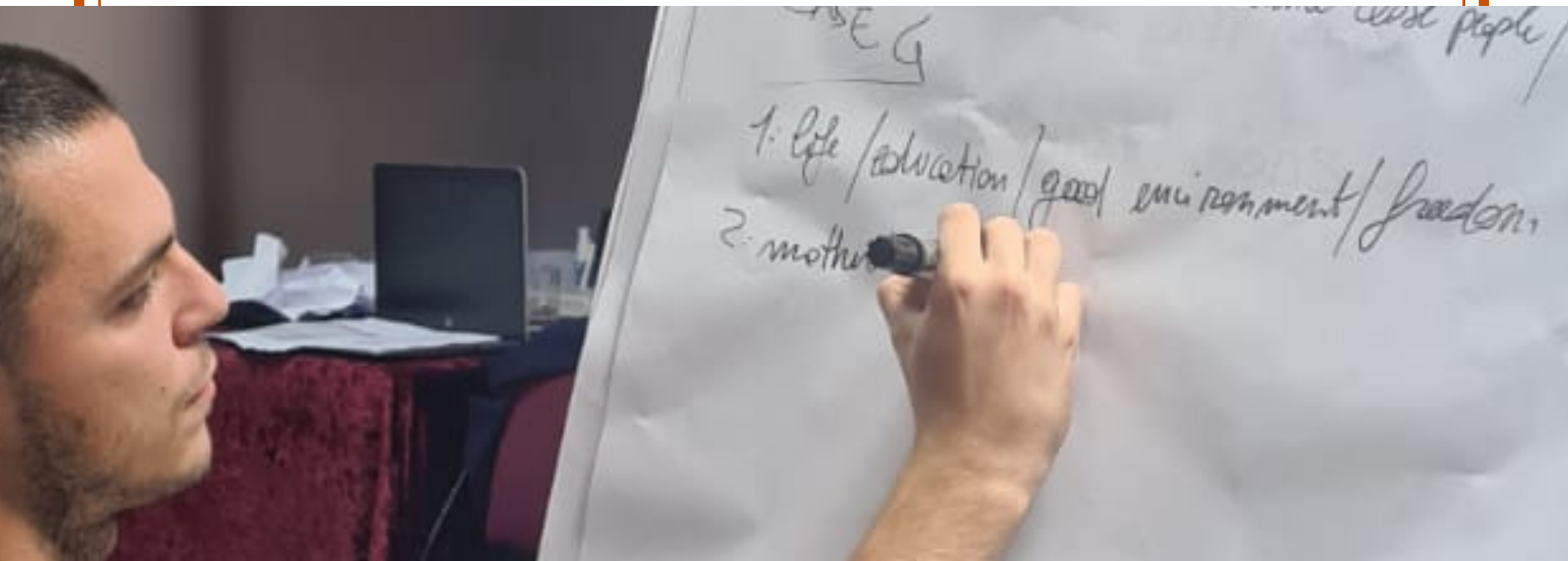


Ice-breaking activities and simulation exercises

During 6 days of training, we offered the foundations for the group to work together and learn from each other and for each other. The program structure was built up in that way to offer a learning space for participants.

The methods were specific to non-formal education and developed creativity and involvement: knowledge and trust exercises; reflection exercises, PP presentations; open space, round table, group workshops, cafe learning; forum theatre, role playing, simulation; watching short videos, etc.

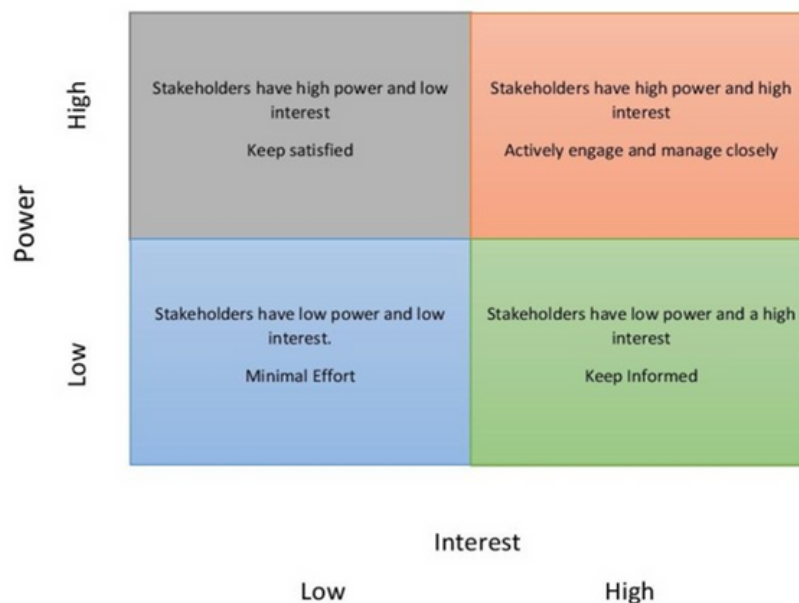
To build a group cohesion, we organized different ice-breaking activities and simulation exercises, such as "Discover Tirana", organized in an interesting and constructive way, where participants had the chance to learn both about their fellow group members as well as community.



Methodology used

Non-formal methods from **Compass Manual**, such as “**Take a step forward**”, “**Equal pay for equal job**”, “**Domestic affairs**”, **Mendelow's Matrix** were used to discuss with participants/youth workers working with marginalised people about the realities of the people they work with, and to examine a problem/ community issue from different perspectives, from various angles of facts, emotions and creativity.

Mendelow's Matrix



These methods helped to promote empathy among participants, values of solidarity and responsibility to their community life, and also to understand the role of culture in defining gender roles and barriers to employment.

“Good leader/ bad leader” method was used also to help young people to reflect on leadership skills.

We also had small-group discussions on differences between leader and manager, plenary discussion on what would women participation in power would count for democracy, how can we change the old behaviour to improve women capacity as leaders, individual recall of personal experience of leadership styles/ leaders of positive and negative examples.

SWOT: “ECONOMIC EMPOWERMENT OF WOMEN”

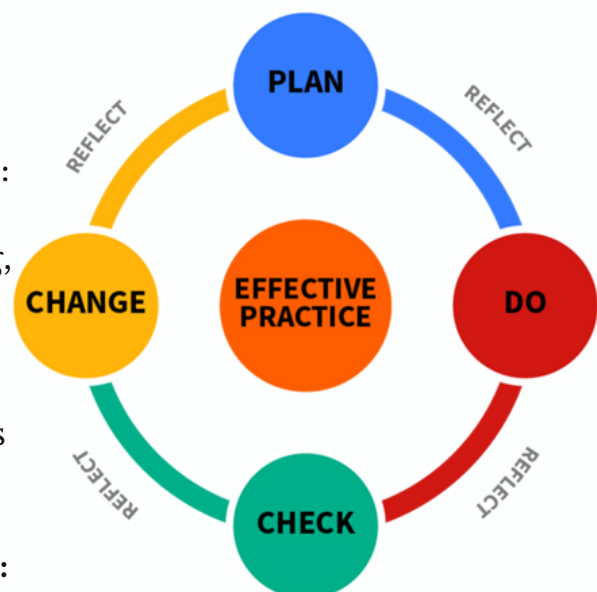
	HELPFUL to achieving the objective	HARMFUL to achieving the objective
Internal origin (attributes of the)	<p>Strengths</p> <ul style="list-style-type: none"> Raised awareness Education Professional experience Database of job-seekers Funds for entrepreneurship 	<p>Weaknesses</p> <ul style="list-style-type: none"> Marketing incapacity Non-business oriented Lack of entrepreneurship experience Lack of fundraising capacity Staff turnover
External origin (attributes to the)	<p>Opportunities</p> <ul style="list-style-type: none"> Positive legislation Existing policy Donors interest Economic push factors Increased awareness on economic independence 	<p>Threats</p> <ul style="list-style-type: none"> Social business non-regulated Lack of supportive services Time consuming care-tasks Time consuming chore duties Cultural barriers for female work and family care



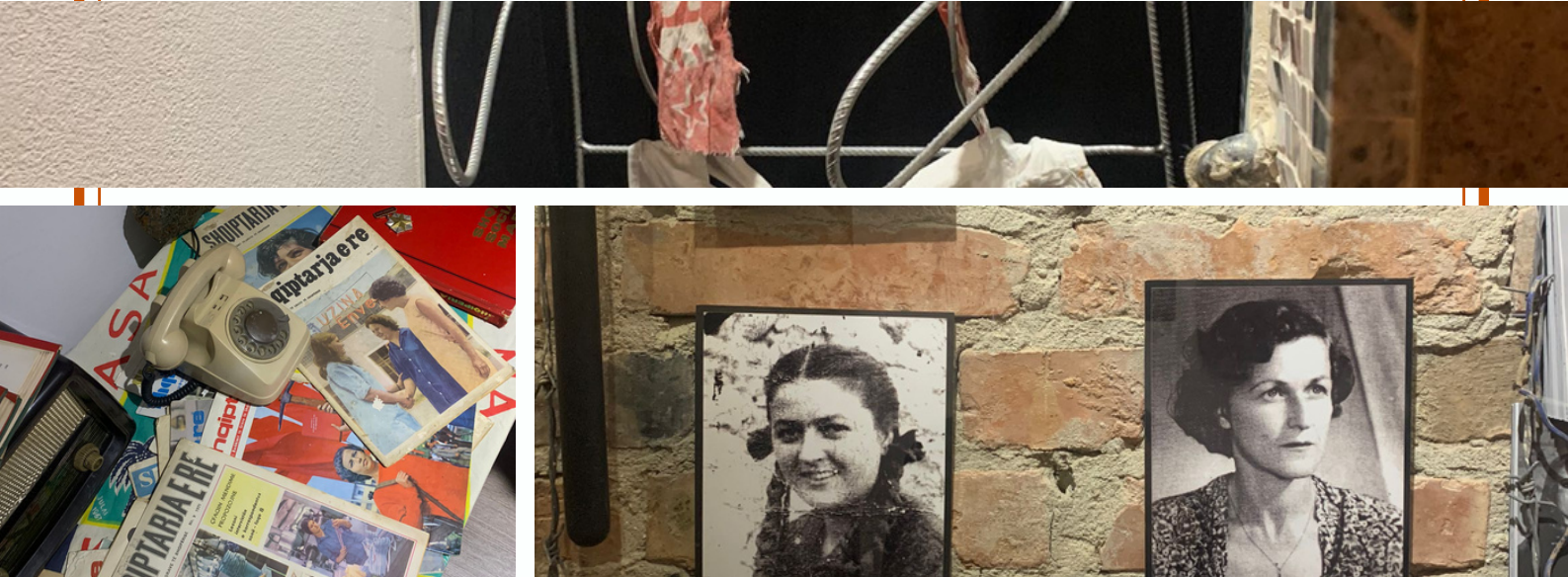
Defining gender roles and barriers to employment

Young people had the opportunity to learn about the role of culture in defining gender roles and barriers to employment, support women to get access to labour market, involvement of men in support of women leadership, to understand the different factors leading to power structures, how to involve men in the action for women empowerment in leadership, to understand the interplay between individual, social and institutional factors in shaping the economic engagement of women etc.

All the project activities were based in the **non-formal** teaching/training and learning methods which include: **communication-based methods:** interaction, simulations, role playing, dialogue, individual and group reflection; **activity-based methods:** experience, practice, experimentation, teamwork, analysis of different articles, videos and documentaries, case study, learning by doing etc.; **self-directed methods:** creativity, discovery, responsibility.



In the fifth day of the training, participant visited Women's Museum in Albania, which showcases Albanian women's history from antiquity to modern times.



We used non-formal education approaches to know expectations and fears of participants, and so to be aware of the group learning needs and to make adjustments to the programme according to these needs.

An important part of the training was the presentation of the Erasmus+ Programme and opportunities existing within the funding stream: Mobility opportunities, youth exchanges, EVS projects, job shadowing, etc.

11:30-12:00	Caffe break	Caffe break	Caffe break	Caffe break	Caffe break	Caffe break
12:00-13:30	Getting to know each other Initial Evaluation	Gender Equality in my localities	Pay gap: gender differences	Power structures and Process	Work or family: Productive versus Reproductive RIGHTS	Feedback and networking / Evaluation
13:30-15:00	lunch	lunch	lunch	lunch	lunch	lunch
15:00-16:30	Logistic Info and	Free	Gender based Violence (GBV)	Challenges	Economic	Free



To wrap up the day learning results, everyday we had a reflection moment, to give the participants the time to self reflect on the training and methods used.

The reflection groups were a great chance for each of the participants to express his/ her thoughts, fears, wishes, to others, and by those helping team members to arrange the implementation of the project in a way comfortable and useful for all of the participants, in order to increase participants' satisfaction and better operation and cooperation.

Participants were also actively involved in organizing free-time activities (cultural exchange nights).

In the lasts days of the training, we organized evaluation sessions, to evaluate and valorise the training, to have an overview of the content and practical results of the training; to reflect over the week and the learning points received during the experience; to share last thoughts and feelings among the group.

IMPACT

The training course organized in Tirana had impact on various levels:



Participant level, target groups and stakeholders

Project had a direct impact to youth workers/leaders who participated in the training course in Tirana, by:

-developing participants' knowledge and skills in the subject area as well as providing space for the exchange of experiences and learning from one another

-empowering and encouraging participants to become active promoters of continuing personal development and to support women access to labour market

-learning how to transfer project results (new knowledge, methods, skills, etc.) to everyday work with young people (particularly unemployed ones and those seeking employment).

This impact were assessed using evaluation forms.

Organisational level

- increased capacity of partner organizations
- increased European network of partners with whom it is possible to work in the future
- new ideas for local and international projects developed

Following all the learning gained from the training course, we expect that the target groups and stakeholders back home will have the chance to benefit from:

- new and innovative teaching/training tools and methods used
- more attractive campaigns prepared for youth work activities, to support women access to labour market and to inspire and engage men in support of women leadership.



INVOLVEMENT OF PEOPLE WITH FEWER OPPORTUNITIES



The training course in Tirana, Albania addressed to young people with fewer opportunities as well as the ones that have a long experience in the work with people with fewer opportunities or that work directly with the marginalized groups, aiming to equip them with skills and competencies to empower young people with fewer opportunities to actively participate in local, national and European level.

It was important during the selection of the participants (as previously mentioned) to give priority to the people with fewer opportunities.

In this courses participated youth with no previous opportunity to be part of trainings in international level, youth with lack of confidence on the English language which were helped to fight these language barriers, youth that lacked the confidence of talking in public, hence not able to actively express their self and be engaged, youth from minority groups, which became a very active part of the mobility activities and then continued to practice what learned in local level activities.

The training program was structured to offer equal opportunities to all the participants regardless of their sex, ethnicity, disability, religion and be able to share experiences and learn by each other.

QUALITY ASSURANCE AND EVALUATION



During the implementation of the training course in Tirana, Albania we used three types of the evaluation.

Pre-evaluation, which consisted with collection of participant's **expectations, fears and personal contributions** to the training and project implementation. These expectations, contributions, motivations were shared among the participants during the first day in order to understand better each other and build common ground for continuation of our activity.

Secondly, daily evaluation by “**Reflection groups**”, thus providing space for participants to share their thoughts about the daily activities and help the trainers to adapt better to the needs of the participants. Divided into five smaller groups participants were invited to reflect upon the working day. Groups were self managed, yet ‘hand evaluation’ tool was put in place. Here, participants were to assess the day based on 5 fingers and thus questions:

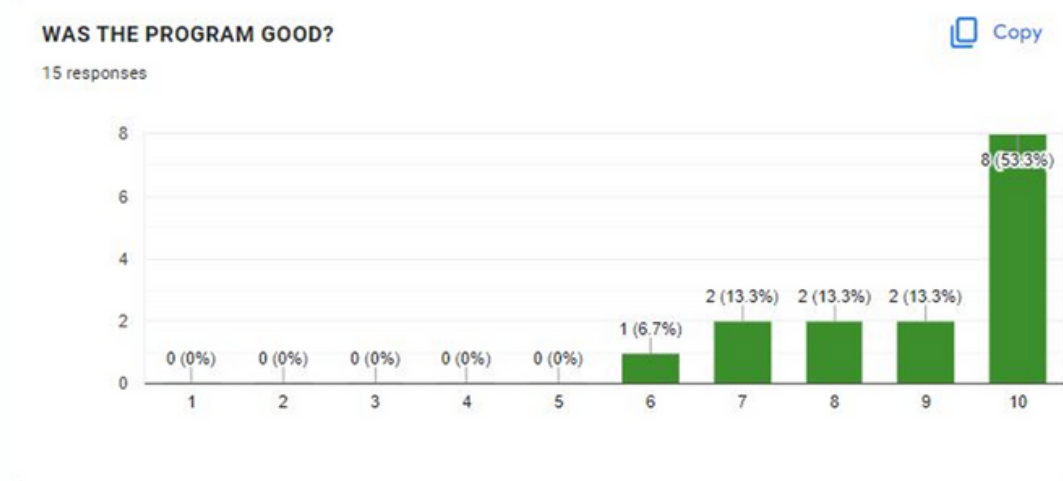
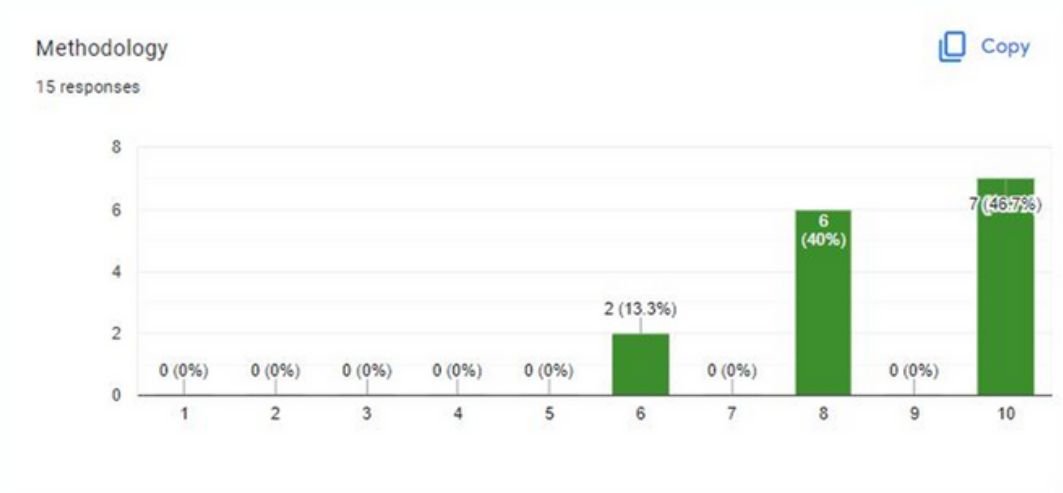
- What did you like about the day
- What have you learnt
- What didn't you like in the day
- How do you feel at the end of the day
- Are there any practical issues you'd like to share.

Feedback related to the reflection groups was always provided the following morning and outstanding issues were clarified.

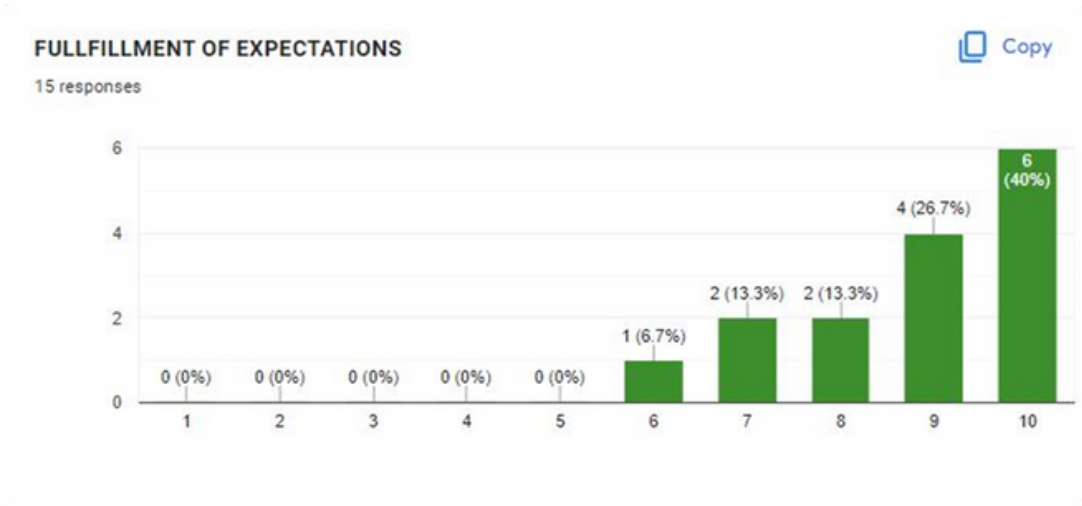
Third type of evaluation was planned in the last day of the training course. It was divided into different part, during which the participants had a chance to tell their impressions and to review of the weekly activities, and a **written evaluation**, during which the questionnaire has been filled.

We had a good feedback from participants:

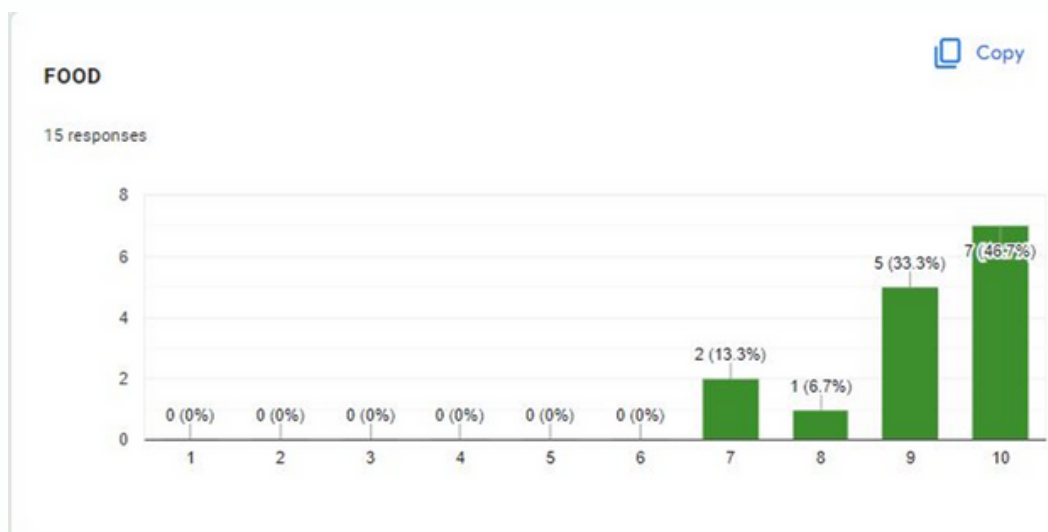
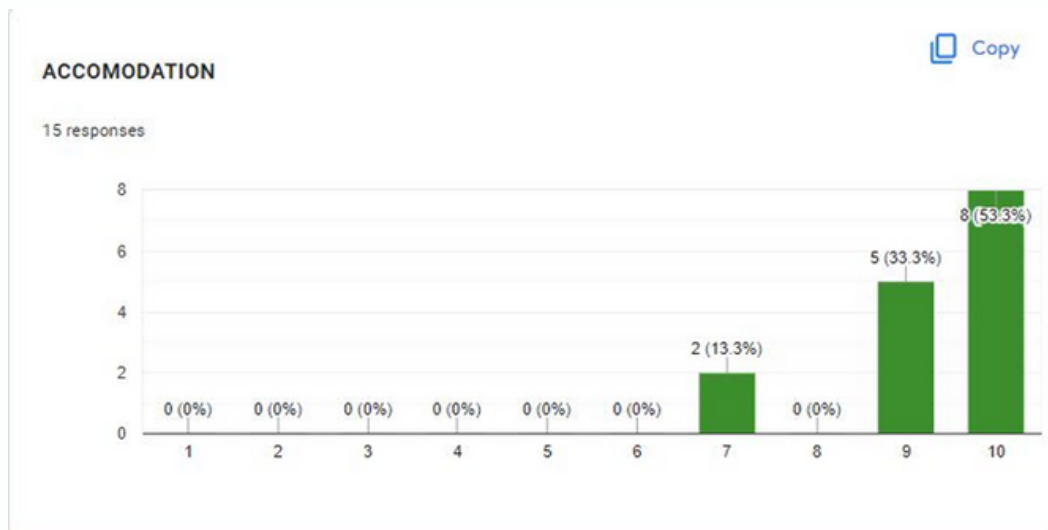
- 46.7% evaluated with 10 the suitability of the working methods and methodology used through the training course, 40% with 8 and 13.3% with 6.
- Over 50% of the participants evaluated with maximum points the program of the training course.



Asked about to which extent this training course answered to their learning needs, from 1 to 10, all the participants evaluated more then 5, where 40% of the participants evaluated with maximum points (10).



Most of the participants evaluated the accommodation and food as “very good” and “good” .



Some of the impression expressed from the participants you can find below:

- I have learned all the things I need in order to be aware of the problem and to empower women
- The working methods were fine and efficient.
- The group was great. I didn't have any problems
- I did all the work that trainers told me to do. Maybe I could have been more active
- I will apply the things I learned in my organization. I will more deeply about the topic.
- I am planning to organize a shorter version of this course in my local community.
- I have learned a lot about gender equality and leadership, power access and support.
- It allowed me to participate a 100%. Atmosphere was nice but we were a few so only some people were participating 100%
- Learned a couple of new things
- Good methodology and appropriate methods
- The methodology I think was the best thing in this training. I really liked the work of Mery and also from the girls.
- From this training course we have learned a lot of things, such as leadership for women, men supporting women in this world and a lot of gender discrimination
- The atmosphere was very good. On each day we had role-players / energizers so the training wasn't boring. We have so much fun together. The program was very good and well structured by each day.
- It suited me, it was an interactive course
- I learned about leadership gap and how to deal with it
- I will spread my experience
- Yes I really liked the games and I learned a lot from the trainers
- Everything was good, glad that I had the chance to participate and I hope that I'll have more opportunities like this one
- I will try to improve the situation in my country. I'll spread the knowledge

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