



Rights at Work

Work on Rights

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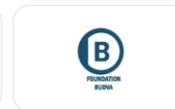


Rights at Work, Work on Rights

Training for peer educators

"LABOR RIGHTS OF YOUTH, PHENOMENA ENDANGERING THEM AND MECHANISMS OF PROTECTION"

FINAL REPORT



Dates

Dates

Training Start: May 20 th 2019	Training End: May 25 th 2019
Duration(days):	6

Training description

The training course was incorporated into the project as an opportunity for youth workers to get deeper overview of the topic, starting from the presentation of the research results. The activity was aimed at increased capacities of 30 participants – future educators, who would start acting as “agents of changes” in their own communities, enabling organized transfer of knowledge to young workers with the set of local activities to follow.

Methods included lecturing part in smaller extent and interactive activities (group work, panel discussions, case studies, exercises from existing educational packs, etc.).

Objectives of the training:

- *to obtain main information about project concept
- *to present the good-practice examples from participants
- *to confront participants with the realities of discrimination in the workplace
- *to gain clearer picture of situation in relation to different aspects of labour rights of young workers in countries from which participants are coming from
- *to help participants in improving their knowledge and skills on how to act in the context of non-formal education
- * to get ready for the dissemination of local activities in the participants’ communities

Project activities and methodology

Monday, 20. 5. 2019	Tuesday, 21. 5. 2019	Wednesday, 22. 5. 2019	Thursday, 23. 5. 2019	Friday, 24. 5. 2019	Saturday, 25. 5. 2019
	08.30 – 09.30 Breakfast	08.30 – 09.30 Breakfast	08.30 – 09.30 Breakfast	08.30 – 09.30 Breakfast	08.30 – 09.30 Breakfast
	Introduction to the training and the project	Young people today	Project and educational logic	Methods and techniques in NFL	Evaluation of the training
	Analysis of the situation in the countries – personal experience Youth Labour Rights	What are the areas trade unions can be active to support youth labour rights			
	13.00 – 14.00 Lunch	13.00 – 14.00 Lunch	14.00 – 15.00 Lunch	14.00 – 15.00 Lunch	14.00 – 15.00 Lunch
Arrival of participants	Country surveys and their presentation	Mosaic of different aspects of youth labour rights	Learning objectives	Getting ready for the practise	Departure of participants
17.00 Introduction, getting to know each other					
19.00 – 20.00 Dinner	19.00 – 20.00 Dinner	19.00 – 20.00 Dinner	19.00 – 20.00 Dinner	19.00 – 20.00 Dinner	

Hour	Session title	Description
Monday 20.5.2019		
16:00 - 17:00	Arrival of participants	
17:00 – 19:00	Getting to know each other	Welcoming Introduction Name games and activities in order to get to know each other better
Dinner		
Tuesday 21.5.2019		
9:30 - 10:00	Opening of the day	
10:00 - 10:20	Presentation of the TC	Presenting the whole project by co-ordinating organisation How the training course fits into the whole project idea
10:20 - 11:00	Expectation and fears	Space for participants to express their personal expectation, fears and areas of competences in which they would like to get better.

Coffee break		
11:30 - 13:00	Country surveys	<p>Small groups work</p> <ul style="list-style-type: none"> - In <u>national</u> groups participants go through Country sheets individually (only findings part) - Discussion in the same group: Is there something that surprises them? What? Why? - Are there real life examples they can connect to the findings?
Lunch		
14:00	Discussion about country surveys	<p>Panel discussion is following presentations in order to pinpoint Similarities & Differences within country findings. Main points to be written on the flip chart by trainers.</p> <p>IV Small groups mix nationalities. Work on recommendations: What do we do with it? To think individually To share among the group – Main points to be written on the FC Silent floor presentation</p>
Wednesday 22.5.2019		
9:30 - 10:00	Opening of the day	

10:00 - 10:20	Innovations, new trends in youth work, management of organisation, designing activities, etc.	<p>1. Interactive presentation about the new trends of young people based on Trendwolves report and Slovak shadow report with pics, examples, videos and discussion among participants about their views on today's young people.</p> <p>2. Linking new trends with the activities of the participants' organisations, how they affect the motivation of target group to be included in the activities</p>
Coffee break		
11:30 - 13:00	What are the areas trade unions can be active to support youth labour rights	Discussion about the areas that are the most crucial in participants' countries as a base for the thematical orientation of the future educational activities.
Lunch		
14:00	Rights in work	<p>Series of case studies in which participants explored different aspects of the human rights and working rights. World cafe system was used so all participants would be able to explore all offered case studies.</p> <p>Discussion about the connection between the case studies and situation in participating countries.</p>
Dinner		
Thursday 23.5.2019		
9:30 - 10:00	Opening of the day	
10:00 - 14:00	Project logic	Participants went through the step-by-step process in which they simulate the process how the educational activity is build. Groups started by defining the problem area that they would like top tackle. Consequently the defined the reasons why the problem exists and possible consequences if the problem persists. Later they learned how to define the aims and objectives and activities out of the project tree.

Coffee break		
Lunch		
15:00	Definition of learning objectives	Introduction to the system of Bloom taxonomy as a basic model for definition of the learning objectives within the educational activities. After the session participants had ready the whole aspects of the educational activity: AIMS – OBJECTIVES – ACTIVITIES – RESOURCES and they learned how to clearly define the educational and learning objectives in all areas of competences: knowledge, skills and attitudes.
Dinner		
Friday 24.5.2019		
9:30 - 10:00	Opening of the day	
10:00 - 14:00	Methods and techniques in non-formal learning	The session was dedicated to understand what methods and techniques can be used in order to make educational activities more appealing and attractive to young people. In this part we have used also information form the session about the new youth trends among young people
Coffee break		
Lunch		

15:00	Getting ready for the practise	The session helped the participants to get ready for their educational activities that they realised after the training course in their home realities. Participants prepared the whole concept of the activity, its aims, objectives, activities, resources and methods and techniques they would like to use during the workshops or other similar activities.
Dinner		
Saturday 25.5.2019		
9:30 - 10:00	Opening of the day	
10:00 – 14:00	Evaluation of the TC	<p><u>Visual group evaluation - dartboard</u></p> <ul style="list-style-type: none"> - group atmosphere - accommodation & food - methodology - my learning - free time - working environment <p><u>III Yes / No method</u> 15´</p> <p>Spoken evaluation was done in yes-no game method (you have to agree or not to agree with certain statements and then move accordingly to yes or no side of the room).</p>
Lunch		
Departure of participants		

Outcome and results

The training course was developed in order to enhance capacities of the youth workers to prepare and implement local campaign/educational activities in their countries/communities.

The training participants got relevant skills in how to set-up an educational activity from the basics of project/intervention logic up to the planning of specific activities. The educational flow was a step-by step process during which the participants could simulate preparation of such an activity based on NEEDS ANALYSIS – AIMS – OBJECTIVES – METHODS and TECHNIQUES – RESOURCES.

The training helped them to understand how their workshop activities should look like and what should be important elements when preparing them. They were also able to discuss national realities, focusing more on the role and position of youth in trade unions and supportive measures that trade unions have developed for young workers. This helped participants to mark all gaps and challenges, in order to prepare themselves better to work on these issues in the future.

At the same time participants studied the relevant researches that were done as a part of the whole project before the training. Specific reports were made for each participating countries. These reports helped participants to direct the topic of their future educational activities. The studies helped in understanding the matter and the roots of different problems and challenges in relation to exercising the labour rights by young workers, through presentation of research results obtained from different national situations. Through comparative analysis, participants better understood the situation in countries involved in transparent and vivid way, defining the common challenges, along with all existing differences.

Several participants prepared their intervention already during the training course which helped them to plan the activities realistically and in a proper way.

Besides that participants got new information about the target group – young people and the new trends that are emerging in the youth communities.

Evaluation

The participants were trained how to prepare and run their future educational activities as this is the next phase of the whole project.

According to the evaluation process the basic objectives were met, as participants got new knowledge about the situation of the work rights in participating countries and they learnt how to prepare educational activities.

Some participants were very satisfied with the knowledge gained, the others declared that their expectations were not fully met, as they do not work directly with young people and they expected different approach to be used. They missed more visible orientation on the issues related to syndicates and more relevant examples from their practice. At the same time, some participants evaluated the training methods used as not effective for their realities.

The participants were not happy about the facilities provided for the training in Bratislava. Although the trainings of Slovak public servants are hosted in these premises regularly, the training participants declared that due to very simple arrangements the training facilities were not suitable for a one-week-long training. The organizers explained that because of the world sport event held in Bratislava and considering the project budgetary provisions it became impossible to provide more suitable training premises.