



## **Gender Equality and Diversity Planning at Workplaces (GED-PLAN)**

Progress Report

Public Part

## Project information

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## Executive Summary

**Project aim** is to develop an innovative solution within Vocational Education and Training (VET) system by introducing new institutional settings and practices ensuring implementation of gender equality and diversity planning at workplaces.

### **The target audiences of the Interim report are the following:**

- Public and private organizations willing to implement Gender Equality and Diversity (GED) planning at workplaces,
- Employees from the organizations, who are interested in receiving complementary qualifications as GED consultants,
- Labour market consultancy and training institutions, as well as trainers who are interested in providing training programme for GED consultant at workplace,
- Trade unions, Employers' associations, who are interested in implementation of the GED planning at workplaces,
- Politicians / decision makers responsible for GED mainstreaming into employment and labour market training policies.

### **The main project objectives are:**

- to support innovation in vocational education and training practices by developing curriculum and training programme for GED (gender equality and diversity) consultant at workplace,
- to create quality standards for work-based skills development for adults (employers and employees) for successful implementation of gender equality and diversity at workplaces,
- to develop an e-learning-training model for obtainment of qualification as GED consultant.

### **The user groups which will benefit from the project's results are:**

- 18 public/private organizations; employers from the selected organizations will get acquainted with general principles of GED planning at workplaces,
- 21 trainers-multipliers for GED consultants, who will be able to facilitate further piloting of the training programme after the training received,
- 54 employees from the selected organizations, who will receive complementary qualifications as GED consultants.

The Project has the Consortium of seven organizations from four EU countries with high level of expertise which is necessary for the development of the planned outcomes. The project addresses the specific needs of the employers to have a qualified in-house Gender Equality & Diversity (GED) consultant in order to promote equal treatment for all at the workplace in a planned and systematic way. The pedagogical strategy of GED consultants training programme is based on blended-learning approach for e-learning-conducive workplaces, which will allow trainee to obtain and apply acquired knowledge straight away within her/his working environment and develop the GED plan in consultation with co-workers. The project's Consortium has already developed the State of Art Review defining the possible ways of introducing the new qualification of GED consultant at workplaces to the national VET systems. The Quality Standards for implementation of GED planning at workplaces have been developed and contributed to creation of Outline Training Curriculum. The leaflets containing information about the project's activities in all partnership languages have been published and cooperation seminars at national levels were held. The International Seminar 'New Opportunities of Gender Equality and Diversity Planning at Workplaces' was held in Vilnius, Lithuania. The future plans include development of the following outcomes: the European framework of GED consultancy at workplaces model; training programme "GED consultant at workplace" with blended learning approach; E-learning platform for GED consultant learning-conducive workplaces, which enables learning at workplace environment. Quality of the developed outcomes will be assessed through pilot sessions, organised by trainers prepared during the project life-time in all partner countries as well as by external evaluators. The final European conference is planned to be held at the end of the project to ensure the sustainability of the project's outcomes.

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# 1. Project Objectives

**Project objectives** are:

- to reinforce contribution of lifelong learning for implementing gender equality and diversity at workplaces,
- to support innovation in vocational education and training practices by developing GED (gender equality and diversity) consultant at workplace training programme with blended-learning approach,
- to increase the volume of cooperation among VET institutions, enterprises, social partners and decision-makers through creation of GED consultancy at workplace model,
- to create quality standards for work-based skills development of adults (employers and employees) for successful implementation of gender equality and diversity at workplaces,
- to facilitate creation of e-learning-conducive workplace for acquiring qualification as GED consultant,
- to ensure effective promotion of GED consultancy model at national and European levels.

The project addresses the specific needs of the employers to have qualified in-house Gender Equality & Diversity (GED) consultant in order to promote equal treatment for all at the workplace in a planned and systematic way. The demand of integrating this innovative qualification into VET system rises from necessity to implement the EU directives No. 2002/73/EC and 2000/78/EC, which encourage employers in the Member States to promote equal treatment for everyone at workplace in a planned and systematic way. Achieving the set of objectives will change the current situation in labour market regarding the need for qualified in-house GED consultants for gender equality and diversity planning and implementation at workplaces. The project will offer innovative training programme based on e-learning-conducive workplaces for provision of qualification of in-house GED consultant.

The State of Art Report developed by Consortium at the beginning of the project shows that initiatives of GED planning at workplaces are still fragmented and are either performed by outside experts (consultancy agencies), or applied as results of some projects. Thus, these initiatives serve as good practice examples, rather than a well-functioning system ensuring GED planning at workplaces. Analysis undertaken by Consortium shows that none of the partner countries has professional profile of GED consultant at workplace in their VET systems. However, the need of implementing GED planning at workplaces is obvious and even beneficial for organizations, taking into account demographic changes, ageing of society and increasing need for implementing the policies of flexicurity. Variety of experts has been interviewed during the development of the State of Art Report at national levels of partnership. Information provided in the Report shows that partner countries and partners' organizations in particular, have a good expertise in the field of the gender equality and diversity planning at workplaces, both at the political/legislative level and in providing different kind of gender equality and diversity trainings. Thus, it created a good basis for development of the comprehensive GED consultant at workplace training profile with the European dimension to be further incorporated into the VET system at national level. The recommendations prepared by the Report have also supported the further development of the project outcomes such as Quality Standards, Outline Curriculum and European framework of GED consultancy model at workplace.

Target groups that will be reached during the life of the project, the impact upon them and benefits to them are the following:

As the first short-term target group we have chosen 18 public/private organizations, as this project will impact not only individuals, but the whole organization ensuring equality and non-discrimination to all employees despite their sex, age, disability, religion and beliefs, ethnicity and sexual orientation. Employees from each organization will take part in pilot trainings and will receive qualification of GED consultant at workplace at the end of the project. The

selected organizations will ensure valorisation and especially sustainability of the project by further development and implementation of gender equality and diversity plans at workplaces.

The second short-term target group – 18 employers from the above-described organizations– will get familiar with general principles of GED planning at workplaces and its benefit for sustainability of their organization in the times of globalization and demographic changes. The employers' involvement has been already ensured by inviting them to the Cooperation seminars at national level, which took place in October-November 2009. Some of the employers have been also invited to attend the International seminar in Vilnius in September 2009. Their further involvement will be ensured by organising the Round-table discussions at national levels and International Conference in Lithuania at the end of the project.

The third short-term target group – 21 trainers-multipliers for GED consultants will attend the European 'Training for trainers' session, which will be held in the framework of the 3rd partnership meeting in Luxemburg in September 2010. After this session, the trainers-multipliers will be able to facilitate further piloting of the developed training programme. Preparation of the trainers-multipliers will ensure the sustainability beyond the project life-time. Project partners will select trainers according to their skills, qualifications and motivation.

The fourth short-term target group consists of 54 employees from the selected organizations, which will receive complementary qualifications as GED consultants. National Pilot training sessions will be organized in order to get a feedback on the quality and accessibility of the training programme for GED consultants at workplaces, taking into consideration the needs of the selected target sectors.

In addition to the short-term target groups the project also has the long-term target groups, which will be reached beyond the project's official Consortium and beyond the project life-time. These are:

- Public and private organizations willing to implement GED planning at workplaces,
- Employees within 18 pilot organizations, who will benefit from the implementation of gender equality and diversity policies at their organizations,
- Labour market consultancy and training institutions, trade unions, employers' associations,
- Politicians/decision makers responsible for mainstreaming of gender equality and diversity into employment and labour market training policies.

The project has established the network of the associated partners, which help the Consortium to reach the above-listed target groups, as long as they belong to these target groups, and have contacts with similar organizations from the other EU Member States as well as from the national and European networks. Public and private organizations, trade unions, employers' associations, politicians/decision makers responsible for GED mainstreaming into employment and labour market training policies as well as labour market consultancy and training institutions are already involved into project activities. Their representatives took part in International seminar in Vilnius and in the Cooperation seminars at national levels.

The envisaged overall impact of the project concerns introducing innovative training for in-house GED consultant into VET systems. This will ensure transfer from fragmental implementation of GED policies at workplaces towards effective promotion of equal treatment of all employees in a planned and systematic way via prepared human resources. In this way, the proposed GED consultancy at workplaces model will contribute to effective implementation of European and national legislation on gender equality and diversity planning at workplaces. The long-term impact is seen also through awareness rising of society regarding the gender equality and diversity and thus decreases of inequality and discrimination in working life.

## 2. Project Approach

The project started with the developing of the State of Art Review on Gender equality and Diversity planning at workplaces. The general aim of this survey is to prepare recommendations for introduction of innovative professional profile of GED consultant at workplace into VET model. The review is prepared on the basis of national surveys that have been developed by each partner country. The information on national contexts is based on the analysis of documents and structured interviews (5-7 per country) with national experts of gender equality and diversity. Those methods helped to identify and analyse examples of good practice in GED planning at work as well as to provide recommendations for quality standards and training programme for GED consultants at workplaces.

The results of the survey serve also as a basis for creation of the European framework of GED consultancy model at workplace. The survey has a European added value from the political, organizational and pedagogical points of view as it includes chapters which are covering all mentioned topics. The review starts with a brief overview of European policy measures and challenges for GED planning at workplaces with a greater focus on national legal and policy contexts, and introduces good initiatives in Finland, Germany, Lithuania and Luxembourg. The overview is concluded by some policy recommendations on how to promote GED planning at workplaces.

The second part of the State of Art Review presents the concrete examples and challenges of GED training and planning at workplaces in the above mentioned countries: availability of programmes, the profile of training providers and target groups as well as good practices on the implementation of certain measures within the enterprises. The chapter reveals that almost all good initiatives basically serve as good practice examples rather than a well-functioning system of GED planning at workplaces. The up to date practices in almost all partner countries, with some exceptions in Finland, are fragmented and unsustainable, mostly short-term project based, and tend to serve the strategies of labour force management rather than any larger goal of equality or diversity.

The final part of the report briefly discusses the quality standards for GED consultancy/training at workplaces and provides recommendations for the quality standards and content of the training programme "GED consultant at workplaces". The report concludes the ways how innovative professional profile of GED consultant at workplaces might be introduced into national VET systems of the partner countries.

This outcome is finalised, assessed by external evaluator, printed in each partner country, discussed during the International seminar and Cooperation seminars in each partner country and added (in pdf format) to the project website for the further dissemination.

The State of Art Review has created the recommendations and basis for the development of the Quality Standards for GED Consultancy at Workplaces. The main aim of the development of this document is to address the effectiveness of the proposed innovative qualification – in-house GED consultant at workplaces. The Quality Standards were developed using the principles of the European Quality Assurance Reference framework for Vocational Education and Training (EQARF). In this context, the developed Quality Standards for GED consultancy at workplaces are served as a framework having European dimension and could be used and adapted on every national level while implementing the GED consultancy model. The Quality Standards for GED Consultancy at Workplaces determine the main requirements for the effective implementation of GED consultancy system at national and European levels and contain description of quality standards for training programme "GED consultant at workplace", for GED consultant profile, for training institutions, providing training for GED consultants as well as for e-learning-conducive workplaces for training of GED consultants. This outcome is finalised, evaluated by external expert, published in 2000 copies in English language and added (in pdf format) to the project website for the further dissemination.

The State of Art review has also created the basis for development of the Outline Curriculum for the training course 'GED consultant at workplace'. The pedagogical strategy of this training course is based on a blended-learning approach for e-learning-conducive workplaces; the course allows a combination of face-to-face training and training via a developed e-learning platform with the possibility to study at workplace. The teaching and learning methodology of the developed Curriculum follows a 3-stage learning process: awareness raising, acquiring and deepening knowledge, as well as engendering practice. This outcome is finalised in English, translated into all languages of partnership (Lithuanian, German, French, and Finnish), published in 1500 copies in English language and added (in pdf format) to the project website for the further dissemination. The publishing in other languages is in the process. External evaluation of the Curriculum is also foreseen.

During the first partnership meeting, partners agreed in details about the dissemination and exploitation strategies; and numbers of dissemination and exploitation activities have been already undertaken already during the reporting period. The leaflet about the project was developed in all languages of partnership, published in 3000 copies in total and widely distributed during national and European events. The website has been designed and the developed outcomes were added in pdf format for further downloading. In order to ensure the strong dissemination potential of the project, the e-Newsletter, informing about the website and the progress of the project has been developed and sent to various European and national networks, which project's partners are in contact with. Besides using the contacts of associated partners, this information has been forwarded to the Ministries responsible for mainstreaming of gender equality and diversity in employment policies, Chambers of Commerce as well as Employers' associations and trade unions in partner countries. In accordance with the partners' dissemination reports, 56 dissemination activities have been undertaken by the partners: They were addressed to 25 national, 23 local and 8 European target groups. 37 events have been organised by the project partners themselves, for the others dissemination activities many different occasions were used. Altogether it was reached around 900 persons and around 500 organizations. The website [www.gedplan.eu](http://www.gedplan.eu) was visited by 2600 visitors.

To ensure systematic and effective exploitation of the project outcomes / results during and beyond the project life time as well as beyond the Consortium, the valorisation strategy includes variety of events to transfer the results to appropriate decision-makers at local/national/European level, to adult education organizations and consultancy agencies, to companies/organizations within the selected sectors to implement GED planning at workplaces. The associated partners play a crucial role in this strategy, as long as exploitation of results will be performed within different economic sectors. The main activities undertaken during the reporting period are the following: International seminar in Vilnius with the participation of around 57 participants, including members of the Lithuanian Parliament, governmental officials from Lithuania and Luxembourg, Finnish Ambassador to Lithuania, the associated partners from all partner countries (representatives from the scientific institutions, banks, construction companies, Employees' association, public organizations, etc). The article about this seminar was published in the national Lithuanian newspaper 'Kauno diena' with circulation of 25 800 copies. The Cooperation seminars took place in every partner country, with participation of associated partners, national and local decision-makers, employers and other stakeholders in order to discuss the need for in-house GED consultant in public/private organizations and to define the possibilities to train employees at workplaces in order to attain this qualification. In total, 152 participants have participated in seven Cooperation seminars.

The further valorisation activities are also planned. The national Round-table discussions will take place in every partner country with at least 100 participants in total. Participation of big variety of stakeholders, including employers from the target organizations, which have participated in pilot trainings, is planned. The aim of these national Round-table discussions is to share experiences of using the e-learning platform with training programme for e-learning conducive workplaces, and to discuss its potential sustainability and transferability to other

users. The project partners will strive to ensure exploitation of the project's outcomes within certain economical sectors chosen for piloting. In addition, we expect that 15 organizations will be VET providers for GED consultants at workplaces in the partner countries for the period of two years after termination of the project. 21 trainers – multipliers, prepared during the project, will contribute to the project exploitation and sustainability by organizing further trainings based on the developed training materials and e-learning platform. Thus, the expected number of employees that will receive qualification as GED consultants at workplaces within two years after project termination is planned to be around 200. 18 target organizations and 54 GED consultants/employees, trained within the project piloting sessions, are also expected to ensure valorisation and sustainability of the project by further development and practical implementation of gender equality and diversity plans, as well as transferring their positive experience to other organizations in the sector.

### 3. Project Outcomes & Results

The following **final** planned **products** / **results** are achieved during the reporting period:

**State of Art Review** report is fulfilled and defines ways how new qualification of GED consultant at workplaces might be introduced into national programmes of VET system. The report forms the basis for GED consultancy model and produces recommendations for the quality standards for GED consultancy at workplaces. It also provides very valuable recommendations for content, methodology and pedagogical approach of training programme for GED consultant at workplaces. The part of the Report concerning the national legislation and national programmes in partner countries (Finland, Germany, Luxembourg and Lithuania) for promotion of gender equality and diversity at workplaces is well elaborated and will be included into the Handbook “GED consultant at workplaces”. The European added value of this Report lies in the related synergies emerged from the European cooperation, sharing of good practices as well as in ability to disseminate these good practiced around the Europe. It is also important to mention that the good practice of the ‘positive actions’ implemented in Luxembourg and well-presented in the State of Art Review, creates a very important and necessary financial basis for the real implementation of the gender equality and diversity planning at enterprises. This good practice could be suggested to the governments of all partner countries to be implemented via national projects and programmes by using, for example, the financial possibilities of the European Social Fund’s resources. It would ensure the implementation of the innovation ideas of GED planning not only *de jure*, but *de facto* as well.

The Report is developed in English language, printed in each partner country and added to the project’s website [www.gedplan.eu](http://www.gedplan.eu) (in pdf format) available for downloading. This outcome covers the objective stated by the project: “Reinforce contribution of lifelong learning for implementing gender equality and diversity at workplaces”.

**Quality standards for GED consultancy at workplaces** are developed to assess the effectiveness of proposed innovative qualification - GED consultant at workplace. The Quality Standards for GED Consultancy at Workplaces determine the main requirements for the effective implementation of GED consultancy system and contain description of quality standards for training programme “GED consultant at workplaces”, for training institutions, providing training for GED consultants, for GED consultant profile as well as for e-learning-conducive workplaces for training of GED consultants. The Quality Standards are intended to be used by the national VET providers, employers and human resources managers, national and European decision-makers, social partners and employers’ networks and associations at all levels. The outcome is developed in English language, published as a brochure in total 2000 copies and distributed to partners for the further dissemination at national and European levels. It is also added to the project’s website [www.gedplan.eu](http://www.gedplan.eu) (in pdf format) available for downloading. This outcome covers the objective stated by the project: “Create quality standards for work-based skills development of adults (employers and employees) for successful implementation of gender equality and diversity at workplaces”.

**Outline curriculum “GED consultant at workplace”** is developed and establishes the content, duration, learning outcomes, teaching and learning as well assessment strategies of the training programme. Responding to the recommendations developed within the State of Art Review, the training course will investigate and discuss the key subject matters through the series of specific modules, divided into three main sections:

- **Section I. Introduction to Gender Equality and Diversity (GED) planning at workplaces**, which consists of the specific modules on European and national legislation and policy measures directed towards the implementation of equal opportunities to all at workplaces.

- **Section II. Workplaces for all: Equal Treatment and prohibition of Multi-discrimination**, which includes the specific modules for acquiring and deepening knowledge on diversity of workforce, necessity to prohibit discrimination at workplace on the ground of gender, age, ethnicity, religion and beliefs, disability and sexual orientation.
- **Section III. Implementation of GED planning at workplaces**, which includes the specific modules making learners familiar with the methods of analysing the problems that usually occur while ensuring equal treatment of all at workplaces, as well as with the methods to develop, implement and monitor the gender equality and diversity plans at workplaces.

The training course will constitute 3 credits of the European Credit Transfer System for the non-formal adult education. The pedagogical strategy of this training course is based on a blended-learning approach for e-learning-conducive workplaces; the course allows a combination of face-to-face training and training via a developed e-learning platform with the possibility to study at workplace. Total duration is 81 academic hours, consisting of: 16 contact-academic hours (7 academic hours for theory and 9 academic hours for practice), 62 academic hours for the e-learning (22 academic hours for theory and 40 academic hours for practices) and 3 academic hours for assessment and certification. The outcome is developed in English language and has been translated into national languages of partnership (Lithuanian, German, French, and Finnish). During the reporting period the Curriculum has been published as a brochure in English language in total 1500 copies and distributed to partners for further dissemination at national and European levels. The publishing in other languages is in the process. It is also available for downloading in pdf format from the project's website [www.gedplan.eu](http://www.gedplan.eu). This outcome creates the basis for further development of the training course for GED consultant. This outcome partly covers the objective stated by the project: "Support innovation in vocational education and training practices by developing GED (gender equality and diversity) consultant at workplace training programme with blended-learning approach".

**Leaflet** about the project—was designed in English language, translated into all national languages of partnership and published in 3500 copies in total. The leaflet is being used by partners for the wide dissemination activities. It has been also added to the project's website [www.gedplan.eu](http://www.gedplan.eu) in pdf format available for downloading. This outcome covers the objective stated by the project: "Ensure effective promotion of GED consultancy model at national and European levels".

**Project's website** [www.gedplan.eu](http://www.gedplan.eu) is developed and is constantly updated by the results/outcomes. The website serves as a dissemination tool. It includes information about the project, partners with their contact details, developed products in pdf format for downloading, contacts of the associated partners, presentations from all public events, photo gallery. If products are developed in the national languages, they are also included into the project's website in this particular language. This outcome covers the objective stated by the project: "Ensure effective promotion of GED consultancy model at national and European levels".

**National Cooperation seminars** were held in October-November 2010 in order to increase the level of cooperation among employers, social partners, adult educators, academics to ensure successful development and implementation of GED consultancy model. In total 7 Cooperation seminars were held (three in Lithuania, two in Germany, one seminar in Finland and one in Luxembourg). In total 152 participants have participated. The seminars cover two objectives stated by the project: "Increase the volume of cooperation among VET institutions, enterprises, social partners and decision-makers through creation of GED consultancy at workplace model" and "Ensure effective promotion of GED consultancy model at national and European levels".

**International seminar „NEW OPPORTUNITIES OF GENDER EQUALITY AND DIVERSITY PLANNING AT WORKPLACES”** was organised in Vilnius on 24<sup>th</sup> of September 2009. This seminar was a major exploitation event at European level with the participation of 57 participants, including members of the Lithuanian Parliament, governmental officials from Lithuanian and Luxembourg, Finnish Ambassador to Lithuania, the associated partners from all partner countries (representatives from the scientific institutions, banks, construction companies, Employees’ association, public organizations, etc). The article about this seminar was published in the national newspaper ‘Kauno diena’. The agenda of the seminar, power point presentation of the key speakers as well as photos from this seminar are published on the project’s website [www.gedplan.eu](http://www.gedplan.eu). During the seminar the following developed outcomes were introduced: State of Art Review, Quality standards for GED consultancy at workplaces, Outline curriculum “GED consultant at workplace” as well as the outline (interim version) of the European framework of GED consultancy model. The social partners and other stakeholders have had discussions with the project partners during the workshops and gave their feedback on the project outcomes and ways of their possible application in public/private institutions.

In order to ensure the synergy with other EU projects and to disseminate the project beyond the partnership, the representatives from the institution Merseyside Expanding Horizons (UK, Liverpool) coordinating the EU Leonardo da Vinci project “**Developments in Diversity – Europe (DIDE)**” were invited to give the presentation of their project. The international seminar covers two stated objectives of the project: “Increase the volume of cooperation among VET institutions, enterprises, social partners and decision-makers through creation of GED consultancy at workplace model” and “Ensure effective promotion of GED consultancy model at national and European levels”.

## 4. Partnerships

The Consortium is composed of seven organizations from four European countries (Lithuania, Finland, Luxemburg, Germany) and ensures a good cooperation between new and old European Member States as well as different type of organizations, skilled in various aspects required to undertake this project in a good quality. The European added value of the multi-countries partnership lies in the clear distribution of tasks of different partners, based on their competences and experiences in the field. The main skills and competences of Consortium are the following: the partner from Social Research Centre, Technical University of Dortmund, Finnish Institute of Occupational Health and ACORD International s.a.-Luxembourg have high social research skills and experience in GED planning at enterprises; the Office of Equal Opportunities Ombudsperson and Social Innovation Fund from Lithuania possess competences in managing gender equality and diversity; Kaunas Labour Market Training and Counselling Office and the Social Innovation Fund, Lithuania as well as VHS Goettingen e.V. , Germany have special professional skills in organizing and promoting vocational training programmes (formal and informal), the Social Innovation Fund, The Kaunas Labour Market Training and Counselling Office, VHS Goettingen e.V and ACORD International s.a. have skills in implementing blended learning approach within e-learning training programmes. All partners have experience in European cooperation, possess communication skills, are very responsible and realise the importance of quick reaction, intelligence, tolerant communication and respect the deadlines. The Social Innovation Fund as a coordinator of this project can ensure the overall good quality management of the project during its implementation as it has over 15 years experience in networking on lifelong learning, an extensive experience acting as coordinator in four European projects and to act as a local manager for more than 20 European projects, in which it was a partner. The Social Innovation Fund has a positive experience of European cooperation with almost all partners of partnership except ACORD International s.a, but this organization has been suggested by partner from Social Research Centre, Technical University of Dortmund, who has a long time experience of successful cooperation together with the partner from Luxembourg.

Additional added value, which strengthens the quality of the Consortium, is involvement of the fourteen associated partners. The associated partners include ministries, responsible for gender equality and diversity mainstreaming into employment policy, employers' associations and trade unions as well as defined in advance organizations within different economical sectors, in which piloting of the training programme will take place. The associated partners will contribute to the sustainability of the project through increasing cooperation among VET institutions, enterprises, social partners, decision-makers while implementing GED consultancy model at their national level. Associated partners from national employers' associations and trade unions will help to reach employers for further valorisation of training programme "GED consultant at workplaces" and especially to share good practices of gender equality and diversity planning at workplaces beyond the project's Consortium and beyond the project's life-time.

## 5. Plans for the Future

The following results/outcomes to carry out the remaining work to achieve the project objectives are planned for the future months within duration of the projects’:

- **European framework of GED consultancy model** will be finalized and will create a basis for integration of innovative professional profile of qualified in-house GED consultant into national VET systems.
- **Training programme “GED consultant at workplace”** with blended-learning approach will be developed on the basis of the developed Outline Curriculum and will include theoretical materials, practical exercises as well other methodical and didactical materials, such as good-practice examples on GED planning, tool-kit for GED planning and trainer’s guide.
- **E-learning platform for GED consultant learning-conducive workplaces** will be created on the basis of the training programme and will allow learning at workplace and to apply acquired knowledge straight away within trainee’s working environment.
- **Leaflets** about project outcomes will be published in English and in all languages of partnership to ensure wide dissemination at European/national/local levels.
- **National Round-table discussions** will be held at the end of the project in order to promote the developed GED consultancy model among employers and other stakeholders.
- **European Training for trainers session** will be organized to train 21 trainer-multipliers and facilitate further piloting of the training programme at national levels as well as to ensure sustainability of the developed training course beyond the project life-time.
- **National Pilot training sessions** will be organized for training of 54 GED consultants and getting feedback on the quality and accessibility of training programme for GED consultants at workplaces, taking into account the needs of selected target sectors (public / private – men-dominated with diversity aspect / women-dominated with diversity aspect / gender-balanced with diversity aspect).
- **International conference** will be hold in Lithuanian in March 2011 to create awareness of the wide public about the importance of implementation of GED consultancy at workplaces.

## 6. Contribution to EU policies

This project contributes for Lisbon Strategy objectives to increase Key competences for lifelong learning as the project addresses civic competences on gender equality and diversity of the employers and employees of public and private organizations. It will be achieved through the developed training materials “GED consultant at workplaces”. These competences are linked to personal and social well-being and require, inter alia, being aware of basic concepts relating to gender equality and non-discrimination, as well as understanding the multi-cultural and socio-economic dimensions and values of European societies. The project directly aims to improve these civic competences of the short term and long term target groups.

The Lisbon Partnership for growth and jobs recognises contribution of gender equality and diversity for meeting the Lisbon strategy objectives. “The Europe needs more and better jobs. <...> In a context of rapid economic change and intense demographic ageing, creating more and better jobs is not just a political ambition: it is an economic and social necessity”, is saying in the Communication from President Barroso in agreement with Vice-President Verheugen (Brussels, 02.02.2005). The project is contributing to the achievement of these objectives by creating the practical basis for the gender equality and diversity planning at work places to ensure the better jobs for all.

Following the EU directives, the project strives to contribute to effective implementation of EU directives No. 2002/73/EC and 2000/78/EC, which call Member States, in accordance with national law, collective agreements or practice, to encourage employers to promote equal treatment for all employees at the workplace in a planned and systematic way.

This project has also contributed to Copenhagen declaration on promoting Quality Assurance in VET system by developing Quality standards for GED consultancy at workplaces.

The project proposes the whole system allowing an employer to get qualified in-house GED consultant in order to promote equal treatment for all at the workplace in a planned and systematic way and to create the better jobs for all. In this way, the outcomes of the project and in particular - “European framework for GED consultancy model” will contribute, first of all, to the effective implementation of European and national policies on gender equality and diversity at workplaces. The project seeks to contribute to these policies as well by offering learning opportunities for employees from private and public organizations to receive qualification as GED consultant at workplace. These consultants will develop GED plans in their organization with consultation of co-workers; implement these plans at their workplaces and to monitor their impact. They will also create co-workers’ awareness on gender equality and diversity, and consult them about creation of gender- and diversity-friendly environment, thus contributing to social cohesion, intercultural dialogue, and personal fulfilment of the employees at workplaces.

The project will contribute to achievement of the Lisbon Education and Training Indicators, as it will increase capacity of the population aged 25-64 to participate in training in open learning environment. This will be ensured by introducing an e-learning platform with training programme “GED consultant at workplace”; 54 employees will be trained within the project life and around 200 employees are expected to get the qualification of the GED consultant within 2 years after the project.

The project supports gender equality and diversity skills development for adults in the labour market by enhancing links between continuing VET and working life as well as by increasing opportunities to learn at work. This will be achieved through developing and piloting training

programme for learning e-conducive-workplaces, which will allow trainees to receive theoretical knowledge and to apply it in practice without leaving their workplace. Training programme will be complemented by developed training materials and the trainees will be guided by qualified trainers during the whole learning process by using an e-learning platform, developed during the project.

The EC Green Paper “Equality and non-discrimination in an enlarged European Union” states that the principles of equal treatment and non-discrimination are at the heart of the European Social Model. These principles represent a cornerstone of the fundamental rights and values that underpin today’s European Union. European legislation has significantly raised the level of protection against discrimination across the EU. However, legislation alone is insufficient; systematic approach is needed for supporting gender equality and diversity and achieving non-discrimination for all at workplaces. This project aims to raise awareness on gender equality and diversity issues at workplaces through offering the training programme “GED consultant at workplace” and other supportive materials for introducing an innovative professional profile of GED consultant at workplace.

Recently adopted (2007) EU document “Manual for Gender Mainstreaming in Employment Policies” emphasises necessity of training facilities in order to ensure gender equality and diversity mainstreaming at national level. Striving for effective work of these training facilities to implement gender equality and diversity planning at workplaces, this project offers an innovative professional profile of GED consultant at workplace.



