



LLP Leonardo Da Vinci project “Gender Equality and Diversity (GED) Planning at Workplaces (GED-PLAN)”,

Project No: 142718-LLP-1-2008-1-LT-LEONARDO-LMP, 2008-2011 www.gedplan.eu

INTERNATIONAL CONFERENCE
“Gender Equality and Diversity Planning at Workplaces”

RECOMMENDATIONS

Prepared by the European partnership of the project

We, partners of the project and participants of the Conference, would like to emphasize:

- The implementation of equality for all at workplaces is important to ensure high quality of working life. Equal treatment of people regardless of gender, ethnicity, age or other characteristics positively affects employees' well-being, increases productivity, and creates an attractive public image of organizations.
- The effective implementation of equal opportunities for all at workplaces needs equality focused programs in national educational and vocational training systems for **gender equality and diversity (GED) consultants**.
- The need for qualified GED consultants at workplaces fulfils the requirements of EU Strategy 2020 and meets the standards stated in the EU document “**Manual for Gender Mainstreaming of Employment Policies**”, **2008**.

We, participants of the conference, recommend politicians and government officials

1. to pay more attention to the implementation of equal opportunities to all at workplaces *de jure* and *de facto*;
2. to analyze and implement the good practices of equality planning at workplaces as legislated in the Finnish Act of Equality between Men and Women;
3. to ensure that the developed training course ‘GED consultant at workplaces’ will be adapted to national educational and vocational training systems to enhance the competencies in gender equality and diversity at workplaces.

Approved by the participants of the Conference
Kaunas, April 14 2011