



Gender equality and diversity planning at workplaces

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# ***State of Art Review:***

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**the basis for implementation of Gender  
Equality and Diversity planning at  
workplaces in partner countries**

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in cooperation with project partners***



## Aim of the report:

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- to provide an overview of national policy measures and challenges for Gender Equality and Diversity (GED) planning at work;
- to present good practices for promotion of GED at work;
- to prepare recommendations for introduction of innovative professional profile of GED consultant at workplace into VET model;
- to provide basis for creation of the European framework of GED consultancy model at workplace.



# Countries included in the Review:

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- Finland
- Germany
- Lithuania
- Luxembourg

# National legislations on GED planning at work: FINLAND

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- The **Act on Equality between Women and Men** (609/1989) provides concrete and real measures to promote equality planning at work purposefully and systematically.
- The governmental **Action plan for gender equality** (2008-2011) put more emphasis on workplace-specific equality plans.
- **The Equal Pay programme** (a focus on equality plans and pay surveys)



# National legislations on GED planning at work: GERMANY

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- A legal obligation to implement positive actions for equal opportunities in public administration.
- No legal obligation for GED planning in private economy. Only the **Agreement for the promotion of equal opportunities of women and men in the private economy** between federal government and head associations of German economy could be mentioned.
- Concrete and real measures for systematic GED planning is either non-existent (Act of Equal Rights for Men and Women in Lower Saxony) or very low developed (Federal Gender Equality Act).



# National legislations on GED planning at work: LITHUANIA

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- A legal obligation to implement positive actions for equal opportunities in public administration. No legal mechanism of auditing, control or sanctioning.
- No legal obligation for GED planning in private economy.
- The legal regulation of equal opportunities as well as national programs for equal opportunities and anti-discrimination do not specifically target GED planning at workplaces.
- In its recommendations for Lithuania, the UN CEDAW Committee placed a special emphasis on the obligatory gender equality planning by public and private employers, which should be included in the national legislation.



# National legislations on GED planning at work: LUXEMBOURG

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- The **positive actions' programme** of Labour Code - based on a voluntary participation of private enterprises and financial promotion for selected ones.
- The regulations for **collective agreements**. No legal mechanism of auditing, control or sanctioning.
- In public sector - a focus on gender equality principles in human resources management in education and training.

# The overview of legal and policy measures in four national contexts shows:

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- The principles and measures for **gender equality at work** are quite well expressed and integrated in legal and policy documents;
- No concrete and real measures related to **GED planning** at work (except of Finland) .
- GED principles are not enforced by legal mechanisms of auditing, control or sanctioning.



# The overview of training programs and good practices for promotion of GED planning at work reveals that:


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- there are **no officially approved training programs for in-house GED consultants at workplace in national VET systems;**
- 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 and small scale project based,** and more often tend to **serve the strategies of labour force management** rather than any larger goal of equality or diversity.

# Innovations of the GED-PLAN project:

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- It supports gender equality and diversity skills development of adults in the labour market by enhancing **links between continuing VET and working life** as well as increasing **opportunities to learn at work**.
- The lifelong learning of employees will be ensured through **e-learning platform**, complemented by training materials and qualified trainers during the learning process. In this way the action will contribute to the development of **e-learning conducive environment** at workplace.



## **GED-PLAN project should consider four categories of quality standards:**

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- Quality standards for training programme “GED consultant at workplaces”.
- Quality standards for training institutions.
- GED consultant’s professional profile and required competences.
- Quality standards for e-learning platform for training of GED consultants.



**Following good practices, it is recommended to pay a particular attention in the preparation of trainings:**

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- **equality legislation:** national and EU legislation and the most important international conventions with special emphasis on promotion of GED at workplaces;
- **theoretical approaches** on equality and discrimination;
- **statistical and research data** on equality and diversity in working life;
- **training and consulting methods;**
- **practical exercise/case work** on promoting equality in a workplace by each trainee;
- **strategies, tools and good practices** to promote gender equality and diversity at workplace level.

# Recommendations for the content of trainings:

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- **Section I**
  - **European policy measures** and challenges for GED planning at workplaces;
  - Overview of **national legislation** and policy measures for GED at work.
- **Section II**
  - A focus on **different grounds of discrimination:** gender, age, ethnicity and religious beliefs, disability, sexual orientation;
  - A concept of **multi-discrimination** at work.
- **Section III**
  - The issues of **work organisation, human resource management, pay structure, education, work environment, prevention of discrimination** should be covered with a clear focus to multi-dimensional concepts of gender equality and diversity.



# Concluding remarks

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- The whole system in national VET structures is needed which would allow an employer to get qualified in-house GED consultant and to run GED planning at workplace in effective and systematic way.
- An innovative professional profile of GED consultant at workplace in national VET system would be an important progress in terms of quality management and making GED planning at workplace more attractive for companies and organisations.