

International seminar
“New Opportunities of Gender Equality and Diversity
Planning at Workplaces”

Outline Curriculum
Vitalija Petrauskaitė-Kriauzienė

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Outline Curriculum

“Gender equality and Diversity Planning at Workplaces, GED_PLAN”

The Curriculum is designed to develop the training course to address the need for qualified gender equality and diversity consultants at workplaces.

Outline Curriculum

“Gender equality and Diversity Planning at Workplaces, GED_PLAN”

Outline curriculum “GED consultant at workplace” is developed to establish content, duration, learning outcomes/competences, teaching and learning strategies, teaching and learning facilities as well assessment and certification principles for the training course.



Training course for GED consultant at workplace

Training course for GED consultant at workplace will investigate and discuss key subject matters through the series of specific modules, which are divided into 3 main sections.

Section I.

Introduction to Gender Equality and Diversity (GED) planning at workplaces

- Consists of the specific modules on European and national legislation and policy measures towards the implementation of the equal opportunities to all at work places.

Section II.

Equal Treatment and prohibition of Multi-discrimination at Workplaces

- Includes the specific modules to acquiring and deepening knowledge on diversity of workforce, on necessity to prohibit the 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

- Includes the specific modules to become acquainted with the methods for analysing the problems linked to ensuring equal treatment of all at workplaces, as well as with the methods to develop the gender equality and diversity plans to cope with the diversity at workplaces.



Training course structure

- 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 blended-learning approach for e-learning-conducive workplaces.
- The course allows combination of face-to-face training and e-learning training via developed e-learning platform with the possibility to study at workplace.



Duration of training course

Total duration is 81 academic hours, including:

- 18 contact-academic hours (7.5 academic hours for theory and 6,5 academic hours for practice and 2 academic hours for certification)
- 63 academic hours for the e-learning (theory and practices).



Teaching strategies

Each training module follows a **3-step model** (Taylor Cox): sensitizing-acquiring and deepening knowledge-changing behaviour, and includes the theory part, practical exercises part and self-evaluation part.

Two face-to face training sessions, 8 academic hours each, are incorporated to the teaching strategy:

- The first session is hold at the beginning of the course and dedicated for sensitizing of the participants on the key subject matters for Sections I and II.
- The second face-to-face training session is hold at the middle of the course and dedicated for sensitizing of the participants on the key subject matters for Section 3.



Learning outcomes and competences

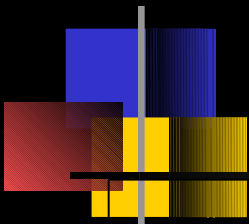
- **Understand** the basics of equal treatment for all at workplaces in European and national context.
- **Analyse** the cases of discrimination at workplaces on the ground of gender, age, ethnicity, religion and beliefs, disability and sexual orientation.
- **Define** the ways of prohibition the discrimination at work places by implementing gender equality and diversity measures.
- **Evaluate** the state of equality at workplaces.



Learning outcomes and competences

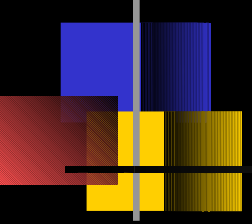
- **Create awareness** of the equal workplace as ethnical norm as well as a factor of well-being, profitability and public image.
- **Utilise** existing good practices on gender equality and diversity planning at workplaces for improving the situation on the organisation.
- **Develop** and monitor the gender equality and diversity plans for equal workplace.
- **Influence** the developing strategy of the organisation for promoting equality at work.

Outline Curriculum “Gender Equality and Diversity (GED) consultant at workplace”



Content of the course

Content of the course	Academic contact hours (Face – to – face)		E – learning platform hours		TOTAL hours
	<i>Theory</i>	<i>Practice</i>	<i>Theory</i>	<i>Practice</i>	
Introduction of the course/Getting know each other/Analysis of participants needs	1,0	-	-	-	1,0
<i>I section Introduction to Gender Equality and Diversity (GED) Planning at workplaces</i>					
<i>Model 1.1. European policy measures and challenges for GED planning at workplaces</i>	0,5	-	1,0	2,0	3,5
<i>Model 1.2. Overview of national legislation and policy measures for GED at work</i>	0,5	-	1,0	2,0	3,5

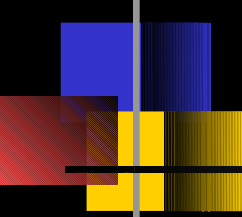


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Content of the course

II section Equal Treatment and prohibition of Multi-discrimination at Workplace

<i>Model 2.1.</i> Gender sensitive workplaces	0,5	1,0	1,5	2,0	5,0
<i>Model 2.2.</i> Age – friendly workplace practices	0,5	0,5	1,0	2,5	4,5
<i>Model 2.3.</i> Workplaces for all: ethnicity, religion and beliefs	0,5	1,0	1,5	3,5	6,5
<i>Model 2.4.</i> Disability and skills initiatives	0,5	0,5	1,0	2,5	4,25
<i>Model 2.5.</i> Workplace without barriers: sexual orientation	0,5	0,5	1,0	2,5	4,25



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Content of the course

III section Implementation of GED planning at workplaces

<i>Model 3.1.</i> GED planning – benefit for employee and employer	0,25	-	1,0	2,0	3,25
<i>Model 3.2.</i> Assessment of the gender equality and diversity situation at workplaces	0,25	1,0	2,0	3,0	6,25
<i>Model 3.3.</i> Work organization: management structure and division of tasks	0,25	0,5	1,5	2,0	4,25
<i>Model 3.4.</i> Recruitment policies and practices	0,25	0,5	1,0	2,5	4,25
<i>Model 3.5.</i> Salary and remuneration policies	0,25	0,5	1,0	2,5	4,25
<i>Model 3.6.</i> Education and training for employees	0,25	0,5	1,0	2,5	4,25

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Content of the course

<i>Model 3.7. Career development and work opportunities</i>	0,25	0,5	1,0	2,5	4,25
<i>Model 3.8. Working conditions and health environment</i>	0,25	0,5	1,0	2,5	4,25
<i>Model 3.9. Reconciling work and family life</i>	0,25	0,5	1,0	2,5	4,25
<i>Model 3.10. Corporate culture: work atmosphere with no harassment</i>	0,25	0,5	1,0	2,5	4,25
<i>Model 3.11. Evaluation of effectiveness of GED planning at workplace</i>	0,5	-	1,0	-	2,0
TOTAL	7,5	8,5	20,5	41,5	78

IV section Assessment and certification | **3**

TOTAL

81



Questions to be discussed in the groups

1. In general, do you think inhouse consultant is needed in the enterprises? Is it important for the gender and diversity policies implementation?
2. Learning outcomes
 - Is there any other expected outcomes of the learning programme missing?
3. Learning content
 - In your opinion, are there any topics not



Questions to be discussed in the groups

4. Face to face/E-learning strategies

- Do you find it necessary to incorporate face to face training to the teaching strategy?
- Is it an effective way to sensitize participants on the key subjects?

5. Your ideas about a synergy with other projects.





Thank you for your attention!