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Introduction to the European project
**“Gender Equality and
Diversity Planning at workplaces”**

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INTERNATIONAL SEMINAR

**New Opportunities of Gender Equality and Diversity
Planning at Workplaces**



Consortium of the project

Applicant Organisation:

Office of Equal Opportunities Ombudsperson (Lithuania)

Project Coordinator:

Social Innovation Fund (Lithuania)

Partners:

- **Kaunas Labour Market Training and Counselling Office (Lithuania),**
- **Technical University of Dortmund, Social Research Centre Dortmund (Germany),**
- **Volkshochschule Goettingen e.V. (Germany),**
- **Finnish Institute of Occupational Health (Finland),**
- **Accord International s.a. (Luxembourg).**



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- The project is designed to address the specific needs of the employers to have the qualified in-house Gender Equality & Diversity (GED)-consultant in order to promote equal treatment for all at workplace.
- The demand to integrate this innovative qualification into Vocational Education and Training system rises from necessity to implement 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.**



The partner countries choose different ways to implement the above-mentioned EU directives concerning gender equality and diversity planning at workplaces:

- Finland shows a very good initiative by amending the national law;
- Germany has collective agreements between government and employers' associations;
- Luxembourg is pursuing governmental “positive actions” for organisations implementing gender equality planning at workplaces.
- Lithuania is still in the process of implementation of gender equality planning via projects.



- The preparatory work, done in partner countries, showed some good initiatives of GED planning at workplaces.
- During this International seminar we will hear presentations of good practices from Finland, Germany, Luxembourg, United Kingdom, Lithuania.
- However, analysis undertaken by Consortium showed that none of the partner countries has well-functioning framework of training facilities in their vocational and training systems, which would ensure preparation of in-house GED consultants.



- The need of implementing GED planning at workplaces is obvious and even beneficial for organization, taking into account demographic changes, ageing of society and increasing need for implementing flexicurity policies. “The business case for diversity: good practices in the workplaces” issued by EC in year 2006, states that 83% of companies with a diversity policy in place said that it had brought real business benefits.
- The need of qualified GED consultants at workplaces is also compatible with recently adopted (2007) EU document “**Manual for Gender Mainstreaming in Employment Policies**”, which emphasizes necessity of training facilities at national level to prepare the qualified gender equality and diversity specialists.



- One of the main goals of project is to develop an innovative training program for GED-consultant at workplaces, with an European dimension.
- The Consortium has selected the methodology based on blended-learning approach, which allows combination of face-to-face learning and e-learning at workplace environment.
- This approach ensures that in-house GED consultants are capable to develop GED plan as a tool for managing gender equality and diversity within their companies.



Short-term target groups are:

- 18 public/private organisations; 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 trained to hold the piloting of the training program,
- 54 employees from the selected organisations, who will be trained to acquire complementary qualifications as GED consultants.



Long-term target groups are:

- Public and private organisations willing to implement GED planning at workplaces,
- Employees who will benefit from implementation of GED planning at their workplaces,
- Labour market consultancy and training institutions,
- Trade unions, Employers' associations,
- Politicians and decision makers.



The main products of the project:

- **State of Art Review report** defining the ways how new qualification of GED consultant at workplaces might be introduced into national programs of VET system.
- **Quality standards for GED consultancy at workplaces** both at system and VET provider levels to assure the effectiveness of proposed innovative qualification - GED consultant at workplace.
- **Framework of the European model “Implementation of gender equality and diversity at workplaces”** - a basis for integration of innovative professional profile of qualified in-house GED consultant into VET systems.



The main products of the project:

- **Outline curriculum “GED consultant at workplace”** describing content, duration, learning outcomes, teaching and learning as well assessment strategies of the training program.
- **Training program “GED consultant at workplace”** with blended learning approach containing 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 consultants’ learning-conducive workplaces** which allows learning at workplace environment.



- The developed and tested within the project innovative European solutions could be adapted to the national needs.
- The new professional profile of GED consultant at workplaces could be registered/certified in the national Vocational and Training System in accordance with the national regulations.
- More information about the project you can find at the web-site www.gedplan.eu