



Education and Culture DG
Lifelong Learning Programme

GENDER EQUALITY AND DIVERSITY PLANNING AT WORKPLACES

No. 142718-LLP-1-2008-1-LT-LEONARDO-LMP

www.gedplan.eu



“Gender Equality and Diversity Planning at workplaces”

01.12.2008 – 30.04.2011

Liudmila Mecajeva

INTERNATIONAL CONFERENCE
2011.04.14

14th April, 2011, Kaunas





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Consortium of the project

Applicant Organisation:

Office of Equal Opportunities Ombudsperson (Lithuania)

Project Coordinator:

Social Innovation Fund (Lithuania)

Partners:

- 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)
- Kaunas Labour Market Training and Counselling Office (Lithuania) *until 30.10.2010*







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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.**



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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**.



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- During the International seminar which was organised by the project in Vilnius in September 2009, presentations of good practices on **gender equality and diversity (GED) planning** from Finland, Germany, Luxembourg, United Kingdom, Lithuania were presented.





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It also was stressed that the most effective method of implementing of gender equality and diversity at workplaces is a development of equality plan (GED-plan).

The GED-plan has to be based on assessment of gender equality and diversity situation at workplace and has to contain actions/measures for realization of equality.



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Equality for all at workplace is very important. When a company treats people equally regardless of gender, ethnicity or other characteristic, this affects employee well-being and therefore increases productivity.

It also creates a positive company's public image, makes the company more attractive for employees.





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However, analysis undertaken by Consortium prior the project implementation showed that none of the partner countries has well-functioning vocational and training facilities in their educational systems, which would ensure preparation of **in-house GED consultants**.

The need of qualified GED consultants at workplaces is also compatible with 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.





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- Thus, one of the main goals of project is to develop an innovative **training program** for GED-consultant at workplaces, with an European dimension.





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All project's outcomes are available on the website
www.gedplan.eu

- **State of Art Review report;**
- **Quality standards for GED consultancy at workplaces;**
- **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.**



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- **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
- **E-learning platform for GED consultants’ learning-conducive workplaces** which allows learning at workplace environment.
- **Two leaflets** about project and its outcomes to ensure the wide dissemination of the project results.



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Training program “GED consultant at workplace”

- 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.





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The training course is divided into three main sections:

- **Section I**

Introduction to Gender Equality and Diversity (GED) planning at workplaces, which consists of the **3** specific modules on European and national legislation and policy measures directed towards the implementation of equal opportunities to all at workplaces. It also introduces the benefit for the Employer and Employee.



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Section II.

Workplaces for all: Equal Treatment and prohibition of Multi-discrimination, which includes **6** 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.



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Section III.

Implementation of GED planning at workplaces, which includes **12** 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.

Detailed Curriculum is developed in English and national languages and is added to your Conference folders.



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National pilotings:

National piloting training sessions were organized in all 4 partner countries Lithuania, Luxembourg, Germany and Finland during **January-April 2011**.

In total **78 employees** were trained: **14** men and 64 women from **69** different organizations : **47** private, **18** public and **4** NGOs





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Long-term target group

- 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.



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- 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 website www.gedplan.eu



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Thank you for attention



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