

WP3 Capacity Building - Promoting
Inclusive Practices in the Disability Care
Workforce

D3.2 Inclusive Practices Toolkit

ASOCIACIÓN FRESS



Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Commission. Neither the European Union nor the European Commission can be held responsible for them.



**Co-funded by
the European Union**

Document identification

Work Package	WP3 Capacity Building - Promoting Inclusive Practices in the Disability Care Workforce
Lead Partner	ASOCIACION FRESS
Author(s)	ASOCIACION FRESS
Dissemination level	SEN-Sensitive. Confidential, only for members of the consortium (including Commission services and project reviewers).
Abstract	This document provides the conceptual structure and framework for the Inclusive Practices Compilation (Deliverable D3.2). The purpose of this document is to guide partners in documenting inclusive practices that support gender equality, inclusion, and work-life balance across the disability care sector.
Status	
Version	1
Date	06/10/2025

Content

Concept Overview	4
Toolkit Usage Guide	5
Who is this Toolkit for?	5
How the Toolkit is organised	5
How to navigate the Toolkit	6
Using the numbering and cross-references	6
Using in WP3 activities	7
Navigation tools	8
Country summary tables	8
Learning unit index	10
Tools	11
Austria	11
Finland	12
Greece	13
Italy	14
Lithuania	14
Slovenia	15
Spain	16
Switzerland	18
Europe	19
International	21
Statistics	23
Entries by country	23
Entries by Target Group and Learning unit	23
Entries by type	25
Delivery format	25
Conclusions & recommendations	27
Recommendations for Toolkit Enhancement	27

Concept Overview

The Inclusive Practices Compilation has been developed to collect, describe, and analyse examples of initiatives that foster gender equality, inclusion, and work-life balance within the disability care workforce. This compilation supports the objectives of Work Package 3 (WP3. Capacity Building - Promoting Inclusive Practices in the Disability Care Workforce) of the EQUAL-CARE project by providing project partners and stakeholders with structured and transferable knowledge of practices that promote inclusive and gender-transformative environments.

Each inclusive practice has been identified through a shared methodology across all partner countries. The process includes the identification, evaluation, and documentation of relevant initiatives at national and European levels. Each practice description provides contextual information, objectives, the methodology used, implementation steps, and achieved results. The practices are selected based on their relevance, effectiveness, innovation, and transferability potential within the disability care sector.

The compilation will serve as a practical and evolving resource that supports organisations in adopting inclusive measures and adapting proven strategies to their own realities. It also provides the foundation for the Inclusive Practices Toolkit, which will compile all identified examples in a coherent and user-friendly format.

Through these inclusive practices, the EQUAL-CARE project highlights how gender equality and inclusion can be strengthened by integrating innovative management models, gender-sensitive policies, flexible work arrangements, and targeted training that empower both women and men in caregiving professions.

Toolkit Usage Guide

Who is this Toolkit for?

This Toolkit is primarily aimed at:

- **Managers and HR staff** in long-term care and social service providers who want to review and improve their internal policies and practices.
- **Trainers and educators** who are designing and delivering training based on the EQUAL CARE learning units (TG1.x and TG2.x).
- **Project partners and experts** who contribute practices to the Toolkit and use it as a shared reference point.

Readers do not need to be gender experts. The document is structured to support people who are new to the topic as well as those with more experience.

How the Toolkit is organised

The content is organised in four main blocks:

- 1) **Concept overview:** Explains the overall aim of the Toolkit, the link with EQUAL CARE project and Work Package 3: Capacity Building - Promoting Inclusive Practices in the Disability Care Workforce, and the basic approach used to collect, classify and present practices.
- 2) **Toolkit Usage Guide:** Explain
 - a) Who is for
 - b) How is organised
 - c) How to navigate through
 - d) How use numbering and cross reference
 - e) How to use in Work Package 3: Capacity Building - Promoting Inclusive Practices in the Disability Care Workforce activities
- 3) **Navigation tools:** country tables and learning unit index
 - a) **Country summary tables** show all practices collected in each country, with a short description and basic information.
 - b) **The learning unit index** shows how each practice is linked to the EQUAL CARE learning units (TG1.x and TG2.x).

These two elements work as a “map” to help you quickly find what you need.

4) Tools (Detailed practice fiches)

Each numbered entry (Tool 1, Tool 2, ...) corresponds to a specific practice. The fiches usually include:

- a) Title and short description
- b) Country and organisation
- c) Target group(s) and learning unit(s)
- d) Type of tool (policy, training, checklist, awareness campaign, etc.)
- e) Delivery format, duration and, where available, links or annexes

5) Statistics

The final part summarises:

- a) How many practices were collected, by country and by learning unit
- b) Which themes are well covered and where there are gaps

6) Conclusions and recommendations

The final part show key messages and recommendations for further development and partner contributions

How to navigate the Toolkit

- **If you are a trainer designing a session**

1. Start from the **learning unit index** to see which tools are linked to your TG (e.g. TG1.3, TG2.2).
2. Note the tool numbers and go to the **detailed practice fiches** for concrete examples, activities and materials you can adapt.
3. Use the information on duration, format and target group to integrate them into your training plan.

- **If you are a manager or HR professional looking for ideas**

1. Begin with the **country summary tables** to get a quick overview of what is being done in similar organisations.
2. Identify 2–3 practices that look feasible for your context and then consult their **detailed fiches**.
3. Use the fiches as inspiration to adapt policies, procedures or initiatives within your organisation.

- **If you are a project partner contributing content**

1. Review the **statistics and conclusions** to understand where the main gaps are (e.g. specific TGs or under-represented countries).
2. Check whether your organisation has practices that could fill these gaps.

Use the existing fiches as a model to prepare new entries, ensuring that all key fields are completed and that the practice is clearly linked to one or more learning units.

Using the numbering and cross-references

Each practice in the Toolkit has a **unique number** which is used consistently:

- In the **country tables**
- In the **learning unit index**
- In the **detailed practice fiches**

When you find a practice that interests you, always note its number. This will help you move easily between the summary views and the full description

Using in WP3 activities

Within **WP3 (Training and capacity building)**, this Toolkit can be used to:

- Select **real-life examples** and tools to illustrate concepts in the learning units.
- Support the design of **national training programmes**, choosing practices that match the needs of each country and target group.
- Stimulate **discussion and reflection** during workshops or focus groups, by presenting concrete cases from different partners.

Partners are encouraged to treat the Toolkit as a **living document**: it can be updated and enriched over time as new practices are tested, evaluated and documented.

Navigation tools

Country summary tables

Num	Title	Collected by	Learning Unit
AUSTRIA			
1	Salary Calculator	Asociación Fress	TG1.2
2	Toolbox for Good Practice	Asociación Fress	TG2.7
3	Job Ad Decoder (JADE)	Chance B	TG2.4
4	Wiener Gesundheitsverbund Gender & Diversity Strategy	Chance B	TG1.1
FINLAND			
4	Model of Leadership Commitment	TUKENA	TG1.3
5	Development Discussion	TUKENA	TG1.3
6	"What Next?" Workbook	TUKENA	TG1.3
GREECE			
7	Extended Breastfeeding Leave	Margarita	TG2.1
8	Flexible Working Schedule	Margarita	TG2.1
9	Remote Work Flexibility	Margarita	TG2.1
ITALY			
10	Implementing a GEP	CESIE	TG2.7
LITHUANIA			
11	Four-Day Work Week	PSPC	TG1.4
12	Mamadienis / Tėvadienis	PSPC	TG1.4
13	Employee Well-Being Programme	PSPC	TG1.3
SLOVENIA			
14	Training for Informal Carers	IAT	TG1.4
15	Men in Care (MiC Project)	IAT	TG1.4
SPAIN			
17	Tools for Equality Plans	Asociación Fress	TG2.7
18	ECSA Course	Asociación Fress	TG2.7
19	Good Practices on Co-responsibility	Asociación Fress	TG2.7
20	Chat to Find DEI Stance	Asociación Fress	TG2.3
21	DEI Lookup Tool	Asociación Fress	TG2.3
22	Self-Assessment Co-responsibility Survey	Asociación Fress	TG1.2
SWITZERLAND			
20	Logib Pay Equity Tool	Chance B	TG2.4
EUROPE			
24	Academy of European Law Course	EASPD	TG2.2
25	Council of Europe Gender Mainstreaming Course	EASPD	TG2.2
26	Develop a GE Policy	CESIE	TG2.3
27	EU Platform of Diversity Charters	Asociación Fress	TG2.5
28	EIGE Gender Equality Training Toolkit	EASPD	TG2.2

29	Implementing a GEP (Spain hospital)	CESIE	TG2.3
30	Men in Care (EU Project)	IAT	TG1.4
31	DM EU Pay Transparency Audit Guide	Change B	TG2.7
INTERNATIONAL			
33	PSEA Workplace Culture Toolkit	Asociación Fress	TG2.1
34	PayAnalytics Pay Equity Guide	Asociación Fress	TG1.2
35	WEF: Bridge the Care Gap Video	Asociación Fress	TG2.4

Learning unit index

Num	Title	Collected by	Country
TG1.1 — Gender Bias at Workplace			
4	Wiener Gesundheitsverbund Gender & Diversity Strategy	Chance B	Austria
TG1.2 — Pay Equity			
1	Salary Calculator	Asociación Fress	Austria
22	Self-Assessment Co-Responsibility Survey	Asociación Fress	Spain
34	PayAnalytics Pay Equity Guide	Asociación Fress	International
TG1.3 — Advocacy, Negotiation & Leadership			
5	Model of Leadership Commitment	TUKENA	Finland
6	Development Discussion	TUKENA	Finland
7	What Next? Workbook	TUKENA	Finland
13	Employee Well-Being Programme	PSPC	Lithuania
TG1.4 — Work-Life Balance			
12	Four-Day Work Week	PSPC	Lithuania
13	Mamadienis / Tėvadienis	PSPC	Lithuania
15	Training for Informal Carers	IAT	Slovenia
16	Men in Care (MiC Project)	IAT	Slovenia
29	Men in Care (EU Project)	IAT	Europe
TG2.1 — Intervention Against Women Discrimination			
7	Extended Breastfeeding Leave	Margarita	Greece
8	Flexible Working Schedule	Margarita	Greece
9	Remote Work Flexibility	Margarita	Greece
33	PSEA Workplace Culture Toolkit	Asociación Fress	International
TG2.2 — Gender Equality Law			
23	Academy of European Law Course	EASPD	Europe
24	Council of Europe GM Course	EASPD	Europe
27	EIGE Gender Equality Training Toolkit	EASPD	Europe
TG2.3 — Gender Equality Policy			
11	Implementing a GEP	CESIE	Italy
19	Chat to Find DEI Stance	Asociación Fress	Spain
20	DEI Lookup Tool	Asociación Fress	Spain
26	Develop a GE Policy	CESIE	Europe
28	Implementing a GEP (Spain hospital)	CESIE	Europe
TG2.4 — Gender Bias at Workplace			
3	Job Ad Decoder (JADE)	Chance B	Austria
23	Logib Pay Equity Tool	Chance B	Switzerland
32	Gender-Inclusive Recruitment Toolkit	Chance B	Europe
35	WEF: Bridge the Care Gap Video	Asociación Fress	International
TG2.5 — Inclusive Workplace Cultures			
27	EU Platform of Diversity Charters	Asociación Fress	Europe
TG2.7 — Accountability & Tracking			
2	Toolbox for Good Practice	Asociación Fress	Austria
17	Tools for Equality Plans	Asociación Fress	Spain

18	ECSA Course	Asociación Fress	Spain
19	Good Practices on Co-Responsibility	Asociación Fress	Spain
31	DIY EU Pay Transparency Audit Guide	Chance B	Europe

Tools

Austria

1. Salary Calculator

Collected by: Asociación Fress

What it is: An online salary-comparison tool that allows workers and employers to compare wages between women and men based on sector, job categories, and occupational levels. It supports transparency and helps detect potential pay gaps.

How it works: Users enter job information and receive gender-specific wage reference data based on updated national salary datasets (last updated Spring 2024).

Who it is for: Workforce in the social care sector, nursing professionals, and HR teams.

Context / Learning Unit:

Workplace pay transparency – TG1.2 Pay Equity

Duration: Not applicable

Links: <https://www.gehaltsrechner.gv.at/>

Language: German

2. Toolbox for Good Practice

Collected by: Asociación Fress

What it is: A set of guidelines for preparing, analysing, communicating, and implementing equality actions within companies, especially regarding income transparency and equity.

How it works: The toolbox provides templates, communication strategies, and practical roadmaps to help organisations implement structural equality reforms.

Who it is for: Employers, HR departments, and management teams in disability care organisations.

Context / Learning Unit: Accountability and monitoring – TG2.7 Accountability and Tracking

Duration: Not specified

Links: “Toolbox für den good practice Einkommensbericht”

Language: German

3. Job Ad Decoder (JADE)

Collected by: Chance B

What it is: An online tool that analyses job advertisements to detect gender-coded, biased, or exclusionary language, supporting fair and inclusive recruitment processes.

How it works: Employers upload or paste job text into the tool; it highlights problematic wording and suggests neutral alternatives.

Who it is for: Employers, recruiters, and HR managers.

Context / Learning Unit: Workplace gender bias – TG2.4 Gender Bias at Workplace

Duration: Continuous use

Links: <https://www.uibk.ac.at/de/newsroom/2022/digitales-tool-fordert-vielfalt-an-bewerberinnen/>

Language: German

4. Wiener Gesundheitsverbund Gender & Diversity Strategy

Collected by: Chance B

What it is: A comprehensive organisational strategy for diversity management, inclusive recruitment, gender equality training, harassment prevention, and workforce monitoring.

How it works: Includes training modules, workforce data tracking, inclusive HR policies, career-path equality measures, and public commitment (e.g., Vienna Pride).

Who it is for: HR, management, healthcare workforce.

Learning Unit: TG1.1 Gender Bias at Workplace

Context: Organisational development

Duration: Ongoing

Link: <https://gesundheitsverbund.at/gender-und-diversitaet/>

Language: German

Finland

5. Model of Leadership Commitment

Collected by: TUKENA

What it is: A leadership approach based on presence, respect, shared goals, and trust. It aims to embed equality and equity into daily organizational behaviour.

How it works: Leaders practise inclusive communication, compassionate supervision, and active team support. Emphasis is placed on relational leadership and fair decision-making.

Who it is for: Employers, HR managers, supervisors, leadership teams.

Context / Learning Unit: Leadership and advocacy – TG1.3 Advocacy, Negotiation & Leadership

Duration: Ongoing

Links: Not provided

Language: Finnish / English

6. Development Discussion

Collected by: TUKENA

What it is: A structured and recurrent one-on-one meeting between supervisors and employees that supports performance improvement, professional development, and equality in the workplace.

How it works: Discussions include reflections on work, goals, skills, training needs, and equal treatment experiences. Conducted periodically to enhance communication and detect early issues.

Who it is for: Workforce in disability care organisations.

Context / Learning Unit: Leadership, advocacy & communication – TG1.3

Duration: Regular / ongoing

Links: Not provided

Language: Finnish / English

7. “What Next?” Workbook for Relatives

Collected by: TUKENA

What it is: A workbook supporting relatives and caregivers of people with special needs during major life transitions, such as moving out of the family home.

How it works: Provides reflective exercises, guidance, emotional support tools, and communication strategies to ease the transition.

Who it is for: Informal caregivers (family, volunteers, community networks).

Context / Learning Unit: Advocacy & empowerment – TG1.3

Duration: Not specified

Links: Mitas-nyt-1.pdf

Language: Finnish

Greece

8. Extended Breastfeeding Leave for Working Mothers

Collected by: Margarita

What it is: A workplace measure granting working mothers one full day of paid leave per week, instead of the standard one-hour breastfeeding break over 30 months.

How it works: Implemented at organisational level by adjusting schedules to ensure paid weekly leave.

Who it is for: Mothers working in social care and nursing roles.

Context / Learning Unit: Anti-discrimination measures – TG2.1

Duration: Ongoing

Links: Not provided

Language: English

9. Flexible Working Schedule for Young Parents

Collected by: Margarita

What it is: A flexible working-hours system allowing parents of young children to adapt their weekly schedules to childcare needs.

How it works: Weekly coordination between employees and management to adjust times of arrival and departure.

Who it is for: Workforce in care organisations.

Context / Learning Unit: Anti-discrimination measures – TG2.1

Duration: Ongoing

Links: Not provided

Language: English

10. Remote Work Flexibility for New Mothers

Collected by: Margarita

What it is: A remote-work policy supporting mothers returning from maternity leave, ensuring a smoother transition and reintegration.

How it works: Through remote scheduling, online coordination tools, and tailored reintegration procedures.

Who it is for: New mothers in administrative or project roles.

Context / Learning Unit: Anti-discrimination measures – TG2.1

Duration: Not specified

Links: Not provided

Language: English

Italy

11. Implementing a Gender Equality Plan in a Hospital Setting

Collected by: CESIE

What it is: An example of a real hospital that implemented its first Gender Equality Plan (GEP) following internal audits, staff consultations, and leadership engagement. Despite initial resistance, the organisation succeeded by setting clear, realistic objectives and establishing a structured implementation pathway.

How it works: The GEP was developed by analysing internal inequalities, forming an equality committee, and monitoring progress through regular reviews. Leadership commitment and communication were key to success.

Who it is for: Employers, HR teams, equality officers, and health-sector managers.

Context / Learning Unit: Gender Equality Policies – TG2.3

Duration: Not available

Links: Not provided

Language: English

Lithuania

12. Four-Day Work Week for Employees Raising a Child Under 3

Collected by: PSPC

What it is: A work-life balance measure allowing employees with children under 3 to work four days a week instead of five, fully aligned with Lithuanian Labour Code Article 146.

How it works: The measure is implemented through HR, based on legal eligibility. It helps both mothers and fathers devote more time to childcare during early development.

Who it is for: All employees raising children under 3.

Context / Learning Unit: Work-life balance strategies – TG1.4

Duration: Ongoing

Links: <https://socmin.lrv.lt/en/activities/labour-and-employment/labour-law/>

Language: English

13. “Mamadienis / Tėvadienis” – Paid Family Day Leave

Collected by: PSPC

What it is: A nationally regulated benefit granting paid rest days to parents raising children under 12. Entitlements depend on the number of children and disability-related needs.

How it works: Implemented in workplaces following national labour legislation. Parents may choose full days off or reduced working hours.

Who it is for: Employees who are parents and caregivers.

Context / Learning Unit: Work-life balance strategies – TG1.4

Duration: Ongoing (legally regulated)

Links: <https://socmin.lrv.lt/lt/naujienos/>

Language: English

14. Employee Well-Being and Supervision Programme

Collected by: PSPC

What it is: An organisational programme designed to prevent burnout and support emotional well-being among staff in the disability care sector.

How it works: Regular group supervision sessions, team reflection meetings, and facilitated discussions led by external professionals.

Who it is for: All staff members: social workers, support specialists, auxiliary staff.

Context / Learning Unit: Leadership, support & professional well-being – TG1.3

Duration: Ongoing

Links: <https://e-seimas.lrs.lt/portal/legalAct/>

Language: Lithuanian

Slovenia

15. Training for Family Carers and Other Informal Carers

Collected by: IAT

What it is: A structured training programme aimed at empowering informal carers of all genders. It focuses on mutual support, self-confidence, practical caregiving skills, and shared learning.

How it works: Delivered in groups through face-to-face workshops, peer exchanges, and reflective activities. Social learning is at the centre of the methodology.

Who it is for: Family caregivers, volunteer carers, and community members providing informal support.

Context / Learning Unit: TG1.4 Work-Life Balance Strategies

Duration: 20 hours

Links: <https://www.inst-antonatrstenjaka.si/sozitie/projekti/39.html?sub=2081>

Language: Slovenian

16. Men in Care – Workplace Support for Caring Masculinities (MiC Project)

Collected by: IAT

What it is: A European initiative promoting caring masculinities and supporting workplaces in creating gender-equal work-life balance measures for men.

How it works: Through research, workshops, guidelines, pilot actions, and dissemination of best practices. The project highlights the benefits of engaging men in caregiving roles.

Who it is for: Employers and HR managers in the care sector.

Context / Learning Unit: TG1.4 Work-Life Balance Strategies

Duration: Not specified

Links: [Men in Care. Workplace support for caring masculinities \(MiC\) | Peace Institute – Institute for Contemporary Social and Political Studies](#); <https://www.youtube.com/watch?v=IUSu6d6vCL8>

Language: Slovenian, English

Spain

17. Tools for Implementing Equality Plans in Companies

Collected by: Asociación Fress

What it is: A comprehensive online platform providing methodologies, guides, templates, and self-assessment tools to help companies develop, negotiate, implement, monitor, and evaluate Equality Plans.

How it works: Asynchronous modules, exercises, digital simulations, and step-by-step procedures guide organisations through every stage of the equality planning cycle.

Who it is for: Employers, HR staff, and leadership teams in the disability care sector.

Context / Learning Unit: TG2.7 Accountability and Tracking

Duration: Not specified

Links: <https://www.igualdadenaempresa.es/asesoramiento/home.htm>

Language: Spanish

18. ECSA Course: Effective Equality for Women and Men in the Workplace

Collected by: Asociación Fress

What it is: An online course offering training on gender equality in workplace environments, aligned with the EU Gender Equality Strategy 2020–2025.

How it works: Delivered asynchronously through video modules, reflection tasks, simulations, and practical exercises.

Who it is for: Employers, HR teams, and professionals in the care ecosystem.

Context / Learning Unit: TG2.7 Accountability and Tracking

Duration: 1h 30 min

Links: <https://chipsacademy.eu/e-learning/>

Language: English

19. Good Practices for Conciliation and Co-Responsibility in Companies

Collected by: Asociación Fress

What it is: A set of tools, studies, and policy guidelines issued by Spain's Ministry of Equality to promote co-responsibility and work-life balance within organisations.

How it works: Provides employers with resources for improving flexibility, promoting shared care responsibilities, and designing internal measures that support gender equality.

Who it is for: Employers, HR, equality officers.

Context / Learning Unit: TG2.7 Accountability and Tracking

Duration: Not specified

Links: [Instituto de las Mujeres - CORRESPONSABILIDAD Y CONCILIACIÓN](#)

Language: Spanish

20. Chat to Find Any Company's Stance on DEI

Collected by: Asociación Fress

What it is: A chat-based tool that retrieves Diversity, Equity and Inclusion (DEI) information for more than 470 companies using the BuildRemote DEI Tracker.

How it works: Users enter a company name in the chat interface; the tool returns all available DEI-related data.

Who it is for: Employers, HR teams, DEI managers.

Context / Learning Unit: TG2.3 Gender Equality Policy

Duration: Not specified

Links: <https://buildremote.co/dei/>

Language: English

21. DEI Lookup Tool: Find Any Company's DEI Stance

Collected by: Asociación Fress

What it is: A chat-based DEI-search tool that scans a database (470+ companies) and retrieves diversity, equity and inclusion information.

How it works: User enters a company name; the tool returns all DEI-related public information.

Who it is for: Employers, HR, DEI professionals.

Learning Unit: TG2.3 Gender Equality Policy

Context: Workplace

Duration: Not specified

Link: <https://buildremote.co/dei/>

Language: English

22. Self-Assessment of Co-Responsibility Survey

Collected by: Asociación Fress

What it is: A self-assessment tool helping individuals evaluate their degree of household and care co-responsibility — a key driver of gendered labour inequality and part-time work for women.

How it works: Online survey (Google Forms) scoring different areas of household, childcare and dependent-care responsibilities.

Who it is for: Workforce in social care and health sectors.

Learning Unit: TG1.2 Pay Equity

Context: Training

Duration: 5–10 minutes

Link: <https://forms.gle/VcSo29sTQKgcoo4j9>

Language: English

Switzerland

23. Logib – Pay Equity Analysis Tool

Collected by: Chance B

What it is: Logib is a national tool developed by the Swiss Federal Office for Gender Equality to assess equal pay for women and men using a standardised regression model. It provides organisations with a reliable pay-equity audit based on employee salary datasets.

How it works: Employers upload anonymised employee and salary data into the system or use its Excel-based module. Logib generates a detailed report highlighting any unexplained pay gaps.

Who it is for: HR professionals, employers, equality officers, and auditors.

Context / Learning Unit: TG2.4 Gender Bias at Workplace

Duration: No time limit; can be used continuously

Links: <https://www.logib.admin.ch/>

Language: German, French, Italian, English

Europe

24. Academy of European Law (ERA) – Introduction to EU Gender Equality Law

Collected by: EASPD

What it is: A comprehensive online course introducing participants to the foundations of EU gender equality law, including directives, legal principles, and case law.

How it works: The course consists of five interactive modules containing written analysis, case studies, legal references, and self-assessment quizzes.

Who it is for: Employers, HR departments, equality officers, legal teams.

Context / Learning Unit: TG2.2 Gender Equality Law

Duration: Around 3 hours

Links: <https://era-comm.eu/moodle/course/view.php?id=808>

Language: French, English, German

25. Council of Europe – Training on Gender Equality and Gender Mainstreaming

Collected by: EASPD

What it is: A free online HELP course designed to introduce gender equality concepts, mainstreaming tools, and practical applications for public bodies and organisations.

How it works: Modules include videos, checklists, interactive exercises, and best-practice examples.

Who it is for: Employers, HR managers, equality bodies, care organisations.

Context / Learning Unit: TG2.2 Gender Equality Law

Duration: 2.5 hours

Links: <https://www.coe.int/en/web/genderequality/gender-mainstreaming>

Language: English, French, Georgian, Ukrainian, Arabic, Azerbaijani, Belarusian

26. Develop a Gender Equality Policy

Collected by: CESIE ETS

What it is: A practical tool allowing organisations to draft their own Gender Equality Strategy or Gender Equality Plan through collaborative reflection and guided facilitation.

How it works: Delivered through workplace-based workshops, peer collaboration, and scenario-based exercises to co-create a customised equality framework.

Who it is for: Employers, HR & management of disability care providers.

Context / Learning Unit: TG2.3 Gender Equality Policy

Duration: 2 hours

Links: <https://eige.europa.eu>

Language: English

27. EU Platform of Diversity Charters

Collected by: Asociación Fress

What it is: A European Commission initiative that brings together national diversity charters to promote inclusive workplaces across Europe. Organisations sign a charter to commit voluntarily to diversity and equal opportunities.

How it works: The platform offers meetings, seminars, high-level forums, tools, and access to best practices to help organisations strengthen their diversity policies.

Who it is for: Employers, NGOs, associations, trade unions, public bodies.

Context / Learning Unit: TG2.5 Creating Inclusive Workplace Cultures

Duration: Not specified

Links: [Diversity charters by EU country - European Commission](#)

Language: English

28. European Institute for Gender Equality (EIGE) – Gender Equality Training: Gender Mainstreaming Toolkit

Collected by: EASPD

What it is: A step-by-step toolkit designed to help public authorities and organisations design, deliver, and evaluate gender equality training within a broader gender-mainstreaming strategy.

How it works: The toolkit offers templates, guidance, checklists, and national examples of gender-equality training.

Who it is for: Public authorities, employers, HR teams, equality trainers.

Context / Learning Unit: TG2.2 Gender Equality Law

Duration: Not specified

Links:

Toolkit: <https://eige.europa.eu/sites/default/files/documents/mh0716093enn.pdf>

Good practices: <https://eige.europa.eu/gender-mainstreaming/good-practices>

Language: English

29. Implementing a Gender Equality Plan in a Hospital Setting

Collected by: CESIE ETS

What it is: A real organisational example of how a Spanish hospital implemented its Gender Equality Plan through service protocols, internal committees, staff training, and transparent monitoring processes.

How it works: The plan integrates gender-sensitive service delivery, structured roles, and equal access to training and career progression.

Who it is for: Employers, HR, equality officers in care organisations.

Context / Learning Unit: TG2.3 Gender Equality Policy

Duration: Not available

Links: Not provided

Language: Spanish

30. Men in Care – Workplace Support for Caring Masculinities (European Project)

Collected by: IAT

What it is: A European project promoting caring masculinity and improving work-life balance policies by engaging men in caregiving roles.

How it works: Through transnational research, guidelines, workplace pilots, and dissemination activities.

Who it is for: Employers, HR managers, equality advocates.

Context / Learning Unit: TG1.4 Work-Life Balance Strategies

Duration: Not specified

Links: [Men in Care. Workplace support for caring masculinities \(MiC\) | Peace Institute – Institute for Contemporary Social and Political Studies](#)

Language: English

31. DIY Guide to Conducting an EU Pay Transparency Pay Gap Audit

Collected by: Chance B

What it is: A practical step-by-step guide showing organisations how to conduct a Gender Pay Gap Audit aligned with the new EU Pay Transparency Directive.

How it works: Covers job classification, data collection, pay-gap calculations, thresholds, reporting, and implementing corrective measures.

Who it is for: HR departments, equality officers.

Learning Unit: TG2.7 Accountability & Tracking

Context: Workplace

Duration: Several days to several weeks

Link: <https://skillstrust.org/resources/diy-guide-to-conducting-your-eu-pay-transparency-pay-gap-audit>

Language: English

32. Gender-Inclusive Recruitment & Selection Toolkit for HR Professionals

Collected by: Chance B

What it is: A comprehensive toolkit for HR teams to ensure gender-inclusive recruitment, including templates for vacancy text, pre-selection grids, structured interviews and evaluation forms.

How it works:

- Provides 3-step approach:
- Gender-balanced selection committee
- Gender-neutral procedures (blind CVs, structured interviews)
- Monitoring & reporting

Who it is for: HR managers, recruiters.

Learning Unit: TG2.4 Gender Bias at Workplace

Context: Workplace

Duration: No fixed duration

Link: <https://equal4europe.eu/.../Toolkit-for-HR-Professionals.pdf>

Language: English

International

33. PSEA Workplace Culture Toolkit

Collected by: Asociación Fress

What it is: An international toolkit providing procedures and tools for preventing, reporting and responding to sexual exploitation and abuse (SEA).

How it works: Includes risk assessments, survivor-centred response models, reporting pathways, and investigation protocols.

Who it is for: Employers, safeguarding teams, NGOs, care organisations.

Learning Unit: TG2.1 Intervention Against Women Discrimination

Context: International / workplace

Duration: Not specified

Link: <https://www.scribd.com/document/872576755/PSEA-Toolkit-2024-WEB-version>

Language: English

34. PayAnalytics: Pay Equity Ultimate Guide

Collected by: Asociación Fress

What it is: A comprehensive knowledge base explaining equal pay, pay structures, job classification, regulatory compliance, and methods for reducing pay gaps.

How it works: Articles, tools, and explainers covering audits, compensation decisions and pay-transparency rules.

Who it is for: HR, equality officers, employers.

Learning Unit: TG1.2 Pay Equity

Context: International / workplace

Duration: Not specified

Link: <https://www.payanalytics.com/.../pay-equity-ultimate-guide>

Language: English

35. World Economic Forum Video: 4 Ways Workplaces Can Help Bridge the Gender Care Gap

Collected by: Asociación Fress

What it is: A short video from the World Economic Forum exploring effective workplace policies to reduce gendered care inequalities.

How it works: Presents four practical measures organisations can adopt, aligned with global inclusion frameworks.

Who it is for: Workforce, HR, organisational leaders.

Learning Unit: TG2.4 Gender Bias at Workplace

Context: International / community initiatives

Duration: 3:21 minutes

Link: <https://www.weforum.org/videos/gender-equality>

Language: English

Statistics

Entries by country

Country	Number of Entries	% of Total
Austria	4	11.4%
Finland	3	8.6%
Greece	3	8.6%
Italy	1	2.9%
Lithuania	3	8.6%
Slovenia	2	5.7%
Spain	6	17.1%
Switzerland	1	2.9%
Europe-wide	8	22.9%
International	3	8.6%

Key insights

- Spain and Europe-wide entries dominate (covering nearly 40% of all tools).
- Italy and Switzerland are **significantly underrepresented** with only 1 entry each.
- Austria, Lithuania, Finland, and Greece each contribute a robust cluster of entries matched to specific thematic areas.

Entries by Target Group and Learning unit

Learning Unit	Number of Entries	% of Total
TG2.7 – Accountability & Tracking	5	14.30%
TG2.3 – Gender Equality Policy	5	14.30%
TG1.4 – Work-Life Balance Strategies	5	14.30%
TG1.3 – Advocacy, Negotiation & Leadership	4	11.40%
TG2.1 – Intervention Against Women Discrimination	4	11.40%
TG2.4 – Gender Bias at Workplace	4	11.40%
TG1.2 – Pay Equity	3	8.60%
TG2.2 – Legal Compliance & Gender Equality	3	8.60%
TG2.5 – Inclusive Workplace Cultures	1	2.90%
TG1.1 – Gender Bias at Workplace	1	2.90%
TG2.8 – Balanced Presence of Women and Men in Care	1	2.90%
0 Intro: Value of Care / Men & Women in Care	0	0%

Key insights

1. Strong policy and organisational focus

The highest representation is in:

- TG2.7 Accountability & Tracking
- TG2.3 Gender Equality Policy
- TG1.4 Work-Life Balance Strategies

This confirms the toolkit's strength in:

- GEP design & implementation
- Monitoring & pay transparency
- Improving work-life balance in care organisations

2. Solid content on leadership and anti-discrimination

Moderately strong areas:

- Leadership & negotiation skills (TG1.3)
- Intervention against discrimination (TG2.1)
- Gender bias (TG2.4)

These provide actionable tools for training, practice, and management.

3. Weak or emerging areas

- TG0 Intro (no entries yet)
- TG2.5 Inclusive workplace cultures (1 entry)
- TG1.1 Gender bias at workplace (1 entry)
- TG2.8 Balanced presence of men/women (1 entry)

These topics require strengthening to achieve thematic balance.

4. Very strong EU alignment

Many tools match EU priorities:

- Pay Transparency Directive
- EU Gender Equality Strategy 2020–2025
- Gender mainstreaming frameworks

Entries by type

Type	Number of Entries	%
Tool	20	57%
Approach	8	23%
Method	3	9%
Mixed / Organisational Model	4	11%

Key Insights

1. "Tool" is the most common category (57%)

The vast majority of entries are:

- online calculators
- self-assessment tools
- pay-equity tools
- policy toolkits
- gender mainstreaming resources
- e-learning modules

This shows the toolkit is **highly practical and action-oriented**, giving users ready-to-use resources.

2. "Approaches" remain important (23%)

These include:

- flexible working measures
- breastfeeding leave
- organisational equality practices
- work-life balance interventions

These are **structural and behavioural practices** that organisations can adopt quickly.

3. "Methods" remain underrepresented (9%)

Primarily:

- Leadership models
- Group supervision
- Learning methodologies

More methodological frameworks would strengthen the toolkit at organisational and training levels.

4. "Mixed / Organisational models" provide a small but strategic group (11%)

These include:

- diversity management strategies
- workplace culture frameworks

This category could grow in future iterations to support long-term cultural change in care organisations.

Delivery format

Delivery Format	Frequency	Insights
Online Asynchronous	14	Strong dominance of e-learning modules, online toolkits & self-paced resources; widely used across Spain, Austria & Europe-wide initiatives.
Face-to-face workshops	4	Mostly used in Slovenia & Lithuania; common for caregiver training and group learning models.
Experiential / On-the-job	7	Highly relevant for leadership, organisational reform & workplace equality practices; Finland, Greece & CESIE examples.
Blended learning	3	Used mostly by Finland and Austria; combines self-paced + interactive elements.
Workplace internal measure	7	Common in Greece & Lithuania; includes flexible schedules, equality measures & workplace cultural practices.

Key Insights

1. Online Asynchronous is the dominant format (40%)

- 14 of 35 entries
- This reflects a **shift toward scalable and flexible training**
- Especially common in:
 - ✓ Spain
 - ✓ Austria
 - ✓ Europe-wide institutions

2. Workplace internal measures represent a strong applied category (20%)

Examples include:

- Breastfeeding leave
- Flexible scheduling
- 4-day work week
- Co-responsibility practices

These are **direct organisational changes**, not training formats — a unique strength of the toolkit.

3. Experiential / On-the-job learning is widely used (20%)

- Leadership models (Finland)
 - Equality-plan pilots
 - Inclusive recruitment models
- This format is ideal for **organisational transformation**.

4. Face-to-face workshops remain important for emotional learning (11%)

Especially:

- Informal caregiver training (Slovenia)
- Group supervision (Lithuania)

5. Blended learning is emerging (9%)

Mostly Finland and Austria:

- Combines flexibility with guidance
- Strong potential for future implementation paths

Conclusions & recommendations

1. The toolkit offers a solid foundation for gender equality in the care sector

It strongly covers policymaking, work-life balance, leadership development, and anti-discrimination.

2. The new learning unit structure reveals strengths and gaps

Strongest areas:

- ✓ Policy (TG2.3)
- ✓ Accountability (TG2.7)
- ✓ Work-life balance (TG1.4)

Weakest areas:

- ✗ Introduction (TG0)
- ✗ Inclusive workplace culture (TG2.5)
- ✗ Balanced presence of men/women (TG2.8)

3. High relevance to EU frameworks

The toolkit strongly supports compliance with:

- EU Pay Transparency Directive
- Gender Mainstreaming requirements
- Equality reporting obligations

4. Multi-level approach is well covered

From **policy-level** to **individual-level**, most layers of gender equality competency are addressed. This variety supports users with different needs and contexts.

Recommendations for Toolkit Enhancement

1. Add entries on "Balanced presence of men & women"

Suggested tools:

- Recruitment campaigns targeting men
- Anti-stereotyping campaigns
- Male caregiver ambassador programs (see platform <https://role-models.eu/>)

2. Strengthen "Inclusive Workplace Cultures"

Only one entry exists → add:

- Diversity climate surveys
- Code of conduct templates
- Inclusion champions programs

3. Add an "Intro to Gender & Care" module

Currently empty (TG0).

Could include:

- Data on gendered care gaps
- Value of care economy
- Gendered division of paid/unpaid work

4. Expand training materials in Pay Equity

More templates needed:

- Job classification
- Pay-audit checklists
- Benchmarking tools

5. Include additional case studies from underrepresented countries

Target:

- Italy
- Switzerland
- France, Germany, Portugal (missing)

6. Build an “implementation pathway”

Simplify tool selection:

- If organisation is at early stage → TG0–TG2.1
- Mid-stage → TG2.3–TG2.4
- Advanced → TG2.7 monitoring & accountability

7. Package quick-action materials

Provide:

- 1-page summaries
- Ready-to-use templates
- Printable checklists