

TNC – Working Group 2

Product

**„ Implementation of quality-
assured GM in public tender
and selection procedures“**

Description

- ▶ Illustration of the implementation of quality-assured GM in public tender and selection procedures – considering as an example the Austrian public procurement law

→ objective to move from the principle of cheapest offer to the principle of best offer

Rationale

The problem is based on the fact that in the (Austrian) procedure of public tender

- ▶ calls for tender follow the principle of cheapest offer, which implies that no quality claims can be raised
- ▶ calls for tender include a requirement for „gender expertise“, without defining or reaching a consensus about what exactly is meant by this

→ Both strategies affect the quality of GM as an equality strategy negatively

Objective

- ▶ Best-practice illustration of possibilities for quality-assured public contracting with a focus on quality assurance of GM in such tender procedures

Target groups

Dialogue between

- ▶ awarding authority
- ▶ applying organisations and their target groups
- ▶ experts

Strategy of dissemination

- ▶ Platforms
- ▶ (strategic) partner organisations of DP and
- ▶ their networks

International relevance

- ▶ Principles of public contracting by tender are EU-based and the problems to increase quality in the awarding process are similar within the EU, although there are national differences

TNC – Working Group 3

Product

„Adapted quality management systems and ratio/indicator systems“

Description

How can (quality) management processes in organisations be designed in a way so that they can contribute to increase equality in organisations?

- ▶ What should be paid attention to when designing equality-oriented (quality) management processes?
- ▶ What should operational ratios/indicators and ratio/indicator systems look like in order to be used as a reference value for equality?

Rationale

- ▶ (Quality) management systems have a great impact on organisations
- ▶ Developing these systems around the dimension of GM and equality should lead to a strong dissemination of GM and equality orientation in organisations

Objective

- ▶ (Quality) management systems and benchmark systems which have been revised and expanded in regard to GM and equality

Target groups

- ▶ Organisations in the field of administration
- ▶ Non-profit organisations
- ▶ Profit organisations

Strategy of dissemination

- ▶ Publication in relevant media
- ▶ Exchange with relevant international organisations
- ▶ Implementation in organisations

International relevance

- ▶ (Quality) management systems and benchmarking systems are international systems, which should be internationally negotiated and developed

TNC – Working Group 3

Product

**„Criteria and reference values
for diagnosing equality and
inequality in organisations“**

Description

- ▶ Which ratio/indicator systems, that are used to measure equality on a national level, can be used for the measurement of GM-processes and equality in organisations?
- ▶ How can these systems be adapted for use on the organisational level?

Rationale

- ▶ The quality of GM and the diagnosis of equality/inequality require criteria and reference values
 - these need to be drawn up, discussed, tested and disseminated in an efficient way

Objective

- ▶ To provide criteria and reference values to measure the quality of GM implementation processes and to diagnose equality/ inequality in organisations.

Target groups

- ▶ Public authorities
- ▶ NGOs
- ▶ Non-profit organisations
- ▶ Profit organisations

Strategy of dissemination

- ▶ Publication of criteria and reference values in relevant media
- ▶ Exchange with relevant international organisations
- ▶ Implementation in organisations

International relevance

- ▶ (Quality) management systems and benchmarking systems are international systems which should be internationally negotiated and developed

TNC – Working Group 4

Product

**„Framework curricula for GM training
(different target groups)“**

Description

- ▶ Development of framework curricula for advanced training in the field of GM for different target groups: Executives, GM delegates, consultants and coaches. Development is based on research about different learning theories (individual learning, learning of organisations)

Rationale

- ▶ Different target groups (depending on their function and previous experience) need specific, tailor-made know-how to implement GM in a sustainable way within their organisations
- Frame concept, setting, methodology, didactics and content of concepts for qualification have to be designed according to the requirements of target groups

Objective

- ▶ To develop and test concepts for advanced trainings and curricula for different target groups considering their specific competence-requirements
- Realisation and testing within pilot project

Target groups

- ▶ Executives
- ▶ GM delegates
- ▶ Consultants
- ▶ Coaches

Strategy of dissemination

- ▶ The results will be presented to the different target groups in platform workshops and other DP media

International relevance

- ▶ GM is a strategy which is supposed to be implemented in all EU memberstates
- ▶ Common educational principles and specific frameworks in this field have to be discussed on an international level

TNC – Working Group 4

Product

„Quality criteria and umbrella organization for gender training and gender consulting“

Description

- ▶ Quality criteria for GM consulting and gender training
→ will be developed in a discourse of GM consultants and trainers
- ▶ The established criteria should be accepted by a representative number of GM consultants and trainers
- ▶ Basis for an umbrella organisation for GM consultants

Rationale

- ▶ No standards for the quality of GM consulting in Austria
- ▶ Very different requirements of contracting authorities

Objective

- ▶ Quality criteria for GM consulting and training should guarantee effective and useful gender processes
- ▶ Criteria should be reflected by consultants and trainers and should be developed further continuously
- ▶ Criteria should be transparent and offer support and orientation for contracting authorities

Target groups

- ▶ Consultants and trainers for GM
- ▶ Public institutions and companies as potential contracting authorities

Strategy of dissemination

- ▶ Part of the target group is directly involved
- ▶ Dissemination of progress to other consultants by newsletter and brochure
- ▶ Information for contracting authorities at meetings of DP (platform workshops)

International relevance

- ▶ Similar processes in European countries (GM as a European strategy)
- ▶ Question of „quality in GM consulting and training“ is and should be internationally discussed
- ▶ Interest on networking with other umbrella organisations or initiatives