

MOVE UP - Leveraging Gender Equality through Upskilling Pathways

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I have been working in VET and Adult learning domain for more than 30 years, as project manager and trainer of trainers.

In 2001 – 2002 I attended the Executive Master for “Gender Equality expert in the labour market”. Since then I have been working for promoting and improving skills on Gender Equality, mainly in labour market and related domains, such as VET, Adult Learning, Career Guidance.

Since 2022 I am Honorary member of the Gender Equality Task Force, set up by EAEA, EfVET and EARLALL. I am also Ambassador of Adult Education in Italy (ERASMUS+ National Agency Programme).

I am mother of two sons aged 29 and 27.



Viola is Technical advisor at EAEA, where she is providing strategic guidance for management strategies, projects and initiatives, as well as working on research and development on funding schema, technology in education, competences and skills frameworks, credentials and micro-credentials, employment and career guidance.

Viola has 20 years' experience in the fields of education and employment, with a focus on design and planning as well as social inclusion and integration of technology in services.

She holds a degree in Communication Sciences from the University of Siena and MSc in Information Studies from the University of Amsterdam.



Can we rewrite the narrative around mothers and motherhood to overcome gender stereotypes and discriminations in the labour market?

Do you know that starting from pregnancy our brain is modifying by developing those areas aimed at better responding to social signals?

Going beyond the stereotypes what kind of experience is motherhood?

Could we think about motherhood as unique informal learning experience, concretely developing important transversal skills?

List of abilities and competences that can be experienced being parents/mothers

Ability to cope with unknown difficulties and problem.

Capacity of learning from past experience.

Capacity of managing emergency, setting priorities, taking decisions.

Ability of being empathetic.

MOVE-UP project

The MOVE-UP project designed and developed an **empowerment and upskilling pathway for mothers currently unemployed or inactive** to improve their skills to (re)access training and employment opportunities.

Designed for women who dedicate/ have dedicated most of their time to motherhood, this initiative supports the **identification and enhancement of the skills they have acquired or strengthened as parents.**



Methodology

01

Engage and motivate

Outreach Strategy and guidance practices that take into account **gender** diversity and **stereotypes**

02

Promoting awareness and learning

Self-assessment of transversal competences (PSL)
Assessment of basic skills
Tailored pathways for learning and empowerment



03

Looking forward

Laying the foundations for the validation of PSL competence and basic skills, for promoting empowerment

PSL competence functional to activate learning of basic skills
Relevance of stakeholder involvement



Gender Quality Task Forces – Join Initiative

In January 2023, the European Association for Regional and Local Authorities for Lifelong Learning (EARLALL), the European Forum for Vocational Education and Training (EfVET) and the European Association for the Education of Adults (EAEA) set out to jointly create a dynamic Task Force that **aims to support gender-balanced participation in lifelong learning and to ensure equal access and rights for everyone.**

The EU has consistently worked towards implementing the Sustainable Development Goals, notably SD5 on achieving gender equality and empowering all women and girls



Recommendations 1 - Organisation level

As for organisations designing and developing learning experiences

- ✓ **Design activities that fosters sense of community**, safety, acceptance, empowerment and confidence as well as self and group reflection
- ✓ **Build and reinforce social learning communities and peers supports activities**
- ✓ **Engage adult learners/women at all levels of the processes**, including design
- ✓ **Include in each initiative identification and gap analysis of competences** as areas of interest for mothers seeking professional development opportunities
- ✓ Embed **appropriate scaffolding activities** to present the objectives, methods etc.
- ✓ Map and **propose also wider set of flexible training options**
- ✓ Integrate **modules on confidence-building**, negotiation skills, and self-advocacy
- ✓ Offer also **mentorship programs and support networks**

Recommendations 2 - System level

As for transversal actions that support the ecosystem

- ✔ Develop **local collaboration and strategies**, including education, employment and welfare services, social partners and local businesses
- ✔ Develop **awareness around gender equality and specifically motherhood competences** for professionals in all relevant areas (education, services, employment, employers).
- ✔ Build also **capacity for those professionals**, including design and promotion of training
- ✔ Build collaboration between education and social services to provide valuable insights on work-life balance challenges faced by mothers/women
- ✔ Establish **partnerships among education, employment services and local businesses** specifically to understand skills, improve opportunities for placement and support workplace training
- ✔ Explore **(joint) possibility of financial support** across different services and funding organisations.

Recommendations 3 - Policy level

As policy and strategic planning level that can support the ecosystem

- ✓ Integrate **gender equality and intersectionality aspects in all policies and strategic plans**
- ✓ Facilitate/develop **awareness activities aimed at tackling stereotypes and supporting positive models** of the role of women and mothers in society
- ✓ Facilitate **partnerships and joint strategies**, among education, employment and welfare services, social partners and local businesses
- ✓ Facilitate/explore integrated **schema for social aid and (individual) financial support**
- ✓ Develop and support **reconciliation strategies**
- ✓ Support and promote (financially and policy wise) **initiatives that embed as key actions strong motivators for adult learners and women** to join and re-join education and labour market

Future work and developments

METHODOLOGIES

Reinforce awareness about these processes also among and with practitioners in a more explicit way and transfer these elements to other sectors/services

Design activities with participants of all demographics, including men, with focus on equality and social cohesion in general.

Develop single projects and activities with the mindset of “service design” rather than with a standalone approach

SPECIFIC ACTIONS

Further develop and adapt the MOVE-UP Training plan and model

Reinforce tested methods for identification and recognition of competences to implement in European level/cross-country collaborations, as well as develop more activities advocating for these specific results.

Develop more actions focusing on community building as a core process and on the social aspects of learning

Develop community of practices focusing on emerging needs detection.

What's next?

Are these **transversal** skills and abilities useful in the workplaces?

How to value the skills experienced – acquired (?) through motherhood to reverse the narrative, thus combating gender stereotypes and discriminations.

How much this focus is helpful also considering that Gen Z seems to be more traditional toward care roles?