



#### KEY EVENTS AND EXPECTED OUTPUTS

##### **Inclusion and Awareness Training (CIAT):**

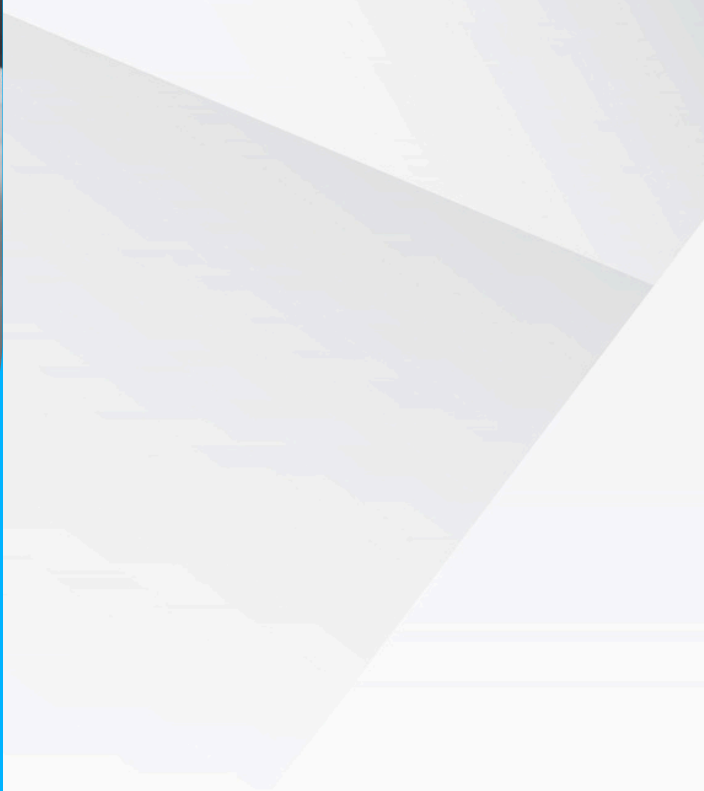
One-day sessions in each partner country to raise awareness and equip representatives with practical tools for inclusion.

**Inclusivity Forum:** An international event to share best practices and co-develop inclusive workplace policies.

**Manual on Inclusive Policies:** A resource providing strategies for implementing and negotiating inclusive practices.

**Capstone Wrap-up Conference:** A final event to present achievements, promote networking, and discuss the future of inclusive workplaces.

*FairForward represents a decisive step toward a fairer, more inclusive Europe, demonstrating that inclusion is not only a moral imperative but also a driver of innovation and success.*



*Funded by the European Union. The opinions and positions expressed in this text are solely those of the author and do not necessarily reflect the views of the European Union or the European Commission. The European Union and the funding body cannot be held responsible for them.*



## FairForward - Shaping Inclusive Workplaces Across Europe



## INTRODUCTION

In a rapidly evolving Europe, challenges such as digitalization, the transition to a green economy, and post-pandemic recovery highlight the significance of inclusive workplaces. Vulnerable groups—migrants, LGBTQIA+ individuals, persons with disabilities, and those facing mental health challenges—often experience discrimination that hinders their potential. The FairForward project tackles these challenges by promoting diversity, equity, and inclusion (DEI) across workplaces in Europe.

**Duration: 24 months (01.01.2025 - 31.12.2026).**

**Beneficiary: GENERAL WORKERS UNION TRADE UNION (GWU) - Malta**

**Associate Partner: European Trade Union Confederation (ETUC) - Belgium**



## Partners

- OGOLNOPOLSKIE POROZUMIENIE ZWIĄZKOW ZAWODOWYCH (OPZZ) - Poland
- CONFEDERAZIONE GENERALE ITALIANA DEL LAVORO (CGIL) - Italy
- LIETUVOS PROFESINE SAJUNGA SOLIDARUMAS (SOLIDARUMAS) - Lithuania
- UNIJA SLOBODNIH SINDIKATA CRNE GORE (USSCG) - Montenegro
- UNION GENERAL DE TRABAJADORAS Y TRABAJADORES DE ESPAÑA (UGT) - Spain
- GRANSKI SINDIKAT UPRAVE PRAVOSUA ODBRANE I POLICIJE NEZAVISNOT (NEZAVISNOST) - Serbia

## General Objective

FairForward aims to foster an inclusive European labor market, ensuring that all workers can thrive and contribute to collective success, regardless of their characteristics or backgrounds.

## Specific Objectives

1. Raise awareness of diversity and inclusion: Increase understanding of DEI principles among workers and employers.
2. Develop resources for inclusion: Create a manual and a practical guide to help organizations adopt inclusive practices.
3. Train workers' representatives: Equip them with advanced skills in advocacy and negotiation for inclusion.
4. Strengthen collaboration among organizations: Launch collaborative initiatives to promote dialogue and inclusive policies.
5. Utilize collective bargaining for inclusive policies: Provide unions with effective strategies for negotiation.
6. Identify barriers and needs: Conduct focus groups to gather in-depth insights into workplace inclusion challenges.



## PLANNED ACTIVITIES AND WORK PACKAGES

The project is structured into four main Work Packages (WPs) to ensure a comprehensive approach:

### WP1: Project Management

Focus on effective project governance, monitoring activities, budget, and communication, and evaluating progress.

### WP2: Promotion

Implement a robust promotional campaign, including newsletters, social media content, and educational videos to raise awareness and share outcomes.

### WP3: Inclusive Insights & Frameworks

Identify barriers through national focus groups, create legal framework reports, and develop resources for DEI training.

### WP4: Capability Development

Deliver training on inclusion awareness and strategic advocacy, facilitate an Inclusivity Forum, and organize a final conference to showcase results.