

1. Please describe briefly the Partnership activities undertaken and the results achieved so far:

1. Preparatory Phase, August – September 2013

During this preparatory phase the partners have agreed on the actual timeline of the project, the distribution of individual responsibilities and tasks, the setting of dates for the meetings during the first year of the project, as well as the sequence of steps in producing the training framework.

2. 1st Meeting: Cologne, 1-2 October 2013

- Different aspects were collected individually from each country, including ideas, expectations, and suggestions as to how best to devise an advanced vocational training and education program to promote women in leadership positions in the chemical industry.
- Questions raised and discussed included:
 - What kind of initiatives are currently being undertaken in the participating countries to promote women in leadership positions, generally and particularly in the chemical industry?
 - The project partners will collect best practices from the participating countries
 - What is it that the participating organisations (i.e. Ledarna, VAA, AMPS and CFE CGC) do as national social partners in the chemical industry to help promote women?
 - In the medium term this project (maybe with a possible follow-up project) could lead into the building-up of an international network for the support women
 - What do vocational trainings in the participating organisations look like and how do they compare to each other in terms of structure, approach and media used to teach? How do they compare to each other?
- First analysis of the projected impact of demographic change on the partner countries in general and the chemical industry in particular on the future availability of managers in middle and higher tier management
- First analysis of the employment potential of women
- First general discussion about barriers and success factors for women's careers in management positions within the partner countries
- Distribution of work-packages for the next meeting

Result: In order to obtain first-hand information representatives from HR departments within the chemical industry will be invited to understand better current good and best practices and the provisions or lack of dedicated company-level vocational trainings to promote women.

3. Research Period, October-December 2013

- Review of existing trainings for female managers on the topics of demographic change and the impact on the employment potential of women as well as on the promotion of women in middle and higher management in the chemical industry within the partners' countries

4. 2nd Meeting: Paris, 19-20 December 2013

- Critical review of the situation of female managers in France in general (legal provisions and social partner agreements)
- Critical review of the situation of female managers in France in the chemical industry

- Review of available vocational trainings and networks in France
- First assessment of the approach of a large chemical enterprise and evaluation of their practices as best practices
- Preparation of the next meeting in the UK and distribution of work-packages

Result: Decision to devise a questionnaire for female managers to get first-hand feedback on their personal experience as well as on their assessment of what a curriculum such as the project partners intend to develop should contain. Inviting two to three of those taking part to join the project meetings in the respective countries to get a unfiltered and personal view of women who have successfully built a career in the chemical industry in middle and higher management, and to hear what they would have liked to have known/been told/had been made aware of when they started their careers.

5. Research Period, January-March 2014

- Drafting and finalising the questionnaire
- Sending out of questionnaire and collating the results

6. 3rd Meeting: Bracknell, 19-21 March 2014

- Critical review of the situation of female managers in the UK in general (legal provisions and social partner agreements)
- Critical review of the situation of female managers in the UK in the chemical industry
- Review of available vocational trainings and networks in the UK
- Presentation and assessment of the approach of a large British chemical company and evaluation of their practices as best practices
- Face-to-face conversations with three women working as managers in the UK about their career progress and their views on the needed contents and structure of the training framework
- Redrafting the questionnaire in light of the first round feedback of interviewees
- Preparation of the next meeting in Sweden and distribution of work-packages

Result: All project partners agree that the format of the transnational meetings consisting of a combination of looking into the general and specific situation of women in middle and high management in each of the partner countries, of reviewing the returns of the questionnaire, of speaking to an HR manager and of speaking to three interviewees is the ideal way to achieve the aims of the overall project.

7. Research Period, April-June 2014

- Re-drafting and finalising the questionnaire
- Sending out of questionnaire and collating the results

8. 4th Meeting: Gothenburg, 11-13 June 2014

- Critical review of the situation of female managers in Sweden in general (legal provisions and social partner agreements)
- Critical review of the situation of female managers in Sweden in the chemical industry
- Review of available vocational trainings and networks in Sweden
- Presentation and assessment of the approach of three large Swedish chemical companies and evaluation of their practices as best practices
- Face-to-face conversations with three women working as managers in the Swedish chemical industry about their career progress and their views on the needed contents and structure of the training framework
- Internal review among all project partners of the implementation of the project and the results achieved so far at its half-way point
- Finalising the work-plan of the partnership for the second half of the project's duration
- Discussion of communication and dissemination plans
- Discussion of the intermediate report

- Preparation of the first draft of the curriculum
- Preparation of the next meeting in Germany and distribution of work-packages

Result: All project partners agreed in their review of the project implementation so far that it had been a great success. The exchange among the partners, the face-to-face conversations with women having progressed through a managerial career in the chemical industry, the input from HR managers of companies, the numerous returns of the questionnaires and the transnational meetings have all contributed ideally to the formation of a training framework in the most fruitful way. On the basis of these findings the project partners have developed a clear path, strategy and work-plan about the implementation of the project planned in the second half of the partnership in order to successfully develop the intended framework by the end of the project, at least for the four partner countries involved.