

Business Management Education and Training Provision on Equality, Diversity and Inclusion

WP 2 – D2.1

Executive summary

This report presents the findings of the EDIFY EDU European Project Work Package 2, which aims to identify the skills gap in the undergraduate Business Management education sector regarding competencies on workplace equality, diversity, and inclusion (EDI). The report provides an overview of the history and evolution of business management education, tracing its roots to classical management theory and scientific management. It also analyses EDI in the curriculum and its effects on the labour market and gender. Despite globalisation and advances in the way of doing business, undergraduate business management education continues to perpetuate labour market segregation and discrimination based on gender and other intersectionalities. Women continue to experience significant barriers in employment, particularly in leadership roles.

This report compares the proposed European educational competency frameworks: the European framework for the personal, social and learning to learn key competence (LifeComp), the European entrepreneurship competence framework (EntreComp), and the digital competence framework for citizens (DigComp), to competencies in 119 undergraduate business management courses and 36 professional development courses across the five partner European countries: Ireland, Finland, Germany, Greece and Italy. It explores the current labour market, including a gender gap analysis. It also discusses the gap between undergraduate business management studies and the realities of management practice, particularly in SMEs (Small to Medium Enterprises) by conducting and analysing 32 in-depth interviews and 20 focus groups and coaching circles. The findings illustrate that there is a need to move beyond classical management theories to create a more equal, diverse and inclusive future.

The report highlights the need for an improved undergraduate business education, as outlined by the European Commission, that embeds equality, diversity, and inclusion and can contribute to alleviating existing gendered labour market and workplace EDI discriminatory practices. It provides insights into the social impact of existing and emerging labour market laws

and policies and discusses the discrepancies between current policies and practices. and sets out a recommended list of competencies needed to address EDI issues in the workplace. These competencies are aligned to the European frameworks (EntreComp, LifeComp and DigComp) and should be considered in the design and development of the micro credential modules developed as part of the EDIFY EDU project (Work Package 3), to complement the identified competency gaps.