

Good partnership practices

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Topic	Proposed practice	ideas
Green practices		
1. Project Management & Office Work	<p>Digital by Default: Prefer digital agendas, reports, and deliverables over printed copies. If printing is necessary, use double-sided, black & white, and recycled paper.</p> <p>Cloud Storage: Use the shared project cloud drive for all internal documents to avoid USB drives and excessive email attachments.</p> <p>Energy-Efficient Hardware: Encourage partners to use energy-saving settings on computers and shut down equipment at the end of the day.</p>	<p>Use e-signature tools for all administrative forms instead of printing, signing, and scanning.</p> <p>Ensure all project-related procurement (e.g., for pilot equipment) prioritizes energy-efficient models (e.g., Energy Star rating).</p>
2. Travels & Meetings	<p>Virtual-First for Internal Meetings: All routine management meetings (e.g., monthly check-ins) will be held online. Physical meetings are reserved only for major milestones (Kick-off, mid-term, final conference).</p> <p>Sustainable Travel: When travel is necessary, prioritize trains over planes for short-haul journeys (e.g., under 600km).</p> <p>Green Venues: For project events, select venues with clear environmental certifications (e.g., energy efficiency, waste management, local food sourcing).</p> <p>Combine Trips: Coordinate schedules so that multiple partners attending events in the same region can share journeys.</p> <p>Paperless Events: Use QR codes for agendas and materials at all project workshops and conferences. Avoid printed handouts.</p>	<p>When flying is unavoidable, we will research and choose airlines with better carbon efficiency and book economy class.</p> <p>[Partner D Idea]: Combine trips where possible. If two partners are attending different events in the same region, coordinate schedules to share a journey.</p>
3. Dissemination & Communication	<p>Digital Swag: Instead of plastic giveaways (pens, bags), provide useful digital resources or experiences (e.g., access to a webinar, a high-quality PDF handbook).</p> <p>Sustainable Merchandise: If physical merchandise is essential, ensure it is made from sustainable, recycled, or upcycled materials and is useful (not just junk).</p> <p>Eco-friendly Webhosting: Ensure the project website is hosted on a server powered by renewable energy.</p> <p>Sustainability Footer: Use a project-specific</p>	<p>Use a project-specific "sustainability" slide footer in all presentations to remind audiences of our commitment. Include a leaf icon or short message.</p>

	"sustainability" slide footer in all presentations to remind audiences of our commitment (e.g., a leaf icon or short message).	
4. Procurement & Pilots	<p>Minimal Packaging: Request that all equipment or materials shipped for pilots use minimal, recyclable packaging.</p> <p>Reuse and Recycle: Plan for the end-of-life of pilot materials. Can equipment be reused by partners, donated, or properly recycled after the project ends?</p> <p>Green Clauses: Include a "green clause" in any sub-contracts or purchase orders related to the project, asking vendors to minimize waste and packaging.</p>	Include a "green clause" in any sub-contracts or purchase orders related to the project, asking vendors to minimize waste and packaging.
5. Digital availability	<p>Hybrid Learning Environment</p> <p>Digital training offered via the Digital OER Platform</p> <p>Digital Interactive Modules</p> <p>Digital tools developed</p> <p>Piloting, feedback and performance stats collected mainly digitally</p>	
1: Transparent Communication and Information Sharing	<p>1: Transparent Communication and Information Sharing</p> <p>Effective partnership begins with clear, consistent communication among all consortium members across Italy, Spain, and North Macedonia. Partners should agree on a regular communication rhythm from the Kick-Off Meeting, including monthly online coordination meetings and dedicated channels for urgent matters like a WhatsApp group for project managers. A shared cloud workspace should be maintained where all documents, templates, and deliverables are organized and accessible to everyone. Partners must commit to sharing both successes and challenges openly, allowing the consortium to offer support and adjust plans collaboratively before issues escalate. Designating primary and secondary contacts from each organisation ensures continuity when staff are unavailable. A communication charter agreed at the Kick-Off Meeting establishes expectations for email response times, meeting attendance, and documentation standards. Transparent communication about financial matters, including proactive notification of any anticipated reporting delays, protects the coordinator's relationship with the National Agency and ensures timely funding for all partners.</p>	
2: Shared Responsibility for Project Visibility	The Erasmus+ programme requires all partners to display the EU flag and include the official disclaimer in every material, event, or production. Each partner brings unique dissemination channels to the consortium, from CDI's media relationships and Urban.mk TV channel in North Macedonia to the social media networks of Italian and Spanish partners. Partners should map these dissemination	

	<p>assets early and develop a coordinated communication plan that leverages each partner's strengths. Common branding elements should be agreed upon, including consistent use of the official hashtag #MamDigiSuccess and a shared visual identity for presentations and materials. When one partner posts about a project milestone, others should amplify that content through their own channels. Dissemination activities must be documented systematically in a shared spreadsheet tracking media mentions, social media reach, event participants, and stakeholder engagements. Partners implementing final Open Days should share lessons learned across the consortium to strengthen future events and enhance the project's overall impact.</p>	
<p>3: Proactive Financial Management and Reporting</p>	<p>Financial management builds trust when each partner fully understands their budget allocation and reporting requirements for different expense types. Partners should designate a financial focal point who studies the requirements and maintains organised records from day one. For mobility activities, partners should create checklists of required documentation for each participant and brief them on keeping all original documents for submission within thirty days. Partners must account for bank transfer fees in their internal budgeting, as the agreement specifies these are borne by the recipient. Early communication with the coordinator about any difficulties meeting deadlines or questions about eligible expenses allows the consortium to seek guidance and provide clarification. After each interim report, partners should discuss what worked well in their documentation processes and what could be improved. This continuous refinement makes financial management more efficient as the project progresses and builds institutional knowledge for future collaborations.</p>	
<p>2: Inclusive Participant Selection and Support</p>	<p>The project requires at least forty percent women participants and thirty percent from disadvantaged backgrounds, making inclusive selection essential. Partners should develop clear selection criteria aligned with project objectives and document their selection process for reporting purposes. For engaging young mothers in needs assessments, focus groups should be held at accessible locations and times, with childcare provided if possible. Partners must ensure accessible environments for individuals with disabilities, including communication accessibility and advance requests for accommodations. Some young mothers may</p>	<p>i</p>

	<p>need preparatory support, such as basic digital skills sessions, before main training activities. The digital hub should be designed for low-bandwidth access to reach those with limited connectivity. For the storytelling campaign, informed consent must be obtained in participants' native languages, with clear explanations of how stories will be used and participants' rights to withdraw.</p>	
<p>3: Collaborative Development of Training Modules</p>	<p>The lead partner for WP3 should provide all partners with a clear template and module development guidelines before the virtual workshop begins. Sustainability, cultural sensitivity, and accessibility should be integrated throughout the training rather than treated as separate topics. Interactive session design should include breakout rooms, collaborative digital whiteboards, and regular opportunities for coaches to share local contexts. After each session, coaches should have time to apply learning to module development, with peer review built into the process. Partners should involve young mothers in reviewing draft modules for relevance and cultural appropriateness. Translation into all consortium languages should be planned from the beginning, with clear language in original versions and adequate time for professional translation. Partners should agree on licensing that allows continued use and adaptation of modules after the project ends, ensuring long-term sustainability.</p>	
<p>4: Coordinated Digital Storytelling Campaign</p>	<p>Shared storytelling guidelines should be developed early, including story types, collection formats, and ethical standards for participant engagement. Each partner should identify at least ten potential storytellers from diverse backgrounds, leveraging existing networks and business incubator relationships. Partners with stronger production capacities, like CDI's multimedia department, should share expertise with others to improve overall campaign quality. Consent must follow GDPR requirements, with forms explaining international reach and partners maintaining records of consent. A shared content calendar should be created showing when stories will be collected, produced, and published across all three countries. Partners should agree on metrics for measuring campaign</p>	

	<p>success, such as reach, engagement, and documented inspiration from viewers. Stories should be featured in the digital hub, used in dissemination events, and included in final reporting, making storytellers ambassadors who inspire others.</p>	
<p>WP1: Project Management and Coordination</p>	<p>Smooth project management requires establishing clear systems and shared understanding from the very beginning. Partners should agree on a shared monitoring matrix, as mentioned in the partnership agreement, that tracks tasks, responsibilities, expected outcomes, and deadlines for the entire consortium. This document should be living and updated regularly, with all partners having access and responsibility for keeping their sections current. Regular online coordination meetings should follow a consistent structure, including progress updates, problem-solving discussions, and forward planning. Minutes should be circulated promptly with clear action points and responsible persons. Partners should designate alternates for key roles to ensure continuity during absences. The coordinator should be informed immediately of any significant developments or challenges, allowing proactive support rather than reactive crisis management. Finally, partners should maintain organised archives of all project correspondence and documents, making reporting at interim and final stages straightforward rather than stressful.</p>	
<p>WP2: Kick-Off Meeting and Launch</p>	<p>The Kick-Off Meeting sets the foundation for the entire project, and good practices here pay dividends throughout. Partners should come prepared with concrete proposals for good ecological practices and impact indicators, as required by the partnership agreement, rather than expecting to develop everything from scratch during the meeting. During the two days in Trieste, partners should actively participate in all sessions while also making time for informal relationship building over meals and breaks. The multilingual guidelines on agreed good practices should be developed collaboratively, with each partner committing to accurate translation into their national language promptly after returning home. Partners should ensure the detailed operational plan includes not just what and when, but who is</p>	

	<p>responsible for each task, with clear handover points between activities. Before leaving Trieste, partners should agree on the schedule for the next online coordination meeting and any immediate follow-up actions. After returning home, each partner should brief their wider team and key stakeholders about the project's plans and their organisation's commitments.</p>	
<p>WP3: Virtual Workshop for Digital Entrepreneurship Training</p>	<p>Delivering effective virtual training across three countries requires intentional design and active participation. Partners should select business coaches not only for their digital entrepreneurship expertise but also for their commitment to the full six-session programme and their ability to work collaboratively across cultures. Before the workshop begins, partners should ensure coaches complete initial competency tests and receive any preparatory materials. During the virtual sessions, facilitators should use interactive methods that maintain engagement, including breakout rooms, collaborative documents, and regular opportunities for coaches to share their local contexts and challenges. Partners should support their coaches throughout, checking in between sessions and helping them apply learning to module development. The collaborative development of 24 training modules should follow a clear structure, with peer review built into the process and young mothers involved in reviewing drafts for relevance and accessibility. After the workshop, partners should collect feedback from coaches and document lessons learned for future virtual collaborations. Finally, partners should begin planning how the completed modules will be piloted with young mothers in their countries.</p>	
<p>WP4: Early Planning and Team Organisation</p>	<p>As lead partner for the five-day international workshop in North Macedonia, CDI should form a local organising team at least four months before May 2026 with clear roles for logistics, facilitation, participant support, and documentation. The team should create a comprehensive timeline with milestones for venue booking, participant</p>	

	<p>communication, materials preparation, and contingency planning for unexpected challenges. Regular internal meetings should track progress against this timeline and identify emerging issues early. The team should designate a single point of contact for partner inquiries, ensuring consistent and timely responses. Clear division of responsibilities prevents last-minute scrambling and ensures all aspects of workshop preparation receive adequate attention. The organising team should also plan for their own wellbeing during the intensive workshop days, ensuring adequate rest and support.</p>	
<p>Good Practice for WP5: Digital Storytelling Social Campaign</p>	<p>A successful storytelling campaign balances consistency across countries with authentic local voices. Partners should begin by agreeing on shared ethical guidelines for story collection, including informed consent procedures that comply with GDPR requirements and respect participants' dignity. Each partner should identify a diverse range of storytellers, reaching beyond obvious candidates to include young mothers from different backgrounds, business types, and regions. Partners with stronger production capabilities, such as CDI's multimedia department, should offer support and share expertise with others to ensure consistent quality across all stories. The campaign should be planned with a content calendar showing when stories will be collected, produced, and published, ensuring steady content flow rather than sporadic bursts. Partners should amplify each other's content through their own channels and track engagement metrics to understand what resonates with audiences. Stories should be integrated into other project activities, including the digital hub, dissemination events, and final reporting, maximising their value and impact. Finally, partners should maintain relationships with storytellers after the campaign, keeping them connected to the project as ambassadors and potential mentors for future participants.</p>	
<p>WP6: Closing and Valorisation</p>	<p>The closing phase is not simply the end but the foundation for sustainability and future impact. Partners should prepare thoroughly for the virtual two-day closing meeting, gathering local data on engagement, training outcomes, and dissemination</p>	

	<p>results well in advance. During the meeting, partners should contribute honestly to collective reflection on what worked well and what could be improved, creating valuable learning for future projects. Success stories and direct testimonies from participating young mothers should be central to the closing discussions, keeping the focus on the project's human impact. The local impact analysis prepared by each partner should go beyond statistics to include qualitative insights and recommendations for future work in similar contexts. Partners should collaborate actively on the sustainability strategy, bringing different perspectives on how the project's results can continue delivering value after funding ends. The strategic guide for replicating the model should be practical and accessible, designed to help other organisations adapt the project's approach to their own contexts. Finally, partners should use the closing meeting to begin conversations about future collaborations, building on the trust and relationships developed through this project.</p>	
<p>WP7: Communication and Dissemination</p>	<p>Effective communication throughout the project lifecycle requires planning, coordination, and consistent effort from all partners. Partners should develop a comprehensive dissemination plan at the project's start, identifying target audiences, key messages, channels, and responsibilities for each phase. Each partner should maintain active social media presence using the official hashtag #MamDigiSuccess, sharing regular updates on activities, milestones, and participant stories. Partners should leverage their unique networks and channels, from CDI's media relationships and Urban.mk TV to the professional networks of Italian and Spanish partners. Local Open Days should be planned well in advance, with clear objectives, target audiences, and evaluation methods to measure impact. Partners should coordinate media outreach, sharing press releases and coordinating timing to maximise coverage across all three countries. All materials should include required EU branding and disclaimers, with partners checking each other's work to ensure consistency. Dissemination activities should be documented systematically, creating a rich evidence base for</p>	

	reporting and helping the consortium understand which approaches are most effective. Finally, partners should share dissemination successes and lessons learned throughout the project, allowing the whole consortium to benefit from individual experiences and continuously improve their communication efforts.	

Green Programming

Green programming refers to the intentional integration of environmental considerations into every stage of project design, implementation, and evaluation. It moves beyond isolated "green" activities to embed sustainability as a cross-cutting principle throughout the entire project lifecycle .

In the context of Erasmus+ projects, green programming means making conscious decisions about how we structure our work packages, select methodologies, and engage with partners. This includes designing activities that inherently have lower environmental impact, such as opting for blended mobility formats that combine virtual collaboration with fewer, carefully planned physical meetings . Research shows that knowing which video conferencing tool has a lower environmental footprint, making thoughtful use of artificial intelligence, and carefully considering the necessity of printed materials all fall under green programming principles .

For the MAM-DIGI HUB project, green programming will guide our approach to developing the digital entrepreneurship training modules and the transnational hub. We will design the virtual workshop structure to maximize learning outcomes while minimizing energy consumption, and ensure that the digital hub itself is hosted on servers powered by renewable energy. The goal is to demonstrate that digital innovation and environmental responsibility can advance hand-in-hand .

Minimising Ecological Footprint

Minimising our ecological footprint requires a systematic approach to measuring and reducing the environmental impact of all project activities. An ecological footprint represents the amount of biologically productive land and water area required to support our consumption patterns and absorb our waste .

For Erasmus+ projects, travel typically represents the largest component of the ecological footprint. When air travel is unavoidable, we can mitigate its impact by choosing airlines with better carbon efficiency, flying economy class (which has lower per-passenger emissions), and offsetting remaining emissions through verified carbon offset programmes . For shorter journeys under four hours, train travel should be prioritised .

Beyond travel, food choices significantly impact our footprint. An estimated one-third of all food produced globally is wasted, representing not only lost food but also wasted land, water, energy, and labour . At project meetings, checking participant preferences in advance helps order exact quantities and avoid waste. Choosing vegetarian or plant-based catering options substantially reduces greenhouse gas emissions associated with food production . Accommodation choices matter too—selecting Ecolabel-certified hotels and venues close to meeting locations reduces additional transport emissions .

Promoting Eco-Friendly Practices

Promoting eco-friendly practices means actively choosing methods and materials that cause minimal harm to the environment, and inspiring others to do the same through visible commitment and leadership. This involves both individual behaviour change and institutional policies that support sustainable choices .

In project communications, we can promote eco-friendly practices by preferring online publications over printed materials, and when printing is necessary, using double-sided printing on recycled paper . The quantity and material of promotional merchandise deserves careful consideration—pens, tote bags, and other giveaways often

create unnecessary environmental pollution. When physical items are essential, they should be made from sustainable, recycled, or upcycled materials .

The three pillars of sustainability—People, Planet, Profit—remind us that eco-friendly practices must balance environmental protection with social equity and economic viability . During project activities, we can demonstrate eco-friendly practices by providing tap water in glass jugs rather than bottled water, ensuring recycling bins are available at all venues, and avoiding single-use plastics entirely . These visible actions send a powerful message to participants and stakeholders about our genuine commitment to sustainability.

Efficient Resource Management

Efficient resource management in Erasmus+ projects encompasses the careful stewardship of financial, human, material, and natural resources throughout the project duration. It requires planning systems that track resource use, identify opportunities for reduction, and ensure nothing is wasted .

Material resources deserve particular attention. Paper consumption should be minimised by digitising documentation wherever possible—not only does this address deforestation concerns, but paper production also consumes significant energy and water . When documents must be printed, using both sides and printing multiple pages per sheet extends resource value. For catering, buying products like tea and coffee in bulk reduces packaging waste, and choosing sustainable catering services that minimise single-use items aligns with efficient resource use .

From a project management perspective, efficient resource use also means leveraging partner strengths effectively. By taking systems and approaches that each partner has mastered best, we avoid duplicating efforts and wasting expertise . Establishing clear systems for partner contributions and follow-up ensures that time and energy are directed productively . The "3 R" framework—Reduce, Reuse, Recycle—applies equally to project operations: reduce consumption of unnecessary materials, reuse equipment across activities, and recycle appropriately at end-of-life .

Digital Transformation

Digital transformation in the context of Erasmus+ projects refers to the strategic integration of digital technologies to enhance project delivery, increase accessibility, and reduce environmental impact. It is one of the four horizontal priorities of the Erasmus+ programme, alongside environment, inclusion, and democratic participation .

For the MAM-DIGI HUB project, digital transformation is both our subject matter and our operational approach. The project itself aims to equip young mothers with digital entrepreneurship skills in artificial intelligence, data analysis, and digital marketing—directly advancing digital transformation goals . Operationally, we will leverage digital tools to reduce travel emissions through virtual workshops, use cloud-based collaboration platforms for document sharing, and develop the transnational digital hub as a lasting digital resource .

Digital transformation must be implemented thoughtfully, with attention to both inclusion and sustainability. Research indicates that digitalisation should function as a bridge, built on critically considered decisions, aiming to reduce exclusion and open up opportunities . This means ensuring digital resources are accessible to people with disabilities, considering the environmental impact of different video conferencing platforms, and using artificial intelligence consciously rather than excessively. Digital transformation done right creates more inclusive, efficient, and environmentally responsible projects.

Green Training to Integrate Eco-Friendly Approaches

Green training involves developing educational content and delivery methods that explicitly build participants' capacity to understand and implement eco-friendly practices in their own contexts. It moves beyond awareness-raising to equip learners with practical skills and tools for sustainability action .

In the MAM-DIGI HUB project, green training will be integrated into both the business coach workshop and the digital entrepreneurship modules for young mothers. The business coaches will receive training on how to incorporate sustainability principles into entrepreneurship mentoring, ensuring that the startups and digital businesses emerging from the project have environmental responsibility built into their DNA . This approach aligns with successful Erasmus+ projects that have developed "green" Master's programmes and sustainability-focused curricula across Europe .

Effective green training uses participatory methodologies that engage learners actively. Activities might include calculating personal and organisational carbon footprints using digital tools, exploring sustainable business

models, and upcycling workshops that demonstrate creative reuse . Outdoor and hands-on learning experiences —such as identifying plants using digital apps or visiting sustainable farms—make abstract sustainability concepts tangible and memorable . The training will emphasise that sustainability is not just about grand gestures, but about measured, conscious decisions in everyday activities .

Practical Solutions for a Greener Workplace" Shared Throughout the Project Lifetime

The Decalogue of Sustainability will serve as our project's living commitment to environmental responsibility—a set of ten practical principles that guide our daily operations and decision-making throughout the entire project duration. Unlike a static document, this Decalogue will be regularly revisited, discussed at partner meetings, and adapted based on experience and new learning .

Drawing from established Erasmus+ environmental protocols, the Decalogue will include principles such as: virtual-first for internal meetings, prioritising rail travel for journeys under four hours, selecting venues with environmental certifications, eliminating single-use plastics at all events, minimising printed materials, and ensuring proper waste separation at all project activities . Each principle will be accompanied by practical implementation guidance, such as checking participant food preferences in advance to avoid waste, or knowing which video conferencing tool has lower environmental impact .

The Decalogue will be embedded in our project management practices from the Kick-Off Meeting onward. Partners will receive it as part of their onboarding materials, and it will appear as a standard agenda item for progress meetings to ensure ongoing attention. Success stories and challenges in implementing the Decalogue will be shared among partners, fostering collective learning and continuous improvement . By the project's end, the Decalogue will not only have guided our own practices but will also serve as a model for other Erasmus+ projects seeking to integrate sustainability systematically.

This is more narrative, general version of each topic for discussion starters at the project meeting. These are written to be accessible, engaging, and applicable to any Erasmus+ project context.

Green Programming

Green programming represents a fundamental shift in how we design and implement projects. It means moving away from treating sustainability as an add-on or a separate activity, and instead embedding environmental considerations into the very DNA of our work. When we practice green programming, we ask ourselves at every stage: How can we achieve our objectives while causing the least possible harm to the planet?

This begins at the earliest stage of project conception. Instead of automatically planning international meetings, we consider whether virtual or hybrid formats could achieve the same outcomes with a fraction of the carbon footprint. Instead of designing work packages that rely on printed materials and physical resources, we look for digital alternatives that are equally effective. Green programming requires us to be creative and intentional, finding new ways of working that align with our values.

Throughout the project lifecycle, green programming means establishing systems that keep sustainability front and centre. It means having checklists that prompt us to consider environmental impact before making decisions. It means setting aside time at every partnership meeting to reflect on how well we are living up to our commitments. It means documenting our choices and sharing what we learn, so that future projects can build on our experience.

Ultimately, green programming is not about perfection. It is about progress. It is about making better choices today than we made yesterday, and being honest about the challenges we face along the way. Every project that embraces green programming becomes part of a larger movement toward a more sustainable future for international cooperation.

Minimising Ecological Footprint

Every human activity leaves a mark on the planet. The ecological footprint is a way of measuring that mark—calculating how much land and water area is required to produce the resources we consume and absorb the waste we create. For international projects, travel is typically the largest component of this footprint, but it is far from the only one. The food we eat at meetings, the materials we print, the energy we use in our offices, and the digital infrastructure we rely on all contribute to our collective impact.

Minimising our ecological footprint requires us to become aware of these impacts and take deliberate steps to reduce them. When travel is necessary, we can choose the most efficient modes and routes. Trains produce significantly fewer emissions than planes for short to medium distances, and choosing them sends a powerful message about our priorities. When flying is unavoidable, flying economy class and choosing airlines with better environmental performance can make a meaningful difference.

Beyond travel, our choices about food and materials matter enormously. The global food system is a major contributor to climate change, and food waste represents not only wasted food but wasted land, water, energy, and labour. By planning catering carefully, choosing plant-based options, and avoiding single-use items, we can reduce this impact significantly. Similarly, by thinking twice before printing, and by reusing materials whenever possible, we extend the life of resources and reduce demand for new ones.

Minimising our footprint is not about deprivation. It is about mindfulness. It is about recognising that our choices have consequences and that small changes, multiplied across many people and many projects, can add up to something significant.

Promoting Eco-Friendly Practices

Promoting eco-friendly practices is about more than just doing the right thing ourselves. It is about inspiring others to do the same through visible commitment, clear communication, and genuine enthusiasm. When people see that sustainability is possible and practical, they are more likely to embrace it in their own lives and work. Visibility matters. When we provide reusable water bottles at events, when we set up clearly labelled recycling stations, when we serve plant-based meals with pride, we are sending a message. We are showing participants, stakeholders, and the wider public that sustainability is not an afterthought but a core part of how we operate. These visible actions spark conversations and plant seeds that can grow into lasting change.

Communication matters too. Sharing our sustainability journey through social media, newsletters, and project reports multiplies our impact. When we post a photo of our team taking the train instead of flying, we are not just documenting our travel—we are normalising a more sustainable choice. When we write about the challenges we faced in finding a green venue, we are helping others learn from our experience.

Perhaps most importantly, promoting eco-friendly practices means creating a culture where sustainability is celebrated. It means recognising and appreciating the efforts of partners and participants who go the extra mile. It means making sustainability a source of pride and identity for the project. When people feel good about being part of something environmentally responsible, they carry that feeling forward into other areas of their lives.

Efficient Resource Management

Resource management is about stewardship. It is about recognising that the materials, energy, and money we use in our projects are not unlimited, and that we have a responsibility to use them wisely. Efficient resource management benefits not only the environment but also the project itself, freeing up resources that can be redirected toward achieving our core objectives.

Material resources deserve particular attention. Every sheet of paper represents a tree that was cut down, water that was used in processing, and energy that was consumed in production and transport. By digitising documents, printing only when essential, and using both sides of the paper when we do print, we extend the value of those resources significantly. The same principle applies to promotional merchandise: before ordering pens, bags, or other giveaways, we should ask whether they are truly needed and whether there are more sustainable alternatives.

Human resources are equally important. Efficient management means ensuring that everyone's time and expertise are used well, avoiding duplication of effort and unnecessary meetings. It means having clear systems for collaboration so that energy is directed productively rather than wasted on confusion and miscommunication. When partners know their roles and have the tools they need to work together smoothly, the whole project benefits.

Efficient resource management also means planning for the end of the project from the beginning. What will happen to equipment after the final report is submitted? Can it be reused by partners, donated to community organisations, or responsibly recycled? Thinking about these questions early makes it much more likely that resources will continue to provide value long after the project funding has ended.

Digital Transformation

Digital transformation is one of the defining themes of our time, and it offers enormous potential for making international projects more sustainable. By replacing physical travel with virtual connection, paper documentation with cloud-based collaboration, and in-person events with digital resources, we can significantly reduce our environmental footprint while often reaching more people more effectively.

But digital transformation is not automatically green. The internet has its own carbon footprint, powered by data centres that consume enormous amounts of electricity. Streaming video, storing files in the cloud, and using artificial intelligence all require energy, and if that energy comes from fossil fuels, the environmental cost can be substantial. Responsible digital transformation means being aware of these impacts and making conscious choices to minimise them.

This includes choosing web hosts that use renewable energy, optimising digital content for low-bandwidth access, and thinking carefully about when high-definition video is truly necessary. It also means ensuring that digital tools are accessible to everyone, regardless of their internet connection or technical skills. Digital transformation should be a bridge, not a barrier—opening up opportunities for participation rather than excluding those who cannot keep up with the latest technology.

For projects focused on digital skills, like many Erasmus+ initiatives, there is an additional opportunity. By integrating sustainability into digital training, we can help participants understand that technology and environmental responsibility can and should go hand in hand. The digital entrepreneurs of tomorrow will be better equipped to build a sustainable future if they learn from the beginning to consider the environmental impact of their choices.

Green Training to Integrate Eco-Friendly Approaches

Green training is about building capacity. It is about ensuring that everyone involved in a project—staff, partners, participants, and stakeholders—has the knowledge and skills they need to make sustainable choices in their own work and lives. Training creates a multiplier effect, extending the project's environmental impact far beyond its immediate activities.

Effective green training is practical and participatory. It does not just lecture about the importance of sustainability; it gives people tools they can use. This might include workshops on calculating carbon footprints, sessions on sustainable business models, or hands-on activities like upcycling or sustainable design. When people actually do something, they remember it and are more likely to apply it later.

Green training also needs to be integrated, not separate. Instead of offering a standalone session on sustainability that participants may forget, we weave environmental considerations into every part of the curriculum. A training on digital marketing includes questions about the environmental impact of different platforms. A session on business planning includes a module on circular economy principles. This integrated approach sends a powerful message: sustainability is not an add-on but a fundamental part of good practice.

For projects that involve mentoring or coaching, green training extends to the mentors themselves. When business coaches understand how to ask questions about sustainability, how to help their mentees identify environmental opportunities and risks, they multiply the project's impact many times over. Each mentor works with multiple participants, and each participant may go on to influence others in turn. This is how change spreads.

The Decalogue of Sustainability: Practical Solutions for a Greener Workplace

A Decalogue is more than just a list. It is a covenant—a set of principles that we commit to upholding together. The Decalogue of Sustainability serves as both a practical guide and a symbolic reminder of our shared values. It distills complex environmental considerations into ten clear, actionable commitments that everyone in the project can understand and apply.

The power of a Decalogue lies in its simplicity and visibility. When principles are posted on walls, included in meeting agendas, and referenced in conversations, they become part of the project's culture. New partners and participants encounter them immediately and understand what we stand for. The Decalogue becomes a touchstone that we return to again and again, measuring our decisions against our stated commitments. But a Decalogue must be living, not static. The principles we develop at the beginning of a project should evolve as we learn and grow. What seemed ambitious at the start may become routine; what seemed impossible may become achievable. Regular check-ins on the Decalogue create opportunities for celebration, reflection, and continuous improvement. They keep sustainability front and centre rather than letting it slip off the agenda. Sharing the Decalogue beyond the project multiplies its impact. When we publish our principles, when we present them at conferences and include them in final reports, we contribute to a broader conversation about

sustainability in international cooperation. Other projects can adapt our ideas, improve on them, and share their own learning in turn. A simple list of ten principles becomes part of a much larger movement toward a more sustainable future for all.

These narrative descriptions can be used as:

- Talking points for presentations at your Kick-Off Meeting
- Background reading for partners before discussion sessions
- Content for project newsletters or website
- Introduction sections in project handbooks or guidelines
- Inspiration for developing your own project-specific approaches