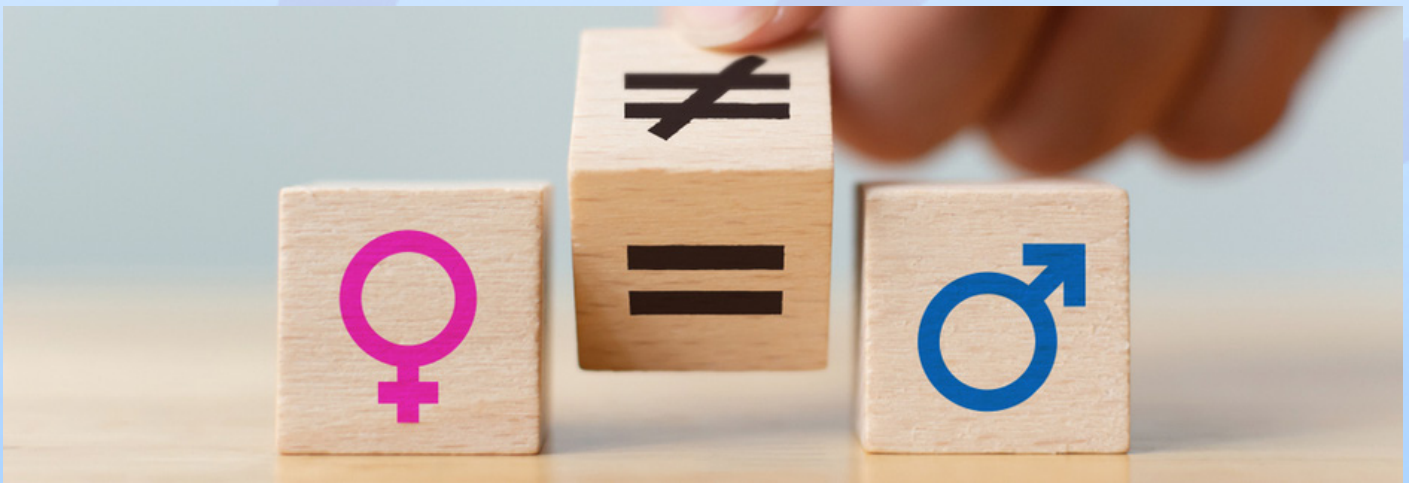


1.1 Gender Equality Plan

The Gender Equality Plan, as proposed by several respondents of the questionnaire, is an in-detailed tool and a set of innovative solutions aimed at tackling gender inequality in specific workplace (in this regard, University). It foresees actions that aim to promote gender equality in an organisation through a process of structural change. The Gender Equality Plan, as proposed by several respondents of the questionnaire, is an in-detailed tool and a set of innovative solutions aimed at tackling gender inequality in specific workplace (in this regard, University). It foresees actions that aim to promote gender equality in an organisation through a process of structural change. GEPs usually are holistic and comprehensive in the way that they address the whole organisation, engage all relevant stakeholders, and tackle several gender equality issues present in a specific organisation.



Therefore, GEPs should not focus only on promoting career opportunities and equal access to resources; rather, they should be inclusive and target women and men in all their diversity. Consequently, a GEP is a systematic and strategic instrument that establishes priorities and concrete objectives (based on a thorough status quo assessment), and the specific measures that will be implemented to improve gender equality. At the academic level, this means that GEPs have to address to and affect all academic staff (professors, researchers, students, administrative staff) and must list several measures both at theoretical and practical level. Specifically, measures might include the reduction of gender gap in decision-making bodies through the support of female candidacies, the awareness-raising of gender equality through the involvement of students' organisations in the main actions' strategies aimed at building gender awareness, the promotion of work-life balance, especially for young people with children, and contributing to the gender perspective in research and teaching.

eige.europa.eu/gender-mainstreaming/toolkits/gear/what-gender-equality-plan-gep

www.doeer.eu/en/worst-and-best-practice-on-equality/