

## 1.3 Implementation of Gender Equality Plan

In the vast majority of cases, successful equality measures take place in businesses where a Gender Equality Plan exists. Experience has proven that such plans contribute to setting the lines for eliminating any sort of gender discrimination in the workplace. Not for nothing the use of this equality instrument has become widespread in the last years, making evident the need to educate on it. Agreeing on the potential positive impact of developing a Gender Equality Plan, a few comments have to be made in order to ensure its effectiveness:

- The appropriate dissemination of Gender Equality Plan measures is a requirement. Stakeholders, and especially employees, need to be aware of the commitments that the company is making so that they can contribute to them. The company's workforce is implicitly a part of the Gender Equality Plan, the challenge is to make them participants in it. For that, the Plan should also envision efforts for the diffusion of its contents among employees.



- Informing employees about the content of the Plan is as important as making them understand the need for it. It cannot be expected the involvement of the workforce in any action unless they genuinely believe in the need for it. Therefore, a Gender Equality Plan must include formative and awareness-raising actions for all-level employees, to make them face the inequality realities present in their company, sector, or even the society at large.
- In order to avoid the potential disconnection between the company's equality policymakers and the reality that the company encounters, measures monitoring is needed. Accurate tracking of the proposed actions, measures, and commitments is essential for ensuring that they are actually accomplishing the desired goal.