

YOUNG EDUCATORS
EUROPEAN
ASSOCIATION

GENDER EQUALITY PLAN

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INTRODUCTION

Following the definition provided by the European Commission, a Gender Equality Plan (GEP) is an authorized document that outlines a range of commitments and initiatives aimed at advancing gender equality within an organization through both institutional and cultural transformation. The GEP serves as a systematic and strategic tool, establishing priorities and tangible goals (informed by a comprehensive assessment of the current situation), as well as the specific actions to be undertaken in order to enhance gender equality within organisations and in the realm of Research and Innovation (R&I).

This GEP complies the requirements set forth by the Horizon Europe framework programme and compiles the objectives, actions and measurement tools developed by **Young Educators European Association** to improve the organisational culture and make it more age and gender sensitive, encouraging the free and equitable development of every person.

Young Educators European Association is committed to promoting and implementing policies that guarantee equal opportunities for the free and complete personal and professional development of its employees. What is stated in this plan may be subject to modification and update as necessary to adapt it to the needs of the organisation and its members.

STATEMENT

Young Educators European Association has recognized the urgency of promoting gender equality, in particular given its role in the empowerment of young people with tools that allows them influence decision-making processes, it is crucial to include a gender perspective in all the actions we promote, taking into account the different needs and ensuring that the people served also internalise this perspective as multipliers, in this way we will get closer to a world where we can all feel free to be different and diverse.

As an organisation that works for youth, we consider that their involvement is essential to promote the discussion of essential issues to strengthen society, and among one of the priorities is the promotion of gender equality, therefore our commitment is firmly rooted in the idea of not only forming a team sensitised with an age and gender mainstreaming, but also programs and projects that address the differentiated needs of the beneficiaries to make more sustainable and effective actions.



NATIONAL AND REGIONAL LEGAL FRAMEWORK

Gender Equality, in one hand, is a value inscribed in diverse laws and policies in the European Union such as the founding Treaty on European Union, the Charter of Fundamental Rights and the Treaty of Lisbon.

On the other hand, some policies that raise this issues include:

- The 2020-2025 Gender Equality Strategy outlines the goals and measures aimed at achieving gender equality in Europe. It envisions a society where individuals of all genders, ages and with diverse backgrounds, can freely pursue their desired life paths.
- The European Pillar of Social Rights establishes a set of 20 fundamental principles that serve as a guide for achieving improved standards of living and working conditions throughout the European Union. The second of them is Gender Equality.
- The EU cohesion policy for the period 2021-2027 plays a significant role in enhancing the economic, social, and territorial cohesion within the European Union. One of its primary goals is a 'a more social and inclusive Europe'.

Talking specifically about Portugal, it has implemented different legal provisions to foster gender equality and ensure equal opportunities for both women and men. This has positioned it, according to the Gender Equality Index, in the 15th position in the promotion of Gender Equality. Although there is still a lot of work to do, its score was initially lower than the EU average, but has grown faster over time, reducing the gap.

ACTION PLAN REGARDING GENDER EQUALITY IN YOUNG EDUCATORS

The key priority areas identified to focus and improve for this Gender Equality Plan were:

1.- Gender representation in management, leadership positions and participation in decision-making:

Foster the promotion of age and gender-diverse people in management/leadership roles and their participation in decision-making on matters of interest to them.

Strategies	Measures of success
Ensure gender parity in the organisation's team, particularly in management roles	Percentage of women and gender-diverse people in the team compared to the total workforce
Promote team participation through general consultations and other decision-making mechanisms, particularly on matters that directly affect them	Percentage of employee participation in consultation processes
Stablish selection processes and opportunities for personal and professional growth based on individual's qualities and performance, free of biases and stereotypes	<ul style="list-style-type: none">• Percentage of employees/interns/collaborators who remain and are actively involved with the organisation• Percentage of employees who are promoted and/or acquire greater responsibilities in the organisation

ACTION PLAN REGARDING GENDER EQUALITY IN YOUNG EDUCATORS

2.- Gender dimension in research and in training:

Integrate the gender dimension in research activities, trainings and knowledge dissemination

Strategies	Measures of success
Promote special consideration of publications made by women and diverse people in research activities	Expansion of the resource bank and references of female researchers to the research area
Implement training activities and/or periodic educational materials in relation to gender equality and diversity	Number of employees who regularly assist and/or use the tools provided in their work
Incorporate dimensions of gender equality and diversity in training activities and knowledge transference for beneficiaries	Number of training programs that integrate the gender and diversity perspective

ACTION PLAN REGARDING GENDER EQUALITY IN YOUNG EDUCATORS

3.- Combating gender biases, stereotypes, sexual and gender-based harassment:

Maintain a safe work environment for all people with respect to age, gender, ethnicity, religion and beliefs

Strategies	Measures of success
Implement training and educational materials to recognise gender-biases, stereotypes, prevent and address harassment in the workplace	Sensitised staff about their own personal prejudices and biases, collaborate to combat gender-based and any form of harassment
Create a communication strategy that is sensitive to gender, promoting the use of inclusive language, colors, and images. This strategy should showcase women, LGBTQ+ individuals, and other historically marginalized groups in leadership roles, actively engaged in highly skilled positions	The organization's brand is congruent with the message and promotes the dismantling of myths, stereotypes and biases towards gender
Promote zero-tolerant policies towards harassment and violence with specific procedures for addressing cases and caring for victims	The staff members feel secure when it comes to reporting instances of gender-based harassment and addressing concerns related to gender balance. They are aware of the appropriate mechanisms to resort to in such situations

ACTION PLAN REGARDING GENDER EQUALITY IN YOUNG EDUCATORS

4.- Gender awareness and engagement with stakeholders:

Influence and generate strategic alliances that allow progress in the objective of promoting gender equality.

Strategies	Measures of success
Collaborate with external organisations and partners that are focused on gender equality to share resources and best practices	Number of exchanges promoted around gender equality
Seek input from external stakeholders such as gender and diversity specialist, or even communities and groups interested in the topic to understand their perspectives on gender issues and incorporate their feedback into organisational strategies.	<ul style="list-style-type: none">• Number of stakeholders involved• Improved organisational strategies
Sponsor or participate in local events and initiatives that promote gender equality and support women's advancement.	Number of local events/initiatives attended/promoted

MEASURING PROGRESS

KEY INDICATOR	ACTIVITY/PROJECT	DATA/OUTCOME
Effectiveness in the implementation of the Gender Equality Plan	Engage with stakeholders, including employees, leadership, and external partners, to gather feedback on the effectiveness of gender equality initiatives.	Positive feedback and active engagement from stakeholders, indicating support for gender equality efforts.
Gender diverse in management and leadership positions	Monitor the inclusion of diverse genders in senior management and departmental leadership positions	Increased representation of women and individuals from underrepresented genders in leadership positions
Inclusion of gender analysis into the research	Review research proposals and projects to assess the inclusion of gender analysis as a fundamental component, ensuring that gender considerations are integrated into the research design and objectives	High prevalence of gender analysis in research proposals and projects, indicating a systemic integration of gender perspectives into the research process.
Participation in gender equality training and awareness initiatives	Evaluate the participation and impact of gender equality training programs and awareness initiatives.	High participation rates and positive feedback on the relevance and impact of gender equality training.