

D3.2 - Description of Strategies for Gender Equality

Executive Summary

This report aims at proposing potential and concrete strategies and actions for the preliminary customised Gender Equality Plans' target areas predefined by each piloting partners¹. The strategies are proposed after the following two studies:

- A critical analysis of the work carried out on deliverable D3.1 *Analysis of Country Guidelines* by each piloting organisation
- The collection, analysis and integration of employees views, perceptions and needs, harvested through an anonymous online questionnaire at each piloting organisation.

The strategies and actions proposed should be considered carefully by piloting partners and assessed according to their feasibility and correspondence to the actual needs of their organisation members.

Preliminary target areas defined in D3.1 for each piloting organisation were aligned with survey results in order to assess their relevance for employees. Most of preliminary target areas were found relevant by survey respondents in piloting organisations. Within these target areas, some specific measures were pointed out as highly relevant by survey responses. These specific measures or actions have been included into proposals of strategies for each partner. For several piloting partner organisations, the survey has shown that employees identified as relevant additional target areas that had not been considered in the preliminary definitions of GEPs for D3.1. These target areas are added to the existing ones, and specific strategies have been proposed for each.

This report proposes lists of strategies for each piloting organisation GEP, organised under GEP target areas. The proposed strategies are either survey oriented, aiming at providing additional evidence for justification of planned measures, or sustainability oriented, resulting in a sustainable structural change. Sustainability oriented strategies usually mobilise various stake-holders and result in competence development and improving status quo.

This report also brings suggestions for strategies for innovation actions to improve GEP implementation, as well as a list of references to existing tools, experiences from already completed projects and insights from different institutional and national contexts for all GEP target areas and accompanying strategies.

¹ UNISA, ZRC SAZU, CNTI, MIGAL, CIC nanoGUNE, ANPR, and GSGE.