



ECEPAA Gender Equality Plan: 2024

Introduction

Our organization is committed to promoting gender equality and has developed this Gender Equality Plan (GEP) to foster an inclusive environment for all.

Gender Analysis

Through a thorough analysis of our organizational data, we have identified gaps in gender representation at leadership levels and disparities in recruitment and career progression.

Objectives and Goals

- Objective 1: Achieve gender balance in leadership roles by 2025.
- Objective 2: Ensure equal opportunities in recruitment and career progression.

Action Plan

- Action 1: Implement a leadership mentoring program for women. -Timeline: Start January 2024
- Responsible: Recruitment Team
- Action 2: Review and revise recruitment policies to eliminate bias. - Timeline: Complete by December 2024 - Responsible*: Recruitment Team

Implementation Strategy

The GEP will be overseen by relevant stakeholders, with regular updates provided to the team. Training sessions will be conducted to raise awareness across the organization.

Monitoring and Evaluation

We will monitor progress through annual reviews, adjusting the plan as necessary based on feedback and outcomes.

Conclusion

This GEP reflects our commitment to gender equality and outlines our strategy for achieving a more inclusive workplace. We will continue to engage with stakeholders and update this plan to ensure its effectiveness.

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Gabriele Sospiro
Director

