

# EPA-UNEPSA Gender Equality Plan (GEP)

*EPA-UNEPSA Gender Equality Plan (GEP) aims at enhancing the full participation of pediatricians affiliated to the member societies to the scientific activities of the Organization by reducing gender inequality through a series of consistent actions.*

## AREAS of Action and objectives:

### Area 1: Work-life balance, organizational culture and combating stereotypes

***Objective 1: Promotion of an organisational culture based on respect for and appreciation of differences.***

- Action 1: Systematic gender-sensitive and/or gender-disaggregated data collection throughout the membership
- Action 2 developing and editing a guidelines book/Manual of regulations
- Action 3 Creation of a section of the EPA-UNEPSA website dedicated to gender issues and communication tools to be shared on the organization's social media channels.
- Action 4 Annual Conference on Gender Equality at major EPA-UNEPSA International conferences.

***Objective 2: Supporting work-life balance. Creation of an inclusive working environment***

- Action 1: Preparation of an Integrated Plan of Actions and internal regulations on agile working
- Action 2: Developing and promoting periodical wellbeing surveys among the member societies.

### Area 2. Gender balance in leadership and decision-making

***Objective 1: Mapping gender imbalances in top positions and decision-making bodies in Pediatric working places and members societies***

- Action 1: Creation of a database on the composition of staffs

***Objective 2: Promoting the participation of the underrepresented gender in decision-making bodies of pediatric working places.***

- Action 1: Editing guidelines and regulations briefs.
- Action 2: Promoting Regulations on the Election of the Governing Bodies of the members

### **Area 3: Gender equality in recruitment and career progression in Pediatrics**

#### ***Objective 1: Developing skills related to gender equality, diversity and people's rights***

- Action 1 Targeted orientation projects for secondary schools to combat gender stereotypes in scientific research.
- Action 2: promote transformative and reverse mentoring.

#### ***Objective 2: Reducing horizontal segregation.***

- Action 1: developing Guidelines for gender balance in conferences, panels and all scientific activities related to pediatrics
- Action 2: Guidelines for the constitution of public competition committee that take into account gender balance.
- Action 3: promoting the rebalance of the gender gap in the academic staff recruiting procedures

### **Area 4. Integration of the gender dimension into research and teaching content**

#### ***Objective 1: Achieving equal access to research resources.***

- Action 1 Encouraging gender-balanced research groups and incentives to encourage the participation of the less represented gender in research networks.

### **Area 5: Measures against gender-based violence including sexual harassment**

#### ***Objective 1: Prevention of harassment and gender-based violence.***

- Action 1: Networking between the member societies
- Action 2: Organization of events and initiatives, against harassment and gender-based violence at major EPA-UNEPSA international conferences and meetings.

## **CONCLUSIONS**

**The EPA-UNEPSA's GEP involves a series of specific measures typically included in GEPs:**

1. Work-life balance, and organizational culture;
2. Gender balance in leadership and decision-making;
3. Gender equality in recruitment and career progression;
4. Integration of the gender dimension into research and teaching content;
5. Measures against gender-based violence, including sexual harassment.

**the measures, described above should be interpreted as pieces of a mosaic, part of a complete picture, consistent with a society strategic objectives, acting on four different levels: strategic, cultural, communicative and organizational.**

**The GEP responsible team of EPA-UNEPSA TEAM meets periodically, however at least annually. The results of its annual monitoring are shared and discussed with the Board of Directors, in a**

meeting that may include external stakeholders in line with the accountability perspective of EPA-UNEPSA. The conclusions are submitted to the attention of the General Assembly.