



EDU CHANGE NETWORK

EMPOWERING EDUCATION FOR ALL

GENDER EQUALITY PLAN (GEP)

EduChange Network is a non-profit organisation based in Vienna working on social innovation, inclusion and women's empowerment. Gender equality is a core part of the organisation's mission and daily activities. The organisation works mainly with young women, migrants and individuals with fewer opportunities. Many of these groups face barriers in participation, education and access to opportunities. This "Gender Equality Plan" supports equal participation, safe learning environments and fair opportunities for all.

The main objectives of this plan are:

- Support women's empowerment and participation in social and civic life
- Ensure equal access to activities for all participants
- Promote gender-sensitive and inclusive learning environments
- Prevent discrimination and unequal treatment
- Strengthen confidence and participation of women, especially those with fewer opportunities

Women's Empowerment and Participation

EduChange Network gives special focus to women, especially young and migrant women.

Actions:

- At least 60% women participation in relevant activities
- Mentoring and peer-learning activities for women
- Support for women to express their views and take active roles

Inclusive and Safe Learning Spaces

The organisation creates safe environments where participants feel comfortable.

Actions:

- Clear group rules at the beginning of activities
- Respectful and inclusive communication
- Safe spaces for sharing experiences and opinions



Sonnleithnergasse 2/285, 1100
Vienna, Austria



info@educhangenetwork.at
www.educhangenetwork.at

Gender-Sensitive Methods and Content

Gender equality is included in all learning activities.

Actions:

- Use of examples and topics related to gender equality
- Discussions on stereotypes, roles and participation
- Use of participatory and creative methods (storytelling, group work)

Equal Opportunities in Team and Activities

EduChange Network promotes fairness in its internal work.

Actions:

- Equal roles and responsibilities for team members
- Inclusive selection of participants and volunteers
- Support for women in facilitation and leadership roles

Work-Life Balance and Well-being

The organisation supports well-being for staff and participants.

Actions:

- Flexible planning of activities
- Attention to workload and stress
- Activities supporting confidence and emotional well-being

EduChange Network uses simple tools to monitor gender equality.

Methods:

- Tracking participation by gender
- Feedback from participants after activities
- Regular internal discussions within the team

Indicators:

- % of women participants
- number of women involved in leadership roles
- participant satisfaction
- changes in confidence and participation

The management team and project coordinators are responsible for applying this plan. All team members and partners are expected to follow these principles.

EduChange Network will continue to:

- integrate gender equality in all projects
- improve its practices based on feedback
- support long-term empowerment of women and disadvantaged groups