

GENERA Roadmap - customize Gender Equality Plans

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Overview of the implementation process

The GENERA Roadmap provides a guideline through the design and implementation of a Gender Equality Plan until its final evaluation. The steps involved in the process are not arbitrary, but reflect models used in theories of organisational change and change processes, as well as policy analysis (Krüger, 2006 ¹⁾; Kotter International ²⁾, 2017; Jann & Wegrich, 2014 ³⁾). Within the GENERA Project, the process leading to a sustainable GEP involves six distinct steps, which are directly connected with the support of the top-level of management and leadership and the Implementation Team.

:wiki:gep_implementation_steps.png

- The Basis @ 0,0,950,100
- 1. Learn @ 0,120,135,350
- 2. Analyse @ 165,120,300,350
- 3. Design @ 320,120,450,350
- 4. Implement @ 490,120,610,350
- 5. Monitor & Adjust @ 660,120,780,350
- 6. Final Evaluation @ 830,120,950,350

map

Figure 1: Based on: EIGE, 2016 ⁴⁾; Weber, 2016 ⁵⁾; WGEA, 2014 ⁶⁾

- The Basis
- 1. Learn
- 2. Analyse
- 3. Design
- 4. Implement
- 5. Monitor & Adjust
- 6. Final Evaluation
- GENERA Template for data collection
- GENERA Fields of Action

¹⁾

Krüger, W. (2006): Excellence in Change - Wege zur strategischen Erneuerung (Vol. 3). Wiesbaden: GWV Fachverlage GmBH

²⁾

Kotter International. (2017): Kotter International. Retrieved from 8 Steps to Accelerate Change: www.kotterinternational.com

³⁾

Jann, W., & Wegrich, K. (2014): Phasenmodelle und Politikprozesse: Der Policy Cycle. In K. Schubert, & N. C. Bandelow, Lehrbuch der Politikfeldanalyse. Oldenbourg: De Gruyter

4)

European Institute for Gender Equality (EIGE). (2016): The GEAR Step-by-Step Guide. Retrieved from <http://eige.europa.eu/gender-mainstreaming/tools-methods/GEAR/step-step-guide#step-1>

5)

Weber, U. (2016). How to create a Gender Equality Plan for the Institute. [unpublished]

6)

Workplace Gender Equality Agency (WGEA). (2014): Gender strategy toolkit: A direction achieving gender equality in your organisation. Retrieved from <https://www.wgea.gov.au/topics/gender-strategy>

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