



5 essential stages of gender equality plans

The promotion of gender equality policies is necessary in sport management organizations, still a long way to go. The integration of gender perspective and its dimension in all the activities and policies of any sports organization is especially relevant. The methods and instruments that affect citizen's daily lives are essential to guarantee equal opportunities and conditions, avoiding discrimination based on gender. The objective of this itik genera is to establish the foundations so that any sports entity, both public and private, can development its own equality plan.

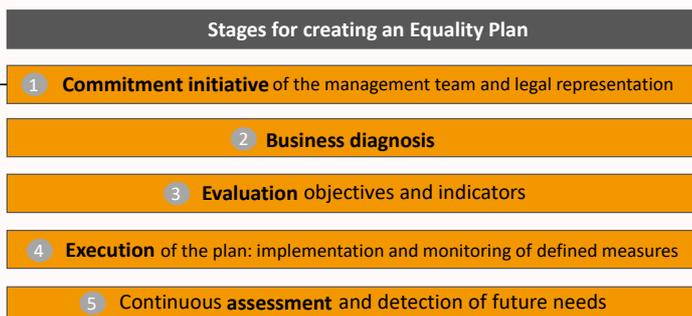
Definition and regulatory framework

The equality plan is a set of measures adopted by an organization after a diagnosis of the situation in accordance with the regulatory laws, specifics in each country. Its main objectives are to eliminate the imbalances and inequalities that may exist in the culture and management of the company, such as the introduction of the gender perspective in selection and hiring, promotion and professional development, remuneration policy, working hours organization and family reconciliation, occupational health, prevention and action against sexual and gender-based harassment.

Its elaboration is highly recommended in organizations of 50 or more workers, although for any organization regardless of its size. It is suggested that the validity of the plan last approximately four years, as long as it has been possible to analyse all the essential information for the complete diagnosis. If this is not possible, the validity should be shorter.

Analysis stages for gender equality plan

Before, are detailed the 5 stages for the plan elaboration:

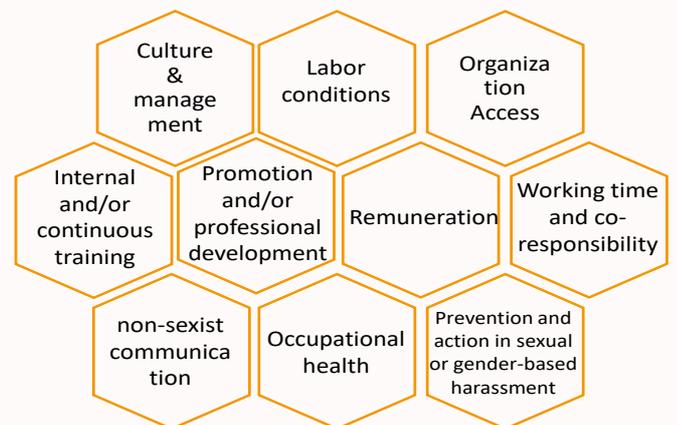


The European Commission has a Guidance on Gender Equality Plans with useful information

The first phase is to sign the management team commitment and stablish the legal representation of the workers with the creation of the equality commission and the communication to all the workers of the start of the equality plan.

First phase: Initiative	
Actions	Documentation
Establish the commission in equality <i>equity members</i>	Operating regulations for the equality commission, minimum four agents of management team and workers legal representation
Communicate the commitment to work for equal opportunities	Commitment letter addressed to all workers

Next, the second phase corresponds to 10 areas of analysis for the diagnosis:



The study of the previously presented areas is carried out with quantitative and qualitative information that allow us to detect existing inequalities and give us the chance of formulating proposals for prevent. The objectives are to provide information of the workforce on the characteristics and needs, identifying discrimination and establishing action priorities. The entire human team participation is important to gather the real needs for the organization, as well as in their subsequent involvement for the implementation of the plan.

Second phase: Diagnosis

Actions	Documentation
Find information about staff characteristics and identify discrimination based on sex	<ul style="list-style-type: none"> - Participatory survey report on the organization's ecosystem - Report on interviews and group dynamics - Internal quantitative data analysis areas

Third stage is related to the objectives and indicators definition of the objectives for the evaluation plan.

Third phase: Assessment Objectives and Indicators

Actions	Documentation
Set goals and actions of the plan	<ul style="list-style-type: none"> - Short- and long-term goals - Definition of projects and actions
Management of the plan budget	<ul style="list-style-type: none"> - Expenses - Income - Economic result
Performance schedule and follow-up	<ul style="list-style-type: none"> - Chronology of projects and actions - Evaluation indicators

The fourth phase for the equality plan implementation is based on the defined measures execution and actions monitoring. Finally, during the performance and periodically, the implementation process of the plan will be assessed, through continuous evaluation and unforeseen needs detection, which will be considered in the last stage and throughout the entire process.

Forth phase: Implementation and monitoring

Actions	Documentation
Execution of the equality plan	Implantació accions i mesures definides en la tercera fase.
Evaluation and monitoring	<ul style="list-style-type: none"> - Implications for implementing the plan - Impact of each action implemented - Results obtained - Detection of future needs

In the last phase, continuous evaluation of the indicators will be considered to carry out a constant detection of needs, as well as the adaptation of the plan to the current situation.

Benefits of the equality plan for organizations

The implementation of an equality plan has a wide range of benefits both internally and externally for sports organizations, beyond the commitment to being a fair and equitable organization with its workers. These benefits can be:

- Gender equality analysis and diagnosis of the Company that allows to be taken objective measures to balance inequality areas.
- Work environment improvement, eliminating outdated behaviour models, with a favourable impact on talent retention.
- Positive impact on the company's image, improving labour productivity as part of corporate social responsibility (CSR).
- Absenteeism and work-related illness reduction (burnout syndrome, depression...).
- Worker's awareness and sensitization towards gender equality.
- Discrimination and detection of sexual or gender-based harassment.
- Action protocols provision against discrimination for sexual or gender-based harassment.