

About EQUALISER

Although training on gender equality has increased, it frequently ignores problems like power dynamics and behaviour that perpetuate injustices and gender bias. EQUALISER aims to raise awareness on the issue of gender inequalities in modern workplaces, and the needs and gaps in organisational structures, processes, and practices. The objective is to support organisations to develop and implement a gender mainstream process that incorporates gender equality training for all workers in different positions. Thus, bringing a cultural change in business, by reducing stereotypes and discriminatory behaviour, and creating a secure working environment for all individuals.

EQUALISER is an Erasmus+ Cooperation Partnerships in Adult Education (2022-2024), implemented in Cyprus, Greece, Malta, Netherlands, Portugal, and Spain.



NEWSLETTER #1

June.2023

Mapping national ecosystems on gender disparities in enterprises

Aiming at identifying gender disparities in companies as well as at exploring the needs of change in culture and policies for the formalisation of gender equality in companies, the EQUALISER consortium devoted the first development months mapping information at national level. This included questionnaires collection and the realisation of focus groups with the representants of the project's target group.

The findings of such exercises will allow partners to produce high quality training materials and digital tools that will mirror the actual needs of achieving gender equality in the workplace. At this stage, partners also took the chance to raise awareness on the project topics at a national level and disseminate the project to local SMEs.

Based upon the participants answers to the questionnaires we present the results of the Gender Equality Index in each partner country, covering the following domains: knowledge, power, money and time.

Results of the needs mapping

Cyprus

Scored 60 out of 100 points, indicating moderate workplace inequality, with many participants not experiencing extreme inequality.

Greece

Scored 63 out of 100, indicating moderate workplace inequality, with many participants not experiencing extreme inequality.

Malta

Scored 56 out of 100, indicating moderate workplace inequality, with many participants not experiencing extreme inequality.

Netherlands

Scored 50 out of 100, indicating moderate workplace inequality, with many participants not experiencing extreme inequality.

Portugal

Scored 49 out of 100, indicating moderate workplace inequality, with many participants not experiencing extreme inequality.

Spain

Scored 43 out of 100, indicating extreme workplace inequality, with many participants experiencing extreme inequality.

EQUALISER outcomes

- Needs map of national ecosystems
- Awareness campaigns
- Digital course for leaders
- Digital course for employees
- Digital assessment tool
- Consultation meetings with companies
- Follow-up webinars
- Podcast on gender equality in the workspace
- Online workshops with experts
- Conferences with European and International Networks
- EQUALISER Event in the International Education and Career Exhibition



facebook.com/equaliser.erasmusproject



Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them.

PROJECT NUMBER 2022-1-ES01-KA220-ADU-000086221

