



Gender Equality Plan (GEP) 2025–2027

Strategic Objective

EMEDEA is committed to fostering gender equality, non-discrimination, and inclusive participation across all areas of its work. This plan outlines the organisation's approach for the period 2025–2027, with a focus on integrating gender mainstreaming into project development, organisational structure, and public engagement. Particular attention is given to aligning with the values of the European Union and the New European Bauhaus (NEB), including inclusion, sustainability, and aesthetics.

Commitment and Governance

Gender equality is a cross-cutting value within EMEDEA. The project coordination team ensures that each project identifies relevant gender aspects and implements targeted actions to address them. Gender mainstreaming is included from the earliest stages of project planning, especially in fields such as sustainability, civic engagement, education, youth, and culture.

Work-Life Balance and Organisational Culture

EMEDEA promotes a flexible and inclusive work environment. The organisation offers remote work options, flexible scheduling, and family-friendly practices. It enforces a zero-tolerance policy towards any form of discrimination, harassment, or gender-based violence, with clear internal mechanisms for prevention and response.

Gender Balance in Leadership and Decision-Making

EMEDEA works to ensure balanced gender representation in its governing bodies, executive functions, and project teams. Particular care is taken to include underrepresented genders in decision-making, leadership, and public representation roles.

Recruitment and Career Progression

The organisation applies transparent and gender-sensitive recruitment processes. Public calls use inclusive language and actively encourage applications from all genders. Equal opportunities are ensured for professional growth, training, and participation in international and local projects.

Integration in Projects and Content

All projects are designed with gender sensitivity in mind. EMEDEA collects gender-disaggregated data, sets gender-sensitive indicators, and prioritises projects that promote gender equality, child and youth participation, and social and environmental responsibility. Special emphasis is placed on supporting projects that contribute to NEB objectives and uphold EU values.



Monitoring and Capacity Building

Progress is reviewed annually through project-level and organisational assessments. EMEDEA offers internal training and capacity-building activities on gender equality and inclusion. Feedback from members and partners is used to continuously improve practices.

Implementation and Reporting

This plan is valid for the period 2025–2027. Its implementation will be coordinated by the project team and monitored in collaboration with the President and the Governing Assembly. The plan will be reviewed and updated annually in line with evaluation findings and relevant European standards.

Place and date:

Murter, 29 March 2025

President of EMEDEA:

Mira Lepur