

Gender Equality Plan (GEP) LOGO jugendmanagement gemeinnützige gmbh

Validity period: 2026 – 2029

Adopted by: Managing Director

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1 Commitment Statement

LOGO jugendmanagement gemeinnützige gmbh is committed to promoting gender equality, diversity and inclusion in all areas of its work. As an organisation active in youth information, youth work and European cooperation, LOGO recognises gender equality as a fundamental principle of democratic societies and a key element of high-quality youth services.

LOGO jugendmanagement gemeinnützige gmbh operates as a youth information centre and as a provider of youth centres and mobile youth work services. The organisation already demonstrates a well-balanced gender distribution, with more female than male employees overall and also in leadership positions. LOGO aims to maintain and further strengthen equal opportunities and inclusive organisational structures.

This Gender Equality Plan (GEP) provides a structured framework to:

- ensure equal opportunities for all employees
- prevent discrimination and gender-based violence
- strengthen gender-sensitive youth work and youth information
- promote an inclusive and respectful organisational culture.

The management formally endorses this plan and commits to providing the necessary organisational, financial and human resources for its implementation.

2 Organisational Context

LOGO jugendmanagement gemeinnützige gmbh H is a youth service organisation based in Styria, Austria. The organisation operates at the intersection of youth information, youth work, European youth programmes and community development.

LOGO provides a broad range of services and programmes for young people, including:

- youth information services
- youth centres
- mobile youth work
- coordination of the Styrian Youth Card (Jugendkarte Steiermark)
- regional support and information services for European youth programmes (e.g. Erasmus+ Youth and the European Solidarity Corps)
- functioning as an accredited hosting and sending organisation within the European Solidarity Corps (ESC)
- implementation of projects promoting health literacy and health promotion among young people

- operation of a multi-generational centre (Mehrgenerationenhaus) that fosters intergenerational learning and community engagement
- regional, national and European youth projects.

The organisation employs approximately 70 staff members working in educational, project-based and administrative roles.

The workforce shows a balanced gender distribution with a majority of female employees, including in leadership positions. Maintaining equal opportunities and inclusive organisational structures remains a core objective.

LOGO also implements institutional safeguarding and protection concepts. Comprehensive violence prevention and safeguarding policies are in place both at organisational level and within individual youth work facilities, ensuring safe environments for young people and staff.

3 Dedicated Resources

To support the implementation of this plan, LOGO provides the following resources:

3.1 Human Resources

- Appointment of a Gender Equality Officer (GEO) with a defined time allocation.
- Establishment of a Gender Equality Working Group, including representatives from management, HR and programme staff.
- Integration of gender equality responsibilities into leadership roles where appropriate.

3.2 Financial Resources

An annual budget may be allocated for:

- gender equality and diversity training
- external expertise where necessary
- awareness raising activities
- monitoring and evaluation.
- External Expertise

4 Data Collection and Monitoring

LOGO collects and reviews gender-related organisational data on a regular basis.

4.1 Data Collection

Where relevant and GDPR-compliant, the following information will be monitored:

- gender distribution among staff
- gender distribution in leadership positions
- full-time and part-time employment
- recruitment processes and hires
- participation in training and professional development.

4.2 Monitoring

The Gender Equality Officer prepares an internal review of key indicators and discusses results with management. Findings may inform future organisational development and staff policies.

5 Training and Awareness

To foster a gender-sensitive organisational culture, LOGO jugendmanagement gemeinnützige gmbh commits to:

5.1 Mandatory Training

Gender equality at LOGO is understood in an intersectional way, recognising that gender may interact with other factors such as age, disability, migration background or socio-economic status.

To promote a gender-sensitive organisational culture, LOGO supports awareness raising and training activities.

Measures include:

- gender equality and diversity training for management and HR staff
- awareness workshops for staff where relevant
- integration of gender-sensitive communication and inclusive language into internal guidelines
- inclusion of gender equality topics in onboarding processes for new staff.

6 Key Areas and Concrete Measures

6.1 Work-Life Balance and Organisational Culture

LOGO aims to maintain working conditions that support compatibility of professional and private life.

Measures include:

- flexible working arrangements where operationally possible
- transparent parental leave policies for all genders
- respectful and inclusive workplace culture
- regular staff feedback and satisfaction surveys.

Target: Maintain a high level of staff satisfaction regarding work-life balance.

6.2 Gender Balance in Leadership

The organisation already shows strong gender representation in leadership roles and aims to maintain balanced participation.

- Measures include:
- transparent recruitment and promotion procedures
- equal access to leadership opportunities
- monitoring of gender distribution in leadership positions.

Target: Maintain balanced gender representation in leadership roles over time

6.3 and Career Development

LOGO ensures equal opportunities in hiring, career progression and professional development.

Measures include:

- gender-neutral wording in job advertisements
- transparent selection criteria
- equal access to training opportunities
- monitoring recruitment outcomes where relevant

6.4 Gender Equality in Youth Work and Projects

As a youth work organisation, LOGO integrates gender-sensitive approaches into its services and projects.

Measures include:

- gender-sensitive approaches in youth information and youth work activities
- reflection of gender perspectives in youth programmes and educational materials
- consideration of gender aspects in European projects where relevant.

Target: Gender perspectives are considered in the planning and implementation of relevant youth programmes and EU-funded projects.

6.5 Prevention of Harassment and Gender-Based Violence

LOGO maintains a **zero-tolerance policy towards discrimination, harassment and gender-based violence.**

Preventive measures include:

- organisational safeguarding and violence prevention policies
- clear behavioural guidelines for staff and participants
- awareness raising on respectful communication and workplace behaviour.

Reporting mechanisms include:

- confidential reporting channels
- designated contact persons
- fair and transparent procedures for handling complaints.

7 Governance and Review

The implementation of this Gender Equality Plan is overseen by the Gender Equality Officer in cooperation with management.

The plan will be reviewed in 2029 and updated where necessary.

8 Publication

The Gender Equality Plan is:

- formally adopted by the management of LOGO jugendmanagement gemeinnützige gmbh
- communicated internally to staff
- published on the organisation's website.

Signed:

Graz, 01/03/2026



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LOGO jugendmanagement gemeinnützige gmbh