



Overview: levels and starting points

Dimension	Content	Starting points for counselling
Political level	Laws, EU, national policy (Interaction with objectives)	Political visions and debates (Interaction with objectives)
Objectives	<ul style="list-style-type: none"> • Gender equity • Gender democracy • Equal opportunities for women and men • Equal participation ... 	Gender mainstreaming counselling facilitates and supports the formulation of goals and their implementation
Strategies	<ul style="list-style-type: none"> • Gender mainstreaming (GM) • Women's promotion • Empowerment • Men's policy 	Gender counselling supports the strategy-related concept development to implement and develop gender competences
Levels	<p>Organisational level:</p> <ul style="list-style-type: none"> - GM counselling helps to change gender-hierarchy structures <p>HR level</p> <ul style="list-style-type: none"> - Gender counselling supports the development of gender competences among executives and strengthens GM-related managerial responsibility - Gender counselling supports the development of gender competences among employees <p>Professional level</p> <ul style="list-style-type: none"> - Gender counselling facilitates the transfer of learning experiences into the professional field - Gender counselling promotes the gender competence of employees related to a specific field <p>(Financial level)</p>	
Sustainability	Assurance of transfer	Gender counselling supports the development of sustainable concepts and assures the transfer of learning experiences, for example through <ul style="list-style-type: none"> • executive management training - e.g. gender coaching - gender workshops - gender training