

Gender Equality Plan – version 25 March 2024

Introduction: Gender equality is a fundamental principle that underpins our organization's values. As a small research organization committed to excellence, we recognize the importance of fostering an inclusive environment where all individuals, regardless of gender, have equal opportunities to thrive and contribute to our mission. This gender equality plan outlines our commitment to promoting gender equality and eliminating gender-based discrimination within our organization.

Goals and Objectives:

1. **Promoting Gender Balance:** Ensure equal representation of men and women in all levels of the organization, including leadership positions, decision-making bodies, and research teams.
2. **Preventing Gender Bias:** Implement measures to prevent gender bias in recruitment, selection, promotion, and performance evaluation processes.
3. **Supporting Work-Life Balance:** Provide support and flexibility to employees to balance their work and personal responsibilities, promoting a culture of work-life balance for all genders.
4. **Training and Awareness:** Conduct regular training sessions and awareness campaigns to educate staff about gender equality issues, unconscious bias, and best practices for promoting diversity and inclusion.
5. **Monitoring and Evaluation:** Establish mechanisms to monitor progress towards gender equality goals and regularly evaluate the effectiveness of our initiatives.

Actions and Strategies:

1. **Recruitment and Selection:**
 - Implement gender-neutral job advertisements and recruitment processes to attract diverse candidates.
 - Ensure diverse representation on recruitment panels and use standardized criteria for candidate evaluation.
2. **Career Development and Promotion:**
 - Provide equal opportunities for professional development and advancement to all staff members.
 - Offer mentoring and networking opportunities to support the career progression of all staff members in the organization.
 - Review promotion criteria to ensure they are fair and equitable for all genders.
3. **Work-Life Balance:**
 - Introduce flexible working arrangements, such as remote work options and flexible hours, to accommodate employees' diverse needs.
 - Promote a culture of respect for work-life balance, discouraging long working hours and excessive overtime.
4. **Training and Awareness:**
 - Organize the opportunity to attend workshops and seminars on gender equality, diversity, and inclusion topics.

- Encourage open discussions and feedback sessions to create a supportive environment for addressing gender-related issues.

5. Research content:

- Integrate the gender dimension in the design and outputs of the research and dissemination activities.
- When planning conferences, workshops or competition juries, include a provision requiring a balanced representation of men and women in the panels.

6. Gender-based violence:

- Establish a culture of zero tolerance towards sexual harassment and gender-based violence.
- Reporting channel: appoint a confidant where all members of the organization can report incidents of sexual harassment, including when they are the victim of harassment or witness harassment.

Responsibilities:

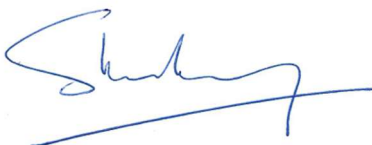
- **Leadership:** The organization's leadership team is responsible for championing gender equality initiatives, providing resources and support, and leading by example.
- **All Staff:** Every staff member has a role to play in promoting gender equality by fostering an inclusive and respectful workplace culture, challenging stereotypes and biases, and supporting colleagues.

Monitoring and Evaluation:

- Regularly monitor key performance indicators related to gender equality, such as gender composition of staff, promotion rates by gender, and incidents of discrimination or harassment. Evaluate the effectiveness of gender equality initiatives and make adjustments as needed to ensure continuous improvement.
- Report on gender-balance in the research team and attended workshops on gender equality in the Annual report of the General Assembly of E2ARC vzw.

Conclusion: By implementing this gender equality plan, we reaffirm our commitment to creating a working environment where all individuals are valued, respected, and empowered to reach their full potential, regardless of gender. Together, we can build a more inclusive and equitable organization for the benefit of all.

Signed:



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