

Gender Equality PLAN



Gender Equality PLAN

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Introduction

The European Network Remembrance and Solidarity (ENRS) is an international initiative that fosters multilateral dialogue on 20th-century history and raises awareness of the transnational dimension of past events and their multilayered consequences. In the last 18 years the ENRS has implemented over 200 projects with more than 500 partners in more than 30 countries, including conferences, remembrance campaigns, exhibitions and educational programmes for students and teachers.

In recent years, the ENRS has obtained EU funding from the Citizens, Equality, Rights and Values programme (CERV) and Horizon Europe (HE). As a HE beneficiary, it has been recommended that the ENRS introduces an institutional **Gender Equality Plan** (**GEP**).

The ENRS core team is based in Warsaw and acts as the ENRS Secretariat. The team consists of 33 staff members (7 male and 26 female) and together with the decision-making and advisory bodies ensures the implementation of ENRS projects.

Gender equality in the workplace, as well as the prevention of discrimination and gender-based violence and all its consequences have always been as important as they are obvious in the organisational culture from the very beginning of the ENRS's existence.

Our programmes (directly and indirectly) have been always been aimed at both women and men (girls and boys). This clear approach has helped us run our projects in a way that aspires to maintain gender equality. We strive to regularly collect and analyse information about the recipients of our activities and improve gender-related results. In recent years we have noticed a positive shift among the audiences we reach throughout our projects: there are more women participating in the activities that used to be largely dominated by men (e.g. academic conferences and networking activities), and more men attend the events that used to be more popular among women/girls (e.g. educational projects).

Since the network's inception, all staff have been recruited through competitive procedures. Among those applying for a job at the ENRS, women have always been in the majority and they usually win this competition. As a direct result of this, there are more women than men on the ENRS team.

Working on the Gender Equality Plan provides an opportunity for a more comprehensive and systematic analysis of incorporating a gender-equality perspective to ENRS activities – both as an employer and as a project facilitator.

GENDER EQUALITY PLAN INTRODUCTION 3

GEP-preparation process

Following the European Commission Guidance on Gender Equality Plans, a dedicated working group was established to work on this document. The ENRS GEP working group consisted of 12 members representing each department and different positions and tasks. There were three males and nine females in the group. Moreover, an external expert was involved in drawing up this document – Professor Joanna Konopińska from the Medical University of Białystok in Poland, who led the GEP-preparation process at this university, provided us with insightful knowledge about the EU's GEP requirements and its applicability. The group's progress was communicated to the ENRS's director on a regular basis.

The ENRS GEP-development process included two main stages: an investigation followed by objectives and recommendations. The methods and technics employed to conduct the investigation were: desk research (legal framework, HR data on salaries and ENRS projects) and a survey carried out among the ENRS team.

Following the European Commission Guidance on GEPs, the thematic areas covered are:

- Organisational culture and work-life balance.
- Gender balance in leadership and decision-making processes.
- Gender balance in recruitment and career progression.
- Preventing gender-based violence, including sexual harassment.
- Integration of the gender dimension into research and teaching content. Given the fact that the ENRS is not a strictly educational institution, but our projects are of an academic and educational value, we decided to adapt this thematic area to the ENRS specificity as 'Gender Equality in ENRS projects'.

Both the results of the investigation and objectives based on this investigation are presented with relation to the above mentioned thematic areas.



GENDER EQUALITY PLAN INTRODUCTION 4

1. ENRS: Mission, Goals and Structure

An international initiative the European Network Remembrance and Solidarity (ENRS) was established in 2005 by the ministries of culture of Germany, Poland, Slovakia and Hungary to support the international dialogue on 20th-century history. Since then Romania has joined the member states and another six countries cooperate within the ENRS as observers: Austria, Albania, Czech Republic, Georgia, Estonia and Lithuania. The ENRS Foundation is a non-governmental civil society organisation active at the EU level in European remembrance.

The ENRS's working practice is based on a common understanding and equal rights of all member states. Two organisations: the Institute of the ENRS (public institution) and the ENRS Foundation (NGO) jointly provide the operational and financial framework for ENRS activities. They operate on the basis of a framework cooperation agreement and, additionally, enter partnerships in the implementation of specific projects. Combining the resources of both organisations (human, operational, expertise) increases the capacity, quality and outreach of the ENRS program.



The ENRS aims at reinforcing the process of understanding 20th-century history and supporting multilateral dialogue about various historical parratives.

Guided by the spirit of friendship, we contribute to the European cultures of remembrance by linking the history of European nations. We look for platforms of dialogue and mutual understanding so that present and future generations can use 20th-century history as a source of knowledge and experience. Based on the most recent studies of history and memory, we care about the language of historical debates. We have developed a network of institutions dealing with 20th-century history cooperating in the spirit of objectivity, openness and mutual respect.

ENRS activities focus on three main areas and target groups. A common feature of all ENRS projects is international cooperation, effective at all stages of their implementation. The areas of activity:

- Education: organisation of educational programmes, workshops, study visits and trips, multidisciplinary educational meetings and multilingual educational packages supporting the teaching/learning processes, involvement in initiatives promoting innovation in history education. These activities are addressed mainly to secondary school pupils, students of social sciences, humanities and arts, teachers, educators, specialists and officials responsible for education programmes.
- Raising awareness and disseminating knowledge of the history of Europe: information campaigns commemorating victims of totalitarianisms, important events and figures in 20th-century history; activities in traditional and social media, as well as exhibition projects in public spaces of European cities.
- Networking: organisation of symposiums, conferences and other events to facilitate dialogue among various actors of European history and memory; projects disseminating best practice and standards of the discourse about history, debates and other activities leading to the exchange of knowledge, views and experiences in the field of memory and history; publication of academic studies.

In all ENRS projects we take into consideration the importance of addressing gender issues and promoting gender equality at each stage of project implementation, assessing the possible impact, designing recruitment processes (if applicable), selecting communication channels and language, as well as performing a final evaluation of the project results.



2. Gender Equality at ENRS: Investigation

The investigation of the situation regarding gender equality was carried out on the basis of a survey and desk research conducted by members of the GEP working group.

Desk research involved analysing data collected over the years during the projects. The survey, containing 97 questions, was sent by email to ENRS employees who completed it anonymously. Out of 33 ENRS team members (7 male and 26 female), the survey was completed by 27 people (5 declared as male and 22 as female). The basic data shared by respondents was gender (female, male, non-binary), length of employment (less than 12 months, 1–5 years, more than 5 years) and the type of contract (employment contract, other).

Thanks to the collection of such basic data, anonymity was maintained, which was important for everyone to feel safe to share even difficult thoughts or experiences. In addition, the questions were divided into eight sections: recruitment, professional development and training, promotions, remuneration, management, support in the implementation of caring responsibilities, gender discrimination/sexual harassment/mobbing/harassment/intimidation, external activities.

At the end, there was space for sharing comments and proposing solutions to promote gender equality in the ENRS and during external events.

Before presenting the investigation results, it is worth getting to know the regulations by which the ENRS operates as an employer. The structure of the institution will then be presented, allowing for a better understanding of the detailed survey results.



2.1 Legal framework

To ensure equal opportunities in the work environment and prevent differences in the treatment of women and men, the ENRS has introduced and applied internal regulations and documents dealing with safety and equal treatment. The entire ENRS community is obliged to comply with these regulations:

- The Statute of the Institute of the ENRS, adopted by the Minister of Culture and National Heritage on 18 March 2015. This is the most important document of the Institute of the ENRS, which regulates its activities and sets the direction for the interpretation of all other internal regulations.
- Work regulations for the employees of the Institute of the ENRS constitute an annex to the Decree of the Director of the Institute of the ENRS, No. 11/2015 of 23 December 2015 (as amended). The document refers to the issue of respecting the principles of equal treatment and non-discrimination by the ENRS as an employer.
- Information for employees of the Institute of the ENRS, containing applicable legal standards regarding equal treatment in employment, which constitutes Annex No. 2 to the work regulations for the employees of the Institute of the ENRS.
- Anti-mobbing procedure at the Institute of the ENRS, which constitutes Annex No. 11 to the work regulations for the employees of the Institute of the ENRS.
- Regulations of management control at the Institute of the ENRS, which is an annex to the Decree of the Director of the ENRS, No. 14/2015 of 30 December 2015 (as amended), containing a code of ethics that employees are obliged to follow in their daily work.
- The Statute of the ENRS Foundation establishing the foundation on 23 August 2005. This is the most important document of the ENRS Foundation, which regulates its activities and sets the direction for the interpretation of all other internal regulations.
- Information for employees of the ENRS Foundation, containing applicable legal standards regarding equal treatment in employment.



2.2 ENRS structure



ENRS core team

The ENRS core team is based in Warsaw and acts as the ENRS Secretariat. The team consists of 33 staff members, and together with the ENRS decision-making body, ensures the implementation of ENRS projects. The ENRS team is led by a director and a deputy director and is divided into five units. Each unit has its own head and deputy head. Most of team members are female (24). Currently the managerial positions are held by four male and eight female members.

ENRS structure and decision-making process

The ENRS structure includes:

- the Steering Committee (decision-making body),
- the Academic Council (advisory body),
- the Advisory Board (advisory body),
- and the ENRS Secretariat (executive body).



At the operational level, the projects and activities of the network are implemented by the **ENRS Secretariat**, which works through two institutions: the Institute of the ENRS (public institution of culture) and the ENRS Foundation (NGO), both established in accordance with Polish law.

The Steering Committee is a decision-making body of the network composed of representatives of all ENRS member states nominated by the ministers of each country. The Steering Committee makes its decisions as to project planning and long-term development in a consensual mode. Such formula results in every country having exactly the same influence on the shape of the network's programme. The Steering Committee meetings are organised at least twice a year. The chairmanship of the committee is held on a rotational basis for a period of six months taken in turn by the members of the Steering Committee.

Additionally, each member country can **nominate two representatives to each** of the ENRS advisory assemblies: **the Academic Council** (consisting of academics dealing with history and remembrance) and **the Advisory Board** (consisting of public figures).

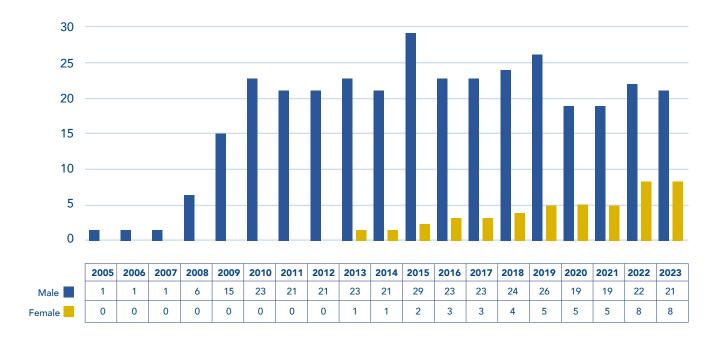
Members of these bodies are selected by the representatives of the ministries funding the ENRS: the German Federal Government Commissioner for Culture and the Media (BKM), the Ministry of Interior of Hungary (previously the Ministry of Human Capacities), the Ministry of Culture and National Heritage of the Republic of Poland, the Ministry of Culture of Romania and the Ministry of Culture of the Slovak Republic. Delegates of these ministers create the ENRS Assemblies: Steering Committee, Academic Council and Advisory Board. Ministers of culture (or appropriate) of the observer countries appoint representatives to the Academic Council and Advisory Board.

Representatives to the Steering Committee, Academic Council and Advisory Board selected by the ministries are usually chosen by their profession (i.e. heads of institutions) or their academic background (i.e. historians or political scientists).

ENRS Secretariat does not have any formal influence on the selection of the representatives (apart from the Editorial Board).

At present there are 29 members of the advisory bodies: 22 members nominated by Network's member countries and 7 members from observer countries. Advisory bodies consult the Network's activities and support the Steering Committee and Secretariat in defining the ENRS long-term objectives. Members of both bodies meet at least once a year to discuss the development of the Network.

The graph below shows the ratio of men to women in all the ENRS advisory bodies (in total):



The composition of the Network's bodies is decided by the ministers in charge of the ENRS in the member countries; the term of office of the advisory assemblies' members is five years and they can serve two terms. Whenever there is a change in the composition of the assemblies, the ENRS Secretariat requests, in correspondence with the relevant ministers, to propose further representatives of the member countries taking into account gender balance.

The Editorial Board comprises prominent historians, social scientists and other experts in the field of 20th-century history. Its principal tasks include providing scientific and substantive expertise for the ENRS's publications, evaluating submitted proposals, appointing reviewers and thus ensuring that the highest standards of publications are maintained. The members of the Editorial Board (six men and three women) were nominated by the ENRS Secretariat after consultation with the Academic Council and the Steering Committee.

2.3 HR data

This section presents data on wages at the ENRS differentiated by position and gender. The analysis covered positions in which both women and men were employed over several years: those of officer, senior officer, manager, deputy head of department and head of department.

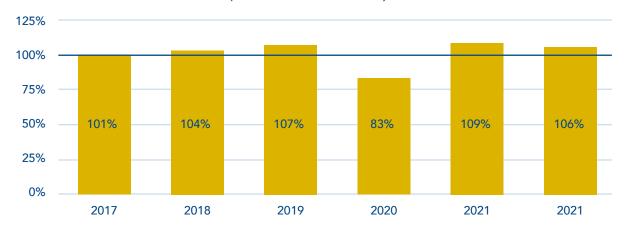
The data presents the average gross monthly earnings of men and women expressed as a percentage of the average gross monthly earnings of women.

As presented in the graphs the gender pay gap is minimal and in most of the cases, female earnings are slightly higher than male. In most cases, there is a 5-7 percent difference.

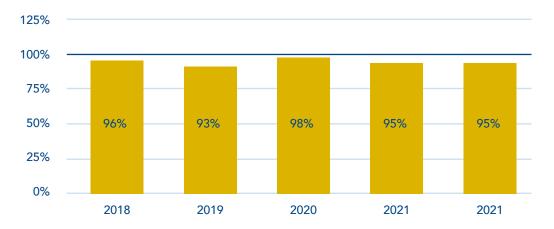


It is important to emphasise the difficulties associated with compiling and interpreting data owing to the small number of employees in individual positions, which makes it difficult to compare salaries by gender. Moreover, there is often only one or two men in a given position compared to several to a dozen women, so the differences are not representative. Another interpretative difficulty is that the salary analysis presented in the graphs applies to individual positions regardless of department affiliation, while the level of remuneration is influenced by various factors, such as level of education, experience and scope of competencies (different requirements for positions in different departments) and in the case of managers, the size of the teams they manage, the scope of responsibility, etc. differs.

Average salaries of men compared to women in position of **an officer**(Female salaries = 100%)



Average salaries of men compared to women in position of a senior officer (Female salaries = 100%)

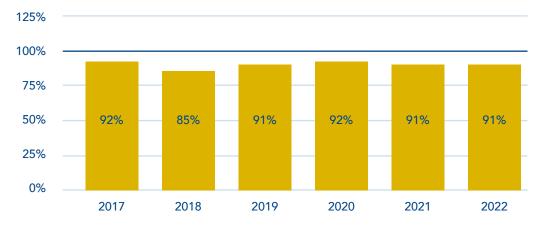


Average salaries of men compared to women in position of a manager (Female salaries = 100%)



Average salaries of men compared to women in position of deputy head of department and head of department

(Female salaries = 100%)



2.4 ENRS institutional organisation (internal actions): survey

The survey was conducted among ENRS team members online and was completely anonymous.

The questionnaire contained over 90 questions and was thematically divided into 8 sections corresponding to the areas covered in this GEP, including independent variables such as gender and length of service at the ENRS.

The survey was completed by 27 out of 33 ENRS team members: 5 (out of 7) men and 22 (out of 25) women. In this section we present the main results of the survey which were used to formulate objectives and recommendations for the ENRS both as an employer and as a project runner.



2.4.1 Organisational culture and work-life balance

The vast majority of the respondents expressed positive opinions towards ENRS procedures and practices in this area. Almost 90 per cent of the respondents evaluated the management staff very positively regarding their attitudes toward equal opportunities for women and men in the workplace. The involvement of direct superiors in providing substantive support to employees was also assessed very positively. In the opinion of almost all respondents, management treats ENRS employees equally, and employees also feel that their superiors will respond appropriately if they experience inappropriate behaviour.



The majority of respondents declared that they are involved in caring responsibilities (in the survey caring responsibilities were not defined, so employees could interpret them freely, according to their individual situation). The vast majority perceive the ENRS as a workplace supporting those with caring responsibilities, including people who become parents while employed at the ENRS.

It is worth emphasising that employees feel they can freely talk about their caring responsibilities in the workplace (20 out of 22 respondents). The responses of women and men are distributed similarly.

A small fraction of respondents declared they frequently work overtime (4) and they were all women.

2.4.2 Gender balance in leadership and decision making

The survey included a few questions related to decision-making and advisory bodies of the ENRS: the Steering Committee, Academic Council, Advisory Board and Editorial Board.

However, it must be emphasised again that ENRS team (which acts as the ENRS Secretariat) does not have any formal influence on the selection of the representatives (apart from the Editorial Board).

The respondents were asked if the composition of the bodies should be selected taking into account the principle of preventing discrimination to ensure equal opportunities for women and men: 23 people agreed with this statement and 3 people – all men – disagreed with this statement.

As far as the current composition of the boards is concerned, 19 people agreed with this statement: the composition of the bodies includes an appropriate proportion of women and men, including four men.



2.4.3 Gender balance in recruitment and career progression

Asked about the recruitment process, the vast majority of respondents provided answers suggesting that the most important element determining the admission of new people to work at the ENRS is based on competencies (85 per cent), with 60 per cent of respondents strongly agreeing with this statement.



Gender, age, marital status, family responsibilities or religious denomination are not, in the opinion of the vast majority of respondents, factors that determine the selection of new employees. The opinions of women and men are similar here.

Most respondents have knowledge about training opportunities and use them; gender and work experiences do not significantly differentiate the answers. Most people confirm that they received an assessment of their work that supported their professional development (a smaller percentage among people with shorter work experience).

In the opinion of a significant number of the ENRS respondents, there is no phenomenon of unequal opportunities for promotion at the general level, while at the individual level (in relation to the assessment of their chances for promotion), the respondents' answers are more diversified. People with shorter work experience were more likely to give negative answers.

ENRS employees believe that being involved in caring responsibilities does not block the possibility of promotion, although four women felt differently.

When asked to respond to the statement 'I believe that ENRS women and men performing similar work are remunerated at the same level', 17 respondents (the largest percentage among people with short work experience) replied 'I don't know/not applicable', while 9 people agreed with this statement.

2.4.4 Preventing gender-based violence, including sexual harassment

The survey included questions on whether, during employment at the ENRS, any uncomfortable situations were encountered, such as: comments referring to stereotypical beliefs about gender; jokes with sexual overtones; better or worse evaluation or treatment on the basis of gender; inappropriate remarks questioning the competences of one of the sexes; questioning the possibility of combining professional work with caring for children or other people; and ignoring caring responsibilities in the assessment of work performance; negative comments about sexual orientation; and sexual proposals. It also asked questions about how to react in case any of these situations took place.

Based on the answers provided, it can be concluded that situations related to inappropriate behavior and gender discrimination are rare, but they do occur. The most frequently indicated situation (55 per cent) was unsettling comments referring to stereotypical gender beliefs. Regarding other listed uncomfortable situations, there were very few indications and no one experienced inappropriate sexual proposals. The responses of women and men are distributed similarly, and the length of work experience does not differentiate the answers.

The respondents' answers show that most of the employees have knowledge of the regulations related to antidiscrimination procedures in the ENRS, but there are a few people who do not have this knowledge, and there are relatively more such people in the group with less work experience.



2.5 ENRS projects (external activities): survey and desk analysis

As part of the investigation in the area of integration of the gender dimension into ENRS projects activities, desk research was carried out by the employees who are directly involved in the implementation of ENRS projects. In addition the survey included questions about the assessment of ENRS project activities in terms of gender mainstreaming.

2.5.1 Desk research

ENRS project managers conducted an analysis of the conceptualisation and selection of topics in the projects, sex-aggregated data of the project participants, events speakers and moderators.

The exhibition 'Between Life and Death: Stories of Rescue during the Holocaust' presents stories of rescue in 12 European countries. The idea is to give a voice to both rescuers and survivors – to let them speak about what they lived through. Their fates are shown against a broader historical background, indicating the particular circumstances they had to face. Out of the 26 presented stories, 9 relate to either female or male protagonists, while the other stories are told about families and groups of mixed gender. The representation of women and men in the content of the exhibition itself is balanced. The exhibition was created mainly by three females, supported by academic consultants (a mixed gender ratio).



Since 2018 the ENRS has also been touring the exhibition 'After the Great War: A New Europe 1918–1923'. The exhibition tells the story of the birth of a new order in Europe after 1918, with particular emphasis on the countries of Central and Eastern Europe. It presents the changes that took place in the years 1918–23 in various areas: from politics, through economy to culture and everyday life. In this case, women constituted 44 per cent of the people involved in: catalogue editing (English and Polish version), exhibition organising (authors and curators, co-authors, support, Academic Council, consultations and Academic Council of ENRS) and accompanying events (e.g. guided tours, workshops and debates).



'Genealogies of Memory' annual conference is a project facilitating the academic exchange between Central and East European scholars of individual and collective memory, and intends to promote this region's study of memory among the broader international academic community. Participants' gender ratio might be influenced by various issues, such as the wording of the promotion, thematic priorities, etc. Still, the only criterion for selecting applicants is the academic quality of their abstract. The average number of women from 2018 to 2021 was approximately 56 per cent of all the people involved in the events. A change in this proportion was observed in 2022, whereby women made up 35 per cent of all participants.



Posium'. This significant yearly event provides a platform to exchange experiences and establish methods and forms of cooperation between institutions from different countries. Scientists and representatives of European historical institutions are invited to discuss the challenges facing Europe's idea of the culture of remembrance. The meetings are open to all professionals dealing with 20th-century European history. Data from the panelists at the symposium point towards the following trend: more and more women are participating, being invited and delegated by the partnering institutions to actively participate in the event (in the years 2015–19 the participants were about 20 per cent women but in 2021–23 this increased to 50 per cent).



Apart from cyclical conferences, the project department of the ENRS also organises single events, two of which were conferences in the years 2022 and 2023. In 2022 a conference 'Cultural Pluralism and Identity in European Politics after 1945' was organised in Cluj-Napoka in association with the Faculty of History and Philosophy of the Babeş-Bolyai University. In 2023 a conference 'The Politics of Memory as a Weapon: Perspectives on Russia's War against Ukraine' was organised in association with the Federal Institute for Culture and History in Eastern Europe (BKGE, Oldenburg) in Berlin. Women constituted only 32 per cent of the speakers at both events. In case of the event in Romania, the total number of speakers were 28 including

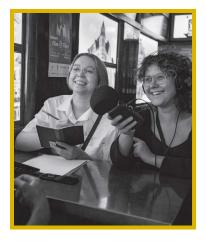


9 women, and in Germany there were 17 women among the 51 participants. It should be emphasised that the main criterion for the participants selection was a specialisation in a given field (e.g. in publications) and that the partner institutions had a significant influence on the final shape of the conference agenda and the list of invited guests.

'Hi-story Lessons' is an international educational platform aimed at supporting teachers in the preparation of engaging classes about 20th-century history. Infographics, interactive time axes, animations and lesson plans aim to help students understand complex issues. The webinars are meant to address teachers of years 7 and 8 (or the first two years) of secondary school, in particular teachers of history, civic education, history and the present, as well as class teachers. They present free educational resources available on the 'History Lessons' platform. During the webinars, their authors give practical suggestions as to how to use the resources they have developed and discuss how to talk with students about 20th-century history from the perspective of different European countries. So far, the gender perspective has not played a significant role in the thematic selection for the webinars. Both the number of female speakers and female participants in the webinars exceeds the number of male speakers and participants in the seminars. This phenomenon can be related to the fact that there are more women than men involved in school education.



*In Between?' is an educational project. The participating students are given an opportunity to conduct oral history research in the European borderlands. Gaining theoretical knowledge and interdisciplinary and practical skills, they collect audio and video recordings of individual historical narratives and scan private photographs in order to share them with museums and historical archives. Data from 2016 to 2022 show that among participants of the project about 70 per cent were female; in some years less than 20 per cent of participants were male.



'Sound in the Silence' is an intercultural and international remembrance project for youth. At historically challenging locations students work with artists representing different artistic fields in order to understand how the past is connected to their questions in the present. By doing so, young people are given a chance to find new ways of looking at the history of Europe, of our nations, states and regions, and to work out their own perception of reality and to find the tools to express it. The nature of the project is largely influenced by the fact that the groups are international and that the individuals represent a rich diversity of experiences and sensitivities. Working in parallel are informative educational workshops for the teachers accompanying their students with this project. More teenage girls take part in this project, while teenage boys constitute just over 30 per cent of the participants; the teachers are also mainly female. Due to the fact that the online call for applications for the project is open to teachers who select which students to participate in the project, the ENRS has not had an influence on the gender ratio of the participating groups.



'European Remembrance and Solidarity' publishing series. With a number of volumes studying social memories in connection to art, religion, politics and other area of social life, the series editors wish to contribute to the debate on European memory and identity, and shed fresh light on the region of Central and Eastern Europe and Europe more broadly, a region stretched between the past and the future in the negotiation of identities – both national and transnational. As far as the Editiorial Board is concerned, men constitute 66 per cent of it. In 2022 three books were published within the series: A New Europe, 1918–1923: Instability, Innovation, Recovery. Men wrote most of the chapters (13). Women wrote only two chapters. Image, History and Memory Central and Eastern Europe in a Comparative Perspective was also edited by two men and similarly only 33 per cent of the text was authored by women. In the last book, Memory and Religion from a Postsecular Perspective most of the chapters were written by female authors with only 33 per cent of the book written by males.



2.5.2 Survey results

In a survey carried out among the ENRS team members, we asked a number of questions about aspects of gender equality in all our projects. Significantly, half of the employees believe that in the previous ENRS activities, issues related to gender equality and underrepresented groups were not taken into account when designing activities, but 51 per cent pointed out that gender is an important factor when choosing partner institutions and 66 per cent believe it is important when selecting target groups and registration criteria.

For 70 per cent of employees who completed the survey, professional staff members are selected taking into account the number of women and men, and likewise when it comes to substantive activities, 77 per cent believe this.

Care for gender balance is also noticed in promotional activities and communication, as indicated by 70 per cent of respondents. In the evaluation of projects after their completion, gender is an important element of the assessment according to 51 per cent of employees.



3 Gender-Equality Plan at the ENRS

3.1 Objectives, recommendations, monitoring

AREA

OBJECTIVES

RECOMMENDATIONS

MONITORING



ORGANISATIONAL CULTURE AND WORK-LIFE BALANCE

- Maintaining a positive work culture at the ENRS among employees
- Maintaining a positive work-life balance at the
- Maintaining a genderneutral renumeration system

Introducing additional actions to strengthen organisational culture:

- Pink box (such boxes are discretely placed in public institutions to provide women and girls with sanitary products in order to end period poverty and break menstruation taboos)
- One-off information campaign (and during the onboarding of each new employee) about working overtime and its settlement

Assessing goal achievement based on information collected in the annual survey



GENDER BALANCE AT MANAGEMENT LEVELS

 Maintaining genderneutral selection system for managerial positions. N/A

N/A



GENDER BALANCE IN RECRUITMENT AND CAREER PROGRESSION

- Maintaining the upward trend of the budget allocated towards individual training
- Increasing employee awareness of training opportunities
- Increasing awareness of the remuneration system
- Ensuring efficient communication regarding the assessment of responsibilities
- Information campaign in the workplace regarding training opportunities: adding a training channel for the communications and resources team
- Information on the principles and components of remuneration during the onboarding process of each new employee
- Including issues related to communicating employee assessments in training programmes for people in managerial positions

Assessing goal achievement based on information collected in the annual survey



PREVENTING
GENDER-BASED
VIOLENCE,
INCLUDING SEXUAL
HARASSMENT

- Reducing the number of incidents of inappropriate behaviour
- Increasing awareness of anti-discrimination and anti-mobbing regulations in the ENRS activities
- Training in non-discriminatory communication and organisational culture
- 2. Development of an amendment to the anti-mobbing and anti-discrimination procedure, including a description of the role of the employee representative
- One-off information campaign (and during the onboarding of new staff) to remind staff about the anti-mobbing procedure and the role and tasks of employee representative
- Information campaign among members of the bodies, e.g. by sending information about the adoption of GEP and its basic goals

Assessment of the achievement of goals based on:

- Data from surveys
- Evaluation of training in this topic area



GENDER EQUALITY
IN ENRS PROJECTS

- Incorporating a genderequality perspective at each stage of project conceptualisation and implementation
- Creating a range of project activities that develop respect for equality and diversity
- 1. Including more issues relating to the history of various social groups
- Building a message taking into account various distribution channels and different forms of communication to reach different groups of recipients equally
- Campaign promoting the participation in individual projects of previously underrepresented groups, encouraging them to develop meaningful content to be presented (applies to participants and the staff who have developed the substantive material involved in the project, e.g. panellists)
- 4. Adding new provisions in the document 'Rules Governing the Participation in ENRS Projects': the ENRS to provide a safe space, free of harassment, and to encourage mutual respect regardless of gender, sexual orientation, disability, physical appearance, body size, nationality, race or religion. The ENRS does not tolerate harassment of any kind towards the project participants
- 5. Development of an internal document presenting best practice in project implementation

Assessment of the achievement of objectives based on the data collected in surveys accompanying the individual projects and the evaluation of project programmes and the publication (internal) of a guide to best practice.

3.2 ENRS GEP working group

ENRS gender-equality working group shall continue to ensure a smooth implementation of a gender-equality perspective in all the ENRS activities. The final composition of the group shall be determined at the beginning of each calendar year.



To ensure the achievement of the goals related to counteracting discrimination, mobbing, harassment and other unacceptable forms of behaviour in the workplace, the involvement of the ENRS employee representative in the working group activities is crucial. The person in this position is the one to be firstly informed about the incidents of inappropriate behaviour on the part of colleagues, representatives of management and decision-making bodies, and other entities cooperating with ENRS.

| 2024 | 2025 | 2026 | 2027 | 2028 |
|--|------|---|---|---|
| First half of 2024 Conducting training on the implementation of the gender-equality policy of the ENRS as specified in the GEP February 2024 Establishing a ne ENRS GEP working of the ENRS GEP working of the ENRS GEP working or the ENRS GEP worki | | January 2026 Mid-term evaluation of the implementation of the GEP ENRS; recommendations on future activities; and an intersectional analysis of other factors possibly affecting organisational culture, e.g. age Report submitted to the ENRS management | January 2027 Final evaluation of the implementation of the first GEP for the ENRS Report submitted to the ENRS management | March 2028 Adoption of the GEP ENRS for the next period of time |





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