

GENDER EQUALITY PLAN

This Gender Equality Plan (GEP) spells out the organisation's plan to achieve this goal, its scope and the strategic objectives we want to achieve over the next years. It is intended to be a living document that will be updated regularly to accommodate new actions and developments.

STATEMENT

The promotion of gender equality and equal opportunities has been an important topic for UHW since the beginning, guaranteeing a gender balance both at the organisational level and within the activities promoted. Indeed, gender considerations are crucial both to UHW's vision and to the achievement of its mission.

We consider equality to be 'part of the day job' and an essential part of building a fair and sustainable future for the social economy.

All the founding members of the UHW are women, however, we have supporting individuals as well who are men. Almost all of our staff members are women (3 women and 1 man) and both the president and vice-presidents are women.

To progress gender equality further we must also continue to challenge the beliefs and attitudes that are undermining progress.

We must expand our focus on workplace flexibility and be more innovative in how we overcome the barriers that gender diverse individuals face.

This equality plan acknowledges that "gender equality is about non-discrimination and the protection of fundamental human rights".

UHW stands in support of equal rights and fair treatment of all humans.

STRATEGIC CONTEXT

The UHW is a non-profit organisation founded in 2013 with 17 founding members, initiated and chaired by Mrs Margit BATTYÁNY-SCHMIDT.

The UHW was formed to integrate successful national practices in Hungary, and serves as one of the greatest examples of value creation utilized in a broad scale in society, focusing on shaping the vision of rural families towards a more positive perception.

Our mission:

In the framework of our social innovations, we primarily address women in the countryside. We believe that our mission is to create and maintain active communication channels between these women and policy makers, chambers, state institutions and other non-governmental organizations nationwide, as well as playing a mentoring, coordinating and advocating role. We build bridges through generating and moderating social discourse, furthermore, through the consultation processes undertaken in broad international and domestic communication.

Our goals:

Our main goal is to encourage Hungarian rural women to embrace their role in the family, to improve their quality of life, to protect their physical and mental health, and to inspire them to become entrepreneurs. As an active NGO, we are important actors in the empowerment of rural life in Hungary and the Carpathian Basin, so that economic, social, employment, education, environmental, health and consumer protection decisions serve the interests of women and families and innovation renewal even more.

Our values:

Family. Nation. Motherland. Community. Eternal principles that express our mission, articulate our purpose and guide our actions. We believe that the most solid foundations for a sustainable society are love, appreciation and care, and we emphasise their importance in all our actions.

UHW takes a leading role in recognising and valuing the diversity of its staff based on language, cultural background, gender, age, religion, geographical region, sexual orientation, functional disability and socio-economic situation.

This role is positively associated with the organisational situation given the age diversity of employees (including trainees) ranging from 20 to 70 years, variety of cultural backgrounds present. The

organisation's performance in relation to gender equality, in particular, significant achievement with women being well represented in senior leadership, in management and in certain disciplines.

This may be explained by the fact that the cooperative model offers a favourable environment for all workers, in particular women, enabling them to work and be very present at work, but also by the fact that social economy and social entrepreneurship are often promoted as models for tackling inequality and promoting social inclusion and cohesion.

For many years now, UHW has been very committed to the fight against gender-based violence. Together with the members of its network and in partnership with other important domestic and foreign players, UHW regularly promotes project initiatives to promote and preserve the physical, emotional health, safety and well-being of employees.

UHW is dedicated to making an additional effort to achieve a gender equal company culture, by taking the measures necessary to develop working conditions and a culture in which female, as well as male workers, feel they are welcome, have job satisfaction and experience the organisation as a caring and fair employer.

Despite the long-lasting engagement on this topic, actions to empower women and arrive at a clearer definition of inclusive workplace culture are still needed.

Additionally, UHW takes a clear stance when it comes to quotas and targets, as is elaborated further in this action plan. At the same time, it is important to work on company culture. A quantitative target is of no use without a simultaneous change in mentality. Therefore, this gender action plan will be joined in the future by a detailed implementation plan.

This gender equality plan suggests the development of specific interventions for areas in need of more practical and strategic approaches, in order to ensure the empowerment of gender diverse individuals as a step towards gender equality.

OBJECTIVE

The primary objective of this GEP is to serve as a tool and framework for enhancing gender equality in the workplace and to enable the integration of gender into organisational practices.

In parallel, this GEP also aims to contribute to the achievement of gender equality in the development of the social economy through research, project design, and programmes that pay due attention to gender differences in labour market participation, and actively promote equality between gender diverse individuals.

UHW aims to proactively hold itself up as an example to promote organisational changes in other social economy enterprises, federations and support networks.

SCOPE

This Plan applies to all work throughout the Organisation.

An Equality Officer (President of UHW) has been appointed to oversee the implementation of the gender equality plan.

Effective implementation of the plan will require commitment from all staff and organisational support for activities to advance the knowledge and skills of staff to enable efficient gender mainstreaming in their areas of work.

The equality officer will monitor and report on the progress of implementation and will keep all the staff informed on a yearly basis.

The equality officer will also set up mechanisms for building capacity among the staff, information, training, and technical support needed to assure the plan's implementation.

ACCOUNTABILITY AND RESPONSIBILITY

RATIFICATION

The GEP is ratified at the executive level (president) and the equality officer is responsible for ensuring that it is communicated to all staff members.

COMMUNICATION

The equality officer has the further responsibility to ensure that employees are aware of the gender equality plan and to initiate corrective action when discrimination is observed or reported.

MONITORING

All the while they are on duty, the equality officer has the responsibility to monitor the situation and keep the plan regularly updated to accommodate new actions and developments.

DATA COLLECTION

The equality officer is expected to collect data disaggregated by sex and other relevant variables, and to review and reflect on the gender aspects of the respective areas of work. Such action will help ensure the integration of gender considerations in all of UHW's work in different fields.

OUR KEY FOCUS AREAS

The equality plan identifies four areas for focused attention that will enable strategic and sustainable change at UHW. The plan will help us, over the next years, to navigate and accelerate the gender equality journey that UHW must take in order to improve its performance.

1. Organisational culture and easier combination of work-life balance
2. More balanced gender representation in management, recruitment, career progression and events
3. Integrating gender in research and education content
4. Combating sexual and gender-based harassment



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