



## GENDER EQUALITY PLAN

2022



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## Equal Opportunity at CTRIA

CTRIA has long been committed to fostering a culture that is sensitive to gender issues, and has taken concrete action to safeguard the full breadth of the constitutional right to equal opportunity. Amongst the CTRIA's objectives is the goal of creating an inclusive professional environment, one where diversity is celebrated. In order to reach such an ambitious goal, the first step (in January 2019) was to appoint an internal responsible for equal opportunities..

On the one hand, the appointment of that organizational articles of recognition demonstrates the importance of equal rights within our operation ecosystem. On the other hand, the appointment alone does not discharge CTRIA's duty to take concrete steps towards equal rights, and to combat discrimination and gender-based violence in all forms. Before delving into the Gender Equality Plan, the approach to be followed merit some internal discussion.

The Gender Equality Plan has been ushered in by this preparation steps .

## The Gender Equality Plan

Gender equality is a fundamental value for the European Union, and one of the UN's Sustainable Development Goals which, in addition to promoting economic development, contributes to overall wellness, and the creation of a more inclusive and more equitable Europe.

Recent progress and the many regulatory changes notwithstanding, gender-based distinctions persist in most of the Member States, albeit to varying degrees and effects within the different legal systems. Hungary has been positioned fairly low on that list. As highlighted in the Gender Equality Index – GEI generated by the European Institute for Gender Equality, Hungary ranks, with its 53.4% score, twentysixth out of the twenty-seven EU countries.

To combat the persistent imbalance between men and women, and to bolster gender equality with the European organisations, the new Horizon Europe framework programme has introduced a set of criteria including, for all participating organisations, the implementation of a Gender Equality Plan (GEP). That specific measure falls within the European Commission's (EC) policies as set forth in the document entitled “2020-2025 EU Strategies for Gender Equality”, intended to close the gap between the genders in European countries through target policy-making.

Today, the Gender Equality Plan is the principal tool utilised by the European Commission to drive institutional change by identifying strategies for talent development, governance, allocation of research funding, leadership, and decision-making.

As both a strategic and operational tool intended to bring about gender mainstreaming, the CTRIA's Gender Equality Plan will work in concert with the grounding and operational documents of our organization.



To institute the process to plan, generate, and implement the GEP, a small group made up of 2 persons with specific expertise in gender issues was formed. The “workshopping” of the GEP made the process more collaborative, so that obstacles and objections could be overcome at each successive phase of the process.



The document is based on the guidelines established by the European Commission, on the advice provided by the European Institute for Gender Equality (EIGE) to identify and implement innovative strategies for sparking cultural change, and fostering equal opportunities in higher education and research, as well as on the “Handbook for Writing a GEP”, generated by the CRUI 2021 Commission on Gender Issues’ GEP Work Group.

The document is made up of a series of informational sheets on the objectives for six “Key Areas”. Each sheet identifies the actions, direct and indirect targets, institutional and operational point persons, assigned personnel and allocated funding, outputs, outcomes, timeframes, and assessment criteria. Additionally, each action item notes its relevance to the UN’s Sustainable Development Goals (SDGs) on the UN’s 2030 Agenda.


The GEP was shared with the whole staff at the time the objectives and joint action items were being discussed and delineated.

## AREA 1 - WORK-LIFE BALANCE AND COMPANY CULTURE


Encouraging inclusive, non-discriminatory administrative language which respects gender identity

Action	Training for the whole staff (PTAB)
Direct target	The whole administrative and professional staff
Indirect target	Surrounding ecosystem
Institutional point persons	Managing Director
Operational point persons	Organisational Development and HR Division (Professional Development and Well-Being Sector - Continuing Education and Professional Development Office)
Funding	2,000
Output	Production of a training programme for all technical, administrative & professional staff
Outcome	Combatting language-based gender stereotypes
Timing	2022-2023
Assessment indicators	Course to be offered by the end of 2022
	5.1. Ending discrimination against women and girls in all forms, everywhere
	10.2. By 2030, the social, economic, and political inclusion of all persons, regardless of age, sex, disability status, race, ethnic background, national origin, religion, socio-economic status, etc., will be strengthened

## Promoting work-life balance by providing subsidies for children's education, and to cover the expenses to care for elderly or disabled family members


Action	Improving subsidy programmes for all technical, administrative & professional staff; non-employed staff
Direct target	Technical, administrative & professional staff;
Indirect target	Families of the persons involved
Institutional point persons	Managing director, EO group
Operational point persons	Lead consultant
Funding	5,000
Output	<ul style="list-style-type: none"> <li>o Updating the method of disbursement following the annual application-procedure review process</li> <li>o Monitoring</li> <li>o Posting of an annual report to the CTRIA's website</li> </ul>
Outcome	Improving CTRIA subsidies and cultivating better
Timing	yearly from 2022
Assessment indicators	Annual monitoring
	<p>5.4. Recognising and valuing unpaid domestic labour and child care, providing public services, infrastructure and policies for social welfare, and encouraging shared responsibilities within families in a culturally relative manner</p> <p>5.5. Ensuring complete, substantive participation of women in public life, and equal opportunities in leadership and at all decision-making levels in the political and economic arenas</p>

## Fostering work-life balance through subsidies and discounts to access community-based services

Action	Reviewing and proposing options for tuition reimbursement for summer camps for the children of CTRIA personnel
Direct target	Technical, administrative professional staff
Indirect target	Family of the person involved
Institutional point persons	Managing Director
Operational point persons	EO manager
Funding	Commitment in terms of months/person for staff involved
Output	<ul style="list-style-type: none"> <li>- Launching and gradually expanding the options</li> <li>- Publication of a yearly scorecard</li> </ul>
Outcome	Improving subsidies and fostering a work-life balance, including through “zero-cost” initiatives such as encouraging participation in community-based programmes
Timing	2024
Assessment indicators	<ul style="list-style-type: none"> <li>- Increasing offerings by 50% over the 2022-2024 period</li> <li>- Annual monitoring by 31 December of each year</li> </ul>
	<p>5.4. Recognising and valuing unpaid domestic labour and child care, providing public services, infrastructure and policies for social welfare, and encouraging shared responsibilities within families in a culturally relative manner</p> <p>5.5. Ensuring complete, substantive participation of women in public life, and equal opportunities in leadership and at all decision-making levels in the political and economic arenas</p>



## Fostering a work-life balance and organisational wellbeing by reviewing and implementing smart-working conditions

Action	Top-down implementation of smart-working options, University-wide
Direct target	All personnel
Indirect target	Families of involved personnel
Institutional point persons	Managing Director
Operational point persons	EO manager
Funding	months/person for staff involved
Output	<ul style="list-style-type: none"> <li>o Top-down implementation of a basic smart-work option, available for everyone, with no restrictions on participation</li> <li>o Monitoring: data collection and analysis on participation</li> </ul>
Outcome	Fostering a work-life balance across-the-board within the company through the use of smart-work options
Timing	2024
Assessment indicators	Approving the smart work rules no later than 31 January of each year
	<p>5.4. Recognising and valuing unpaid domestic labour and child care, providing public services, infrastructure and policies for social welfare, and encouraging shared responsibilities within families in a culturally relative manner</p> <p>5.5. Ensuring complete, substantive participation of women in public life, and equal opportunities in leadership and at all decision-making levels in the political and economic arenas</p>



## AREA 2 - REPRESENTATION OF ALL GENDERS IN LEADERSHIP AND DECISION-MAKING BODIES

Improve decision-making within CTRIA to develop greater gender equality (greater female representation in leadership and management)

Action	Reviewing and introducing, as needed, anti-discrimination measures in company rules
Direct target	All personnel
Institutional point persons	Managing Director
Operational point persons	EO manager
Funding	Commitment in terms of months/person for staff involved
Output	Report setting forth the representation of genders on personnel-recruitmentpanels
Outcome	<ul style="list-style-type: none"> <li>o Improved decision-making processes within the company to increasegender equality</li> <li>o Raised awareness of the gender dimension of decision-making</li> </ul>
Timeline	2022
Assessment indicators	Detailed report by December 2022
	5.5. Ensuring complete, substantive participation of women in public life, andequal opportunities in leadership and at all decision-making levels in the political and economic arenas
	10.3. Ensuring equal opportunity, and closing the results gap, through efforts including repealing discriminatory laws, policies, and practices, and promotingappropriate legislation, policies, and actions





## Promoting and providing visibility to initiatives that foster gender equality in different arenas, both on and off campus

Action	Identifying ways to promote and provide visibility to initiatives that promote gender equality in different arenas, both on and off CTRIA (actions, services,etc.)
Direct target	All personnel
Indirect target	The media; society
Institutional point persons	Communication manager
Operational point persons	Institutional Communication
Funding	Commitment in terms of months/person for staff involved
Output	<ul style="list-style-type: none"> <li>o Delineating specific projects based on specific initiatives (actions, services,etc.)</li> <li>o Utilising social-media platforms, magazines, and the press to promote individual initiatives to be carried out according to established timeframes</li> </ul>
Outcome	Raised awareness
Timeline	2022-2023-2024
Assessment indicators	<ul style="list-style-type: none"> <li>o # posts</li> <li>o # press releases</li> </ul> for each PR campaign launched
	5.5. Ensuring complete, substantive participation of women in public life, and equal opportunities in leadership and at all decision-making levels in the political and economic arenas
	10.2. By 2030, the social, economic, and political inclusion of all persons, regardless of age, sex, disability status, race, ethnic background, national origin, religion, socio-economic status, etc., will be strengthened




## AREA 3 - EQUAL OPPORTUNITY IN ADVANCEMENT

### Contributing to the reduction of gender prejudices and stereotypes


Action	Launch awareness-raising initiatives for colleges intended to combat gender stereotyping
Direct target	All personnel
Institutional point persons	Managing director
Operational point persons	EO manager
Funding	Commitment in terms of months/person for staff involved
Output	Developed initiatives on combating stereotypes
Outcome	Raised awareness on the issue
Timeline	2022-2024
Assessment indicators	User satisfaction for those participating in the offered activities
	4. Supplying a high-quality, equitable and inclusive education, with learning opportunities for all
	5.1. Ending discrimination against women and girls in all forms, everywhere

## Promoting the integration of sex and gender variables into projects and initiatives

Action	Designing training and awareness-raising programmes aimed at all professional personnel (the “gender dimension”)
Direct target	Professional staff
Indirect target	Innovation community; society
Institutional point persons	Managing director
Operational point persons	EO manager
Funding	
Output	Training programmes
Outcome	Critical awareness of the gender dimension of the professional activities
Timeline	2023
Assessment indicators	# of participants
	5.1. Ending discrimination against women and girls in all forms, everywhere

## AREA 4 - STEPS TO COMBAT GENDER VIOLENCE, INCLUDING SEXUAL HARASSMENT

### Promoting to combat violence and sexism

Action	Launching operations aimed at expanding the network of entities around CTRIA
Direct target	judges and public attorneys/prosecutors; community organisations; anti-violence centres; women who have been victims of violence
Indirect target	society; the media;
Institutional point persons	EO manager
Funding	Commitment in terms of months/person for staff involved
Output	Increase in partnerships with community organisations and entities
Outcome	Combating gender-based violence
Timeline	2022-2023-2024
Assessment indicators	At least five partnerships by the end of 2024
	<p>5.1. Ending discrimination against women and girls in all forms, everywhere</p> <p>5.2. Eliminating violence against women and girls in any form, whether in the private or public sphere, including human trafficking, sexual exploitation, and violence in any other form</p>

## FINAL PROVISIONS

The GEP of CTRIA enters into force at 1 April 2022 and acting as an integrated element of the company policies.

The managing director of CTRIA, with the support of EO manager is obliged to review and monitor the implementation of the GEP, as well as update it if necessary.

Finally, all rules and procedures indicated in GEP are mandatory for any employees of CTRIA, regardless the form of employment.

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