



GENDER EQUALITY PLAN

THE CENTRAL EUROPEAN
CHAMBER OF COMMERCE

2024

INTRODUCTION

The purpose of this **Gender Equality Plan (GEP)** is to systematically promote gender equality within **the Central European Chamber of Commerce (CECC)**. Recognizing diversity and inclusion as fundamental to success, we are committed to creating an environment where all employees - regardless of gender - have equal opportunities to excel.

At CECC, we acknowledge that gender equality is a crucial moral imperative that we aim to achieve. This plan applies to all our operations, ensuring consistent and effective policies promoting gender equality.

Our GEP outlines our objectives, strategies, and measurable actions aimed at reaching gender balance, encouraging inclusion, and supporting the professional growth of all employees. The plan will be regularly reviewed and updated based on feedback and best practices in gender equality.

CURRENT GENDER BALANCE

Currently, the CECC maintains a workforce of 30% women and 70% men. While this demonstrates a level of diversity, we recognize the need for improved gender representation in leadership roles and high-profile positions, particularly in project management and decision-making processes.

OBJECTIVES & STRATEGIES

Enhance Gender Balance

Goal: Achieve a gender balance in leadership positions and project teams.

Target: Increase the representation of women in leadership roles by 15% over the next two years.

Strategies:

- Implement targeted recruitment campaigns focused on underrepresented groups, including women.
- Provide unconscious bias training for hiring managers.
- Introduce mentorship programs for women aiming for leadership roles.
- Regularly monitor and report on gender balance in all teams.

Support Work-Life Balance

Goal: Implement policies that support flexible working and caregiving responsibilities.

Target: Offer the possibility to work remotely.

Strategies:

- Reduce phone calls after 4 pm during working hours, with no phone calls after 6 pm.
- Introduce flexible working hours and remote working policies.
- Offer childcare support and family leave options.
- Regularly assess employee satisfaction regarding work-life balance.

Promote Gender Equality in Projects

Goal: Ensure equal career development and training opportunities, particularly in EU-funded projects.

Target: Increase women's participation in project management training by 10% over the next 24 months.

Strategies:

- Provide targeted training programs to enhance women's project management skills.
- Collaborate with external organizations to offer scholarships for relevant training.
- Ensure transparency in career development pathways.

Support for Men in Family Care Roles

Goal: Encourage and support men in taking on caregiving responsibilities.

Target: Increase the uptake of parental and paternity leave among men.

Strategies:

- Launch information campaigns to raise awareness about paternity and parental leave benefits.
- Promote flexibility in childcare leave policies to accommodate partial or alternate-time usage.
- Provide programs and activities aimed at supporting men in family care roles, encouraging them to engage more actively in family responsibilities.

ACTION

Recruitment and Selection

- Use gender-neutral language in job descriptions.
- Form diverse hiring panels to reduce unconscious bias.
- Monitor gender composition in recruitment and promotions.

Training and Development

- Offer gender sensitivity training across the organization.
- Develop leadership workshops specifically for women.
- Pair senior leaders with junior female employees through mentorship programs.

Work Environment

- Establish a clear anti-harassment policy with confidential reporting mechanisms.
- Implement flexible work policies and ensure access to support for employees with caregiving responsibilities.

Communication and Awareness

- Regularly communicate success stories in gender equality.
- Develop an internal platform to discuss gender-related topics and share best practices.

MONITORING & EVOLUTION

Key Performance Indicators (KPIs) will be established to track the effectiveness of this plan, including:

- Percentage of women in leadership positions.
- Rates of participation in gender equality training.
- Employee satisfaction surveys focusing on gender equality.

Annual reviews will assess the progress of the plan, with adjustments made based on feedback and data analysis.

ACCOUNTABILITY

Management Oversight: The CECC management team will oversee the GEP, supported by a Gender Equality Committee, which will meet quarterly to discuss progress.

Annual Reporting: Gender equality progress reports will be shared internally and externally with stakeholders.

CONCLUSION

By implementing this Gender Equality Plan, the CECC commits to promoting a workplace where gender equality is a principal value, ensuring that all employees have equal opportunities to succeed and thrive. We also aim to equalize differences in caregiving responsibilities by supporting men in taking on family care roles, creating a more balanced and inclusive environment for all employees.