

## **BtH Gender Equality Plan (GEP)**

### **1. General**

- Beyond the Horizon (BtH) Gender Equality Plan is developed in accordance with the European Commission publication "[Horizon Europe guidance on gender equality plans](#)".
- This plan is approved by the BtH Executive Board on 2 September 2022. It will be reviewed annually by the Executive Board at the ANEVAL meeting and updated as necessary.
- Main coordinator of the plan is the HR Manager / appointed Gender & Equalities expert.

### **2. Current situation**

#### Research and Publications:

- BtH is a next generation think and do-tank that provides policy recommendations to European policymakers and informs the public as regards its focus areas. Gender & Equalities is one of its **focus areas** in line with UN's Sustainable Development Goal 5 'Gender Equality'. BtH publishes **commentaries, policy briefs and research papers** on this focus area.
- To provide a balanced view and analyses, BtH integrates -where and when applicable- gender dimension into the **research content**. This is attained by two measures. (1) It's considered if research reflects gender dimension in analysis and recommendations. Although projects will be tackled separately, especially publications that reflect project findings has this quality in an accentuated manner since the empirical gathered allows stratifying data based on gender. (2) This gender sensitive look is maintained by also engaging researchers, respecting gender balance.
- Related publications: "[Diversity & Inclusion](#)"

#### Projects:

- BtH develops and employs innovative and sustainable solutions by making a combination of research, innovation and action projects in collaboration with selected partners. In all its projects, BtH considers gender mainstreaming as a crosscutting issue, and puts it into **project planning and implementation**, in terms of **project management, participation, content, communication and dissemination**.
- BtH promotes gender equality in the society by implementing **focused projects and tasks** on diversity & inclusion and gender & equalities.
- Related Projects:
  - [All-in-one 4 HER/HOA](#) - Fast-track Integration of Highly Educated Refugees into Flemish Labour Market
  - [EDUC8](#) - Educate to Build Resilience
  - [SUPERMENTOR](#) - Training super-mentors to activate job seekers with migrant background
  - [ORIENT8](#) - Orientate Newcomers by Smart Social Mentoring
  - [MENTOR+](#) - Youth Mentoring Programme to Prevent Juvenile Offending

### Events:

- BtH serves as a forum for debate by organising different kinds of events that represent the diverse society we live in. Gender balanced and inclusive panels are crucial to bringing different perspectives to the table and helping discussions reach a better, more complete understanding. With this pledge, we commit to making our organisation more inclusive and diverse.
- BtH recognises that gender is an aspect of diversity and inclusion central to our work, among others including age, disability, gender, race or ethnic origin, religion and sexual orientation. Without these kinds of representation on our events, BtH cannot expect to create an environment where **diverse views** are encouraged.
- BtH tries to achieve gender balance among **speakers and panellists** while organising the events. We can sometimes have difficulties to achieve the balance due to gender imbalance in the number of available experts in some focus areas. Despite such negativities and difficulties, in some of our activities, gender equality was achieved in favor of women with 70%.
- We aim to reach a gender balanced **audience**, but there may be variable statistics on gender equality in participation in our activities. Although there are 60% female participants in some events, that can stay at 20% in some others.

### Staff members and management:

- BtH focuses on the 'peace and security' domain where women have comparatively limited representation. As a young non-profit organisation established in 2018, it has limited resources and conducts many tasks on a volunteer basis.
- BtH has been annually managing 4-5 EU/national funded projects and its total number of **full-time equivalent (FTE) employees** differs between 4-8 depending on the project funding. Gender share of FTE is currently not balanced with lower representation of women. BtH currently tries to manage gender balance with **interns and volunteers**.
- BtH has a staff member dedicated to gender & equalities who is in charge of the gender mainstreaming in our activities as a subject matter expert.
- Concerning the gender balance in **leadership and decision making**, BtH has currently 14 effective members -who have voting rights- including 10 men and 4 women.
- Gender balance is an important criteria for **recruitment and career progression** at BtH and this is overseen by the Financial/HR manager.
- Hybrid and flexible **working conditions** are in force at BtH, employees can work from home or office and they can select starting and finishing time. This working model allows employees, especially those who have small children to be cared for, much more flexibility.
- BtH has a **discrimination policy** which prohibits any kind of discrimination or harassment including gender. It promptly investigates all allegations of discrimination and harassment, and takes action as appropriate.

### 3. Action plan to strengthen gender equality

Nu	Goal	Action Item	Timing
1	To achieve gender balance among the staff members	Hire new employees and interns with a balance among genders	Middle-Long term
2	To achieve gender balance among the management	Find new general assembly (effective) members with a balance among genders	Middle-Long term
		Find new executive board members with a balance among genders	Middle-Long term
3	To promote gender equality in the community through research and forum activities	Publish regularly on Gender & Equalities focus area Add gender perspective to other applicable focus areas	Short-Middle term
4	To reach out to a gender balanced audience	Take additional actions (promotion, communication, etc) for balancing the gender among the audience of our activities including events, readers, social media, projects	Short term
5	To inform all BtH employees and staff about gender diversity and equality at workplace	Organise annually a training / information session about diversity and gender equality at the workplace	Short term
6	To update all organisational procedures and mechanisms accordingly for gender equality and balance	Update all Standard Operating Procedures of BtH accordingly	Short term

#### 4. Implementation of GEP

Nu	Action Item	Resources	Responsibility	Reporting
1	Hire new employees and interns with a balance among genders	Depending on the project and other funding	Executive Board	Annually to the General Assembly
2	Find new general assembly (effective) members with a balance among genders	HR, networking and communication efforts	Executive Board	Annually to the General Assembly
3	Find new executive board members with a balance among genders	HR, networking and communication efforts	Executive Board	Annually to the General Assembly
4	Publish regularly on Gender & Equalities focus area and add gender perspective to other applicable focus areas	Depending on projects funding and tasking volunteers and interns	Horizon Research department	Annually to the Executive Board
5	Collect gender data on the target group of our activities including events, readers, social media, projects and take actions for reaching out	Daily work of Horizon Lab to coordinate with other departments	Horizon Lab department	Annually to the Executive Board
6	Organise annually a training / information session about diversity and gender equality at the workplace	Tasking / Annual planning	HR manager / Appointed Gender & Equalities expert	Annually to the Executive Board
7	Update all Standard Operating Procedures of BtH accordingly	Daily work of the secretary	Secretary	Annually to the Executive Board

## 5. Targets, monitoring indicators, and evaluating progress

Nu	Key Performance Indicators	Targets	Monitoring	Evaluation
1	Number of FTE employees of each gender (F-M-X) among staff members (including volunteers, interns)	Equal share between F-M and include X	Monthly Coordination Meetings (MCM) (Jan, July)	General Assembly
2	Salary rates of staff members according to genders	Equal salary rates among genders according to the ranks		
3	Number of each gender (F-M-X) among effective members	Equal share between F-M and include X		
4	Number of each gender (F-M-X) among executive board members	Equal share between F-M and include X		
5	Number of publications on Gender & Equalities and with gender perspective	20% of the publications annually with gender perspective		Executive Board ANEVAL meeting
6	Gender disaggregated data of speaker/panellists during the events	Equal share between F-M and include X		
7	Gender disaggregated data of audience during the events and project activities	Equal share between F-M and include X		
8	Gender disaggregated data of social media followers	Equal share between F-M and include X		