

EPR Gender Equality Plan

Aim: The aim of this plan is to ensure EPR has an organisational policy that promotes gender equality within the organisation. It is a brief document that outlines and links the specific actions and commitments EPR puts forward to create an inclusive and gender balanced environment.

The **EPR Gender Equality Plan** highlights what we do as an organisation and as an employer to promote equal opportunities both within our management and employees and our governance structures. It also highlights the organisation's commitment to promote gender equality, gender mainstreaming and being gender sensitive in its actions and activities.

The EPR Gender Equality Plan includes promotion of equal participation and representation of all genders in:

1. Recruitment
2. Equal pay
3. Work life balance
4. Leadership
5. Governance structures
6. Organisations actions
7. Communications

1. Recruitment, 2. Equal pay and 3. Work life balance

The points gathered between 1 till 3 belong under the EPR Human Resources Manual. EPR Human Resources Manual is a document gathering our organisation's policies on recruitment, including a comprehensive policy regarding the employment of our human resources, outlining relevant Belgian legislation as well as internal practices and policies which the organization and all members of staff must adhere to.

On 1. Recruitment - EPR Human Resources Manual describes in chapter 4.1 and 4.2 information of the recruitment process.

EPR is committed to putting in practice fair and transparent recruitment and promotion processes.

On 2. Equal pay - EPR Human Resources Manual gathers in its *Annex 6* EPR alignment to the collective Labor Agreement No. 25, on equal pay for male and female employees, and the Collective Labor Agreement No. 25 of 15 October 1975, on equal

pay for male and female employees amended by the Collective Labor Agreement No. 25bis of 19 December 2001 and the Collective Labor Agreement No. 25ter of 9 July 2008 Belgium.

For the purpose of this Collective Agreement, equality of pay means that all discrimination based on sex is abolished for equal work or for work of equal value.

3. Work life balance - EPR Human Resources Manual gathers on its chapter 8 'Planning and Management of work' how EPR allows for flexible working hours which help work life balance. EPR flexible work arrangements also include the possibility of working from home for up to two days per week and more if it is necessary previous agreement with direct supervisor. EPR flexible work arrangements also allow for the possibility of working a limited number of days per year from different locations which allows for further work and family life balance and explicitly caring duties for employees whose Belgium is not their home country.

EPR Human Resources Annex 7 gathers within a broader topic on psychosocial risk it's approach to sexual harassment.

EPR current Secretariat is located at Mundo Madou building. This building, a collective space hosting several non-profit organisations focusing on different themes, has a clear informative policy on sexual harassment incl informative posters with actions an individual can take if victim of such or if witness.

4. Leadership

EPR leadership style is that of an organisation that seeks for every individual regardless of their gender identity to feel empowered, valued and respected. EPR inclusive leadership encompasses the promotion of fairness, inclusivity and safe space for their employees to express themselves taking into account the well-being of its employees at the core of the workplace. EPR works on creating a sense of belonging within its team where every employee is helped to thrive and feel seen and valued regardless of their gender.

EPR ensures equal representation in the organisation is gender balanced both in leadership and decision-making positions. Currently, the EPR Secretariat, based in Brussels has 8 employees of which 6 are female and 3 are male.

5. Governance structures

EPR Governance Manual chapter C. EPR Structures, point 2.1 Board of Directors - Composition includes that the EPR Board of Directors will be composed of up to 9 individuals from EPR full members. The candidates to the Board should include representatives from all genders and geographical areas comprising EPR membership. The elected Board will be formed considering gender and geographical balance.

The EPR Board of Directors elects a Chair, up to two Vice Chairs, a Treasurer and any other advisory role they see fit. EPR language is committed to inclusion as the Chair is Chairperson in place of Chairwoman.

EPR current Board of Directors is made of 9 individuals, 5 male and 4 female.

6. Organisations actions

EPR is committed to incorporating gender perspectives into the work they put forward. For example, EPR will include gender perspectives into any research, analytical papers and studies. EPR will ensure gender balance in external speakers invited to public events; inclusive language in communications and graphic representation away from stereotypes and other relevant activities.

EPR has developed the following objectives and indicators to monitor yearly the impact and outcomes of its activities. These are specifically related to implementation of the Operating Grant funded by the European Commission.

- Maintain gender balance in participation across EPR activities:
 - Nr of women and men (and non-binary participants) attending EPR events, disaggregated by role (speaker, moderator, participant).*
 - Year-on-year change in gender representation among expert contributors in EPR conferences, working groups.*
- Increased gender equality mainstreaming in EPR's policy and capacity-building work:
 - Policy recommendations and briefings explicitly address gender dimensions of disability and rehabilitation services.*
 - Number of EPR activities where gender equality is identified as a specific focus area or theme.*
- Strengthen the capacity of member organisations to address gender inequalities in service provision:
 - Percentage of EPR members reporting, through annual surveys, improved knowledge or tools to integrate gender-sensitive approaches in their work.*
 - Number of good practices shared within the network highlighting services or projects that advance gender equality for people with disabilities.*

7. Communications

Monitoring and resource allocation

Human resources: staff time to monitoring the Gender Equality Plan ensuring activities and actions throughout the calendar year are compliant with the Plan.

Training on programs are often included to raise awareness about gender equality issues and promote inclusive practices.

This dedicated oversight ensures gender equality is not only a stated value but an operational reality reflected across the various EPR communication channels.

8. Data collection:

Throughout the year, EPR includes information on participation by gender in registration processes for internal and external activities and events. Attendee lists are checked for balanced representation and flagged when single activities do not accomplish acceptable participation. A general review on participation by gender is conducted by the end of each calendar year and included in the annual reporting to members and board.

The EPR Gender Equality Plan is signed by the EPR Secretary General



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