GENDER EQUALITY PLAN

Results of the review for 2024

28 April 2025.

H-1406 Budapest, Pf. 7.

cesci@cesci-net.eu

www.cesci-net.eu

1 Tasks identified under the gender equality plan

The Central European Service for Cross-Border Initiatives (CESCI) adopted its Gender Equality Plan at its Annual General Assembly 2022 (25 May 2022). The need to appoint a Gender Equality Officer to coordinate the implementation of the Plan was also noted. As there were no volunteers to take on the role of Officer, the Directors decided that one of the Directors would take on part of the role of Officer, with the assistance of two colleagues.

In addition to coordination, the rapporteurs are responsible for monitoring and reporting annually to the Directors on the implementation of the Plan, highlighting the progress made so far and any obstacles encountered. The organisation will publish the annual report on its website. If the Gender Equality Plan needs to be amended or supplemented in the meantime, the rapporteurs will draw up a proposal for its amendment.

This document contains an assessment of the third annual progress of the Gender Equality Plan. The report for 2022, which was adopted at the Association's 2023 Annual General Assembly, proposed that one-off actions already completed should no longer be examined separately in future reports. Accordingly, these indicators are not included in this document.

2 Annual monitoring of the Gender Action Plan (2024)

This chapter examines the development of the gender equality actions for the period 2021-2027, based on the values of the pre-defined indicators for 2024, and the measures taken in relation to these actions.

Table 1: Colour key for the table summarising the values

Colouring	Report from
Green	The indicator has achieved its objective.
Blue	There is improvement/stagnation for this indicator.
Grey	The indicator is not relevant due to the minimum number of elements.
Pink	There is a gap for this indicator.

Table 2: Evolution of indicator values in 2023

Action	Indicator	Target	Value (2022)	Value (2023)	Value (2024)	Current situation (2024)	Evaluation (2024)
1.1 Approaching gender equality in the Presidency	Proportion of women in the Presidency	Not specified	25%	25%	25%	In 2024, the gender distribution of board seats did not change.	Did not change
1.2. Approaching gender equality in top management in the work organisation	Share of women in top management	33,3%	33,3%	33,3%	33,3%	The composition of senior management did not change in 2024.	Did not change
	Pay gap between female and male senior managers	0%	0%	0%	0%	Female and male senior managers in the same position were paid the same salary in 2024.	Maintains the target

Action	Indicator	Target	Value (2022)	Value (2023)	Value (2024)	Current situation (2024)	Evaluation (2024)
1.3 Approaching gender equality in the workplace	Pay gap between women and men among non-managerial senior and junior workers	0%	0,50%	3,72%	0,53%	The only difference in pay for non-managerial employees is due to different job roles and responsibilities.	Professional criteria are the key
	Pay gap between non-senior female and male researchers[1]	0%	Improved	Improved	Improved	In 2024, the pay gap between female and male researchers was further reduced.	Professional criteria are the key
	Proportion of female researchers	Not specified	33,3%	33,3%	33,3%	The number of employees delegated to the research workshop did not change in 2024, so the value of the indicator has not changed.	Professional criteria are the key
2.1 Ensuring gender equality in recruitment	Percentage of women among candidates called for interviews	Not specified	Not specified	33,3%	70%	We did not discriminate between applicants on the basis of gender, and in all cases we decided on the basis of professional criteria.	Professional criteria are the key
	Percentage of women interviewed	Not specified	Not specified	33,3%	47%	The interviews were primarily organised on a professional basis, but where professionally possible, we also tried to ensure a gender balance among the interviewees.	Professional criteria are the key
2.2 Ensuring gender equality in career development	Ratio of female to male workers in training	Not specified	Not relevant	Not relevant	Not relevant	In 2024, one person graduated and one started their studies.	Only 1 person is involved in active training

[1] For data protection reasons, no specific figure is given in the report, only the trend.

Action	Indicator	Target	Value (2022)	Value (2023)	Value (2024)	Current situation (2024)	Evaluation (2024)
3.1. Provision of working time and other benefits to achieve work-life balance	The fact of providing flexible working environments	Be insured	Provided by	Provided by	Provided by	Flexible working arrangements were also guaranteed in 2024.	Flexible working arrangements in line with colleagues' needs and work organisation
	Percentage of part-time applications accepted	100%	100%	100%	100%	For the year 2024, all part-time applications were accepted.	Provided by
	Percentage of children receiving one-off financial support	100%	0%	0%	0%	The managers responsible for designing the scheme set the amount of the allowance at 50% of the employee's gross monthly salary.	A support scheme was developed, but there were no newborns in 2024.
	Number of employees with individual working time	Not specified	Not specified	Not specified	Not specified	For the partially affected colleagues, individual working hours were provided by the organisation.	Provided by
3.2 Contact with workers on parental leave	Number of family meetings per year	1	(1)	0	0	No family meetings were announced for the year 2024, but CESCI Light sessions are organised in a way that they take into account the needs of employees with families (e.g. earlier start) and former colleagues are also invited to attend.	It did not take place.

Action	Indicator	Target	Value (2022)	Value (2023)	Value (2024)	Current situation (2024)	Evaluation (2024)
4.1 Organisation of sensitivity training	Number of training calendars	1	0	0	0	Although no training was organised for 2024, preparations for sensitisation training have started for 2025.	The target is expected to be reached in 2025.
4.2 Informing new employees of the organisation	Percentage of new entrants who received information	100%	100%	100%	100%	All new workers arriving in 2024 received the 2022 prospectus.	Provided by
4.3 Gender mainstreaming in the organisation's events	Percentage (number) of women speakers invited to events	Not specified	26,19%	37,78%	49%	In 2024, the organisation of professional events continued to focus on women speakers, which is an increase compared to the previous year.	There is an improvement, but also a growing experience that the value of the indicator is determined by prioritisation criteria, by professional and invited speakers (it is suggested to clarify the name of the indicator: "number" instead of "percentage")
	Proportion of women speakers at professional events	Not specified	22,54%	37,78%	44%	In 2024, some of the invited female speakers were not able to accept invitation, but the value still shows an increase compared to the previous year.	There has been an improvement, but there is also a growing experience that the value of the indicator is determined by professional and invited speakers' prioritisation criteria.
5.1. Developing a gender complaint procedure and rules	Percentage of complaints treated	100%	Not relevant	Not relevant	Not relevant	No complaints were received in 2024.	No complaints received (number of cases = 0).

3 Annual monitoring results

Based on the above table, the Association has made a progress in implementing the measures set out in the Gender Equality Plan in several areas, but further improvements and corrections are still needed in some areas. Overall:

- In case of 9 indicators, they have improved or stagnated. For those, where possible, further equal opportunity measures are recommended. It should be noted, however, that the evolution of the scores is often influenced by external factors and professional considerations.
- In case of 5 indicators, the scores are clearly positive, they have improved, they are on target, or they have kept their commitments.
- In case of 3 indicators are not meaningful due to the low number of elements.
- In case of 2 indicators, the target action was not achieved in 2024: no family meeting or sensitisation training was announced. It is proposed to announce these events in 2025. A positive development from last year is that the amount of the one-off financial support for having children was determined and the preparation of the sensitisation training, planned for 2025, has started.